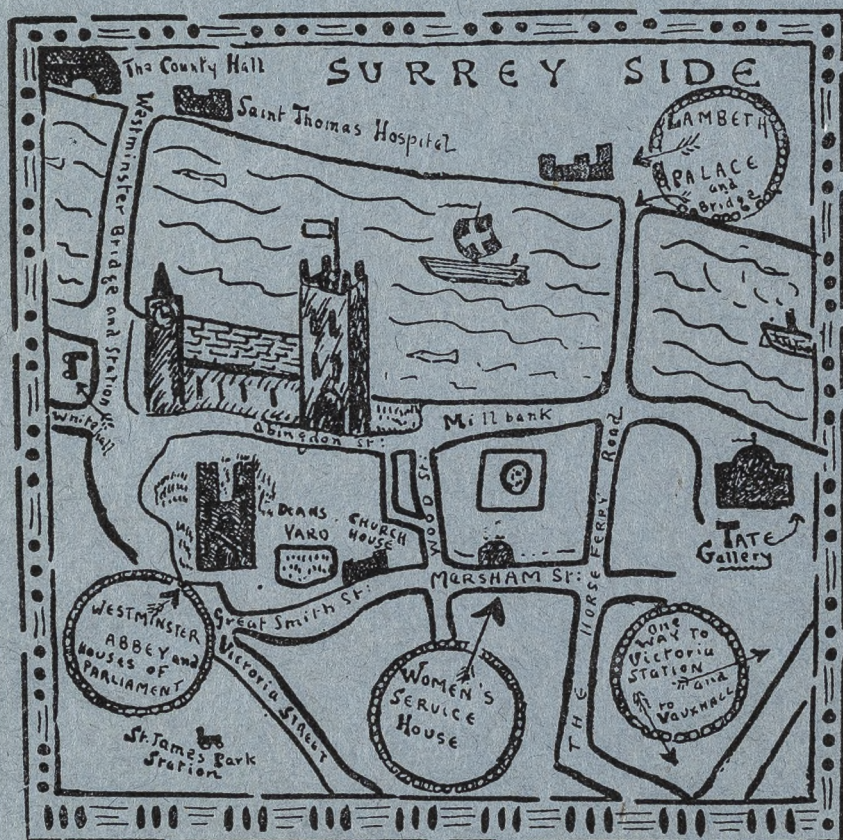


LONDON SOCIETY FOR WOMEN'S SERVICE

MEMORANDUM ON OPENINGS AND TRAININGS FOR WOMEN



WOMEN'S SERVICE HOUSE

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LONDON SOCIETY FOR WOMEN'S SERVICE.

PRACTICAL WORK.

The Society maintains an Information Bureau on all subjects connected with the employment of women and in particular on matters relating to professional training.

In its practical work the Society has the support of the following patrons :—

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MEMORANDUM ON OPENINGS AND TRAINING FOR WOMEN

(3rd Edition)

PREPARED BY THE

London Society for Women's Service.

(Price 6d. Postage: Single Copies, 1d.; One Dozen Copies, 3d.)

INTRODUCTION.

THE London Society for Women's Service, through its Women's Service Bureau, provides information and advice upon matters connected with Women's Employment and Training. This is freely available not only to girls leaving school and at the threshold of their professional careers, but also to those older women who, for various, and often urgent reasons, are obliged to change their occupations, or to face entering the labour market for the first time without experience or qualifications.

This pamphlet is intended to serve only as a guide to the more standardised professional openings for women. Brief information is given as to length and cost of training and previous qualifications required. Further advice about occupations and professions not indicated below may be obtained on application to the Bureau.

For obvious reasons it is not possible, in such limited space, to indicate individual training centres. Full particulars as to courses of training, fees, etc., are given by the Women's Service Bureau. A personal interview, in which questions of expense and prospects can be discussed in detail will give the most satisfactory result, but when this cannot be arranged as much information as possible will be sent by post. Interviewing hours at Women's Service House, 35, Marsham Street, Westminster, S.W.1, are from 10 to 1 o'clock daily (except Saturday), or by appointment.

N.B.—Fees and Salaries mentioned are approximate only. Both are apt to vary with locality and, to a certain extent, with the cost of living. In the case of Institutions and Colleges receiving grants from Local Education Authorities, the fees are considerably lower for students residing within the County or Area served by the College.

ACCOUNTANCY.

Previous qualifications: Matriculation, or equivalent, or a University Degree. Length of Training: Five years, reduced to three for a University Graduate. Cost: Fees and Premium £150 to £350.

Candidates may qualify for membership either of the Institute of Chartered Accountants or of the Society of Incorporated Accountants. In both cases it is necessary to pass a preliminary examination and to enter into articles of clerkship with a member. The ordinary term of articles is five years, but for candidates holding a University Degree this is reduced to three.

For qualification as Associates of either body Intermediate and Final Examinations must be passed, the Final being taken after completion of the term of articles. Examination subjects include Book-keeping and Accounts, Costing and Statistical Method, Auditing, Elementary Economics, Commercial Law, the Power and Duties of Liquidators, Trustees, Executors and Receivers, Mercantile Law and the Law relating to Joint Stock Companies and Bankruptcy.

The premium for an articulated clerk may vary from 100 to 200 guineas, or occasionally more. A salary may or may not be paid while serving articles. Examination fees amount to about £6 6s. 0d.; coaching fees vary.

ACTING. See *Dramatic Art.*

ACTUARIAL WORK.

Previous qualifications: Matriculation or equivalent, or preferably, Hons. Mathematics Degree. Length of Training: Varies, see below. Cost: Examination fees, £7, coaching fees vary.

An Actuary is employed on calculative work in Insurance Offices. Examinations are held by the Institute of Actuaries for Probationers, Students, Associates and Fellows respectively, the subjects including Contingency Calculations, Statistics, Investment and Life Tables. Candidates qualifying for the Institute usually prepare for the examinations while employed in an Insurance Office. The work is highly specialised and suited to those with a distinct mathematical bent. Opportunities for entry into the profession are limited.

AGRICULTURE.

Training in Agriculture and its various branches is given: (a) In the Agricultural Departments of certain Universities; (b) At large Agricultural Colleges under the auspices of County Education Authorities; (c) At smaller Colleges and Farm Institutes approved by the County or Local Authorities, and (d) at private schools and Colleges. In (b) and (c) fees are greatly reduced in the case of students ordinarily residing within the County or Area served by the College.

General Agricultural Trainings.

Degrees in Agriculture are granted by several Universities. Two year Diploma and one year Certificate courses can be taken at most Agricultural Colleges. Tuition fees* vary from about £15 to £30 per Session.

A considerable amount of scientific and theoretical study is included in these general trainings, but opportunity is also arranged for practical and experimental work. For the management of an estate or for general teaching purposes a degree or diploma course should be aimed at.

Special Trainings.

SMALL HOLDERS AND COMMERCIAL COURSES.

Length of Training: About two years. Cost: Fees, including residence, £90 to £120 per Session.

