WOMEN IN PROFESSIONS

BEING THE

PROFESSIONAL SECTION

OF

The International Congress of Women

LONDON, JULY, 1899

WITH AN INTRODUCTION BY MRS. BEDFORD FENWICK

Convener of the Professional Sectional Committee

**

THE SERVANTS OF INDIA SOCIETY, POONA.

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NURSING.

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COUNCIL CHAMBER, WESTMINSTER TOWN HALL,

FRIDAY, JUNE 30, MORNING.

MRS. MAY WRIGHT SEWALL (United States) in the chair.

Mrs. May Wright Sewall, who presided at the meeting, said: We are convened under the auspices of the International Council. The international idea is the idea which has to be emphasised in all these meetings, and I think it is a blessed thing this morning to bear in mind that it was really upon the battlefields—which we hope our women's movement will abolish—that women of different nationalities first learned that nursing was as blessed when extended to an enemy as when extended to a friend—that a wounded enemy upon a battlefield made the same appeal to the hearts of women as a wounded friend. And so it is particularly appropriate that in an International Council a Congress of Nurses should consider all those questions bearing upon the amelioration of sickness and pain, and consider the causes to which suffering and death may be due. It is therefore with great pleasure that I take the chair to-day.

Mrs. Bedford Fenwick, Convener of the Professional Section, then read the following letters—one from Miss Hanna Kindbom, Clinical Instructor in Nursing in the University of Texas, and one from Miss McGahey, Lady Superintendent of Prince Alfred's Hospital, Sydney :—

"*To Mrs. Bedford Fenwick, Convener International Nursing Conference.*

"ESTEEMED MADAM,—Words are inadequate to convey to you my regrets at not being able to accept the invitation to this International Congress. Commingled too with my regrets, is the deepest appreciation of the honour which I feel in having this invitation extended to me.

"Though I shall not be with you in person, I shall certainly be in spirit, and all measures passed tending to the elevation of the Nursing Profession will be most heartily endorsed by me.

"The benefits which will result from this meeting are manifold and too apparent for me to comment upon. This gathering of women, from all countries, in the world's great metropolis will attract attention everywhere, and attention followed by interest will give a new stimulus to energy, and our profession, than which there is no nobler, will be given a higher recognition in every land.

"My fervent hope now is that the day is not far distant when as with Great Britain's provinces the sun will never set on lands where our profession is not firmly established and the nurse's badge a familiar and welcome sight.

"With all best wishes for a most successful session and again regretting my inability to be present.

"I remain cordially yours,

"HANNA KINDBOM.

"Clinical Instructor of Nursing, Medical Department, University of Texas.

"**Galveston, Texas**, June 12, 1899."

"*To the Convener* (*Professional Section*) *International Nursing Congress, London.*

"DEAR MADAM,—I much regret I am unable to be present at the meeting of the International Nursing Congress on Friday, June 30th. The paper on the 'Professional Training Status of Nurses will, no doubt, be very interesting. The

subject is one which is exercising the minds of many of the leaders of the nursing world, both at home and abroad.

"Accept my heartiest good wishes for the success of your meeting, and I trust the efforts put forth in the cause of nursing may be crowned with success.

"I shall look forward with pleasure to reading an account of the papers read, and the discussions thereon.

"With renewed good wishes for the success of your labours,

"Believe me,

"Yours sincerely,

"S. B. McGAHEY, Matron.

"Prince Alfred Hospital, Missenden Road, Camperdown, Sydney, N.S. Wales, May 1, 1899."

The Professional Training and Status of Nurses.

Mrs. Neill (New Zealand).

MISS NIGHTINGALE says: "Nursing is an art; and, if it is to be made an art, requires as exclusive a devotion, as hard a preparation, as any painter's or sculptor's work. It is one of the Fine Arts. There is no such thing as amateur art, there is no such thing as amateur nursing."

When this was written, in 1868, the difficulty was to find women whose friends were willing to allow them to leave the shelter of home and go forth with heart and soul and earn their living in the service of humanity. Thirty years ago it was the exception for a woman to adopt a profession from choice, and Miss Nightingale by her example, by her pen, and by her voice, unwearyingly urged her fellow-women to help her to regenerate one of the noblest professions a woman can choose —that of intelligently and skilfully tending the maimed and helpless.

The standard of nursing at many a London and provincial hospital in the sixties some of us can remember; Sarah Gamp and Betsy Prig were realistic sketches of their period. A man who is now one of our leading surgeons has related to me his early hospital experiences in London, and how he himself would sit up all night and tend a critical case, rather than leave his patient to the tender mercies of some ignorant old

woman sent in from the neighbourhood to look after the ward during the night.

In 1860 but few professions were open to women, and but little higher education or technical training available for girls. Just consider one moment the wasted lives and unhappy marriages resulting from such a condition.

In 1899 the position is altogether different. No longer have we to complain of a dearth of women eager to take up the profession of nurse. Every hospital and every training school has its list of names waiting for a probationary trial. Speaking from personal experience in Greater Britain, the present danger to nursing as a profession seems to lie in quite another direction. Take a family of several growing-up girls. One is a home daughter; others studying for medicine, for law, for journalism, for art. One of their number is less strong, physically, and is, perhaps, also less clever than her sisters, and the family decides, "Oh! she will do for a hospital nurse." This is the point at which we have arrived to-day, and here it is, that we older women—many of us looking wistfully back to the happy memories of our active nursing days—should help with ripened experience to raise the standard and assure the status of our much loved profession.

This, I think, leads to the first point for discussion, "The Standard of General Education and Age of Probationers." The tendency is to allow girls to undertake hospital work too young. Twenty-four is early enough, and twenty-nine late enough, to enter as probationer in a large general hospital, and twenty-one in a children's or country hospital. This does not mean that the interval between leaving school and entering for the nursing profession need be wasted. In England every girl has opportunity at her doors to widen her mind by attending lectures, learning languages, and joining technical classes. Schools of cookery and for domestic instruction are scattered over the land. One who intends to rise in her profession as nurse should take care to equip herself with the best educational grounding attainable, and with practical knowledge learnt in some occupation. It is all part of a training that will prove invaluable to her in the future, either in hospital ward or as private nurse. Hospital routine has a narrowing influence, and no trained nurse ever regretted having enlarged her horizon by learning some subject thoroughly in her early life. Now that there is no dearth of applicants for hospital training, surely the time is ripe to urge matrons to make use of a higher general educational test to weed out the less fit.

Every girl, nowadays, be she domestic servant, lady help-governess, or merely idle in her father's house, has opportunity to acquire some branch of knowledge. Coming from Australasia, it seems to me that in this Mother Country advantages and opportunities offer themselves on all sides. Such opportunities for girls as thirty years ago were beyond our most idealistic dreams. Personally, I strongly advocate a simple test examination by the matron before entering an applicant's name on the list. Intelligent reading, arithmetic as far as decimals, simple composition, together with proof that the applicant has studied some one subject definitely. As regards "Preliminary Professional Training," I hardly know how that can be achieved on any large scale at present, and am hopefully waiting to hear to-day something about it from our American friends, for America seems to be the only country where the art of nursing is placed on a straightforward professional footing. To quote again from Miss Nightingale, "Three-fourths of the whole mischief in women's lives arises from their excepting themselves from the rules of training considered needful for men."

Next we come to "The Science of Ethics and Etiquette" in relation to the trained nurse. Of course, the primary ethical base rests on the broad golden rule, "Never act towards, nor speak about others as you would not have others act or speak in regard to yourself under the same circumstances." The constant practice of this grows into a habit, and the habitual thinking of others first, and self last, is the main characteristic of a good nurse.

It is well, occasionally, to impress upon all connected with hospital life and work, that hospitals exist solely for the benefit of the sick and suffering. A certain type of modern nurse tends to the belief that hospitals exist for her training, and that her time is divided between "On Duty" and "Off Duty," the off duty period being her real life. It cannot be too strongly impressed upon a probationer that the main function of a nurse is to serve—to serve others; that upon her patience, skill, and gentle tendance, rest the comfort and well-being of sick and suffering humanity, and that courtesy and tact in her dealings with doctors and fellow-nurses make the wheels of life run smoothly.

Many a girl is an admirable polisher of brass, can bustle round the ward briskly and get credit and promotion for being a smart probationer. Another girl can pass an examination that would torment a medical student and takes careful notes

of her "cases," and their treatment. But it does not follow that either of these women is a nurse or that her influence will work towards the best interests of the profession.

Five minutes cheerfully and patiently given by a girl when it is her time to go off duty, to settling the pillows or cheering up some fractious, bed-weary fellow-creature, shows a better nursing quality than the brightest polished tap, and a rough answer to, or careless treatment of a helpless patient, deserves a far severer reprimand than a dusty window-ledge. Head, heart, and hand must work together, having for their spring an inward strength, outward gentleness being evidence of that strength. According to classic authors, petty gossip is an infirmity that adheres to the professional nurse. The beauty of a discreet silence upon nursing and medical topics should be early impressed upon the probationer. There is a type of private nurse painfully prevalent to-day. A nurse who regales her sick patient with graphic accounts of diseases, operations and horrors she has heard of or witnessed, and who is ever ready to enlarge upon the omissions or virtues of various medical men. The ordinary practitioner is but a poor judge of the professional nurse. She looks so clean and neat, and is so respectful in manner at his daily call, that he thinks her all that is delightful. Still, he cannot understand the fluctuation in his patient's temperature and a certain harassed expression. Nurse's tales have set that patient's weak nerves on edge and shaken her confidence in "The Doctor." Teach nurses the beauty of a quiet, reposeful nature ; such a nature is in itself balm to the convalescing. Teach them that hospital etiquette should be the out-growth of an inborn refinement, the refinement of soul that leads a girl to show respect for herself by being neat, clean and tidy in person, and leads her to show respect to others by treating all around her with an unvarying courtesy of manner.

The Educational Curriculum of Hospitals should embrace a three years' training. The first year's teaching chiefly on ward work with the rudiments of anatomy and physiology; this teaching to be undertaken by sisters or third year nurses under the matron's supervision. The second year's course to include cooking, rudiments of chemistry, food values, &c. Third year to include the training and teaching of juniors, and a foreign language.

The hours of probationers and nurses on ward duty have been greatly shortened of late years, and with us in New Zealand eight to ten hours' ward duty is pretty general.

In our Wellington Hospital the eight hours' system has been in force for many years and is much liked by the nurses. There are three shifts—morning nurses, 6 a.m. to 2 p.m.; afternoon nurses, 2 p.m. to 10 p.m; and night nurses, 10 p.m. to 6 a.m. Thus the whole work of the morning nurse is over at 2 p.m., unless she is required for special duty, and she is free to visit her friends or go where she pleases until 10 p.m. Experience teaches that far too little of this abundant leisure is devoted to self-improvement, study of art, whilst a good deal of nervous strength is absorbed by these long hours of amusement.

In my opinion, the final examination at the end of the three years should rest with an independent Board of Examiners, and be conducted in various localities on somewhat similar lines to the University local examination. There should be three grades of pass, and the examination be open to any nurse who can show a matron's certificate of character having completed a three years' residence in one hospital. The value of a hospital certificate is now very low. Certificates and badges are sometimes given by hospital authorities without any examination whatever, either in general knowledge or professional work, and even after a very brief hospital residence. Forth goes the nurse to join some institution, or she may adopt a noticeable costume and establish herself as a private nurse. As a trained nurse from so-and-so hospital she obtains employment, and too often by her self-assertion and ignorance, if not worse, she makes her victims loathe the very name of trained hospital nurse.

The certificate of this proposed Central Board of Examiners should entitle to registration on their books, and when that is achieved, we may leave the rest to a discriminating public. For the public will soon tell the difference between the nurse who has learnt her profession with thoroughness, whose every year of training tells in her skilled and gentle touch, in her thoughtfulness and courtesy in dealing with relatives of patients, and in her refraining from nerve-irritating talk of previous cases and domestic gossip, and by her avoidance of all criticism of her fellow-professional—the medical man in attendance.

It is passing strange how some medical men say, "Oh! we don't want an educated hospital trained nurse, she thinks she knows too much!"

To such I would say, "Remember, good sir, a little knowledge is a dangerous thing. If you value your patients' lives and

your professional reputation, help hospital nurses to raise their status by honest certification, together with the registration you insist upon in your own profession."

In conclusion, let me urge upon every woman, more especially upon every woman having a profession, unceasingly to work for political enfranchisement. You can have no idea what a difference it will make to your interest and your status when once it is an accepted fact that women and men have equal electoral rights as citizens and subjects of the Queen.

As a politically enfranchised New Zealander, and one who has carefully studied the growth of public feeling there during the six years that have elapsed since the enfranchisement of women, I unhesitatingly affirm that English women's political recognition and the gradual removal of their educational, professional, and civic disabilities—barriers erected by sex prejudice only—must come before long. The logical persistence of justice works steadily towards this progressive step, and it only remains for English women with equal persistence to move on hand in hand with justice and logic, and to show their readiness to take each advancing step.

State Registration of Nurses at Cape Colony.

Miss M. H. Watkins (Cape Colony).

I HAVE been asked to touch upon the condition of professional nursing in South Africa, dealing especially with State Registration for nurses.

So much has been written, and so ably written and said, of late years, on the subject, notably in the *Nurses' Journal*, August, 1892, that it would be difficult to find anything fresh and interesting. Each year, as civilisation increases, the difficulties surrounding the nurse, both in hospital and private nursing, decrease. Nursing is able to be carried out much the same as in European countries. There is always the extra difficulty of heat, and the contention with dust; but these difficulties can be overcome, as is, also, the old prejudice against the trained nurse. Well-trained nurses, and only well-trained nurses, for their own sakes, as well as that of the patients, should be sent to South Africa. In no place do

incompetent workers of all kinds find more difficulty in earning a living.

To pass on to Registration. As far as I can remember, the Act of Registration was passed in 1892. To whom we are indebted for leading the movement, I do not know ; but I think to Dr. Beck, of Rondebosh, and Dr. Hermann, then of Cape Town. I am happy that Registration is an established *fact* in the Cape Colony, from which all nurses to-day are reaping the benefit. There was no serious opposition by any medical men. They were feeling too keenly the need for skilled nursing. There could be no reason for opposition, for as long as the certificates are granted by the "Medical Council," any nurse abusing her position *as a nurse* would naturally have scant mercy from the Council, who have the control of the Register, and so would be far less likely to interfere with any doctor's practice than an unregistered nurse would be.

After the Act was passed, a year of grace was given, during which all nurses holding hospital certificates could register.

Sister Henrietta, who has, perhaps, done more than any one in South Africa to improve the nursing in the Colony, and the status of nurses, has always taken the keenest interest in Registration, and, by her enthusiasm then, and since, has induced a great many nurses to register.

I well remember a large gathering of nurses held in the Convalescent Room of the Kimberley Hospital, at which Sister Henrietta, Dr. Callender, then the house surgeon, and Mr. Williams, the magistrate, were present, when health, character, identity, and hospital certificates, were all signed and sworn to. How excited we all felt, and, I am afraid, exalted rather, that *our* Colony had been the first to make this stride. A great many of our nurses were there, also several who were working in the town, holding certificates from other hospitals. Sister Henrietta took much trouble in looking up outsiders and explaining the benefit of the Act to them.

When this year of grace was over, the Medical Council formed a Syllabus of Subjects in which nurses must be trained, which is much the same as in the best hospitals in England. They also suggested books to be studied by nurses, though the answers to the examination questions will, by no means, be sure to be found in these books.

They have also appointed the following centres at which examinations shall be held : Cape Town, Kimberley, Port Elizabeth, Grahamstown, and King William's Town.

The house surgeons generally, and, in Kimberley, some of

the visiting surgeons, give courses of lectures on Antiseptics, Anatomy, Physiology, etc. Examinations are held half-yearly, in June and December.

At first, any nurse could apply for examination who had had two years' training in a hospital of not less than forty beds; but now, I am glad to say, the Council will not examine any who have not had three years' hospital training.

The written questions are uniform for each centre, and are entrusted to two medical men, who sit as local commissioners during the time in which the answers are being written, and by whom they are returned, to the Medical Council. These same two doctors conduct the *viva-voce* examination, which is generally held on the day following the written. The marks for the *viva-voce* are given by these doctors, and reported to the Medical Council, who, *themselves*, examine the written papers, and, in some two or three weeks' time, send certificates to nurses who have passed their examinations successfully. The Medical Council publishes yearly a Register of Certificated Nurses, which can be had for half-a-crown.

Hitherto Registration has had a markedly good effect in the Colony—1st, by raising the standard of education for nurses; 2nd, in raising the status of nurses; 3rd, in awakening ambition in nurses; and 4th, in affording, by their published Register, an opportunity to the public of knowing that the nurse they engage is duly qualified, an opportunity of which, I am glad to say, many avail themselves.

Of course, education and Registration do not always ensure a nurse being an acceptable one. There are, and always will be, nurses *and* nurses; but I think Registration has done as much as we might have expected, in the time.

One rule of the Medical Council does not always work well, *i.e.*, "that the Council shall grant a certificate of competency to any person who has obtained, in England, Scotland, or Ireland, or in any British possession, or in any foreign country, a license to practise as a nurse, granted after examination, by any recognised institution, or body, provided that such institution, or body, is recognised, by the Medical Council, to be a fit institution, or body, through its training and material, to grant such a licence."

The difficulty arises that many hospitals do not embody, in their certificates, that they are *granted after examination.* We, in the Colony, can scarcely expect the older hospitals in England and elsewhere to alter the wording of their certificates to suit our requirements. At the same time, it is, naturally, a

source of vexation to many well-trained English nurses to be refused Registration on this ground. But time, we hope, will mend these difficulties.

There are separate examinations and certificates for midwives. They are examined in precisely the same subjects as those required by the L.O.S. The number of cases taken under medical supervision is less than in England, but midwives are required to attend them for a longer period.

The desire for registered midwives, implying a certain amount of skill and conscience, is greatly on the increase in the Colony, and we look forward with hope that the time is not far distant when *no* woman will entrust her life to an unqualifed midwife.

Having got Registration, I hope we shall not rest until it becomes a law that all midwives shall present themselves for re-examination at least every three years, as, I believe, is the case in Germany.

Discussion.

Miss L. L. Dock (United States) said: So much social progress has been made in New Zealand—so much has been gained there of equality of opportunity for all citizens, and of that true freedom which makes possible the fullest and most intelligent development of the individual—that it may be fairly credited with a civilisation in some respects more liberal and enlightened than that of other modern nations. We were, therefore, prepared for the broad, free treatment of the subject of the hour, which you have now listened to in Mrs. Neill's paper. Time and distance did not permit me to learn previously more than an outline of the topics included in this study of the Professional Training and Status of Nurses; I shall not, then, attempt a critical discussion of the paper itself, but, instead, will try to promote a general exchange of experience and opinion by giving a brief account of the conditions in the country to which I belong. The standard of general education required of probationers in America is as variable as the characteristics of our various sections and the talents of superintendents for extracting the wheat from the chaff. Nowhere in the United States, and, I believe, nowhere in Canada, is a definite standard of education exacted, such as is implied by the entering examination of Colleges and technical schools. Our circulars still contain the time-honoured phrase, "Women of superior education will be preferred," or words to that effect, and in our schools, young women with the limited

education of a remote country district may be found side by side with those who have received a liberal education, and who have had the advantages of wide reading and cultured associations. There is often a lack of early training in things domestic and housewifely, and I have heard the present Superintendent of the Johns Hopkins Hospital say, that rather than lecture to nurses, she longed to lecture the mothers who allowed them to grow up careless, unsystematic, inconsiderate of others, and untrained in self-control. But as function precedes the organ, so in the teaching of nursing must the pressing need of a better, general education among probationers become in time one more incentive towards the improvement of the education of women as a whole. Of preliminary professional training, we have as yet none. Our probationers go at once into the wards and carry on theoretical and practical work simultaneously. One Canadian School, the Royal Victoria, at Montreal, has contemplated a preliminary course, and it may possibly be even now under way. Our as yet imperfect professional ethics I attribute to our—until very recently—generally unorganised state. Plain working men, in their trades unions, have a sounder and more definite idea of their relations and obligations to each other, and to their work, than have many nurses. Too often is found among us that narrow individualism which holds that what one does is one's own affair only, and concerns no other. We need to learn that what one does affects all, and that as we owe to others much of what we are and of what our opportunities have been, so are we bound by obligations and honour to one another. Such propaganda as has been made among graduate nurses in ethics has been carried on chiefly by our Alumnæ Associations. In training schools, etiquette is taught thoroughly; ethics but inadequately. There is a tremendous work along this line for our Associated Alumnæ. Democracy forbids the control of the graduate nurse by School, Church, or Board of Managers. Yet discipline and order we must have. Therefore we must discipline ourselves. The curriculum of study in our hospitals is now, through the efforts of the Society of Superintendents, approaching a reasonable approximation to uniformity in the two years' course, and the extension of this course to three years is going on rapidly. New demands are being made upon our curriculum. There is a call coming for nurses who, beside professional ability, shall have such wider enthusiasms and capacities as will fit them to help in the wider world-interests concerned in the preservation of health and happiness. Already some of our schools are responding to

this demand, and the Illinois Training School and the John Hopkins (there may be others) are giving their third-year nurses talks suggestive of these new fields of influence into which nurses may enter. Has there been, perhaps, a tendency in the nurses' teaching to leave the individuality of the patient as a suffering human atom too far out of sight? It has occurred to me that when we are sometimes chagrined by the preference of patient or physician for what we call an "old-fashioned nurse," it simply means that in a crude, blundering way they are seeking the "ever womanly" which in the alert, up-to-date, soldier-like nurse, in full armour, though surely present, is sometimes hidden out of sight. In examinations, with us, more and more prominence is being given to written papers and to practical demonstrations of technical skill, and less to oral examinations. Certification, in America, is entirely at the option of the schools, all of which give, at the end of two or three years, diplomas, more properly called certificates. Registration, we have not as yet. It is one of the hopes of the future.

Miss Todd (Bournemouth) inquired if the midwives in Cape Colony received general training or only the special training for their own branch of work.

Miss Watkins (Cape Colony) replied that there were very few midwives who did not receive general training.

Miss Isla Stewart (Matron of St. Bartholomew's Hospital) wished to speak on the point of preliminary examination. All probationers admitted into the training school at St. Bartholomew's Hospital had to pass an examination. That examination implied a certain amount of general education and a knowledge of elementary physiology and anatomy, and though that knowledge was of a most elementary kind it formed a basis to work upon, and she had had infinitely less failures in practical work than before the preliminary examination was adopted, and patients had not so frequently suffered from the inefficient work of unsuitable people. As to the difficulty in the ordinary training of nurses. No doubt large hospitals were first and foremost for training, and they could move about from ward to ward and see different kinds of work. Mrs. Neill mentioned the three years' standard for nurses, and Miss Stewart cordially agreed. She further said she would like to emphasise her strong conviction that no nurse ought to be taught at the expense of a patient, and no nurse ought to be allowed to take charge of a ward at the end of her first year. She was still a probationer. During her second and third years the nurse

was taught, under very careful superintendence, to increase her responsibility. With regard to nurses being examined by an outside body Miss Stewart was quite certain that such a system must come in time. There were great difficulties in the way, and the first one that presented itself to her mind was that the *qualities* of a nurse were of such great importance—her disposition, her power of organisation, her special aptitude were all things the outside examiner could not estimate. A nurse's certificate was valuable according to the people who gave it. This matter should be discussed by the meeting together of women of experience in training nurses; only a matron could estimate the character and the special qualities possessed by a nurse.

Mrs. Bedford Fenwick said that Mrs. Neill had touched on several points for discussion. She would take the standard of general education of the probationer, her preliminary training, her age, the training she would receive in the hospital wards, and the time and curriculum of that training, also the standard and form of examination, certification, and State registration. First, in regard to the general education of the probationer, she had always held that a woman could not be too highly educated, theoretically, and, indeed, in every way, to make the best nurse. The highest type of nurse was wanted, therefore they must have the highest type of education, not necessarily that higher education necessary for the teaching profession, but the complete education that goes to make the thoroughly useful and cultured woman. Miss Dock had brought out the fact that in hospitals twenty years ago, the pupil either learned or did not learn according to her capacity for self-instruction. A probationer was thrown into a hospital; she learned by observation, or came out just as ignorant as she went in. The educated women placed in English hospitals as matrons and teachers of nursing had inaugurated a curriculum as good, or better, than that in any country in the world; but though enormous strides had been made in the education of nurses in the last twenty years, there was much more to be done in the future. During the last few years, the question of the preliminary professional training of nurses had been discussed, and in one instance effected. Mrs. Strong, Matron of the Royal Infirmary, Glasgow, was the first to suggest this preliminary training, but the system had been elaborated by the authorities of the London Hospital, to which was attached a Preliminary College for Nurses, where they were taught practical details of nursing, and cooking, before entering the wards. This Nursing College

was on the same principle as that for students in the Medical Schools, and stood out as an excellent example for every other hospital in the kingdom. Like Miss Dock, Mrs. Bedford Fenwick was prepared to prophesy a little, and hoped to see in the next decade, either a public College of Nursing in London, or smaller colleges in connection with the large hospitals. These colleges should be self-supporting, and not dependent on the public funds. In every profession it was right that students should pay in money for the education they received, and she could not see why the nursing profession alone should be educated on charity. The age of the probationer had very little to do with her capacity for being a trained nurse ; it depended entirely on the character of the woman ; there were plenty of able women of twenty-one, plenty of foolish and flighty ones at forty. After leaving school, a woman should gain a knowledge of public work and a knowledge of the world, so as to widen her outlook on life, and extend her sympathies before entering the somewhat conventual sphere of a hospital. Many women could not afford to wait until they were twenty-three or twenty-four, and a great deal of material that might make useful nurses was diverted, by the strict age limit, into other sources. With regard to the educational curriculum in the hospital wards there was no doubt that a very efficient education was necessary. Twenty years ago the whole system was very different ; but now a large majority of schools had adopted a three years' system of training, and, personally, she considered that quite short enough. It must be taken into consideration that surgery, especially, was a very progressive science, and if nurses were to keep pace with the times, and take their part as the surgeon's efficient assistants, they must have a progressive curriculum of education. They must not even think three years an unalterable term, the practical skill required might in the future demand a further extension of training in special branches of nursing. As to the examination of nurses : the teacher should not be the examiner, because, although the majority of medical men and matrons were just in connection with these examinations, the whole test was far too circumscribed to be of any essential value ; therefore she advocated public examination by an unbiassed Board of Medical men and matrons, who alone should be empowered to award certificates. In speaking about the training of nurses, people were apt to call medical lecturers the trainers. They were not. The matrons, sisters, and staff nurses in the wards were the real trainers of nurses. The valuable lectures,

contributed to the curriculum of the education of nurses by medical men, taught the theory and practice of elementary medicine and surgery, but medical lecturers did not and could not teach nursing, because they were not nurses themselves. As to the last point—State Registration. All present knew there had been a very long and animated controversy on this subject in England, and it was not at all surprising, because the giving of legal status to nurses, or to women in any profession, was a forward and progressive movement, and one which, like the enfranchisement of women, did not commend itself to those persons who had judged for so long what was best for women. But it was only just that after they had gone through a laborious curriculum, and proved themselves competent, that nurses should have some stamp put upon their qualifications and knowledge. At present, any one could put on a cap and apron, or a cloak and bonnet, and dub herself a trained nurse; therefore it was for the protection, both of the trained nurse and of her patient, that some hall-mark should be put upon those nurses who had worked for three years, and been publicly examined and certificated.

Miss Todd asked whether training given in special hospitals, other than schools of midwifery, would be recognised as part of the nurse's training?

Mrs. Neill replied that this would be so. In New Zealand they had no special hospitals.

Miss Todd explained that a small special institution could not afford to pay thoroughly trained nurses; it could take probationers and train them on its own particular lines; but that training counted for nothing, and when those probationers went into general hospitals they had to begin again at the very beginning.

Hon. Maude Stanley said she had had a somewhat large experience of nurses, having been connected for some years with the Metropolitan Asylums Board, that had several hospitals for fever and diphtheria. During that time she had had much to do with the nursing profession and training of nurses. About one thousand nurses had been under the Board since she had been connected with it, and, generally speaking, she thought they were wonderful in their care and patience, and the skill with which they nursed fever and diphtheria. They had three grades of nurses: the trained or charge nurses, who must have had three years' training in a general hospital, or one year in a general hospital and two under the Metropolitan Asylums Board; the first assistant nurses, who

must have had one year's training in a general hospital; and second assistant nurses, who had no general hospital training, but were trained by the charge nurses, and shared the lectures given by doctors and matron during the time they were nursing. The change had been very great, for when she came on to the Board, nurses were not considered as they were now, when everything was attended to—their holidays, their amusements, the rooms in which they lived, their diet and so on; all of which was part of the duty of the committee who looked after the hospitals. She specially wanted to say how excellent these methods were, and how sorry she should be if the system was superseded, and nurses had to pass through a nursing college, for then many of the working class would be debarred from doing useful work. Women were often born nurses, as was proved in the love and kindness shown in their own homes to people who were sick, and to shut out women from this profession, because they could not afford to go to college would be a very bad thing. For instance, going to a Board School with which she was connected, Miss Stanley mentioned that she used frequently to see a girl—quite of the lower order—who said to her one day, "I hear you have to do with hospitals; I have tried and tried to get in, but they all say they cannot receive me. So I have bought a book on anatomy, and written out all about the bones." It was true that general hospitals were debarred from taking this girl, but a matron at one of the Metropolitan Asylums Board hospitals, thought the love of her work shown by this girl was good; she was taken in and had proved herself an excellent nurse.

Mrs. William B. Rickman was most interested in the question of midwives, and was anxious to find out what status the midwife took in the colonies and America—was she there as a special part of the nursing profession or did she hold a position of her own? In this country, where more than 50 per cent. of women were not attended by doctors, midwives were a necessity, and she was most anxious that the question should be brought forward.

Miss Lavinia Dock said that in the United States they only recognised properly trained nurses and qualified medical men and women who attended obstetrically both rich and poor; but they had always in the cities, working among the poor and foreign population, the untrained midwife.

Mrs. Walter Spencer spoke with diffidence, because it was many years since she had given up nursing, but she felt strongly on the point of age; in nearly every hospital twenty-

three or twenty-four was the age for probationers, and that was too old for women to begin a special branch of work. People were too apt to think that the majority of nurses had not to earn their own living; but this was a fallacy, and they could not afford to wait so long, and then undergo three years' training before earning. In this way the profession lost some excellent and capable women. They must recognise that by the time a nurse had been trained she would be seven or eight-and-twenty, and her working life was very short, as women were seldom selected for private work after thirty-five or forty, so that a nurse had very little opportunity of putting by any money for her old age. Then again, many institutions did not care to appoint matrons and superintendents who were over thirty-five, and that made it difficult for women to obtain some of the higher posts, if they did not begin till ten years before that age. The age limit was too high. Surely if girls were fit to be wives and mothers at eighteen and twenty, they were fit to begin training in a hospital.

Fru Carl Ottosen (Sweden) thought the chief difficulty was that the training of a nurse was apt to be too one-sided. She had to be the patient's friend and companion as well as nurse, and should have a thoroughly good all-round education and a cultured mind, so as to be able to talk on all kinds of subjects. The patient needed spiritual and mental care, as well as physical care. She thought every training school should take girls younger than twenty-four and give them a preliminary education in subjects they had been unable to learn before. Also she considered that every nurses' training college should arrange for lectures, so that all the time a nurse was training, she could be improving her mind. Further, every institution should give its nurses a chance of coming back for three months, at least, say every five years, so that they could go through a short supplementary course and keep their professional knowledge up to date.

Miss M. Breay said she should strongly object to any social test for nursing, but there must be an educational test. The case quoted by Miss Maude Stanley answered itself—before the girl applied to be taken as a probationer, she had studied anatomy to the best of her ability, and had proved her qualification. With regard to obstetric training, having had charge of a hospital and a maternity home, she felt that a three months' special training in midwifery for women with no general training was entirely inadequate. They had to be taught all the elements of nursing, besides all the elaborate

knowledge required to qualify them as midwives. As a matter of fact, a great many women who were trained for only three months happily did not act subsequently as midwives, but as monthly nurses. It was preposterous to take a raw girl, put her into a maternity home, and turn her out as a midwife in three months. Critical situations, when they did occur in midwifery work, were apt to do so with appalling suddenness, and made demands upon the self-reliance acquired only as a rule in the course of a prolonged training. Personally, in all the years of her nursing experience she had never felt responsibility weigh so heavily upon her as during the time that she practised midwifery.

Naval and Military Nursing in the United States.

Mrs. Quintard (United States).

In response to the invitation to read before your Congress a paper upon this subject, and presenting our views as to the organisation of an Army Nursing Service for the future, I must say that I consented to do so with reluctance, for two reasons:

First, knowing that you, having already mastered the first difficulties of such an organisation, are in a position to criticise our efforts in this direction; and, in the second place, the matter has been so fully written up in the different magazines that it has left me very little that is new or interesting to add either in the way of existing facts or suggestions for the future. My encouragement has been a hint dropped that even on this side of the Atlantic you are not quite satisfied with your present methods, and I trust that the discussion which will follow will be of mutual help for our future work. Before attempting to explain our present position, and our aims for the future, it will be necessary to glance over the events of the past year which called into existence the necessity for the employment of the woman nurse in the army, and for legislation in regard to the work. The United States had for so many years been at peace with all the world, that the declaration of war, following so closely upon the disaster which shook the nation to its foundation, came like a thunderbolt out of a clear sky. We were totally unprepared for war, our standing army was small; it was thirty-five years since it had been called into the field for

anything more serious than skirmishes among the Indians on our far Western posts. Severe illness among the soldiers had been so rare a circumstance, as to call no attention to the fact that we had no nursing staff connected with the army other than that provided for in the Hospital Corps. This Hospital Corps is composed of stewards, acting stewards, and privates; the latter may be called upon at any time to do duty as acting stewards, cooks, ward masters, or attendants in camp or field. In the regular army these men may be drilled into some kind of apology for a nurse; but with a volunteer army of 125,000 men, with every regiment more or less stricken with fever, one can imagine the effect of this raw material turned loose in the hospital to nurse the sick. Preparations of all kinds had to be hurried forward, so perhaps it is not to be wondered at that one which proved to be of vital importance should have been overlooked in the early days of organising a large army at short notice.