These courses are intended to prepare students to run Small Holdings or Market Gardens. Instruction may include Fruit and Vegetable Growing, Care of Stock, Poultry Keeping, Some Practical Dairying, Marketing, Book-keeping, and, possibly, Bee keeping, Fruit Bottling, etc.

DAIRYING.

Length of Training: One to two years. Cost: Tuition Fees £20 to £45 per Session.*

The standard qualifications are the National Diploma in Dairying and the British Dairy Farmers' Association Diploma. Training is given at most of the well-known Agricultural Colleges. Private schools have not, as a rule, facilities for the necessary scientific and laboratory work, though sometimes excellent for practical dairying. Subjects include Milking, Preservation of

* Hostel charges amount to about £80 per session.

Milk, use and care of the Apparatus of a Modern Dairy, Butter Making, Cheese Making, etc. A special Teachers' Diploma course should be taken for teaching purposes. There is a steady, but not large demand, for well qualified workers in model dairies, at salaries equivalent to about £3 a week; also for Instructresses and Demonstrators in Agricultural Colleges, and under County Education Authorities, and for teachers in private schools, at salaries of about £200 per annum.

POULTRY KEEPING.

Length of Training: Ten weeks to one year. Cost: Tuition fees from about £10 for a ten weeks' course, to £45 for one year.*

Openings and Salaries as for Dairying. For teaching purposes a one, or preferably, a two year diploma course should be taken.

GARDENING.

Length of Training: Two or three years. Cost: £90 to £130 per annum (including residence).

A University Degree in Horticulture may be taken, which is useful as a teaching qualification, and for this matriculation (or the equivalent) is required, followed by a three-years' course. Horticultural trainings are also given at some of the larger Colleges mentioned above, and at various good private schools. Such courses usually include some Scientific and Laboratory work. Soil Cultivation, Use of Tools, Packing, Marketing and Book-keeping, as well as Vegetable, Fruit and Flower Culture, outdoors and under glass. There is a constant though rather limited demand for well qualified all-round gardeners. Salaries vary but are usually equivalent to about £3 a week for experienced workers.

LANDSCAPE GARDENING, BEE-KEEPING, HERB GROWING, VEGETABLE DRYING, FRUIT BOTTLING, ETC.

Special courses, of varying length and cost, are given in these subjects at certain Agricultural Colleges and Private Schools.

ALMONERS, HOSPITAL. See *Social Work.*

ARCHITECTURE.

Previous qualifications: Matriculation or equivalent. Length of Training: 5 years. Cost: Tuition fees £150 to £265.

The accepted professional qualification of an architect is the Associateship of the Royal Institute of British Architects, or a University degree in Architecture. It is usual, however, for those qualifying for a degree to take the R.I.B.A. diploma as well, and University courses are arranged with this end in view. At least three years must be spent in the Schools, and two years in the office of a practising architect, lectures in preparation for the final examination being attended during this period. A full course includes Town Planning.

Openings for women architects are not numerous at present and, although they are gradually making their way, it is still a profession suited to the pioneer who has means to enable her to await opportunities of employment.

ART.

Preliminary qualifications: Good general education. Length of Training: 3 to 5 years. Cost: Tuition fees about £20 to £30 per session.

General Training.

Courses of training are given at certain Universities, at the large Municipal Schools of Art, and at Art Departments of Polytechnics and Technical Institutes. A few good private schools also give general training. In itself, such a course cannot be said to lead to employment, but it is a necessary preliminary to more specialised branches of Art.

Special Trainings.

Training in such subjects as Landscape, Portrait, Miniature, Animal Painting, Poster and Illustrative work and Design, Writing and Illuminating, Etching, Lithography, etc., can be taken at the schools mentioned above, and at about the same fees. A year at least should be spent on specialised study at the end of a three-year general art training. At Municipal Schools of Art, Polytechnics, etc., evening classes may be attended at considerably less cost, if a full day time course cannot be arranged.

* Hostel charges amount to about £80 per Session.

The earnings of an artist are well known to be uncertain and intermittent, and it is hardly necessary to urge that it is only in very exceptional cases that the profession can be considered as a means of livelihood.

N.B.—For *Art Teachers'* training, see *Teaching*.

ARTS AND CRAFTS.

For all Craft Work a general art training is an advantage and in some of the more skilled crafts it is practically a necessity. Excellent trainings for various kinds of handicrafts, such as Embroidery, Lace Making, Weaving and Spinning, Wood Carving, Leather Work, Book-binding, Stained Glass Work, Pottery, are given at the large Schools of Art throughout the country, and many of these specialise in crafts connected with the industries of the district. Full time courses may be taken, the fees corresponding approximately to those mentioned above in the Art Section. Evening Classes are particularly well organised, and many students learn the technique of their craft while employed during the day time.

Good practical trainings can sometimes be obtained in private studios and workshops.

AUCTIONEERING, ESTATE AGENCY AND SURVEYING.

Previous qualifications: Matriculation or good general education. Length of Training: 18 months to 3 years. Cost: see below.

Candidates for the Examinations of the Surveyors' Institution, the Auctioneers' and Estate Agents' Institution, and the Land Agents' Society, should be employed in the office of a Practitioner. The Examinations may be prepared for at day or evening classes, or by correspondence. Subjects include: Practice of Auctioneering, Real Estate and Conveyancing, Book-keeping, Building Construction and Specifications, etc. The minimum fees, for evening classes or coaching by correspondence, for the Surveyors' Institution, or the Auctioneers' and Estate Agents' Institute, are about £40, and for the Land Agents' examinations, about £60.

BANKING.

Previous qualification: Matriculation or good general education.

Examinations for the Associateship of the Institute of Bankers can be taken while the candidate is employed in a Bank, and require a minimum period of two years. Subjects include the Practice and Law of Banking, Foreign Exchange, Economics, Commercial Geography and Modern Languages. Prospects are not promising for women at the moment, for, though eligible to qualify for membership of the Institute, there are few openings except for shorthand typists, and routine clerical workers.

BEAUTY SPECIALISTS. See *Hairdressing*, etc..

BOOK-KEEPING.

Previous qualification: Good general education. Length of Training: about 6 months. Cost: varies.

The examinations of a recognised body such as the Society of Arts or Chamber of Commerce are useful qualifications. Subjects include Use of Journals, Ledgers and Cash Books, Single and Double Entry, Balance Sheet, Theory and Practice of Banking and Accountancy, Costing, etc. Training may be taken at a Commercial School or Technical Institute, at day or evening classes, or at a good private school. Fees vary from 30s. a session at evening classes to about £30 for a six months' course at a private school.

Untrained book-keepers find it extremely difficult to obtain employment. But there is a fairly steady, though moderate demand in Schools and Institutions, and the offices of Societies, etc., as well as in business firms, for the well educated woman who can keep a whole set of books, and, if necessary, prepare a balance sheet.

COSTING requires special training, which, in view of the increasing use of comparative costing in industry, may well repay the student. Openings are rare at present, but may increase.

(See also *Accountancy*.)

BUSINESS.