Our Surgeon-General applied for, and received, authority to employ graduate nurses at an early date, but no provision was made for carrying this into effect until the war was practically over.

Very few nurses were near the battlefields, though hundreds stood ready to give their services. This privilege was accorded only to Red Cross sisters and assistants, whose right is unquestioned to be wherever death or disaster calls to duty, and a few nurses were on the transports which brought the wounded from the south. The frightful epidemic of fever which developed in the camps led to the call for the services of the graduate nurse in the field hospitals. The public demanded that their men should receive proper care. Associations were formed, which raised large sums of money for the support and payment of nurses, and committees were appointed for their careful selection. They were admitted into camp- and field-hospitals at first reluctantly. But a very short time demonstrated the value of their service, and during the months of August, September, and October, over 1,700 nurses, including Sisters of Charity, were in the employment of the Government as contract nurses at $30 per month. About one hundred are still in the service. The result of graduate nurses' work during this emergency has been to convince army men that their service is a necessity, and in making their official reports to the Surgeon-General they have been most generous in their acknowledgments of the good service rendered in their ranks.

There is no doubt as to the future employment of the graduate nurse in the army during time of war and in peace. Recognising this fact, many of the women whose work during the past year brought them into direct contact with army hospital life, and who realised the manifold difficulties and dangers of its environment, felt the importance of organising a system for the maintenance of a nursing staff which should be authorised by law, which should accord as far as possible with existing military regulations, and yet should not jeopardise the dignity and interests of the nursing profession. To accomplish this a committee was appointed last autumn to frame and present to Congress a Bill which should embody the requirements of such a service. This committee was formed of women who had been closely connected with the work of supplying nurses, or of organising the nursing departments in the camp- or field-hospitals. Several of the latter were heads of large training schools, who, through their double experience of civil and army hospital methods, were well qualified for the work. The Bill which has finally been approved by the Surgeon-General is brief and to the point. It has passed through the fiery ordeal of a Congressional campaign, been shorn of many of its sections we would have preferred to retain, and has been returned to us without having passed either House, although it was favourably reported by the Committee on Military Affairs, and obtained a majority vote in the House of Representatives, but not a two-thirds majority vote, which is necessary for its adoption. There are many reasons to account for this; we were late in getting the matter into the proper hands, the Bill was returned so many times for modifications that when it at last assumed the present form, approved by the Secretary of War and the Surgeon-General, it was during the last few days of the session, and our Bill was crowded out by other business. We have been defeated for the time being, but we are not discouraged, nor are we idle. Our forces are gathering strength, and next winter's campaign will find us ready to renew the attack. Our greatest difficulty has lain in gaining two points which we consider of vital importance—a commission of women who shall have the nomination of candidates for the office of superintendent of nurses, and a superintendent of nurses who shall be a nurse and a graduate of a school giving not less than two years' course of instruction. We have virtually gained the Surgeon-General's consent to these in our Bill, although he has qualified the latter clause by adding "or from a legalised medical

college," and at present this position is held by a woman medical officer, under the title of Acting Assistant Surgeon, United States Army. We have been obliged to make many concessions, but these two points are so essential for the foundation of any practical working system, that unless they are allowed we feel that it will be impossible for us to associate ourselves with the work.

Nursing as a profession stands alone, it is purely the outcome of women's work; even the medical profession, with all the help it has afforded us, has done very little towards working out our methods or raising our standard, and in this new branch of the work it is to nurses that we must look for the experiments which alone can assure success. The task will be no easy one. Politics, prejudice, and personal feeling stand in the way of success, but what has been accomplished in our civil hospitals in the past may be accomplished in our army hospitals to-day.

The nursing profession is very much dissatisfied with the existing conditions of the nursing service and the status of nurses in the army. That the Surgeon-General also is not satisfied is shown clearly by his many appeals to our committee to assist him by suggestions in forming rules and regulations for the government of the service. But we feel that all the assistance we can give in this direction is thrown away unless applied understandingly by those thoroughly conversant with the detail work of a large hospital and training school.

We fully realise that any such organisation as we propose must be part of the medical department or hospital corps; we do not wish to usurp any authority that does not rightly belong to us. Strict obedience and allegiance to superior officers is one of the first principles governing a nurse's education. The superintendent of nurses should be subject to the orders of the Surgeon-General in the army service, as one holding that position in any civil training school is subject to the orders of the superintendent of the hospital with which it is connected. But we do claim that the management of a nursing service is essentially nurses' work, and should not be undertaken by any one not entirely familiar with its every requirement. A medical school cannot give this training. Medical officers, whether men or women, are totally ignorant of the manifold details and requirements necessary for the selection and control of a body of nurses. Such knowledge can only be gained by years of hard work and careful study in the wards of a hospital, and through personal experience of its daily requirements, from the

work of a probationer to that of a superintendent. Chaos would reign supreme in any hospital where the nursing staff was supervised by a doctor.

The Government will find that in introducing this new element into army life they must admit many modifications of their regulations to meet the new conditions. Army hospitals, as far as the nursing is concerned, should be governed by the principles which pertain to civil hospitals, but these should be specially adapted to meet the demands of military rules and regulations. Under the present army regulations the chief nurse has no control over the nurses under her, or of the male attendants, although it is in some instances permitted by the courtesy of the officer in charge. Stewards and ward masters are to a certain extent in charge of the wards. The surgeon in charge of the post alone has the power to retain or discharge nurses. If a nurse is recommended for discharge for improper conduct, he can retain her services if he chooses, and the chief nurse is powerless. She can resign if she wishes to do so. These are only some of the many abuses of the present system. Our original Bill provided for nurses' quarters, pensions, and preparatory schools. These points, with many others, we now hope to gain through the Superintendent of Nurses.

The question of establishing a permanent nursing service in the army is a very serious one. The United States has not been a fighting nation in the past, but the future, with our newly-acquired territory, opens up possibilities in this direction which cannot be ignored. At present the services of the nurses are necessary, but how long this will last we cannot say, and in the future we face the probability of having to provide for a large number of enlisted nurses whose services are not required in army hospitals in such a way that should a sudden emergency arise we could at short notice call into action a nursing staff thoroughly equipped in military methods. This contingency we hope to meet through the means of preparatory schools connected with one or more large army hospitals, in which graduate nurses can receive six months' training in army nursing. From among those who successfully pass this probationary period we propose to keep a carefully selected list of nurses who can be called upon at any time for two years' service. By this method we hope to avoid the evil effects of having a larger number of nurses connected with any post than would be actually necessary for the service. This is a matter which will require careful working out, and we hope to gain

much valuable information from you upon these points, as you have probably solved some of its difficulties.

I have made no mention of naval nursing, for the reason that our navy has not required the services of the woman nurse. There has been no special sickness among the men, and unless some emergency arises to call for assistance from our profession we shall not seek admittance to their hospitals until sure of our ground in the army.

Discussion.

Captain Norton, M.P., said that woman's sphere as a nurse was the highest and noblest to which she could attain. His first point related to the branch of scientific military nursing, which was introduced by Miss Florence Nightingale. That noble woman had, on occasions in the Crimea, stood for twenty hours at a stretch seeing that the ten thousand sick soldiers under her charge were properly disposed. The first training of the kind was instituted at St. Thomas's Hospital, and by 1889 no fewer than 500 women had been trained there as nurses. The importance of this training could not be over-estimated, for it was of immense practical value in saving life on the battlefield. The speaker gave figures showing the necessity for efficiently trained nurses in the naval and military forces, and then proceeded to draw a contrast between nursing in civil and military life, showing that in the latter case there was a great staff gap between the doctors and superintendent sisters, and again between the nurses and the orderlies of the Medical Staff Corps. These men were enlisted in the ordinary way, were drilled at Aldershot for six months, attended lectures, but received only half an hour's daily practical training from a qualified sister during six weeks. Yet these were the men who were required to attend accident and other cases, to do night duty as nurses in military hospitals, and so forth. A trained nurse who had had ten years' experience of these men said she had only found one man who was competent to nurse. The speaker advocated as reforms, the appointment of a lady inspector, who should be responsible that the nursing at each military hospital should be kept at a high standard of efficiency; a board of discipline, who should see that only candidates of good character and discipline were appointed in such hospitals; an increase in the number of nurses; and, lastly, which was most important, the training of the hospital orderlies. Only the best and most suitable men enlisted should be set apart for this work; they should be sent to Netley, Haslar, and other military hospitals, and there put

through a course of training for three years. By this means the Government would train qualified male nurses who would secure good posts as attendants after leaving the service and form an admirable resource in case of war. The flaw in the recent Soudan campaign was the distressful way in which the wounded soldiers were attended. In Alexandria seventy patients were left to the care of two nurses and a number of orderlies. And in the cases of enteric fever, more than double the number of patients were lost who might have been saved under anything like a decent system of nursing. He was also in favour of a hospital ship, staffed with efficient nurses. The pensions of nurses should be increased. He wished, in conclusion, to say a final word of encouragement to all those noble ladies who devoted the best years of their lives to the angelic task of watching by the bedside of the sick. In behalf of the Army the nurse went to pestilential climes, and at home her lot did not lie in pleasant places; but surely when they relinquished the struggle of life they would not fail to receive the assurance that their task on earth had been well fulfilled.

Dr. Margaret Christie laid stress upon the importance of placing nursing appointments for the public services in the hands of a committee of women. Men were apt to be too kind-hearted, and kindheartedness should not be allowed to bias the minds of those responsible for the supply of nurses, especially when these were to be sent abroad, where the work was so trying, as instanced in the case of the recent plague at Bombay.

Mrs. William B. Rickman expressed herself in favour of male nurses for military service. The intercourse between woman and man was of a class and kind which occurred in no other way besides that of nurse and patient. There were plenty of men who could be trained in the military hospitals, and men made every bit as good nurses as women.

Mrs. Bedford Fenwick said there was no sex in nursing. With regard to military nursing, she had taken a leading part ten years ago in an attempt to obtain a reform in military nursing, but the medical department of the War Office, while expressing its sympathy, had taken no action. Again, she had tried the Royal British Nurses Association, which had given her views a most favourable reception, but let the work pass out of its hand and some attempt at re-organisation was now being made by the War Office. The speaker next dealt with her experiences while in charge of the recent nursing mission in Greece. To help the thirty sisters under her charge, there were a number of Greek orderlies. These men had not

got the attributes of the British nation. They were more amenable to order, and did not object to obey the orders of the sisters and superintendent, the actual care of the sick and all the necessary personal attention being deputed to the Nursing Sisters, by which means the wounded soldiers were speedily restored to health ; this detail of organisation of the nursing of the sick soldier, by trained women and not by untrained men was the key-note of the success of the English system in Greece. So successful had been their services that the military hospital at Athens had been rased to the ground and another one built on modern principles, and staffed by English nurses. In conclusion she endorsed the view of Captain Norton as to the need of filling the gaps in the military hospital staffs. There should also be expert nurses on the medical boards of both army and navy.

Mrs. Quintard, in reply, could not understand Mrs. Rickman's objection to women nurses in the army. If they could get the same class of men to train as nurses as the women who presented themselves at the hospitals, it would be very well to have men nurses in the army. But those who had had anything to do with orderlies in the army knew how different they were from the girls who came to be trained as nurses. Surely, husbands and brothers in the army should receive the same care as those employed in the civil professions. The very pauper in England, who was often reduced to his position by his own fault and folly, was better taken care of than the soldier who went out and fought for his country.

The **President**, in bringing the discussion to a close said that even those who advocated the exclusion of women from legislative functions declared that nursing was her particular province. Their arguments against female suffrage were based on the statement that it would take her away from her ministrations to suffering. But everything that had been read and said that morning tended to show that the woman who retired into her own province must of necessity be interested in the legislation governing the conditions under which her occupation was carried on.

NURSING (*continued*).

(C) THE ORGANISATION OF TRAINED NURSES' ALUMNÆ ASSOCIATIONS.

(D) NURSING ORGANISATIONS.

COUNCIL CHAMBER, WESTMINSTER TOWN HALL,

FRIDAY, JUNE 30, *AFTERNOON.*

The COUNTESS OF ABERDEEN in the chair.

Lady Aberdeen read the following letter from Miss Florence Nightingale:—

"LONDON, *June* 30, 1899.

'DEAR NURSES, VERY DEAR NURSES,—Thank you, thank you for all the progress you have made in these last years May God bless you! And He does bless you.

"You should be the 'salt of the earth,' for such opportunities are yours—such opportunities with your patients—without saying a word of preaching. Just show them in your practice what a woman should be.

"And that every year should show this forth more and more is the earnest prayer of your affectionate and grateful,

"FLORENCE NIGHTINGALE.

"To the Nurses."

The Organisation of Trained Nurses' Alumnæ Associations.

Mrs. Hampton Robb, President of the National Associated Alumnæ of the United States.

(Read by Miss Lucy Walker, United States.)

As the representative of the National Associated Alumnæ of Trained Nurses in the United States of America, permit me to express to you our appreciation and thanks for the honour accorded to us by your invitation to take part in the work of the International Congress of Women.

The subject of the Alumnæ Associations for Trained Nurses is one that has no longer the charm of novelty to those of us who belong to the nursing world. It has occupied our attention, more or less, for the past five years, and has been one of the chief themes of discussion at various times and places, in season and out of season, at formal meetings of delegates from various schools and at informal gatherings where two or three graduate nurses have met together. But, although the novelty may have gone, the interest in such discussions has not diminished. The sick will ever be with us, and even the most optimistic among us cannot but feel that there will always be those in our midst who need the care of skilled nurses. How this nursing can be provided, how it can be made most effectual and far-reaching, will ever afford a field for inquiry and effort. Naturally when it came to be understood that the care of the sick should devolve not upon mere hirelings, or upon those whose hearts were in their work but who were without the proper knowledge how best to go about the work, it was necessary to train a certain number of competent women, who were taught nursing as a profession. Thus, at the end of a few years, we had many individuals who were able to go about the work with intelligence, and yet with no lack of the zeal which is to be found in the "born nurse." But as soon as the trained nurse became a factor in everyday life, abuses began to creep in. The salaries commanded began to attract the commercial women, and the fact that a better class of nurses could be obtained by the offer of a degree led the proprietors of sanitariums and the trustees of small hospitals to establish training schools for nurses in which the facilities for obtaining a proper education for their profession did not exist. The

consequence was that the nurses who had devoted years to learning their profession were in danger of being confused with those who had obtained a degree as a price for so many weeks' or months' nursing. The market was flooded with graduate nurses, who were graduates only in name, and who were crowding out those who had learnt their profession. The "trained nurse" was in danger of becoming a nondescript woman, and the public were in danger of being imposed upon. In face of these serious questions it is not to be wondered at that the leaders in the nursing world set to work to find some means of combating these serious dangers. To protect the public and the educated nurse, to prevent the shattering of high ideals, to combat the commercial spirit, individuals, however earnest or influential, could do nothing. The nurses resolved to follow the current of the times and to organise.

The present age is one of organisation, and graduate nurses finding that, as a class, they are not exempt from difficulties and problems against which individual efforts are of no avail, and learning by experience that progress, improvement, and ideals, can be attained only by combined efforts with unity of purpose and centralisation of means, have organised themselves into Alumnæ Associations.

The chief effort of these societies during the past five years has been to lay a solid foundation upon which a standard for nurses might be built, a standard that all high-minded, earnest nurses would be proud to help to maintain, and one that would attract to the work desirable women. From the first we were impressed with the fact that only by the nurses themselves could such a standard be created and sustained. In order to maintain the dignity of a profession or calling, the members, as a body, are in honour bound to jealously guard the interests and dignity of that calling, and not relegate that duty to outsiders, who cannot possibly know or understand the conditions and requirements as do the members themselves. Nurses have seen that the medical profession is not ruled and regulated by laymen, and we have done well to learn this further lesson from our chiefs, and take care of our own affairs. What is worth having is worth working for, and without the feeling of responsibility and of the necessity of working for our ideals, there will be lacking the earnest interest which is necessary to ensure success.

For the success of a School Alumnæ Association it is necessary the interest and enthusiasm in their own individual schools should be first aroused among the pupils, and an *esprit*

de corps be established among members of a training school, while still pupils, that will continue after graduation. This sentiment once actively aroused, an interest in larger affairs and problems of nurses, as a class, will naturally follow later. This preparation of the pupils for membership in the School Alumnæ Association devolves upon the Superintendent from the time that they come under her charge. The methods to be pursued have been most practically dealt with by Miss Lucy Walker, in a paper entitled, "How to Prepare Nurses for the Duties of Alumnæ," presented at the recent meeting of the American Society of Superintendents for Nurses. Should some such scheme as this be systematically carried out, it will necessarily follow that when the pupil is ready to graduate she will also be capable of assuming the duties, as well as the privileges, of her Alumnæ Association with the clear understanding of all it stands for to herself as an individual, and as a member of the profession. Such a preparation will hasten by many years the standard and ideals we are striving for. But here the duty of the Superintendent as an official should cease. She should not hold office in the Alumnæ Association of her School. The organisation, development, and work of the Association should devolve entirely upon the graduates themselves, for only by doing the work and struggling with the problems will they develop and keep up their interest and enthusiasm. The Superintendent should always be ready with advice when it is sought, and should ever be ready to display her interest, but, I repeat, the work and the responsibility should rest with the nurses themselves.

The class feeling in the school should also be encouraged, and new members should be taken into their Alumnæ Association, not as individuals, but as a class. This gives an additional interest, there will always be the class pride to be sustained, and each member in the year's class will feel that she is bound to keep up and do better work, and will be less liable to degenerate or to become careless of her professional reputation when she knows that this is of vital interest not only to herself but also to a number of others personally known to her. Thus, the weak members may be strengthened and a high standard maintained.

Naturally enough, the question may be asked by a graduate nurse who has not had the advantages of the special preparation mentioned above: "What is there in it for me if I join my School Alumnæ Association?" Let me quote directly from the constitution of one of the oldest and largest Alumnæ Associations in the United States.

The objects of said organisation are:—

"Section 1.—The union of graduates for mutual help and protection.

"Section 2.—To advance the standing and best interest of trained nurses, to co-operate in sustaining the rules of the Directory, and to place the profession of nursing on the highest plane attainable.

"Section 3.—To further the interests of the School by giving our hearty support to all efforts to make it the foremost among such institutions.

"Section 4.—To promote social intercourse and good-fellowship among the graduates, to extend aid to those in trouble, and to establish a fund for the benefit of any sick among our members.

"A Visiting Committee, consisting of one member from each class appointed by the President, shall visit sick members, ascertain their needs, and see that they are properly cared for. It shall be the duty of the Executive Committee to investigate charges brought against any member, and if they find such member guilty of conduct unbecoming a nurse, they shall present the facts to the Society for action, but no member shall be recommended for expulsion until she has had notice and opportunity for a full hearing before the Executive Committee."

Surely, these purposes would seem sufficient to sustain any woman's enthusiasm and interest in her Alumnæ Association, and by working for these she unconsciously will gain the broader and more unselfish life that comes to each woman who has ideals in her work, and does not regard it merely from a commercial standpoint. The president of Wellesley College said to the college students: "You do not go to college to earn your bread, not this only, but to make every mouthful of bread more nourishing, sweeter. It is to learn how to live, to make life, not a living. You may forget some of your Greek and Latin verbs, your geometry, history, but you need not forget your ideals, they may be yours always, or better than this, they may be realised. For the students of to-day must be a great body marching toward the solution of problems we have not yet solved. In you we have our meanings of the stars." How aptly may this be applied to trained nurses of to-day, in whose hands now rests this nursing work to be carried on to a higher plane, to which the eyes of the world may look up, not down; who must learn to work together in a common interest, with harmony, method, and in a spirit of self-sacrifice, strengthening the intelligent loyalty and efficient service of each member for her own Alumnæ Association.

Thus far only the School Alumnæ organisation has been touched upon with its own home interests, problems, and duties. But our charity, though it begins at home, must not end there, and the fact must not be lost sight of that our duties and interests should not, and cannot, stop there, for other problems of burning interest must be met and be dealt with, not as a school, but as a class—a profession. There are the questions of directories, the care of small and speciality hospitals, a uniform curriculum, a code of ethics, annuity funds, magazines, and, perhaps, some day when we are more in line, legislation. These broader problems can only be solved by means of co-operation, which, naturally, takes the form of the National Association of Trained Nurses, in which membership can only be held through the School Alumnæ, which stands guarantee for its own nurses, and to which each Alumnæ Association sends its delegates in proportion to its size. And here, again, come into play the duty and responsibility of superintendents of training schools, who, by virtue of their position, have a great deal of influence not only among their pupil nurses, but also among graduate nurses. Unless the superintendents are united regarding the fundamental principles of the work, and are willing to take the initiative and combine their forces in working out the questions common to all, we cannot expect the nurses to unite and work with good success. All honour to the American Society of Superintendents for this unity in their work. I do not know of a superintendent in America from the representative schools who is not a member of the Society, while in addition there is a large number of visiting members who do not qualify for active membership. And yet, with the possibility of so many conflicting interests, the fact remains that in all of their transactions the utmost good feeling exists. Each of these organisations, the National Association of School Alumnæ and the American Society of Superintendents of Training Schools, is essential to the development and success of the other, and, while working independently, both are still endeavouring, from different standpoints, to attain the same objects, and thus strengthen each other's efforts.

The future lies entirely in our hands. There may be associations of women for many causes, but none who may draw closer to the world's needs than that of the Trained Nurses' Association. It remains with ourselves that this shall be the most honoured among associations of women, one that the world will be proud to look up to and lean upon. Our

inheritance is a rich one, and our privileges great, but we may not relegate our work to others to do for us, if we would rise above reproach.

One founder of sisterhoods, among the many, spoke with prophetic voice of things to come when he thus ordained for the Sisters of Mercy of St. Vincent de Paul; "They shall have no monasteries but the house of the sick, no cells but a hired room, no cloisters but the streets of the town and the wards of the hospital, no inclosure but obedience, and for convent bars only the fear of God. For a veil they shall have a holy and perfect modesty, and while they keep themselves from the infection of vice, they shall sow the seeds of virtue wherever they turn their steps." Many hundreds of years have passed since these words were first spoken, but they perfectly picture the ideals of the sisterhood of trained nurses at the close of the nineteenth century. What more beautiful inspiration need women have to join forces that such ideals may become daily facts?

Discussion.

Miss Mary Agnes Snively, Lady Superintendent of the General Hospital, Toronto, Canada: The general ideas which led to the formation of Alumnæ Associations in connection with the training schools were those which are instrumental in the forming of societies everywhere. The greater strength which comes from union; the mutual help, protection, and inspiration, which intercourse imparts: the increased facilities and incentives which organisation gives for holding fast that which has been already attained, and of elevating or improving the standard of work, thereby adding to the dignity of the profession. Such societies are particularly indispensable for a band of women educated and trained for a common work.

As is well known, the tendency of nurses, after leaving the training school and entering upon active life, is to neglect each other and devote themselves wholly to work. Little time is given to social duties, reading, or study, with the inevitable result that the life which should have been increasingly expansive and benevolent becomes narrow and self-centred. Nature teaches us that life and growth are inseparable. The tree or plant which ceases to *grow* begins to die. The successful nurse of to-day is one who recognises this principle. She realises that not only her success, but her *continued useful-*

ness, depend upon her capacity to keep on learning, her ability to keep up with the fast-moving times. The great use of intercourse with other minds is to stir up our own, to whet our appetite for truth, to carry our thoughts beyond their accustomed groove.

Alumnæ Associations accomplish this, and are of value as a medium through which the education of the individual graduate can best be nurtured and matured.

Until Alumnæ Associations exist there can be no hope of a National Organisation; moreover, the record of what has already been accomplished in America forbids discouragement. Opposition, difficulty, what do they mean? Defeat, even, is nothing but part of our education, nothing but the first step to something better, and failure to the heroic mind the stepping-stone to success. "Our doubts are traitors and make us lose the good we oft might win by fearing to attempt."

The Organisation of District Nursing as illustrated by The Victorian Order in Canada.

Miss Elizabeth Robinson Scovil (Canada).

DISTRICT nursing has been recognised as a powerful agency for good in philanthropic work in the United States of America as well as in the United Kingdom before the establishment of the Jubilee nurses, but this gave to it a fresh impetus.

The President of the International Council of Women, Lady Aberdeen, whose husband was at that time the Governor-General of Canada, conceived the idea of extending the benefits of this system of nursing in that country, and of organising the scattered forces into the Victorian Order, which should do for the colony what the Jubilee nurses were doing for the mother country.

To cover a continent with a network of district nurses seems a stupendous undertaking. It is; and as yet only the seed is planted, but it is a seed, a living organism, that will grow and spread under favourable conditions.

Few who have not been there have a true conception of the kind of country Canada really is. The popular idea is formed

from photographs of winter scenes seen through a vista of toboggans, fur garments, snow-shoes, and skates. Our Lady of the Sunshine is lost in Our Lady of the Snows.

Yet Montreal and Ottawa are in the same latitude as Milan and Venice. Grapes and peaches ripen in the open air in the southern part of Canada, the beautiful scarlet of ripe tomatoes is seen in countless gardens, unsheltered by glass, and maize, or Indian corn, which will not come to perfection under the cold English sky, is a common cereal.

The conditions of life in the cities of Canada are not very unlike those which prevail under similar circumstances in England. There is ample work for the district nurse in both fields, and she does it with an efficiency which no amateur service can rival. Still, in towns there are usually friends, or neighbours, who will see that the sick poor do not absolutely die for want of care.

It is very different in the rural parts of a new country, where the settlers are separated, often by many miles, from the nearest neighbour. The mother may be ill for weeks with no tendance but such as can be given her by her husband, or the whole burden of nursing and house-work fall upon the over-taxed mother if one of her household is stricken down.

It is very difficult to get female domestic servants at any distance from the larger towns, and when illness comes, bringing the inevitable increase of labour and the added burden of anxiety, it is often impossible to obtain assistance of any kind, even when persons are able and willing to pay for it.

Under these circumstances it is easy to imagine what a boon the district nurse would be to those isolated sufferers. What comfort and help and cheer she would bring with her, and how often the aid she could render might suffice to turn the scale from death to life.

A woman who was attended by a nurse of the Victorian Order when her fifth child was born, said she never had had her face and hands washed by any one when she was ill since her mother had done it for her as a little child. One can fancy the kind of care she must have received in her previous illnesses.

One old woman remarked that it was like a fairy tale to have a trained nurse coming to see her and bringing comfort to a poor old country body like her.

When it is remembered that Canada stretches from the

Atlantic to the Pacific, covering an area of about three and a half million square miles, and that this vast territory is as yet inhabited by between five and six millions of people only, about the same number as the population of London, one realises the magnitude of the task that faith and love have undertaken in founding the Victorian Order.

Training centres are established, each with its own superintendent, who is fitted to supervise the assistant nurses and to train them more perfectly for the difficult work of district nursing. These go out into the adjoining regions to visit the cases where their help is needed.

The nurses who are trained in these homes, after their graduation are sent to villages and into the country to work independently in places where a training home could not be supported. The general superintendent of the order receives constant reports from these isolated nurses of the progress of their work and visits them from time to time as occasion demands.

Each candidate for admission to the Order must hold a diploma from a training school for nurses attached to a hospital of a certain recognised standing. She receives in addition six months' training in district nursing and is then eligible for independent duty, and becomes a Victorian nurse. She pledges herself to the work for three years, and receives a salary of three hundred dollars, about sixty pounds, a year.

It may be asked, What is the necessity for this additional training? Why should nurses who already hold a hospital diploma be required to undergo another six months of arduous preparation for this branch of the service?

Very few hospitals, at least in America, give their pupil nurses an opportunity to work amongst the poor in their own homes, thus their graduates have no experience of the conditions that exist there, nor of the best way to meet them.

There are two noteworthy exceptions in the United States. The training school for nurses at Waltham, near Boston, is essentially a school for district nurses. It furnished the superintendent of the Victorian Order, who although a Canadian was training there, as were many other of the Canadian nurses who have begun the work in Canada.

The hospital at Newport, Rhode Island, the fashionable watering-place of the United States, has made district nursing a part of its course of instruction, and every pupil is sent out

under the supervision of a competent teacher to gain a practical knowledge of this work by doing it herself. No doubt in time it will become an indispensable part of the curriculum of every training school for nurses, but at present it is not so.

A district nurse is thrown upon her own resources in a way that never happens within the walls of a hospital and very seldom at a private case, with a physician in close attendance. If her readiness of resource is not equal to the demand upon it, if her training has not fitted her to make the most of the scanty materials at her command, or to be fully equal to grapple unassisted with any ordinary emergency that may arise, her patient's recovery will be retarded, if life itself is not endangered.

It is thus obvious that training homes are a necessary feature in the organisation of the Victorian Order. There are at present three of these training centres—one at Montreal, one at Toronto, and one at Halifax—each with its own superintendent and corps of nurses. In one instance, at Montreal, there are two graduate nurses and six probationers; in the other cities the work is done by probationers, who are graduate hospital nurses, being trained by the superintendents in district work.

There are two nurses at Ottawa, the capital of Canada, a city of about 65,000 inhabitants. These have done excellent work, not only amongst the very poor but amongst those who were able to pay from twopence halfpenny to a shilling an hour for the service rendered them.

Another nurse is stationed at Kingston, Ontario, the seat of the Royal Military College of Canada, also a town of considerable size. There are three nurses in the far west, two of them at Vernon, in British Columbia, and one at Regina. One is at New Richmond in the Province of Quebec, an outlying country district where the patients are so widely separated that the nurse cannot visit them all on foot but is obliged to drive on her daily rounds. A bicycle is of great assistance to a district nurse in summer; in winter the snow renders it useless, and the country roads are often too rough for it to be available.

Still another nurse is at Baddeck, a village beautifully situated on the picturesque shore of the Great Bras d'Or, one of the curious inlets from the sea that almost bisect Cape Breton, the most easterly part of Nova Scotia. The inhabitants are principally of Scotch descent, and the Gaelic is still spoken by many of the older people. Money is not plentiful amongst

them, and a trained nurse would be an undreamed-of good, as much out of their reach as an angel, were it not for the helpful services of the Victorian Order.

Both at Vernon and Regina, beside the district work, the nursing in small cottage hospitals is carried on by the Victorian nurses. What these refuges mean in time of illness to the young men on farms and ranches cannot be conceived except by those who are familiar with their surroundings. Living alone, or with one or two other young men, illness finds them totally unprepared, without the commonest appliances to make a sick room comfortable. There is no one to prepare proper food for them, nor even to make the bed, or change the linen with ease if the sufferer is helpless. The doctor is often a great many miles distant, and when he comes, after long hours of waiting, he can only prescribe, not stay to see his prescriptions carried out. His visits must necessarily be very infrequent, and in his absence the friends must do the best they can without advice.

What a blessing to the patient, and, in a less degree, to his comrades as well, to have such a place as the cottage hospital where he can be taken in and properly cared for. It must seem a haven of rest to many a homesick man, wearying in his weakness for the ministrations of his own people in this far country.

It is hoped in time that each training home in the rural districts may become the nucleus of a cottage hospital, and have at least a few beds for emergency cases and accidents requiring surgical treatment and subsequent care.

Where cottage hospitals are already established as, for instance, the one for the coal miners at Springhill Mines, in Nova Scotia, a natural home is provided for the district nurse, as soon as means can be found to maintain her. She can carry on her work at small expense with this as headquarters, and help to extend the benefits of the hospital while receiving aid from it.

Perhaps the most notable work as yet undertaken by the Victorian Order is the sending of nurses to the Klondike. As soon as the current of gold-seekers began to set towards the new El Dorado, the wise provision of the founder of the Order foresaw that nurses would be needed there.

The Canadian Government decided to send out troops to keep order among the rough population that naturally flocked to the gold-fields, and it was determined to take advantage of their escort for the nurses.

Devoted women offered themselves for the service, and four

were chosen, whose physical and mental qualifications seemed peculiarly to fit them for the task before them. That they have abundantly justified the confidence reposed in them is evident from the reports that have been received from and of them.

Two of the leading physicians of Dawson have written in terms of the highest praise of the work done by the nurses during the epidemic of typhoid fever, also of their services in the Police Hospital, and their care of the miners in their own cabins. One of the nurses took the fever, but happily recovered. They bore the hardships of the journey and the rigours of the winter, Arctic in its severity, without breaking down under them. They brought the comfort of a good woman's presence, and the skilled touch of the trained nurse to those desolate sick beds where nearly every other comfort was lacking. Incidentally they have shown to the world that the dangers and hardships men face without shrinking for the sake of gold, women, too, can endure unflinchingly for the sake of duty.

The work of the nurses in the older part of Canada during the first year of the existence of the Order, although perhaps less striking in its character, has not been less fruitful in its results. 7,807 visits were made, and twenty weeks of continuous nursing done beside in the four cities of Montreal, Toronto, Ottawa, and Halifax. The reports of the nursing in the outlying districts have also been most gratifying.

Now that nursing has attained to the dignity of a profession, one that gives full scope to the energies of an educated woman, its followers should devote themselves to its organisation and development.

Much remains to be done, in perfecting the training of pupil nurses, in exacting a higher standard of work in graduate nurses, in cultivating an *esprit de corps* amongst them, and a high sense of professional honour.

There should be an extension of the National Association of Superintendents of Training Schools for Nurses. Both large and small hospitals should be represented. These should meet frequently in council and should be the leaders of thought, the first to adopt and forward whatever would contribute to the advancement of the profession.

The formation of orders like the Victorian Order is a step in the right direction. It binds the isolated units into one strong whole, and gives to the individual nurse the support which comes only from being an integrant part of a corporate body.

A Volunteer Corps of Nurses.

Fru Norrie (Denmark).

WHEN I sought the opportunity to speak before you it was not to satisfy a sudden whim. For years I have seized every occasion which presented itself to express my opinion about a question which I have had much at heart from my earliest youth. "Nursing Organisation," first, the aim of it.

When we speak about organising nursing, the object we seek to attain will be the best possible care for sick people.