The number of women employed in the business world is increasing. Whether in running concerns of their own, or in employment in large business enterprises, there is considerable scope for capable women. In wholesale houses, as well as in the retail distributing trades, in shipping and insurance,

publishing, advertising and publicity, women are to be found as directors, manageresses, buyers, commercial travellers, agents, saleswomen, and demonstrators. It is not possible in the small space here available to do more than draw attention to the existence of this wide and as yet only partially explored field of work, but advice and preliminary information about such openings, can be obtained on application to the Women's Service Bureau.

See also *Commerce, Banking, Insurance*.

CATERING. See *Cooking and Catering*.

CHILD WELFARE. (See *Public Health, Nursing, Nursery Nursing and Social*).

CHIROPODY.

Previous qualification: Good general education. Length of Training: 1 year (minimum). Cost: about £40.

The Incorporated Society of Chiropodists holds examinations for Associates, Members and Fellows. Theoretical subjects include Anatomy, Physiology, Materia Medica and Therapeutics, and experience under a qualified practitioner is essential. Chiropody can sometimes be combined with Hairdressing, Manicure, Electrical Treatment and Massage. Openings are limited, but fairly good for really well qualified women, both in private practice and in connection with clinics.

CHURCHES (WOMEN WORKERS IN THE)

In the Church of England women are not yet admitted to the Priesthood, but are ordained as Deaconesses. The Inter-Diocesan Board of Women's Work has done much towards standardising the courses of the various Diocesan Training Institutions. Candidates can qualify in the Theological, Pastoral, Social, Educational or Health branches. Salaries at present are, as a rule, low, but vary considerably according to the grade passed, the nature of work to be undertaken, or the locality which employs the candidate. There are a number of openings for trained women of the right type.

In the Free Churches and other Religious Bodies women have in some cases been admitted to the Ministry, and the question of their admission is under discussion in others. Where admitted they train in the same way as men theological students of their denominations, the length of training usually extending from three to five years. Most bodies provide some kind of specialised training for Deaconesses and Parish Workers, Missionaries, etc.

See also *Missionary Work*.

CIVIL SERVICE.

Appointments in the Civil Service fall into two groups: (a) *Treasury Classes*, which carry out the general clerical and administrative work of the Service; and, (b), the *Departmental Classes*, composed of officers who are employed on technical work, for which special qualifications are required.

Treasury Classes.

Entrance to the Treasury Classes is by open competitive examination. During, and for several years after, the War, this procedure was suspended, but the Service is now reverting to its normal method of recruitment.

The *Writing Assistants' Class* is entered at 16 or 17 years of age, the work being of a routine nature. Salaries 18/- to 36/- a week, plus bonus. Age of entry for the *Clerical Classes* is 16½ to 17½. Salaries: Lower Clerical, £60 rising to £180; Higher Clerical, £230 to £300, plus bonus. Entrance to the *Executive Class* is at present by Selection Board from candidates over 19 years of age, after a qualifying examination. Salaries, Junior £100 to £300; Senior, £300 to £400, plus bonus. The *Administrative Class* is recruited at present by Selection Board from candidates over 22 years of age, after a qualifying examination. It has recently been announced that an open competitive examination (the first since the War), for the Junior Grade of this class will be held in July and August 1925. This examination will be open equally to men and women, and gives to women of University education their first opportunity of entry into the highest branches of the Service on an equal footing with men. Salaries: Junior, £200 to £400, plus bonus; Senior, highest appointment known at present, £1,200. In the last two classes there are very few women. There are also *Typist* and *Shorthand Typist Classes*, and there are a limited number of women *Establishment Officers*.

Departmental Classes.

This group includes Medical Officers, Organising Officers in Labour Exchanges, Old Age Pension Officers, Trade Investigators, and also the Inspectors of Schools, Factories, Boarded-Out Children, Nursing and Poor Law Institutions, and National Health Insurance, Trade Board and Income Tax Officials. Conditions, recruitment and salaries vary too greatly to be indicated in the space available here. In the Post Office there are large numbers of women Sorters (age of entry 15-18, salaries 24/- at 18 years of age, rising to 35/- plus bonus), also Telegraphists and Telephonists.

CLERICAL WORK. See *Secretarial, Book-keeping, Civil Service.*

COMMERCE.

Previous qualifications: Matriculation or good general education. Length of Training: 2 or 3 years (diploma and degree courses). Cost: Fees about £30 per annum.

Degree and Diploma courses are given at certain Universities. The subjects taken include Economics, the Organisation of Commerce and Industry, Transport and Shipping, Banking and Accountancy, Commercial Law, Modern Languages, etc.

Most of these courses provide for evening students, making it possible for candidates to qualify for their diplomas at evening classes by spreading their studies over three or four years.

See also *Accountancy, Actuarial Work, Banking, Business, Insurance.*

COMMERCIAL TRAVELLERS. See *Business.*

COOKING AND CATERING.

Full time trainings are given at Domestic Science Colleges and good private schools, and classes can also be attended at Evening Institutes and Polytechnics. A *Corden Bleu* course of 1 or 2 years is a first class qualification. Fees for such a course are about £60 per annum, and for a three months' course from about £7 to £20. After a general cookery training, classes in High-Class Cookery should be taken for private work, and in Invalid Cookery for Nursing Homes. Experience in cooking and catering for large numbers should be obtained before embarking on Institutional or Restaurant work, and some Canteens and Restaurants are prepared to take students for such training, at moderate fees.

There is a large demand for well-trained and well-educated women cooks for Institutional posts in Schools, Clubs, Hostels, Nursing Homes, etc., as well as for private work.

Openings in Tea Room, Canteen and Restaurant work are more limited and are much sought, as they are non-resident.

Salaries for cooks for private work run from about £50 to £100 resident, and for Institutional posts from about £80 to £120 resident. Caterers are paid rather more. Non-resident cooks may earn from about £100 to £150 per annum, with meals.

CRECHE WORK. See *Nursery Nursing.*

DAIRYING. See *Agriculture.*

DANCING.

Dancing for the stage is an entirely different career to the Teaching of Dancing, and requires a very specialised training. There are several good schools in London suited to different requirements. Expert and unbiased professional advice should always be sought before undertaking such training, which should be considered at a much earlier age than most vocational trainings. In regard to prospects the same remarks apply as to Dramatic Art, with perhaps even greater force.

See also *Dramatic Art.*

DAY NURSERY WORK. See *Nursery Nursing.*

DENTAL MECHANICS.

This work is at present seriously overcrowded, owing in great measure to economic depression. The situation is intensified by the number of disabled men who were trained after the War. It should therefore only be entered upon if there is a very definite opening in view. Training may be taken as a pupil or apprentice to a dentist or a practical dental mechanic, the fee for a premium pupil being about £60. Evening classes for mechanics are given at certain Polytechnics or Technical Institutes at very moderate fees. After

training the pupil should be ready for a post as an "Improver" at a salary of about 30/- a week. Experienced mechanics earn about £3 a week, or occasionally more.

DENTAL SURGERY.

Preliminary qualifications: Matriculation or equivalent. Length of Training: 4 years (minimum). Cost: about £400 (minimum, including fees and cost of instruments and books) in London, and less in the Provinces.