To obtain this, anybody who understands even a very little about nursing will tell you that it will be absolutely necessary to establish nursing schools at all the large hospitals in order to have an army of thoroughly trained nurses, and I fully agree with this statement; but I will add, this will never be sufficient. It would be quite impossible to have thoroughly trained nurses enough to meet the need of war and emergency, and even if you had trained nurses in sufficient numbers, they could not be at your disposal when wanted; in time of peace and public health no doubt they would be obliged to seek other work, and thus get out of training.

What, then, shall we do to have a sufficiently large nursing army at our disposal?

We must look to the male armies: how are they organised? Well, they are divided into three classes: officers, non-commissioned officers, and privates.

Thus men have found it practical to organise the armies they have collected to spread death and disaster. And I think we might organise the armies which we intend to collect for the purpose of fighting death and disaster, on the same lines. We will have officers, non-commissioned officers, and privates in our army too; in other words, corresponding to the officers we will have physicians and surgeons, corresponding to the non-commissioned officers we will have thoroughly trained nurses, and corresponding to the privates—well, here I will take the liberty to make a proposition: Hospitals should on certain conditions open their doors to every young woman who would like to enter for three or six months in order to learn how to care for her own sick folk, and how to assist the trained nurses in the event of war or another emergency. In this way we might organise a corps of privates in our army.

During three or six months a young woman may very well learn how to take a temperature, how to put on a poultice, and many other things which any one might be obliged to perform at home more than once a year. And she will learn to understand, at least if she is taught so, that if she would obtain the honour of being a thoroughly trained nurse, she must spend as many years at a hospital as she now spends months. But she would learn more, or at least she might learn more—that depends upon the trained nurse who would have to drill her. Well, then, she will learn to obey the instructions given to her; she will learn to work under the direction of the physician and the nurse; she will learn to assist the nurse at making the bed, at moving the patient, at bathing the patient, and so on.

Now, if you arrange so that you have a sufficient number of trained nurses to meet the need of nursing in hospitals and in private cases in good times, you may, on the occurrence of a war or an epidemic, call in all the young women who have been taught, though they may have learnt but very little nursing, so long as they know enough to work under the direction and supervision of a nurse whom they are to obey, and to whom they will be a good help if they obey her, and if they are to be relied upon.

If every trained nurse every three or six months of her hospital work drills a young woman, you will finish by having at your disposal a very great number of them, and they will take to the work much better than if they have never been inside a hospital before. And I almost think they might do better service than if they had had a whole year's training, for then it would be difficult to make them understand that they are only to do what they are told, that they must not act upon their own responsibility.

The hospital where they are drilled might keep lists of them, and here you might give each of them a character as to whether they are likely to be able to do good work or not.

If such propædeutic classes were added to the nursing schools, you might, moreover, try a young woman before you accept her for training as a nurse.

If this system be adopted, I think that trained nurses would be able to find hands enough to assist them in the days when much help is needed.

And we would profit by it, all of us.

Young women who wish to offer their service during a war or an epidemic would be very glad to learn enough to

avoid the risk of rejection by the military or other authorities; and at the same time to learn other things which would probably be of much more value to them: to nurse their own parents, brothers and sisters, their husbands and babies, when a slight illness happens; and, in the event of a serious illness in their family, to be of valuable assistance to the nurse, who would help them to save the dear life.

In my opinion the value of thus spreading the knowledge of nursing can scarcely be sufficiently estimated.

Every one of us feels a keen desire to be helpful to our dear ones when they suffer, and every nurse knows that we may learn very much which will help us to soothe the sufferings of illness, and even to alleviate the pain of death. And the dearer the patient loves the nurse, the more help she will be able to tend. If we merely lift a patient, we shall do it much better if he or she likes us and reposes peacefully in our arms. And the patient will the better obey his nurse when he loves her, when she is his own dear wife or sister or mother or daughter. If he relies upon her he will do as she asks him to do. The fully untrained woman often may render better service than the best nurse; but there is no reason to fear that a young woman will forget to love her parents, her husband, or her baby if she is taught how to nurse them when ill.

Every true nurse will have felt, I suppose, that a wrong is committed towards the women who are set on one side when their dearest need help. Let us alter this, and let us give the nurses the assistance they need in their task.

This proposition is not quite untried. I have for several years held ambulance classes in order to call forth more interest for nursing, and to spread knowledge in ambulance work. Seventy-two of the pupils of these classes have passed at least three months at hospital work. They have all been very glad for what they have learned, and many of them have made good use of it afterwards.

And I have heard that in France and Germany this system has been tried on a far larger scale. It would be extremely interesting to me to hear something about the experience of the ladies who teach nursing in this way in those countries.

There is one fear, which is often expressed in connection with this, that you might, by admitting young women for a short time to hospitals, educate a corps of quack nurses.

As far as I can see this fear is very badly founded.

Every man or woman among us is taught to write, though very few are expected to become authors. You might as

well, in my opinion, teach us all elementary nursing. These three or six months will not transform us into quacks if we are honest women before we enter the hospital, and might be an excellent way to protect the public against quack nurses. We may claim an examination on practical and theoretical nursing before a person be allowed to practice as a nurse.

In Denmark nobody is allowed to practice as a doctor or as a midwife unless he or she has passed an examination prescribed by the State.

Why do not the nurses join with the public, and have it stated that nobody may practise as a nurse without having passed an examination, in a satisfactory way? The adoption of this course might protect the nurses and the public against quacks.

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Discussion.

Miss Dock urged the necessity of nurses having a practical and useful training. Yet a nurse was able to reach the hearts and consciences of people as no other person could do, and thus their natural feminine gifts were very valuable. She believed that it was advisable to resist any undue interference with the nurses' duties by medical men ; the latter seemed in some cases desirous of making nurses machines for carrying out instructions.

Miss Stewart advocated organisation among women engaged in the nursing profession. They might follow America's example in trying to bring all nurses up to one standard. Each should be allowed to retain her own opinion, but all should be combined in one common object in the interests of the profession.

Miss Power spoke briefly of the good work effected by the Association in question.

Mrs. Bedford Fenwick said that what astonished people in England was how quickly the American ladies had united in their Associations, and how effective they had made them.

Miss Walker (United States) said that starting Alumnæ Associations was not at all easy. These clubs were of great value, and increased the interest of the nurses in their work, but she could assure them that the Associations gave no little trouble in keeping them together.

Professor Robertson (Canada) was called upon by the President. He began by drawing attention to the greater size of Canada as compared with England. There was plenty of

and from which good food could be produced; what was wanted was more people on the land. The pioneer in Canada, he remarked, was a lonesome person—as, indeed, were all pioneers, even to the intellectual ones in London. It was desirable, however, that the relatively few people who were already in Canada should be well looked after when they fell ill. It was for some time a real reproach to Canada that only the rich people could receive the services of the trained nurse. Now, however, he was glad to see that the necessary care was placed within reach of the poorest. He quoted three cases benefited by the cottage home scheme: first, that of a lad who was suffering from pneumonia and totally uncared for, who owed his cure to the efficient intervention of a trained nurse; second, a girl of twelve, whom the doctors declared would lose a limb, but who was also nursed back to complete health by trained women; and thirdly, a farmer who it was feared would lose his sight, and who also owed his recovery to similar careful trained nursing. The good effected by these institutions was undeniable, and it was to Lady Aberdeen that they owed the foundation of this organisation. When the country became populated in the future, mothers of every country would tell their children of the value of these nursing organisations in giving the people healthy homes, and they would ever remember that this high and useful work was due to the initiative of Lady Aberdeen.

Fru Norrie (Denmark) said that twenty-five years ago there was not a woman nurse in her country. Nurses in Denmark received only six months' training, yet they did some good. In almost every district there were nurses, but the training was very poor.

Dr. Hackett Stevenson (Chicago) said she had helped to form the first training school for nurses in Illinois. Out of that school had grown a district nursing system; and a fund had been formed to send out nurses to respectable families of moderate means at from three to five dollars a week.

Miss Macdonald, of the Shoreditch District Home, said that there were 400 affiliated homes of the class of her own. The nurses worked under the doctors, and attended people who could not go into hospitals. There was a tremendous field for women in which to do this class of nursing, and the ground was only being covered very gradually. The nurses must have at least a year's training, although many of them had had several years' hospital experience.

Miss Palmer gave some information respecting district

nursing in the United States, pointing out that district nursing formed an important part of the hospital curriculum.

Miss Breay advocated midwifery as a branch of district nursing. In the association with which she was connected, the nurses came for three months' training, which was really too short a time, but which time, owing to financial matters, could not be extended. The speaker laid stress upon the importance of having a medical man ready to be called in at *all* maternity cases. A midwife could not deal with all emergencies. A normal case might be expected, but such a case could not be counted on. She made it a rule to be sure of a medical man's assistance, if required, in all cases.

Mrs. Montagu Moore referred to the Victorian Nurses' scheme, and gave an instance of a very bad case of mouth-cancer in a man who had absolutely no proper attention, and who, but for the existence of the Victorian, would never have been nursed.

Miss Grace Stebbing said that she had had no training as a nurse, although that was not her fault, for when she took up nursing she was told she would be the first to break down and want nursing. But she had done night and day nursing for three weeks at a stretch, and had never broken down. When God gave the work, He also gave the strength to do it.

Mrs. Bedford Fenwick was of opinion that the Jubilee nurses should be as thorough as any. With the great fund which had been subscribed in England, they should see that the nurse supplied under the Jubilee scheme for the poor was as efficient as the nurse who attended the rich. She knew that forward steps had been taken, and that the qualification was now two years' training. She would like to see it three years. In Scotland this was the case, and this was an example to follow. If the Queen's nurse received six months' district training in addition to her hospital training, she might be considered qualified as a district nurse.

JOURNALISM.

(A) THE TRAINING OF WOMEN JOURNALISTS.

(B) THE ECONOMIC POSITION OF WOMEN JOURNALISTS.

SMALL HALL, ST. MARTIN'S TOWN HALL,

FRIDAY, JUNE 30, AFTERNOON.

The DUCHESS OF SUTHERLAND in the chair.

The **Duchess of Sutherland**, who presided, said that although the publication of a newspaper dated from 1558, journalism in its present form was an outcome of the present age, especially woman journalism. That the independence of women was also the product of the age was no reason that some forms of journalism were always the best channels for her energies. Besides the important and legitimate department of literature there were distant, and, she might say, unnecessary cousins, and it was not in these endless distant and unnecessary cousins—and their name was Legion—that the department of women lay. There were women to be found to climb into the seat of scandal and to describe pieces of foolery, forgetting sometimes that impertinences were not wit and that personalities were not character studies. The aim of woman journalism should be to strive to direct and not to pander to the opinions of the lower section of the present generation. They should strive to preserve the literary spirit in journalism. Her real regret was that that conference had been separated from

the conference on "Women in Literature," because literary training was needed in order to write, be it a book or a newspaper. One was forcibly reminded of this in reading the number of insane articles scattered up and down our best periodicals which were but ill representations of the strength of some women in journalism and the power and ideas which some women really have. All points would be discussed in the next two hours, and she would put forward her ideas now because she might never be able to put them forward again. They should endeavour to raise altogether the tone of journalism. In bringing forth this suggestion she did not wish to anathematise the present, although she must confess that in these days one would rather gain one's knowledge from an old volume from a topmost shelf in some library far away in the country than look to some of the present purveyors of it. But still, newspapers were characteristic of the age: they fulfilled a want of the age and all she asked was that no woman should write without giving us her best. At the risk of being high-flown —for she was not hungry and might not appreciate the temptations—she would urge that, if we could not go back to those days when Addison's *Spectator* ruled the early eighteenth century, to a paper, non-political, concerned above all things with homely practical philosophy, and resolutely refusing to make any allusion to the scandal of the day or in any way to provoke unhealthy curiosity, if we could not return to those days, at least let women do their best to raise the tone of the bookstalls' cargo and resolutely refuse to degrade their talents. It were better to scrub a floor to gain a mess of pottage than to do anything unworthy in this direction.

The subject to be discussed was divided into "The Economic Position of Women Journalists," and "The Training of Women Journalists," the former being taken first.

German Women in Journalism.

Frau Lina Morgenstein (Berlin).

(*Read by Mrs. Rosenheim, and translated from the German by Miss Flora Rosenheim, Chesterton Road, Cambridge.*)

A PLEASING feature of modern journalism in Germany is the growing respect and kindly attitude towards the woman movement, and the rapid dying out of the cheap jests and gibes of

thirty years ago. We owe this to the indefatigable efforts, to the strength and courage displayed by the women who did the pioneer work in the elevation of our sex, and who by their literary productions compelled general and respectful recognition from the press.

There is now scarcely one political or general newspaper in Germany without its women contributors.

The advent of the woman journalist dates from the middle of the last century, when Gottsched first issued the magazine *Die philosophischen Tadlerinnen* ("The Philosophical Lady Critics"); this periodical had several eminent women contributors; they belonged to a group of remarkable and intellectual women, on whom several literary and university societies have lavished distinction.

In 1825 appeared the first German paper specially destined for women readers; La Motte Fouqué, its editor, also admitted lady contributors.

The first woman's paper edited by a woman appeared in 1848, when the censorship of the press had been abolished. Frau Louise Otto Peters had the courage to publish it with this motto*: "As citizens in Freedom's Realm I would enrol ye" (Women). The publication of this paper had to be discontinued in 1850, when reactionary feeling was again running high.

In 1865 Frau Louise Otto Peters founded the *Allegemeinen Deutschen Frauen-Verein* ("General Union of German Women"), and issued the *Neue Bahnen* ("New Lines of Progress") as its press organ; she was its editor for thirty years, until death ended her career. Then Frl. Auguste Schmidt, for many years joint editor with Frau L. O. Peters, carried on the paper which is still being edited by her at Leipzig. She also occupies the place of her late friend at the head of the General Union of German Women.

In 1866 the Letteverein of Berlin was founded for the purpose of improving the industrial education and extending the number and scope of women's industries. This association also published a paper of its own, the *Frauenanwalt* ("Woman's Champion"), under the able leadership of Frl. Jenny Hirsch; but the paper did not pay, and the Letteverein was not wealthy enough to continue it at a loss; hence it was given up at the end of eight years.

In 1873 I founded the *Hausfrauen-Verein*, and shortly after-

* *Dem Reich der Freiheit werb' ich Bürgerinnen.*

wards began to publish the *Deutsche Hausfrauen-Zeitung* ("Married Women's Paper") as its organ. Our object was to prove how great could be the power of womanhood when it was united and concentrated on the solution of such problems as the servants' question, the education of boys and girls at home and at school, domestic hygiene, the regulation of market prices of food stuffs, and kindred subjects.

I have now presided over the Union for nearly twenty-six years, and am still editing its newspaper, the *Deutsche Hausfrauen-Zeitung*. In both spheres of activity I have had to encounter many and persistent difficulties.

Our paper appears once a week; it strives to enlist the interest and sympathy of the married women in every phase of the woman question; each number chronicles the principal deeds and events of the work of individuals and societies for the advancement of woman. Above all, the *Hausfrauen-Zeitung* aims at upholding the ideal of a family life chastened by mutual love and respect, and enlightened and diversified by an intelligent grasp of all the leading questions of the day.

Since 1884 *Die Lehrerin* ("The Woman Teacher") has been published in the interests of the German Union of Women Teachers, and of governesses and educators at home and abroad; this paper is edited by Frau Loeper-Housselle. The year 1893 brought the publication of *Die Frau* ("Woman"), an excellent monthly magazine conducted by Frl. Hélène Lange, the well-known president of the United Societies of German Women, and of the German Association of Women Teachers.

In 1895 the society *Frauenwohl* ("Woman's Welfare") added to our list another bi-monthly, *Die Frauen-bewegung* ("The Woman Movement"). Its original editors were Frau Minna Cauer and Frau Lily von Gizycki; but the last-named lady resigned shortly afterwards, and Frau Cauer remained sole editor. A supplement has recently been added to the paper, containing all parliamentary news that is of special interest to women, and this branch is in the able hands of Frl. Anita Augspurg, Doctor of Laws. Up to the end of last year *Die Frauen-bewegung* also represented the United German Women's Societies, but since April, 1899, the Union has been issuing the *Central Blatt* ("Central Paper"), under the editorship of Frau Jeannette Schwerin, the president of the Women's Centres of Social Work, and of the Ethical Society's Inquiry Office for the Needy.

There are also two women's papers of social democratic

tendency, *Die Gleichheit* ("Equality") with Frau Clara Zetkin-Eissler, and the Austrian working women's paper, with Frau Dvorak for their respective editors; both these papers maintain a purely political character.

In Vienna appears "Woman's Life" (*Frauenleben*), a monthly magazine representing all feminine interests, with Hélène Littmann for its editor, and "Woman's Work," conducted by Marianne Nigg-Korn-Steinberg. Quite recently Frau Auguste Fickert, Marie Lang, and Rosa Meyreder have started another monthly magazine, *Frauendocumente* ("Documents concerning Women"), which promises to be highly interesting and instructive.

Die Waffen Nieder ("Lay down your Arms") is a very influential monthly, founded and edited by the Baroness Bertha von Suttner (author of the novel of the above-named title) in the interests of the Peace and Arbitration Movement.

I should only weary you by an attempt to name *all* the papers edited and published by women for women; still there are a few more on whose behalf I would ask for your patient attention. I will deal with them very briefly.

The "Dresden Women's Journal," edited by Adelaide von Gottberg; the "New Paper for Women," published by Frau Matzack and edited by the Countess Schlieben-Hartog; "For the Home," a practical journal for housewives by Clara Studnitz; "Woman's Avocation," published under the auspices of the Suabian Women's Association by Frau Marie Kübel, Stuttgart; *Edelweiss*, published for the Society "Edelweiss" by Frl. von Hobe.

In German Switzerland appear two important weeklies for women; *Schweitzer Frauenzeitung* is the oldest paper for Swiss women; it is edited by Elise Honnegger; and *Schweizer Hauszeitung*, edited by Frau Würz-Baumann, and Maja Matthey.

So far I have said nothing of the host of ladies' papers, magazines of fashion, housekeeping, etc., which have men for chief editors, but entrust the bulk of their work to women; yet you ought to take these into account before you attempt to form an idea of the struggle for existence which prevails in the journalistic world and among the women who earn their living by the pen.

German women, however, write for many other publications besides those specially intended for their own sex, for they have long ago earned honourable recognition for themselves in every branch of literature and journalism. Step by step,

sometimes under masculine pseudonyms, they have entered every department of the press. Everywhere they have found fruitful ground, on which they have laboured diligently and successfully. To the political press they have become welcome contributors, while among the critics of the drama, of art and of literature, we have such well-known women as Frau Vely and Fraulein Frieda Goldstein (pseudonym "Friedrich Stein"), who was recently sent to the musical festival in the Rhine Provinces as special representative of several important dailies, and Frau Anna Michaelson, who acted as special London correspondent during the Diamond Jubilee of Queen Victoria.

Besides being contributors of fiction, poetry, and philosophy, women hold appointments as press representatives and reporters, as proof-readers and compositors, as practical printers, and in other technical capacities.

It seems to me that this large field of woman's work and interest, which is so intimately bound up with journalism, justifies us in attempting the foundation of an international organisation for the purpose of uniting all women connected with literature and journalism.

At the Brussels Congress in 1897 I suggested the issue of a Polyglot Correspondence in English, French, German and Italian, but only two intending subscribers sent in their names in response to my circulars. Still I have no doubt there is room for such a publication, and I consider it a task worthy of this International Congress.

An attempt in this direction was made since the Brussels Congress by Frl. Gebser, Doctor of Philosophy; her *Fraueu Conferenz* is used by a number of newspapers, and contributes to a considerable extent to the quick circulation of all the newest occurrences in the world of women throughout the German press.

Many German papers have recently considered it necessary to add a woman's supplement to their Sunday editions.

Frau Pahaki's *Buch der Feder* ("Book of the Pen") gives a comprehensive review of women's achievements in every branch of literature and journalism; the two volumes comprise an alphabetical register of the names and pseudonyms of all the women writers of Germany, also brief biographical notes, and a list of the works of each author. Frau Pahaki is quite a recent acquisition to the circle of women workers.

More complete information about our principal women authors and journalists may be found in my own work on the *Women of the Nineteenth Century;* the fourth volume, which

is in preparation, will contain the biographies of all contemporary women of distinction in every part of the globe.

In conclusion, I am happy to be able to tell you that German women authors and journalists are admitted as members of equal standing to all the literary clubs and associations founded by men; and at their meetings and social gatherings the lady members are freely welcomed, and their stimulating influence is frankly recognised by their male colleagues.

The Training of Women Journalists.

Mrs. Ida Husted Harper (United States).

NOTWITHSTANDING the poet's assertion that "Literature cannot be the business of a woman's life," the next census of the United States will show several thousand women enrolled under the head of "Journalists" in that country. Between 1880 and 1890 there was an increase of nearly 75 per cent. Therefore we are confronting "a condition, not a theory," when we consider "The Training of Women Journalists."

In early times the question of a special training for journalism was not considered necessary, but of late years it has been recognised to such an extent that several colleges and universities have created a separate department of "Journalism." The University of Pennsylvania may be cited as a conspicuous example. In this institution it comprises a four years' course and is divided as follows:—

1. *Art and History of Newspaper Making.* Discussion of modern journalism; ethical and economic view of the duties and power of newspapers; problems of business management, etc.

2. *Newspaper Law.* Common and statutory laws of copyright, libel, etc.

3. *Newspaper Practice.* Exercises in reporting, condensation, editing copy, use of good English. Students are required to write articles on current topics. (Student in the Junior year who fails to find a market for any of his work is not allowed to continue the course in the Senior year.) Study of life issues in all countries. In addition to those of the Faculty, lectures are given also by practical newspaper men.

There is some disposition on the part of the latter to

ridicule the plan of a college course in journalism, but there seems to be nothing in the above preparation which possibly could be a detriment to the best newspaper work. Such portions of it as are theoretical would soon adapt themselves to actual experience, which, after all, must be the final test. A great diversity of opinion exists, however, as to the value of any training outside of the newspaper office. Charles A. Dana, founder and owner of the New York *Sun*, and standing at the head of American editors, had the greatest contempt for the idea that journalism can be taught by rule and precept, but believed "the journalistic instinct must be born into one, and developed by observation, example, and contact with its past masters." All will agree, however, that in this day of specialisation the successful newspaper man and woman must have some definite training, and since there is no especial distinction in their lines of work, there should be none in their training or preparation. That this may differ widely among various persons, and yet produce the same result, may be illustrated by several individual cases.

There is in Chicago a woman who has been for many years an editorial writer on one of the large dailies in that city. She does the heavy political writing, treating especially the leading questions of tariff and finance. Her salary is $5,000 a year for an average of one column a day. She is well educated, a close student of public affairs, was a teacher in the city schools, had a brief experience as a foreign correspondent, and stepped directly into the position she now holds, without any other preparation.

Another, Miss Mary L. Booth, was educated but not a college graduate, was a public school teacher, had a natural aptitude for foreign languages, became noted for her translations of books, and by hard, persistent, painstaking labour, finally reached the position of editor of *Harper's Bazaar*, New York, which she held until her death, receiving a salary which is variously stated at from $4,000 to $8,000.

A third, Miss Anna Nicholas, began work, when almost a child, as wrapping clerk in the mailing department of the Indianapolis *Journal*, filled in turn almost every position in the business office, including that of bookkeeper, was made exchange editor, book reviewer, and for many years has been one of the leading editorial writers on that very influential paper. Her literary style, force, keenness, satire, and delicacy are unsurpassed.

Here are three examples of women who received a totally

different training and yet each attained a commanding position in the newspaper world.

To secure admission to the Press Galleries of the Congress of the United States the applicant must be a *bonâ fide* telegraphic correspondent of a daily newspaper, and the application must be endorsed by the Speaker of the House and the Senate Committee on Rules. Only one woman has been admitted to these Galleries—Mrs. Isabel Worrell Ball. During the sessions of Congress she telegraphs every day to her paper, the Topeka (Kansas) *Capital*, the proceedings of that body, forecasts of future action, interviews with prominent men, inside information on public questions, the most difficult and exacting work on a newspaper.

You will be interested, perhaps, in her view of the essentials for a newspaper woman, sent by request for this discussion.

"In the first place she must be blessed with good common sense; not uncommon sense, for then she will want to go on the managing editor's desk the first thing. She must have powers of observation, command of good newspaper English—not dictionary English, if you please—and be able to sit down in the middle of a cyclone to note her impressions of the same.

"She must have sound health, a good temper, finesse, and, above all things, must learn to forget that she is a woman, when she has to work among men at men's work. I do not mean that she must be unwomanly. Nothing would do more harm than that. But if a man wants to smoke in her presence when she is at work, or keep his hat on, or take his coat off, or put his feet on the desk, or do any of the things which she would order him out of her parlour for doing, she must remember that it all goes with the place she is in. When she meets that man at a reception they both can put on their cast-iron society manners with their evening dress. She must not ape mannish actions or she will make herself thoroughly detested. Men like womanly women, but still they don't want any 'clinging vine' business about an office. If a woman will only be natural—unless nature has made her very disagreeable—and use common sense, she will get along all right; but if she does otherwise, she will complain all the time, as so many would-be newspaper women do, that the newspaper men treat them badly. There never was a newspaper man mean to me in all my experience."

For an example of an entirely opposite character, consider a young woman in California, Miss Mabel Crafts, who received a degree from the State University, entered the Hastings Law

College, was graduated with honours, and then voluntarily took a position as reporter on the San Francisco *Chronicle*. Her intellectual training shows in every paragraph she writes —clear-cut, pointed with historical references and embellished with apt quotations, when necessary, while even reports of commonplace affairs indicate a superior literary quality.

And yet there are scores of women reporters in the West and the East doing work probably as acceptable to the managing editor and to the readers, and commanding as good a salary, who have had no educational advantages beyond those of the public schools. If it were possible to analyse the training received by each of these one thousand women enrolled by the last census, perhaps no two would follow the same lines. This cannot be said of persons in any other profession or business, and proves that journalism occupies a unique position. It differs from all other occupations in this, also—that it may be entered at the top or in the middle or at the bottom with an equal chance of success. It is not essential that one should commence at the beginning and work up, learning every department and mastering every detail.

Business manager, managing editor, editorial writer, city editor, exchange editor, State editor, book reviewer, reporter—each requires especial qualifications for his distinctive work, and they are not the same for any two. A thoroughly competent managing editor may not be able to write a leader that could pass the gauntlet of his own criticism; while the ablest of editorial writers may not possess a particle of the executive ability essential to the manager, and both may be totally destitute of that scent for news, that ferreting instinct, absolutely necessary to reporters. Even among these the requirements differ: the court reporter might be a failure if put on markets or railroads, amusements or society, and those eminently successful in all of these departments might lack the vivid imagination and extensive vocabulary required by the reporter of fires, murders, and the long list of crimes and casualties.

This brings us again to the question, "What is requisite to meet these various demands?" It has been expressed in a sentence by George W. Smalley, who has earned the right to be considered high authority. "There is no training, no acquisition, no form of knowledge or experience which is not useful to the beginner in journalism, and to the life-long practitioner."

The longer one is engaged in newspaper work the more

fully he recognises the truth of this assertion. He never "knows it all," except when he commences in his "profession." If, however, we may particularise as to a few of the leading requirements, the *sine quâ non*, we will say that before the practical experience begins there must be the foundation of a fair education, an understanding of spelling, punctuation, syntax, the construction of sentences. If to this is added a more extended knowledge of rhetoric, the laws of correct writing according to recognised authorities, purer and stronger English will be the result, and a critical examination of even our most prominent newspapers will show how much this is needed. The rule adopted in many of our large offices, to accept no copy which is not in typewriting, makes a knowledge of this art a necessity; while he who adds that of stenography is doubly equipped and will find both of the greatest advantage.

Some time ago I received a letter, ungrammatical and badly spelt, from a young woman desiring an interview. When she came she stated that she had left school and decided to take up "journalism." After I had explained to her that she could not hope to do so unless she acquired a better education, she said, "Well, I've been trying to decide whether to be a writer or get married, and this settles it." So she selected marriage, that popular refuge for incompetent women.

The woman who desires to be a newspaper reporter should ask herself if she is able to toil from eight to fifteen hours a day, seven days in the week; for this may be required of her. Is she willing to take whatever assignment may be given; to go wherever sent, to accomplish what she is delegated to do, at whatever risk or rebuff or inconvenience; to brave all kinds of weather; to give up the frivolities of dress that women love, and confine herself to a plain serviceable suit; to renounce practically the pleasures of social life; to put her relations to others on a business basis; to subordinate personal desires and eliminate the "ego"; to be careful always to disarm prejudice against and create an impression favourable to women in this occupation; to expect no favours on account of sex; to submit her work to the same standard by which a man's is judged, and to find that it must surpass his in order to obtain recognition, because it is done by a woman and is still a closely watched experiment?

These requirements may be extreme, but no woman who is unwilling or unable to meet them should hope for a large measure of success in the newspaper field.

If a woman be ambitious for a position as editorial writer, which usually is considered the most desirable on the staff, she may not have to face so severe a discipline as the reporter, but she also must take an inventory of her equipment. Has she a gift for writing, a new way of saying things, a literary style that will commend itself? Newspaper readers are in a hurry. The sentence which must be read twice for a full grasp of its meaning is a failure. Has she really ideas of value, and can she put them into such clear, concise, attractive and plausible form as to carry conviction? If her own cherished ideas are wholly opposed to those of the managing editor, can she substitute his for her own and present them in the same strong, convincing manner? Can she cheerfully and philosophically accept the fact that only those who own the paper can dictate its policy? Can she keep the thought before her, in the midst of her most inspired and impassioned attempts to reform the world, that the counting-room is the dominating influence on the newspaper? Can she keep herself in such a state of preparation as to be able to write an editorial of any required length on any given subject, at a moment's notice? Has she some experience in travel, and such knowledge of history, literature, current events, and prominent people as are absolutely necessary to an "all-round" writer? Has she a cool head, balance of mind, perfect self-control, boundless tact, sound judgment, keen perception, clear discrimination?—then she is eminently fitted to be a great editor! If, however, she have only a portion of these qualifications, she still may be justified in accepting an editorial position; for we cannot emphasise too strongly that the best training is the practical experience, which alone can prove the amount of journalistic ability one possesses.

Having considered in a necessarily brief and superficial way a few essential points, it seems germane to the subject under discussion to ask whether journalism is a desirable occupation for women. We would answer this with a decided affirmative. So far as men are concerned it often is said that it does not offer the rewards of either money or fame in proportion to the other professions. This may be true, but it promises more of both to women than do the others. Man has the world to choose from. Handicapped as woman is at present by tradition, prejudice, and inexperience, the range of her activities is limited. She seems especially adapted to newspaper work, and there is scarcely a department which she has not shown her ability to conduct, while in some of

them she has proved more competent than men. We have some conspicuous examples of successful women proprietors and managing editors, enough to demonstrate the capacity of women to fill such positions. That these are comparatively few in number is not surprising when we reflect that in 1880 our census gave only 250 women engaged in journalism, and that ten years earlier than this the newspaper woman was practically unknown.

So much newspaper work is unsigned that there is no way of telling whether it is done by men or women, and many of us know of instances where the reputation earned by a woman has been enjoyed by a man. This necessary impersonalism and suppression of individuality is often a hardship; but we may find some consolation in the fact that, while it sometimes deprives the writer of due credit, it may at other times save him from discredit.

Journalism has its unpleasant features. Musical, dramatic, or literary criticism becomes terribly monotonous and tiresome. The so-called "woman's page" is a constant irritation to its editor, who is usually a woman. She feels that its columns of nursery suggestions, pudding recipes, and instructions for tatting are held in contempt by the other members of the staff. She knows also that she could make the page infinitely more entertaining and valuable to educated and thoughtful women, but the managing editor does not believe they constitute the masses of his readers. The woman reporter loathes the interviewing of distinguished people, who are either savage because they do not want to be interviewed, or so pleased at being thus honoured that their conceit and loquacity are unbearable. But there are occasionally some delightful experiences in this kind of work.

The society reporter hates with a deep and deadly hatred the silly gush, the hollow compliments, the shallow personalities, the stereotyped description, to which not even the most clever mind can give a dash of originality. Correspondence has some variety of scene and action, but the news agencies and syndicates have robbed that of most of its individuality. (And, by the way, the syndicate idea is said to have originated with a woman—Mrs. "Jennie June" Croly.) Even the editor at her desk rebels sometimes at the mountain of work which is built up as fast as she levels it down. But any occupation which must be followed day after day, month after month, year after year, becomes an intolerable treadmill, and we often grow so weary of it that we would welcome the slipping

of a cog which would dash the machine to pieces, no matter what the results to ourselves. Journalism has less monotony and more novel experiences, perhaps, than any other legitimate business, and it has its own peculiar attractions which make it as hard to "let go of" as the handles of an electric battery.

Newspaper work has several very great advantages for women; age does not incapacitate them so long as they retain their faculties; and they are paid for it approximately, if not exactly, the same as men. It is not possible to state the precise amount of the salaries, but a few figures may be given which are fairly reliable. From an article in the *Forum* last year (1898), based on the estimate of twenty-seven cities of more than 100,000 population, we learn that the salaries of reporters range from $6 to $30 per week, the latter being the limit. Editorial writers receive from $20 to $40; managing editors from $40 upwards, rarely going beyond $75 per week. In the seven largest cities reporters get from $20 to $40 per week; editorial writers receive from $2,500 to $5,000 per annum; a very few managing editors, probably less than a dozen, command salaries of from $10,000 to $15,000.

The *Forum* article makes no distinction between the salaries of men and women, and there probably is not a very great difference.

An average is given of five women on each of the New York dailies, but this doubtless is an underestimate. Two of these are said to receive $100 per week, but the services rendered consist in feats of daring and sensational descriptions of the same which hardly will be emulated by other women. The salaries quoted above will compare very favourably with those received by women in other occupations, and will encourage those who are looking forward to some wage-earning vocation to put themselves under such training as will best prepare them for newspaper work.

I cannot close this paper without stating what it seems to me should be the strongest incentive for women to enter the field of journalism, one which should outweigh every consideration of personal advancement, viz., the opportunity afforded of helping all womankind. She who demonstrates that a woman is capable of doing first-class newspaper work has opened an avenue through which other women may walk for all the rest of time. But the most valuable privilege is that of securing an audience of that great public whose sentiment carries humanity forward. It is indeed true that unless a woman is in control of the paper it may not be

possible always to speak the desired word. So much the greater is the necessity for women to strive for these highest places, for not until they are in a position of power on the press, instead of serving only in a subordinate capacity, can the world know their real opinions on the manifold issues of the day, and especially on questions directly affecting their own sex. At present they must mould those opinions to conform to the ideas of the man at the head of the paper.