Training is given at Hospitals to which Dental Schools are attached. Students are advised to obtain a diploma in Medicine in addition to the Licentiate of Dental Surgery of the Royal College of Surgeons or Dental Degree of a University, as it not only adds to the interest of their work, but to their status in the profession. This extends the training to 6 years, and increases the cost proportionately. The course includes the Principles and Practice of Dental Mechanics, Metallurgy, Anatomy, Physiology, Dental Surgery and Pathology, etc., and, as in Medicine, the first part of the training is taken in the School and the latter in the Hospital and Laboratory.

There is considerable scope for Women Dentists, both in private practice and in Public Health Work, especially in Dental Clinics for Women and Children.

DISPENSING. See *Pharmacy.*

DOMESTIC SCIENCE. See *Cooking and Catering, Domestic Work, Institutional Management and Teaching.*

DOMESTIC WORK.

The problem of recruitment of domestic workers is receiving much attention, and numerous small scale experiments in the training of girls have been set on foot by educational authorities and others. Residential Homes are also in existence, but as yet only the fringe of the problem has been touched. The short trainings arranged by the Central Committee on Women's Training and Employment are the only ones open to older women, and there are few facilities for training in the specialised branches of the work, with the notable exception of cookery. Excellent courses are, however, available all over the country for the more administrative side of the work. The housekeeping courses at most schools of domestic science give practical training for private as well as institutional housekeepers. Length of training, 3 months to 1 year. Cost, tuition fees, £7 to £45.

The demand for domestic workers of any and every kind exceeds the supply, and salaries range generally from about £30 to £80 resident. The employment of daily workers is becoming more usual, and they receive from about 20/- to 30/- a week and meals.

See also *Cookery and Catering, Institutional and Household Management.*

DRAMATIC ART.

Previous qualifications: Good general education. Length of Training: About 2 years. Cost: Tuition fees about £50 per annum.

A thorough course of training in Dramatic Art can be taken, and this is probably now the most satisfactory means of entry to the profession. Such a course includes Voice Production and Elocution, the Art of Expression by Gesture, Dancing and Deportment, the Acting and Rehearsing of Plays, etc. There are also several good private trainings. Salaries vary with the type of work, and with the skill and popularity of the artist. The successful actress commands an income that compares very favourably with any other profession, but the rank and file undoubtedly suffer from slack seasons and intermittent work. The profession involves very much more drudgery and hard work than is generally recognised, and it can only be recommended as a means of livelihood to those who possess exceptional talent and personality.

DRESSMAKING, MILLINERY AND NEEDLEWORK.

Training for Dressmaking and for Millinery may be taken either at a Technical School, or by obtaining practical experience in a business. Day and evening courses are given at Polytechnics and Technical Schools. Fees for day courses from about £5 to £12, and for evening classes, 30/- to £5 5s. per session.

In a business house the learner usually enters at the Trade Board rate of pay, and works her way upwards. Few busy firms care to take premium pupils, but this can sometimes be arranged, and affords a very practical training, a usual fee being about £60. Girls leaving school at 14 to 16 years of age are catered for at Trade Schools, from which they are passed on to the workrooms of good firms.

The experienced workroom hand earns a minimum of 30/- a week. Forewomen receive about £2 to £2 10s., and Manageresses from about £150 upwards. A Visiting Dressmaker may earn from 6/- to 10/- a day, with meals, according to her skill and the type of connection she manages to build up. For plain needlework and mending 5/- to 6/- a day is more usual payment.

For *Dressmaking* and *Millinery Teaching* see *Teaching*.

ELECTRICAL TREATMENT. See *Massage, etc.*

ELOCUTION AND PUBLIC SPEAKING.

Openings for Elocution itself (apart from its teaching) are rare, and only occur very occasionally at concerts and private entertainments. But good Elocution is a necessity to actresses, teachers, lecturers, barristers, preachers, political workers and public speakers of all kinds. Classes can be attended at various good schools specialising in the subject at moderate fees, and practice debates and discussions are often arranged in connection with them. Private coaching from qualified teachers can be obtained at about 7/6 or 10/6 a lesson.

For *Teaching Elocution* see *Teaching*.

ENGINEERING.

Previous qualification: Matriculation or equivalent. Length of Training: 5 years (3 years college and 2 years practical). Cost: Tuition fees £150 to £200.

A degree in Engineering may be taken at a University and must be combined with at least 2 years' practical workshop experience. Diploma and Certificate courses may also be taken at Technical Colleges and Institutes, and there are excellent evening classes at such centres for those employed in the Trade, who wish to improve their technical knowledge.

Of the three main branches, Civil, Mechanical and Electrical Engineering, the latter offers the most promising opening for women at the moment, but there is still a strong prejudice against women Engineers, and the profession is eminently more suitable for pioneers who can not only afford to take the long and expensive training involved, but also to await suitable opportunities of employment.

ESTATE AGENCY. See *Auctioneering, etc.*

EURYTHMICS. See *Teaching*.

FARMING. See *Agriculture*.

GARDENING. See *Agriculture*.

HAIRDRESSING, BEAUTY SPECIALISTS and MANICURE.

Girls leaving School at 14 to 16 years of age can enter a Trade School, whence they are generally passed on to shops and hairdressing departments of good standing. Older girls may obtain training as pupils, either in a private school of Hairdressing and Beauty Culture, or in a hairdressing business. Fees vary from about £20 to £60. Such training sometimes includes Face Massage, Electrolysis and Manicure, or these subjects may be taken separately. For Manicure a good course of lessons should be sufficient, but Electrical Treatment and Face Massage require several months practical and theoretical training. Salaries range from 30/- to 40/-. It is wise for a woman who intends to open a business of her own at a later date, to take a post in a good business for a year or two to gain experience.

HEALTH VISITORS. See *Public Health*.

HORTICULTURE. See *Agriculture*.

HOUSEKEEPING. See *Institutional and Household Management, and Domestic Work*.

HOUSE DECORATING.

Although the house-decorator may not carry out the practical side of the work herself, it is necessary for her to understand thoroughly the technique of painting, papering and distempering. She should also have sufficient real knowledge of building construction, plumbing, lighting, heating, etc., to supervise any ordinary alterations and repairs. Practical instruction is given at certain Technical Evening Institutes, at a very low fee. For designing, decorating and furnishing there is not much demand, but there is a certain scope for those who combine business ability with a sense of colour and design, and with a knowledge of period decoration and old furniture, etc. Some firms will take pupils for a one year's training at a premium varying from about £30 to £60. Openings for women decorators tend to increase, and it is possible for an enterprising woman, with capital, to work up a business of her own, if she is prepared to face a thorough and arduous training.

HOUSE PROPERTY MANAGEMENT.

Previous qualification: Good general education, preferably University Degree. Length of Training: 1 to 2 years for University Graduates; 3 to 4 years for others. Cost: Fees from about £10 10s. to £35.

This profession combines the technical and business side of rent collecting and the management of house property, with social aspects of the work. Previous experience of practical social work, or a Social Science Diploma is a distinct advantage. The trainee does her practical work under an experienced manager, at the same time attending lectures on Building Construction, Sanitation, the Law of Landlord and Tenant, Valuation, Local Taxation, Book-keeping, etc. She may work for the Surveyors' Institute Examinations, or the London B.Sc. of Estate Management, or the Women House Property Managers' Association Examination (which is held at the end of twelve months' training, an Associates' Certificate being awarded on the successful result of one year's work). The Certificate of the Sanitary Inspectors' Examination Board is a useful further qualification. The Surveyors' Examination is most strongly recommended in that it widens the field of activities, and may enable the candidate to apply for appointments of a type from which she would otherwise be barred.

The demand for trained women to manage property is small, but tends to increase, especially in the poorer urban districts. Salaries commence at £150 and may rise to £500.

INFANT WELFARE. See *Public Health Work*.

INSTITUTIONAL AND HOUSEHOLD MANAGEMENT.

Previous qualification: Good general education. Length of Training: 1 year. Cost: £20 to £60.

Certificate courses suitable for Institutional Housekeepers, School Matrons, Superintendents of Hostels, etc., are given at most of the large Domestic Science Colleges, and at various good private schools. Such trainings include Cookery, Needlework, Laundry Work, Housewifery, and a general course of this kind should cover at least a year. A knowledge of practical book-keeping is a useful asset.

More specialised training should be taken for certain types of appointments. A University course can be taken, for instance, which includes scientific study of food values and dietics. Some large general hospitals offer institutional training to non-nursing candidates, and such courses are a particularly valuable training for posts in nursing homes, or in large hostels.

Catering for large numbers is dealt with under *Cooking and Catering*. For School Matron's posts some training in Nursing is generally required. This can sometimes be arranged at a small general or children's hospital. The demand for capable educated women for institutional posts of all kinds is very considerable, and tends to increase.

Salaries depend upon the size of the institution and responsibility of the post, and vary from about £80 to £150 resident.

For *Domestic Science Teaching* see *Teaching*.

See also *Cooking and Catering* and *Domestic Work*.

INSURANCE.

Previous qualification: Good general education.

The examinations of the Chartered Insurance Institute, which are held in the four branches, Fire, Life, Accident and Marine, admit to the Associateship of the Institute. An entrance examination is necessary. Candidates usually work up for the examinations while employed with Insurance Firms. Associates of exceptional ability can proceed to the Fellowship after passing a fifth examination and presenting a thesis. "Indoor" Insurance work in the office requires specialised knowledge, and offers a regular salary. "Outdoor" work is more precarious. The Outside Canvasser has to make her commission in face of great competition, but has the advantage of an out-door occupation, which can be carried on to a certain extent in her own time.

Several of the leading Insurance Companies now have a women's branch, and the need for qualified women officials tends to increase.

JOURNALISM.

Previous qualification: University Degree, Matriculation or good general education. Length of course: Diploma 2 years (or, exceptionally, 1 year). Cost: Fees, 28 guineas for Diploma Course.

A University Diploma course in Journalism can now be taken. Subjects include English Composition, Essay Writing, Literature and Criticism, Economics, History, Modern Languages and Practical Journalism. Shorthand and Typewriting are almost indispensable, and although they are not included in the University course, students are recommended to acquire a knowledge of both.

There are several well-established private schools of Journalism and Secretarial Training. Correspondence courses in Journalism may be useful to those unable to attend a full time course. Journalists may either be attached to the regular staff of a paper, or may engage in free-lance work, which is intermittent and precarious. Openings are limited at present and competition extremely keen.

LAUNDRY MANAGEMENT.

Previous qualification: Good general education. Length of training: 6 to 12 months. Cost: Premium about £60.

Practical training is given in many up-to-date model laundries. Pupils pass through the successive departments, *i.e.*, Sorting Room, Wash House, Ironing, Packing and Checking Departments, working their way as Learners, and ending in the Office where the training includes Book-keeping, Costing, Percentages, Time and Wages Sheets, Correspondence, etc. Candidates should be strong and healthy, and usually between 21 and 35 years of age.

There is a considerable demand for well-trained women in this trade. Salaries for expert Heads of Departments run from £2 to £3 a week, for Assistant Manageresses from £3 to £4 and Manageresses' salaries rise from £250 upwards.

For training of *Laundry Teachers* for Schools and Technical Institutes etc., see *Teaching and Domestic Science*.

LAW.

BARRISTERS

Previous qualification: good general education, preferably University Degree. Length of Training: 3 years (minimum). Cost: Fees about £150.

Students must be admitted to one or other of the four Inns of Court, and during the necessary period of at least 3 years, between admission and call to the Bar, must attend six, or if a University graduate, three dinners a term for twelve terms. It is not essential for the terms to be consecutive. At the same time the student reads for the four examinations in (a) Roman Law; (b) Constitutional Law and Legal History; (c) Criminal Law; and (d) Real Property and Conveyancing, which precede the Final. A further short period elapses between passing the Final Examination and call to the Bar.

SOLICITORS.

Previous qualification: as for Barristers. Length of Training: University graduates 3 years, others 5 years. Cost: Fees and Premium £450 to £650.

The preliminary examinations of the Incorporated Law Society (or an equivalent examination carrying exemption), must be passed before entering into articles with a Solicitor. The premium may be anything from 300 to 500 guineas. The usual term of articles is 5 years, which is reduced to 3 years in the case of University graduates. The subjects for the intermediate examination include English Law, Book-keeping, Trust Accounts, and for the Final, Real and Personal Property and Conveyancing, and Law and Procedure in the various Courts.

MANICURE. See *Hairdressing, etc.*

MASSAGE, MEDICAL GYMNASTICS, ELECTRICAL TREATMENT AND RADIOGRAPHY.

Previous qualifications: Good general education. Length of Training: 15 months to 2 years. Cost: Fees £30 to £60.

The Chartered Society of Massage and Medical Gymnastics holds examinations in Massage, Medical Gymnastics and Medical Electricity, and issues a list of recognised training centres. Candidates must be 21 years of age. The three examinations may be taken concurrently, after at least 15 months' combined training, but the several subjects may also be studied separately, and it is more usual to spread the training over 18 months or 2 years.

Courses in Radiography may be combined with Electrical Treatment, or taken separately, and Photography forms part of the training. Length of course, 6 to 12 months. Fees, £21 to £37. It is an advantage to have had nursing experience. The number of women trained for such work at present exceeds the demand, and the profession cannot be recommended at the moment unless there are definite prospects in view.

MATERNITY NURSING. See *Nursing*.

MATRONS OF SCHOOLS AND INSTITUTIONS. See *Institutional and Household Management*.

MEDICINE.

Previous qualification: Matriculation or equivalent. Length of Training: 5 to 6 years. Cost: £500 to £600.