But even with this restriction it is possible to give a vast amount of assistance to the progress of women. If the vital question of Suffrage is prohibited, there still are many chances to show the advancement they are making in the professions, the industries, the clubs, and the various associations; if these are vetoed as too strong-minded, then to encourage the great work they are doing in education, religion, philanthropy and the home. This will pass the censorship of the most conservative managing editor, and after he has learned to have confidence in the writer's judgment and ability she gradually can encroach upon his conservatism with something of a wider scope.

Even if a woman be the most unimportant reporter on the paper, she should recognise always that *noblesse oblige*—the obligation which rests upon one who occupies a position of trust and responsibility. She should not sneer at women, censure their mistakes, or treat their foibles with flippancy, unless she can hope thereby to accomplish some good result. Never should she make a disparaging remark, no matter how witty, in regard to those pioneers who made the first rift in the wall of prejudice at a cost to themselves which she never can comprehend, and who rendered it possible for her to do her chosen work. In countless ways which will be imperceptible to the keen eyes of the city editor she can dignify the status of her own sex. This *training* will make not only good journalists, but broad, helpful, and honourable women.

La Presse Féministe en Hollande.

Mlle. H. Drücker (Holland).

TOUT comme chaque question d'importance pour la vie sociale, la presse féminine hollandaise a eu ses pionnières, qui sont tombées, renversées par la tempête et se sont posées comme des têtes de pont sur lesquelles pouvaient continuer à

bâtir leurs successeurs plus heureuses, plus solides. Celles-ci ne sont pas secouées ni par le vent ni par la tonnerre mais à leur tour elles ne seront, ne pourront être que des arches sur lesquelles d'autres encore construiront la voie par laquelle nos arrière-nièces pourront atteindre le but.

Il y a 25 ans que parut dans notre pays le premier journal féminin : " Onze Roeping " * sous la direction de Betsy Perk, dame qui demeure encore à Arnhem. Peu de temps après, ou presque en même temps naquit " Ons streven." † Tous les deux, dont je n'ai jamais vu un exemplaire, n'eurent qu'une courte existence, même très-courte.

Il paraît qu'il manquait aux rédactions—qui étaient trop féministes pour leur temps—soit de l'argent, soit du courage, peut-être tous les deux, pour continuer la tâche entreprise.

Cependant leur vie ne fut pas sans succès, de leur tombe naquit un autre journal qui fut fondé sur des conditions tout à fait différentes avec de tout autres souhaits et par conséquent avec d'autres conditions d'existence.

" De Huisvrouw " journal hebdomadaire qui a célébré, il y a quelques semaines, son jubilé de 25 ans, fut fondé par des hommes non intéressés pour le mouvement féminin, ni de profonde conviction de justesse, mais uniquement comme une affaire mercantile. En occupant cette position, ils eurent soin de ne jamais dépasser les bornes de la lice, de ne jamais défendre une affaire qui n'était pas encore introduite dans le public. Cependant ce journal a exercé une influence favorable, il s'est toujours vivement intéressé en faveur d'un meilleur enseignement des filles, il s'est opposé à la protection spéciale du travail féminin, il a lutté pour les femmes employées aux postes, à la télégraphie, au téléphone, etc. Toutefois, il a complètement négligé le mouvement des professions manuelles, les ouvrières. A la tête de ce journal était et est encore une personnalité invisible, une femme connue de personne, dont la visière reste tellement abaissée que plusieurs croient que le visage caché derrière cette visière est celui d'un homme qui craint d'être démasqué et raillé pour s'être caché derrière le nom d'une femme.

Outre le " Huisvrouw " nous avons depuis longtemps, le journal du Dimanche d'un journal populaire rotterdammois. Ce journal qui vit de journaux étrangers, est dirigé par des hommes, excepté quelques contributions volontaires de femmes. Dans l'espace de '91 à '93 un journal hebdoma-

* Notre Vocation. † Notre but.

daire plus radical vint se joindre à ces deux journaux: "de Vrouw" pour lequel écrivaient quelques femmes connues; cette entreprise, basée uniquement sur l'amour du gain, échoua aussi.

Sauf ces journaux écrits spécialement pour les femmes, plusieurs dames traitaient la question dans des revues et des journaux hebdomadaires. Parmi elles on peut citer en premier lieu Elize Haighton qui assiste au Congrès, et Elise van Calcar qui a maintenant déjà atteint l'âge de 75 ans.

Ni ces articles, ni ces différents journaux ne firent naître un mouvement féminin, une presse féminine.

La premier journal féminin dans notre pays fut "Evolutie."

Si le temps ne me manquait pas je vous raconterais l'histoire de son origine et de sa naissance, maintenant il faut qu'il vous suffise de savoir qu'il naquit par la force des circonstances. Il n'y a peut-être pas de journaux qui soient tellement critiqué, tellement blâmé que celui-ci; mais peut-être aussi qui ait réveillé si promptement et si complètement les têtes et les cervelles des femmes hollandaises. Cependant ce furent celles-ci qui se mirent en posture et commencèrent une vraie croisade contre ce journal et qui même lui reprochèrent de nuire au mouvement féminin et de le discréditer, un mouvement, qui, notez—le bien, n'avait pas existé jusqu'à ce moment. Toutefois le journal suivit sa tactique et s'acquit de l'influence sur les magistrats et les docteurs en droit, influence qu'il n'a pas encore perdue. Des personnes haut placées écoutèrent cette cloche, qui sonnait quand un danger pour la femme se présentait et cela d'autant plus distinctement selon que le danger grandissait et ce qui dit plus, elles suivirent en plusieurs cas ses conseils.

Quelques années après fut fondé un autre journal "Belang en Recht;" * quoiqu'écrit moins fort, moins prononcé, plus hésitant; quoiqu'il s'intéresse davantage à la lutte des classes de temps en temps même plus qu'au féminisme, on peut dire que ce journal exerce beaucoup d'influence et d'autorité. Auprès de ces journaux, il s'en trouve plusieurs autres, écrits spécialement pour les jeunes filles ou traitant des intérêts spéciaux; parmi ces derniers, "de Nadistersbode," mérite une place d'honneur.

Aucun de ces journaux ne fait ses frais, comme d'ailleurs aucun journal de propagande dans notre pays. Il y a en Hollande très peu de journalistes féminins proprement dits

* Intérêt et Justice.

Il n'y a que quelques femmes attachées à un journal, et celles qui le sont, écrivent sous pseudonyme ou sous la rubrique des dames.

On ne se sert de reporters féminins que quand il s'agit d'assemblées, où les hommes ne sont pas admis. Dès la publication de l'" Evolutie " les journaux et les revues ont les portes grand ouvertes pour les articles envoyés par des dames. Si fait que la Société des Journalistes hollandais, dont sont membres tous les journalistes de quelque importance, ne compte que 3 femmes parmi ses membres, dont deux sont rédactrices de l'" Evolutie " ce qui prouve que la femme hollandaise ne se montre que très-rarement sur le terrain du journalisme.

Nous ajoutons immédiatement que MM. les Journalistes qui, il y a quelques années, dirigeaient les flèches aiguës de leur satire contre le féminisme, reçoivent maintenant leurs sœurs fort courtoisement dans le métier.

Il n'y a pas chez nous d'élèves du Journalisme ; une grande partie des journalistes sont recrutés sans cours d'autres sciences, les autres sont entrés dans un bureau de rédaction, comme voluntaires et c'est ainsi qu'ils se sont mis au courant des affaires. En général, on ne désire pas en Hollande d'éducation journalistique.

" Le Journaliste " dit on, est le bohémien de la littérature et il faut qu'il le reste.

What is desirable in the Education of a Journalist ?

Miss G. Benedicta Stewart.

THE tendency of our times is to reduce all knowledge to an exact science, and all personality to a speciality. As an outcome of this, we hear of a scheme for the instruction and examination of journalists by the Institute of Journalists (incorporated by Royal Charter) and simultaneously of a School for Journalism to be started in Paris under the auspices of the *Figaro*. We are not specially concerned with the French scheme, but we are curious to know of what the Professional Examination of the Institute consists ?

It consists of three papers—English Composition, Modern Languages, and Mathematics, respectively—and of a *viva voce*

of test questions, ranging from spelling and foreign quotations to questions on main facts in literature; and it can be easily tackled and passed by any intelligent boy or girl of, say, seventeen! We are also informed that an Oxford or Cambridge Local Examination pass is considered its equivalent by the Institute, while the Council of the latter reserves the right to admit to membership or fellowship, *without examination*, journalists of either sex of recognised professional position, or of exceptional distinction!

Therefore we come to the conclusion that journalists (whether male or female) need not be turned out by any exclusive process; though the Institute does well to sift its membership by a test which represents a fairly good, all-round education.

We all pretty well understand what such an education means; it is the necessary equipment of an intelligent gentlewoman, whatever her sphere—on certain points of it I will touch in a minute. But I want to remind you that there are in a woman certain gifts which mean special weapons (or instruments), if her leaning be towards journalism; and if, as Browning says, and as I firmly hold—

> "To know
> Rather consists in opening out a way
> Whence the imprisoned virtue may escape,
> Than in effecting entry for a light,
> Supposed to be without."

These gifts are better worth developing as the staple of her education than anything else. Let the woman journalist cultivate tact, patience, and sympathy, observation, good manners, and audacity tempered by good taste, while she strives to eradicate the feminine tendency to generalise from the particular, personality, egotism, fuss, want of business habits, and, above all, inaccuracy. So much for the natural woman! Now at the risk of offending in two of the points which I have condemned—generalisation and egotism—may I tell you, what in an all-round, ordinary education, acquired before the days of high schools and examinations, has proved of most practical value to me in my own professional life? First and foremost knowledge of my own language, and of what has gone to its making, and here I unhesitatingly put first a thorough knowledge of the Bible—not all the schools of literature in the world can show as it does the perfection of style in every branch of writing—next, a little Anglo-Saxon, and a little

Latin, and, most emphatically, dates, rallying-points for all sorts of information: after this, English literature, divided, if you like, into periods and studied separately, but with an historical plan at its back all the while, that the puzzle-pieces may fit consecutively when required. Women have an amazing power of quick assimilation—let us guard the health of our mental digestion by giving it plenty of the best food. We have to be the "Cynthias of the minute" in our work, and this habit of accurately discriminating assimilation is the gift which enables us to clothe the dry bones of our facts with the "imprisoned virtue" of our sympathy and our knowledge of men and women. So that we prove ourselves none the worse women for being journalists, all the better journalists for being women!

The Economic Position of Women as Journalists.

Mrs. Cynthia Westover Alden (United States).

"THE Economic Position of Women as Journalists" is a topic that requires a little preliminary definition. Journalism is work for a journal, and a journal is primarily a periodical issued each day. I think we in America are more inclined to restrict the word to its exact meaning than Continental or British writers and speakers. But for the purposes of this paper I shall treat the term "journal" as including all periodicals, daily, weekly, and monthly.

Work for such periodicals in the United States furnishes a broad field for woman which she is cultivating more and more energetically every year. And of much journalistic writing, it may be said in the words of George Eliot that "a certain amount of psychological difference between man and woman necessarily arises out of the difference of sex, and instead of being destined to vanish before a complete development of women's intellectual and moral nature, it will be a permanent source of variety and beauty as long as the tender light and dewy freshness of morning affect us differently from the strength and brilliancy of the noonday sun."

We have had woman proprietors of dailies, like the late Mrs. Nicholson, of *The New Orleans Picayune*, who for many years was her own editor; woman proprietors of weeklies, like Mrs.

Davidson, of *The Criterion*, and Mrs. Blackwell, of *The Woman's Journal;* woman proprietors of monthlies, like Mrs. Leslie, of *Frank Leslie's Monthly;* Miss Winslow, of *The Clubwoman*, and Mrs. Griswold, of *Profitable Advertising* in Boston. Scattered all over our country are village weeklies owned and managed by women. *The New York Journal* is popularly understood to owe the nerve behind its enterprise in a large measure to the widow of Senator Hearst, who is deeply interested with her son in both *The Journal* and *The San Francisco Examiner.*

The American woman has, indeed, shown marked capacity in running periodicals in popular fashion, as well as in securing for them the advertisements without which they would lose money and eventually fail. I don't think there is a newspaper in America that keeps closer in touch with its readers than *The Picayune* did under Mrs. Nicholson, and I doubt whether a man has any advantage over a woman in guessing at public sentiment and taking the course that will be most likely to secure practical success.

Now, as to women who are employed on newspapers, I may say that their incomes run from 8 dollars a week up to 100 dollars, but I should not be altogether frank if I were to omit stating that the number who make less than 20 dollars a week is far greater than the number who make more. I think the disabilities under which women labour in the daily newspaper field are constitutional, and not to be remedied by legislation or education of public sentiment. As a reporter I have invaded at late hours sections corresponding to the Whitechapel district in London, the Faubourg St. Antoine in Paris, the St. Pauli section of Hamburg, or the Potsdamer Viertel of Berlin, and I judge from experience that a woman of common sense, not conspicuously dressed, has no more than a man to fear from the people of the slums.

In dealing with editors, I have never found the slightest disposition to take advantage of me as a woman, though I often had to prove by my work what would have been taken for granted in a man similarly employed. I noted that male employés of the papers I worked for were uniformly courteous and considerate to women. But in our American newspapers news is the first thing. The aim is to present a truthful, and, at the same time, dramatic picture of what the world has been doing for twenty-four hours. It follows that a woman entering this field must enter it as a reporter. The hours of a reporter are irregular. A reporter has no time that can be called her

own. She must be out in all sorts of weathers, and must meet all sorts of people.

You will see at once that these conditions are not at all tempting. But even the disposition and the fixed determination to meet them will avail little unless the young woman aspirant really has those qualities of mind and of temper that go to make a man a good reporter. She must see things as they happen, supplying by sane historic imagination such details as seem important only as background, but investigating with stern conscientiousness every point that seems to be a matter of contest. She must have an accurate memory. She must be able to write in Lacedæmonian style, and at the same time arrange her story so as to bring out all its dramatic value. She must be a good judge of human nature to get the most out of those to whom she goes for news. She must sink her personality and leave affronts to an editor to avenge.

It is no extravagance to declare that not one woman in a hundred thousand has these qualities, and there might be pretty nearly three hundred and fifty good women reporters in the thirty-five million female population of the United States if children did not have to be allowed for, and if all naturally qualified women were compelled by fate to earn a living at so hard a calling.

Several hundred women in the United States make a living by writing fiction, poetry, and essays for the Sunday editions of the dailies and for the magazines. Their average economic condition is not so good as that of women regularly employed as news-gathers, but a number of them have considerable incomes, and some are well known as book producers.

La situation économique de la Femme dans le journalisme.

Mlle. de Ste. Croix (France).

Si, deux ans plus tôt, vous m'eussiez demandé, quelle était la situation des femmes dans le journalisme en France, j'aurais été obligée de vous répondre, qu'à de rares exceptions près, elle était des plus déplorable, ou pour mieux dire, qu'elle n'existait pas.

Nous étions bien il est vrai une dizaine, telles Séverine Marny, Mme. Adam, "Gyp," Mme. Bentzon, Georges de Peyre

brune, Gévin-Cassal, Mary Summer, Poradowska, Arvède Barine, etc., qui, avec plus ou moins d'éclat, avions, à force de luttes, conquis notre place dans la presse parisienne ; mais nous étions envisagées plutôt comme des exceptions, des êtres anormaux, et, tout en restant aimables avec nous, nos confrères masculins s'étonnaient toujours de voir s'asseoir à leur côté dans les salles de rédaction des êtres enjuponnés. Et je crois bien que nos directeurs, très courtois, cependant, je tiens à leur rendre ici cette justice, croyaient faire acte de condescendance plutôt que de bonne direction en acceptant notre collaboration.

Des femmes de profond savoir telles que Mme. Clémence Royer, de compétence spéciale comme Mme. Kergomard, Mlle. Bonneviale ou Mme. Pognon ; de grand talent comme Bradamante, Louise Debor, n'étaient pas appelées par eux. C'était des femmes et on en avait assez.

Aujourd'hui il n'en est plus de même. Avec la création de *la Fronde* et son réel succès, qui l'a classée à l'égal des plus grands quotidiens, la situation a beaucoup changé et l'on ne peut, sans la plus grande injustice, méconnaitre l'immense service que rendit aux femmes journalistes Mme. Marguerite Durand.

Si les hommes rééditent encore les vieilles plaisanteries sur les bas bleus, c'est pour n'en pas perdre l'habitude, et l'on sent percer chez quelques-uns un étonnement mêlé de crainte.

Cependant là non plus il ne faudrait pas exagérer. Beaucoup de nos confrères, et des meilleurs, se montrèrent favorables au premier quotidien rédigé par des femmes et, sans prendre ombrage de sa réussite, lui firent l'accueil le plus aimable.

La Fronde ayant adopté comme ligne de conduite : à travail égal, salaire égal, l'irritante question de l'abaissement des prix fut immédiatement écartée.