The first 2 years of training are spent in a Medical School or College, the syllabus covering Biology, Chemistry, Physics, Anatomy, Physiology and Pharmacology. After the Intermediate has been passed, 3 years are spent in practical as well as theoretical work in hospitals and laboratories, before entering for the Final. The usual qualifications are Licentiate of the Royal College of Physicians (L.C.R.P.), Membership of the Royal College of Surgeons (M.R.C.S.), or the degrees in Medicine or Surgery of the various Universities. After qualifying it is usual to spend 1 to 2 years gaining experience as House Surgeons or House Physicians in Hospitals. Further special qualifications are also sometimes taken, such as the D.P.H. (Diploma of Public Health).

The provincial medical schools are open equally to men and women, but several of the London schools are barred to women students.

Notwithstanding assertions to the contrary there is a steady and increasing demand for well qualified medical women for private and public work, both in England and abroad. Those however, who intend to set up in private practice require some capital to tide them over the initial period.

MIDWIFERY. See *Nursing*.

MILLINERY. See *Dressmaking, etc.*

MISSIONARY WORK.

Previous qualification: University Degree or good general education.

Practically every one of the organised religious bodies engages in missionary work overseas, and considers offers of service from suitable candidates, who have passed a medical examination and reached the required professional standard. The four main branches of Missionary activity; Evangelical, Medical, Educational and Industrial, require as high, if not a higher standard of qualification as equivalent posts at home.

Foreign Missions Committees usually insist on the candidate taking at least part of her special training at a residential missionary College before sailing; next, in most fields, the language of the country must be studied and a period of probation passed. Salaries vary considerably, and use is often made of voluntary and nominally salaried workers. Many Societies have Pension Schemes.

LIBRARIANSHIP.

Previous qualification: Matriculation or good general education. Length of Training: Diploma 2 years (full time). Cost: Fees for diploma course £16 16s. per session.

A University Diploma course in Librarianship can now be taken. This is open either to full time students who take the two years' course, or can be prepared for by attending evening classes while working in a library in the day time, in which case the training may be spread over a period of not less than 3 and not more than 5 years. Librarians may also qualify by entering a library in a junior capacity, and taking the examination of the Library Association, for which coaching by correspondence can be obtained. There are six main examinations (entrance fee 10/- for each), and also a diploma thesis entailing original research (entrance fee £2 2s.).

Prospects for women in libraries are not on the whole promising at present, as few women are appointed to the higher and better paid posts. Openings in Public, Private, Children's, Special and Technical Libraries and the Libraries of Universities and Learned Societies offer interesting work, but are not very frequent. It is important that women seeking responsible positions should gain practical experience in addition to studying for the examinations. Salaries for trained chief Librarians (apart from libraries of exceptional size), range from £250 to £600, and junior assistants begin at 15/- rising to 25/- a week.

MOTOR DRIVING.

Good courses of training, including simple workshop mechanics and running repairs are given in preparation for the R.A.C. certificate at a cost of about £15 15s. Openings are very limited. Either gardening or secretarial work is sometimes required, as well as driving, and occasionally chauffeuse-companion posts occur. Salaries vary from about £80 to £100 resident, or £2 10s. to £3 non-resident.

MUSIC.

Previous qualification: Good general education. Length of Training: 3 years. Cost: Fees about £120.

Training for the various branches of the musical profession is given at well-known colleges and academies of music, both in London and the Provinces, the standard qualifications being the Licentiate of the Royal Academy of Music (L.R.A.M.), and the Licentiate of the Royal College of Music (L.R.C.M.). Musical degrees are granted by some Universities.

As a profession music is overcrowded, and only the most gifted artists can hope to depend upon their earnings.

For *Music Teaching* see *Teaching*.

NEEDLEWORK. See *Dressmaking, etc.*

NURSERY NURSING.

Previous qualification: Good general education. Length of Training: Usually one year. Cost: £60 to £145 per annum (resident).

Training for educated girls as Nursery Nurses is given at several well-known schools. Such courses include Nursery Management, Needlework, and Laundering, Hygiene and Physiology, and, generally, some sick nursing. The demand for well-trained children's nurses far exceeds the supply. Salaries vary from about £60 to £100 according to age, qualifications and experience.

For those to whom the expense of such a course is a difficulty, very good practical training can be obtained in a well organised Day Nursery or Crèche. Resident probationers are taken on an "au pair" basis, or occasionally, a small salary is paid.

NURSING.

Under the rules as to registration framed by the General Nursing Council, a three-years' training and the passing of certain examinations are required, not only for General Nursing, but also for the various forms of Special Nursing, such as Children's, Fever and Mental Nursing. Qualification for registration as a Special Nurse does not carry with it the right to register as a General Nurse. For this a General Training must be taken; but at some hospitals a shortened training for General Nursing can be taken by those who have previously been training in Special Hospitals.

Nursing is one of the few professions in which it is possible to obtain a free training. Probationers are provided as a rule with board, lodging, laundry and part uniform, together with salaries during the training years approximating to £20, £25 and £30 per annum. A number of the larger hospitals stipulate for a fourth year's service in the hospital on the completion of training. The age for admission is usually between 21 and 30 years, but these limits vary in different hospitals.

After the completion of a General training there is considerable choice of work within the profession itself, e.g., Hospital Nursing, Private Nursing, the various Nursing Services, District Nursing, etc.; and a nursing training is now considered a qualification or part qualification for other forms of work, such as Health Visiting.

There is no standardised rate of pay in the nursing profession, and salaries vary considerably in institutions of different sizes, but a trained nurse who decides to continue in hospital work usually begins at a salary of £60 to £70, while the fee received by a fully certificated private nurse is from three guineas a week.

MIDWIFERY AND MATERNITY NURSING.

The Certificate of the Central Midwives Board is necessary, and hospital training desirable. The length of training for the C.M.B. is six months, and the cost about £50. Those who undertake to practise as midwives may obtain grants in aid from the Board of Education, reducing the expense to about £30. Free trainings for Midwifery can be arranged under various nursing associations in return for a promise of service for a certain period.

For private Maternity Nursing it is advisable to take a hospital training as well as the C.M.B. Salaries as for private nursing, and sometimes on a rather higher scale, but work is irregular, and largely dependent on private connection.

OPTICAL WORK.

Previous qualifications: Good general education. Length of Training: 6 months. Cost: About £40.

The recognised Diploma for Optical Work is that granted by the Worshipful Company of Spectacle Makers. The Examination falls into two parts: Preliminary (minimum age 18 years), including General and Practical Optics; and Final (minimum age 21 years), including Visual Optics and Sight Testing. Those who have taken the Diploma are eligible for the Freedom of the Company. Part time or correspondence courses can be taken.

Openings for women are not very frequent at present, and occur for the most part in Opticians' showrooms and shops and in the optical departments of large stores.

OVERSEAS SETTLEMENT.

Openings in the Dominions and Colonies (with the exception of S. Africa), are chiefly of a domestic nature, although there are a certain number of appointments for highly qualified women in professions such as Teaching and Nursing.

Assisted passages are offered, and employment guaranteed to selected candidates of 18 to 35 or 40 years of age, who are willing to undertake domestic work for a period of at least 12 months after arrival. The work is usually extremely arduous, but conditions good. Initial salaries offered are from about 20/- to 25/- a week, resident.

PHARMACY AND DISPENSING.

Previous qualifications: Matriculation or equivalent. Length of Training: 2 to 3 years. Cost: Fees about £30 to £60

The Certificates of the Pharmaceutical Society are the recognised qualifications for this profession. Having passed a preliminary examination, candidates register with the Society as Apprentices or Students, and spend a period amounting to 4,000 hours (spread over not less than 2 years), under an authorised practising chemist before sitting for the Qualifying Examination. This is in two parts: (1) Botany, Chemistry and Physics; (2) Materia Medica, Pharmacy and the Laws Relating to Poisons. Candidates must be 21 years of age when they sit for the second part. The Major Examination involves a further 6 to 12 months training. Certain colleges and schools are recognised by the Society, and part or whole time training may be taken concurrently with practical work.

The Apothecaries Hall Certificate qualifies for assistants' work only. Length of training 1 year. Fees £10 to £25. Candidates must not be less than 19 years of age.

The profession is overcrowded at present, and prospects should be seriously considered before embarking on training.

PHOTOGRAPHY.

Training may be taken either at a Technical School or as an Apprentice or pupil in a photographer's studio. An excellent one year's training in a good school of photography costs about £60, and covers all branches of the work. As an apprentice or pupil to a photographer arrangements vary from an "au pair" basis to a premium of up to £60. Prospects as employees are not on the whole very promising, though some branches of the trade, such as re-touching and finishing, command better salaries than others, and may run to about £3 a week or more. Openings are, however, limited. For those who may ultimately be able to open businesses of their own, there are possibilities in carefully chosen localities.

POLICE.

Opportunities for work in the Police Forces are not numerous at present, but it is hoped they may soon increase. The Local Authorities appointing the Police Forces usually undertake their training, and require good health, a height of 5ft. 4in. and an age limit of 25 to 38.

Salaries in the Metropolitan Area (where the Force has now been increased to 50 women), commence at 48/- a week and rise to 58/- for patrols, and 60/- to 70/- a week for sergeants. There is also a pension scheme.

POLITICAL WORK.

Previous qualification: Good general education.

Since the extension of the franchise to women in 1918 openings for women in paid political work have greatly increased in number, and they are now employed by all parties in various organising capacities. Tact and a quick understanding of others is essential for success in political organising, which consists to a great extent in enlisting the support of strangers and guiding the efforts of voluntary workers. Some Secretarial training is desirable, and the organiser should be capable of addressing small meetings in case of necessity. Heavy demands are made on the physical strength of the political worker at election times, and she must always be ready in a period of crisis to subordinate personal comfort to the needs of her party, and to adjust her existence as circumstances may require. Appointments are not easy to obtain, and those who wish to take up this work as a career are recommended to let no opportunity slip of helping as volunteers in elections, whether Parliamentary or Municipal; the experience thus gained, and the acquaintances thus made, will be their best recommendations in applying for paid employment later on.

PROBATION OFFICERS AND POLICE COURT MISSIONARIES. See *Social.*

POULTRY KEEPING. See *Agriculture.*

PUBLIC HEALTH.

Previous qualifications: Good general education. Length of Training: Sanitary Inspectors about 6 months, Health Visitors 2 years or more, Infant Welfare Workers, ditto. Cost: Sanitary Inspectors, varies (see below). Health Visitors and Infant Welfare Workers from £18 to £25 per annum.

SANITARY INSPECTORS.

The recognised qualifications for Sanitary Inspectors are the Certificates of the Sanitary Inspectors' Examination Board, and the Royal Sanitary Institute, the former being required in the London Area. Candidates must be over 21 years of age. Training may be taken at various centres in London and the provinces recognised by the Board or the Institute. A full time course should usually be taken (fee about £15), but students who have already had good practical experience may attend evening classes. (Fees from about £2 10s. to £5 5s.). Chemistry and Physics, Sanitary and Building Law, Sanitary Construction, Water Supplies, Drainage and Food Inspection are among the subjects included.

Openings for women Sanitary Inspectors as such are rare, but the qualification is generally required for Health Visitors' appointments.

HEALTH VISITORS.

The qualifications at present required by the Ministry of Health for appointment as a Health Visitor, for all except fully trained Nurses, is the Diploma of the Board of Education, which requires a two-years' course, including a considerable amount of practical work as well as such subjects as Physiology, Hygiene, Infectious Diseases, Maternity, Infant and Child Welfare and Elementary Economics. The Local Authorities, however, who make these appointments usually require at least two of the following qualifications: (a) General Nursing Training; (b) The Certificate of the Central Midwives Board. (c) A Sanitary Inspector's Certificate. Advice should therefore be sought before taking up training. Salaries vary under different Authorities from about £130 to £250 per annum upwards.

INFANT WELFARE WORK.

For appointments as Superintendents or Assistants in Infant Welfare Centres, Schools for Mothers, Baby's Clinics, etc., the same standard of qualification is required as for Health Visitors. Such appointments are sometimes made under private bodies, but are more generally connected with the work of the Local Health Authority. Salaries run from about £130 to £250.

RADIOGRAPHY. See *Massage, etc.*

RELIEVING OFFICERS. See *Social.*

RESCUE WORK. See *Social.*

SANITARY INSPECTORS. See *Public Health.*

SECRETARIAL WORK.

Previous qualifications: Good general education. Length of Training: 6 to 12 months. Cost: Fees £25 to £80 (Private School). £15 to £20 (Commercial Colleges).

Training for secretarial work may be taken at a good private school. Courses include Shorthand, Typewriting, Book-keeping, Office Routine, Filing and Indexing, Précis Writing, Committee Procedure, etc. Practical experience in Secretarial work is usually arranged at the completion of the student's training. A knowledge of languages is a great advantage, and French and German shorthand are particularly useful.

Apart from Private Schools excellent training in Shorthand and Typewriting and Commercial subjects is given at Business and Commercial Colleges and Technical and Evening Institutes.

There is a steady demand for really well qualified secretaries, but the market is greatly overstocked with untrained or partially trained clerical workers, and real efficiency is required to obtain, and keep, a good type of post. Salaries range from about £2 5s. to £3 for shorthand typist secretaries, and from £3 to £5, or, very occasionally, more, for confidential or organising secretaries.

SOCIAL WORK.

Previous qualification: University Degree or good general education. Length of Training: 1 to 3 years. Cost: Fees, Diploma courses from £15 to £25 per annum.

Social Science Diploma Courses are given at most Universities, the usual trainings being two years in length, though sometimes reduced to one year in the case of University graduates. Subjects included are Economics, Social and Economic History, Local Government, Public Administration, etc., and a considerable amount of practical work is covered during training. Arrangements are made for students to specialise in certain aspects of Social work, and in the case of Welfare Workers and Hospital Almoners, separate Diplomas are granted at certain Colleges. For administrative or economic work a Degree in Economics should be taken, and followed, if possible, by at least a year's Social Science training. For some branches of Social Service, however, a general Social training under such a Society as the Charity Organisation Society, or in a well organised Settlement, may be more useful and can be taken either before or during the Social Science Course. Openings for skilled voluntary service are unlimited, but salaried posts are not numerous at present.

A Social Science training is a sound preparation for Children's Care Work, Club and Settlement Work, Juvenile Employment, Probation, Relieving and Old Age Pension Officers, for Workers among the Crippled, Blind, Deaf and Dumb, and Mentally Defective, for Police Court Missionaries, and others engaged in social and philanthropic activities.

For Rescue Workers, Deaconesses and Parish Workers, special trainings are arranged by various religious bodies.

Salaries for Social Workers vary from £150 or even less, to £250, or occasionally £300 per annum.

STOCKBROKING.

Women are not admitted to membership of the Stock Exchange, and the few who are engaged in this work are, like other "outside" stockbrokers, obliged to do the actual buying and selling of stocks through members. Long training with a well-established firm is required for the conduct of such business, and in view of the prejudice that still exists in regard to women stockbrokers, opportunities of obtaining the necessary experience are rare.

SURVEYING. See *Auctioneering, etc.*

TEA ROOMS AND RESTAURANTS. See *Cooking and Catering.*

TEACHING.

Previous qualification: Matriculation or equivalent. Length of Training: Elementary teaching, 1 to 4 years: Secondary teaching, 3 to 4 years. Cost: varies, see below.

It is possible for those who intend to follow the profession of a teacher in an Approved School to pass from an Elementary School, through a Secondary School, to a Training College or University Day Training College, with considerable help from Public Funds.

Training in teaching is a necessary qualification for those who wish to be entered on the Register of the Teachers' Registration Council. The training is obtained concurrently with the general work of the course in some cases, e.g., in Elementary Training Colleges, while in others a year's special training in the Theory and Practice of Teaching is given after the general training has been taken, e.g., in Secondary Training Colleges.

Salaries are now, as a rule, in accordance with the present Burnham scales, the revision of which is at present (January 1925), under consideration.

Teaching may be considered under the heads of: (1) University; (2) Training College; (3) Secondary School; (4) Elementary School; (5) Special Elementary School; (6) Kindergarten and Montessori; (7) Nursery School; (8) Continuation School; (9) Private School; and (10) Private, also under the special subjects: (11) Domestic Science; (12) Physical Training; (13) Art; (14) Music; (15) Elocution; (16) Eurythmics; (17) Dancing; and (18) Handicraft.

For teaching Arts or Science subjects in (1), (2) and (3), a University Degree is essential; for (1) the Degree must necessarily be a good Honours Degree, while for (2) and (3) a Teaching Diploma, as well as a Degree is required. The length of training required is thus, as a rule, four years. The cost of a University training is about £150 per annum (including residence). It is possible to obtain a Board of Education grant covering a part of the cost of the year's post-graduate training in teaching.

For (4) and (5) at least two years' training is necessary in order to become a certificated teacher. There are also three and four year courses which admit of a Degree being taken.

For (6) it is necessary for Registration as a Teacher to spend three years in training, but no such regulations as to length of training are laid down by the National Froebel Union. There are as yet no recognised Montessori Training Colleges in this country.

As, owing to reasons of economy, Nursery Schools and Continuation Schools are all but non-existent, it is hardly advisable at present to contemplate training for either (7) or (8).

For (9) and (10) there is more latitude as to qualifications and remuneration, together with considerable uncertainty as to employment, and lack of superannuation.

For (11) there are both two and three year courses in special Domestic Science Training Colleges.

For (12) a three year course is necessary, and this is also the minimum length of training necessary to qualify for (13), (14), (15), and (16), while longer periods of training than this are often taken for both (13) and (14).

For (17) a two or three years' course is usual.

For (18) the training taken varies considerably. There is at present no great demand for teachers of handicraft.

TRANSLATING.

Translating can hardly be recommended as a profession in itself, as the demand is limited and the competitors many. Most business houses, publishers, etc., who require translations have linguists on their regular staffs—probably combining translating with secretarial duties. Women with good knowledge of languages are strongly recommended to add shorthand and typewriting to their qualifications if they wish to be able to avail themselves of opportunities for regular employment of this kind. (See *Secretarial*).

VETERINARY SURGERY.

Previous qualification: Matriculation or equivalent. Length of Training: 4 to 6 years. Cost: Tuition fees £120 to £175.

The Royal College of Veterinary Surgeons confers the only license for the practice of Veterinary Medicine and Surgery. Having passed a Preliminary Examination, the student must attend a four years' course at a recognised Veterinary College, and has four professional examinations to pass before the Diploma of Membership of the Royal College of Veterinary Surgeons can be obtained (M.R.C.V.S.). Degrees in Veterinary Science are granted by certain Universities. Such courses cover five years, and arrangements are made for students to prepare for the M.R.C.V.S. concurrently. Fees for the M.R.C.V.S. are about £120 the Course, and for the B.V.Sc. about £175 the course. The profession is still a pioneer one for women and its prospects cannot be stated with any certainty.

WELFARE WORK. See *Social*.

LONDON SOCIETY FOR WOMEN'S SERVICE.

POLITICAL WORK.

The Society is entirely non-party, and has the active support of leading politicians of all parties who are agreed with its objects. It provides, therefore, a platform on which people of every grade of political opinion can unite.

In its political work the Society has the assistance of an expert Advisory Council, including representatives of Industry, Commerce, the Professions, Politics, Publicity, and Training.

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|---|--|
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Hospital, School of Medicine for
Women</i>). | Mrs. Handley-Read, L.R.C.P., M.R.C.S.
L.D.S. |
| Lord Henry Cavendish Bentinck, M.P. | Miss F. Hawtrey (<i>Principal, Avery
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| Mr. F. S. Button. | Major J. W. Hills. |
| Dame Sidney Browne, G.B.E., R.R.C. | Mrs. Hoster. |
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| Dame Rachel Crowdy, D.B.E. (<i>Chief
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| Rt. Hon. H. A. L. Fisher, M.P. | Miss Mary Lowndes. |
| Dame Katharine Furse, G.B.E. | Rt. Hon. Sir Donald Maclean, K.B.E. |
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"Daily News"</i>). | Mr. J. J. Mallon (<i>Warden, Toynbee Hall</i>). |
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Technical Classes, L.C.C.</i>). |
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of Shop Assistants, Warehousemen,
and Clerks</i>). |
| | Dr. Jane Walker, M.D. |
| | Professor Graham Wallas. |
| | Rt. Hon. Sidney Webb, M.P. |
| | Mr. Leonard Woolf. |
| | Mr. Robert Young, M.P. |

LONDON SOCIETY FOR WOMEN'S SERVICE

Stands for equal citizenship between men and women, and works for equal opportunities in the wage earning and professional spheres.

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TERMS OF MEMBERSHIP.

MEMBERSHIP : Minimum Subscription, 2s. 6d.

HOUSE MEMBERSHIP : Minimum Subscription, 10s. 6d.

OVERSEAS MEMBERSHIP : (*i.e.*, House membership for persons not resident in Great Britain for more than six months in the year) : Minimum Subscription, 5s.

HOUSE MEMBERS have free use of the Information Bureau and the Members' Centre, with Reading Room, Room for Quiet Study, and Restaurant.