Ici, je dois ouvrir une parenthèse. Dans cet ordre d'idées comme dans tant d'autres, les femmes avaient mal compris leur intérêt. Espérant faire accepter leurs articles plus facilement, beaucoup d'entre elles avaient commis la faute de donner leur copie pour rien. Par cela même elles avaient immédiatement indisposé les journalistes professionnels, qui voyaient dans leur manœuvre une concurrence déloyale ; en plus, elles avaient récolté la mésestime des directeurs de journaux pour leurs écrits, que ces derniers jugeaient piètres, puisque les auteurs eux-mêmes n'en réclamaient pas le prix.

Maintenant que *la Fronde* a révélé le talent de beaucoup de femmes, que Mme. Paule Vigneron pût s'y révéler critique

d'art expérimenté, qu'elle permit à des femmes de faire, ce qui n'était jamais arrivé, du journalisme actif, c'est à dire du grand et petit reportage, et que ces dernières s'en acquittèrent à merveille, il me semble que la position de celles d'entre-nous qui écrivent est incomparablement meilleure qu'elle ne l'était il y a quelques années.

Pour ma part je crois que, sans risquer d'être traitée d'optimiste, on peut affirmer que la situation économique de la femme dans le journalisme en France est en voie de progrès satisfaisant.

Certes nous n'avons pas encore la situation brillante de nos sœurs d'Amérique ; mais cela ne tient pas à notre qualité de femme. Nos confrères du sexe masculin sont, aussi, moins favorisés que les journalistes américains.

D'ailleurs la profession de journaliste chez nous est envisagée un peu différement je crois qu'elle l'est dans beaucoup de pays.

Si, ailleurs, on demande au publiciste seulement l'information rapide et intéressante sans beaucoup sacrifier à la question littéraire, l'art reste toujours une des préoccupations et non des moindres, des journalistes français ; ce qui, en les empêchant de battre seulement le record de l'actualité, fait aussi de leur métier une profession moins lucrative.

En cela j'espère que les françaises, je dois vous l'avouer, mesdames, resteront dans la tradition nationale. Dans quelques temps, bientôt sans doute, elles auront dans la presse une situation égale à celle de l'homme. Avec du talent et de l'activité, il leur sera facile de se créer une position honorable et indépendante.

Toutefois il faudra que les femmes qui n'écrivent pas, celles qui constituent l'immense majorité des lecteurs, leur apportent leur appui.

Quand par des lettres, par des abonnements motivés, les directeurs des journaux sauront que leurs rédactrices leur amènent une partie de leur clientèle, ils se montreront davantage accueillants encore pour les nouvelle venues, et leur rendront le début plus facile.

En outre il est une réforme légale que doivent aussi réclamer les femmes.

C'est que, lorsqu'une femme écrivain, encourt les rigueurs de la loi, est punie pour délit de presse, on lui applique les mêmes mesures pénitentiaires que pour l'homme ; c'est-à-dire, qu'on lui évite la prison en compagnie de criminelles, de voleuses, et de filles publiques comme cela se pratique dans presque toute l'Europe.

Ceci dit, puisqu'aujourd'hui les portes du palais de justice, de la Chambre, du Sénat nous sont ouvertes comme aux hommes; il est possible à la femme journaliste de se créer en France, à talent égal une situation égale à celle de l'homme.

DISCUSSION.

Miss March Phillipps (Great Britain) said: I take this question from two standpoints: first, What are women worth to journalism? Second, What is journalism worth to women?

1. A great change has come over journalism during the last twenty years or so. Not only has the number of papers multiplied tenfold, but the whole tone of the press is altered. No one who looks over a pile of old journals can help perceiving that they were far less graphic and more stereotyped than those of to-day. Descriptions were less lively, matter was less varied. There was much more phrase-making and fine writing, and there were few of the charming essays and studies which now abound. The change has been gradual, and its rise and progress is not easy to trace, but it is at least a plausible theory that it is partly due to the entrance of women into the lists. When women found they could do ordinary journalism, they were hampered by no old shibboleths. They came directly to the reader; and with all their want of training, their faults of grammar, their deficient accuracy, they wrote with a vivacity and picturesqueness in accordance with the new demand.

There are few papers now which have not women on their staff. Even those which still have an exclusively male staff, readily admit women as outside contributors. A distinguished woman journalist is the Australian correspondent of the *Times*, another is Paris correspondent to a large daily, another excels in describing military reviews. They do excellent reviewing, and every newspaper, moreover, thinks it necessary to have a lady's page which no man would venture to tackle, besides all the army of ladies' papers on which women do a large share of the work. Many are doing excellent, serious work. I do not say that there is not much frivolous and even contemptible work done, but it is owing less to the taste of the journalist than to the behests of the editor and the appetite of the public, and I daresay many writers agree with the editor in a witty book we have all been reading, that "the public ought to be made to like decent stuff or go without."

They have learned to be business-like and punctual, and are

now as reliable as men, and perhaps more painstaking. Some editors still pretend they could get on without them, and even keep up the delusion that they tremble before their pertinacity. I am told it is an article of faith with an editor never to allow that *any one* could be missed, but except to keep up appearances, no editor could well deny that women's work has a well-established value, and that the loss of their services would not be contemplated with equanimity. We may be quite sure there is but one real explanation of their presence in the columns of papers, *i.e.*, they are of use to the papers. I will go further, and say that men write with greater ease and lightness because their work is now brought into close contrast with that of women. The Press is one of the great commercial industries of the country; and I venture to affirm that women are doing their share in contributing to its success.

2. In turning to consider what journalism is worth to women I must press home to you as strongly as I can that writing is a gift, just as much as an ear for music or the artist's eye. It is the ignoring of this fact that fills the ranks with failures. How a woman is to find out whether she possesses this gift is another story; but certainly editors will soon find it out, and without it she will remain in the position of a judge, and see others who have it passing easily over her head. Allowing that a woman possesses the gift of writing—perhaps I should rather say the gift of journalism—in a greater or less degree, that she has a good education, has pluck, perseverance, and resource, and can patiently work up a connection, allowing, too, that she is strong and healthy, I believe journalism offers a good opening as a profession. The prizes, indeed, are few, and money cannot be earned without steady, hard work, but respectable journals pay very fairly, and a writer with taste and industry will be well advised to work her way on to these, if possible from the very first. It is of course a fact that a journalist may do good work for years and remain unknown to the public. In fact, reputation would almost seem to be in *inverse ratio* to money earned. Thoughtful or brilliant signed articles which high-class reviews and papers publish soon make a name for their writer, but, except in rare cases, cannot be turned out frequently enough to make the money earned by steady, anonymous work, and cannot cope at all with such formidable rivals as articles on "What Queens eat," or information as to who was about to-day in Piccadilly.

The type of woman journalist who entered into active competition with men in the more mechanical part of the pro-

fession, such as shorthand reporting, is becoming old-fashioned. A journalist of talent realises that the outside contributor can earn more than the member of a staff, if she does not shrink from the greater mental activity entailed by outside contribution. It is usual to say that the profession is overcrowded. I believe in this, as in others, there is a large and struggling substratum of inferiority, but though more exposed than any other to unlimited competition from the world at large, good average hard work finds a fair market, and a worker at all above the average can make a living which compares favourably with the sums women usually earn in educated employment. It is not possible to give any exact figures where such a profession is concerned; but I think I am pretty near the mark, after talking the matter over with many workers of experience, in saying that the majority employed make from 30s. to £3 a week—a good many average from £4 to £6 or £7, and a few—a dozen or two—make incomes of £600 or £700 a year, and up to much larger sums. Though the life of a *bonâ fide* journalist is an arduous one, and not free from expenses, it has so much enjoyment in it, it includes so much variety, congenial society, and interest, that once entered upon it is not lightly abandoned.

Mrs. Willoughby Cummings (Canada) said that in the whole dominion of Canada there were hardly more lady journalists than were seated at the reporters' table before her. So far editorial duties there had never been entrusted to women; they were confined to the staffs of the papers, and there were only three or four women in the large cities doing the work of reporting. Those who did newspaper work did mostly special articles. The women were paid almost as well as the men, but nowhere received very high salaries. The average salary ran from eight dollars to about twenty dollars or thirty dollars a week, and none were making higher salaries except those with very special work.

Miss Pitcairn (England), **Mme. Dick May** (France), and **Fraulein Camilla Thymer** (Austria) continued the discussion, the latter explaining that she was the first lady journalist to have the editorial control of a department in a newspaper office in Austria.

Miss Guest (England) urged the need for literary training, and **Mrs. Hawkesley** (England) urged that women should appreciate the nobility of their calling.

Mrs. Clara Bewick Colby (editor of the *Woman's Tribune*, Washington) pleaded for women's papers under women editors,

and alluded to the work in women's journalism by Mrs. Fenwick Miller, who also spoke.

The following resolution was proposed from the chair, and seconded by **Mrs. Alden**, and carried: "That some efficient method of communication by means of the press be adopted by the International Council and between the different National Councils; that a list of suitable newspapers and journals throughout the world be drawn up; and that the editors be approached with a view to inserting items of International Council news in their papers."

MUSIC.

MUSICAL COMPETITIONS.

MUSIC AS A PROFESSION FOR WOMEN.

WOMEN'S VOICE PRODUCTION — THE NECESSITY FOR THOROUGHNESS.

THE MUSIC IN TRAINING COLLEGES FOR WOMEN.

EXPERIENCES OF A WOMAN AS A FOLK-SONG COLLECTOR.

MUSIC FOR THE PEOPLE.

COUNCIL CHAMBER, WESTMINSTER TOWN HALL,

SATURDAY, JULY 1, *MORNING.*

The COUNTESS OF BECTIVE in the chair.

The **Countess of Bective**, who presided, said: I do not know if it has occurred to any one attending this meeting that the subject of it, namely "Music," is about the oldest of the "occupations for women" represented at this Congress, whereas administrative work in all its forms is of much more modern date, and many of us may even remember the time

when agriculture, gardening, applied arts and handicrafts, and even journalism began to show possibilities for women's employment. But music (in a very primitive form, it is true) has more or less occupied a place in women's life for many hundreds of years. We know that if Miriam did not compose her "Sound the Loud Timbrel," she certainly sang it; and though St. Cecilia was a somewhat mythical personage as Music's *patron saint*, still she undoubtedly sang "holy hymns."

But in connection with women and music, it is even more interesting to come a little nearer to present data, and to surmise that much of our own Folk-Song must have been composed by women and sung by women. For it is impossible to think that in those rough and warlike times the hundreds of beautiful cradle songs and laments were other than the natural outcome of women's feelings. Indeed, the title of "Women's Songs" has been specially connected with some of the most beautiful Servian melodies. It has often been questioned if women have the creative (as she most certainly has the interpretative) faculty for music, and up till now the annals of music are all disappointing in this respect. But it is to be borne in mind that (apart from the very primitive connection with the art, to which I have just referred) it was not until the invention of Opera (about A.D. 1600) that women's association with music took definite lines. Active part in Church Music was (after the earliest Christian times) forbidden to her, and neither opportunity nor necessity for her musical education presented itself until the inauguration of the operatic stage, three hundred years ago. And not till then do we hear of any opportunity, perhaps any desire, for musical education in its many and varied branches for women. Thus, therefore, the talent of the composer, if even it existed, was never developed until comparatively recent date, and in this general statement I by no means ignore the distinguished women composers of to-day, notably such as Mlle. Holmès and Chaminade, Ethel Smyth, Maude V. White, and last but not least, Liza Lehmann.

It is evidently impossible in the brief fifteen minutes occupied by each speaker to exhaust a tithe of these subjects, or to give any but the aspects which bear upon each subject's special connection with the Congress, namely, the work which women *are* doing in music, and some few suggestions of work which they *might* do for the glory of that art, which, as Martin Luther has so truly said, is the noblest gift of God.

Musical Competitions (a means of popular Musical Education).

Miss Wakefield (Great Britain).

WHAT may be said to be the highest attainable object in music—for music's sake—remembering that the highest of all, viz., the composition of the greatest music, is open only to the geniuses of the world? I believe the answer to this question is, that the highest attainable object is to create the love of, and, in consequence, the demand for the best music. In this belief I propose to consider what means can be taken to provide for the general public that musical education, which one is glad to think is necessary for the enjoyment of the best in any art. I do not attempt to deal with the education so amply provided nowadays for those who intend to make music the business and profession of their lives, nor yet with those whom I would call the cultured pleasure-seekers in the paths of music. I wish to refer to the great general public, and more especially to that portion of it, where life must mainly be spent in earning a livelihood, but which yet constitutes the great bulk of the people who dictate the unwritten law of demand and supply. This great mass has to be reached by musical instruction, in a way possible to its method of existence, before ever we can hope that our nation will be sufficiently musical to demand its national opera and its municipal bands in every centre, even as it demands a good drainage system or a satisfactory water supply. The English nation is somehow by nature alive to recognise microbes in its drinking water, but is not alive to microbes in its musical education, retarding its artistic development; this is a national constitutional defect, which can be remedied, though not all at once, for we are not accustomed, as in Germany, to be *given* things by the State; we are accustomed to apply for them in a way the State is the first to recognise. But at present the people whose word would be law in such matters do not care sufficiently about it to say that word, and until they are reached by some steady educative, musical influence, such will continue to be the case. So that we are brought to consider, "What educative influence is possible for, and can most readily reach, under existing circumstances, these masses of working people, whether in towns or rural districts, who really make the people of England?"

The influence most to be desired of all would be of course compulsory teaching of music in the primary schools. One has only to turn to the education reports of music in German schools and its history, straight from the Middle Ages, to see influences at work which more than account for the advanced conditions of German music, and for the demand which exists in every small German centre for opera and the best music. The rules that were passed some years ago by the National Teachers Association of Germany, as a sort of declaration of principles concerning the instruction in music in elementary schools, holds the clue, I think, to the whole musical life of Germany. Among these resolutions we find such principles as the nursing of the Volkslieder; that no songs should be taught which are not of undoubted poetical and musical value; that the education of the German nation by means of music and through music has a national significance; that singing should be taught in every school, and that no pupil shall be excused from taking part in the singing lessons; that exercises in reading music should be a part of every singing lesson all through the course. It cannot be a matter of any surprise that a pupil so trained in music almost from babyhood, should in his manhood's estate demand good music with wisdom and discrimination. In England of course music as a necessary or compulsory part of a school course does not exist at all. The teaching of music in primary schools has been greatly on the increase in the past ten years, and will, we all hope, bear widespread fruit when the present generation of school children become men and women, and it is much to think that the grant for ear singing, about the most ill-spent money granted by any Government, is now only £14,597 per annum, as against some £18,000 in 1895. But the result of this is for the future, though it brings me to the first point I would like to suggest, as to a means of improving and creating a really national love for music, this is, that individual technical study of music is the only royal road to a proper appreciation of it. You may plant your bands in parks, you may double your people's concerts: it is most desirable that such should be the case. Greatly do I admire all such endeavours, but these undertakings will not alone form a musical public, nor will they, in many years, create the genuine interest in music that one winter's individual study of it will produce, the individual effort itself making for such results. Now how to give this musical instruction among the mass of the people, nay even, if, in the course of the next few years, musical instruction in primary

schools becomes obligatory as some people think it will, how to continue it? (for the child who leaves school at about 14 to devote all his energies to something else is not likely by then to have acquired very definite musical impressions) is a question which has occupied a good many minds, who believe that only by working at the bulk of the people is the spread of music likely to become universal in England.

In the hopes that you feel with me, firstly, that individual study of the art is the only satisfactory way to reach this end, and secondly, that some possible form of instruction is needed which will reach the lives of working people, I bring before your notice musical competitions as one means of popular musical education; a means requiring no enormous organisation or outlay. Its very weakness is in a way its strength; no one could contend that competitions, of whatever sort, are otherwise than full of drawbacks, and that their results even are not always really to the strong, but it has to be acknowledged that English people love the competitive element, even the name itself is an incentive to effort; it is an inborn quality in them to love trials of strength, whether it be of muscles or of vocal chords, and therefore the sound of instruction with competition at the end of it and its nominal object is an inducement to work, and rouses in its early stages a pleasant fighting stimulus. For be it remembered the majority of people at first don't want to learn; that stimulus is a perfect delusion which no one who has widely taught would indulge in, to think that there is as yet a demand among the general public for musical instruction; they don't mind lazily and ignorantly listening to a certain amount of music, but to try and understand it by study and performance is quite another matter. To create this desire is the first and most difficult step in the whole matter. Once the desire created, difficulties fly like chaff before the wind. Here, then, the, at first sight, catchpenny idea of competition is of value. Here is a recognised outside element brought to bear upon the unwilling learner, who would much rather at first be left to black his face and sing nigger songs in unison than to learn a chorus from a Bach cantata. Learning, however, to a certain extent, on the competitive stimulus element, a band of people can be got together in any locality with the object of musical instruction in view, having the competition for a definite object. These people will be otherwise employed all day, and one of the difficulties of this class of work is to remember that as much instruction as may be has, to a certain extent, to be combined with enjoyment.

The simplest lines, such as practical comprehension of a few simple but thoroughly good part songs, will be found to be a sufficient beginning, which must be judiciously combined with the actual study of learning to read music. Should the endeavour be made to do nothing but teach the rudiments of music, which would undoubtedly be the best beginning, the entire class will probably collapse before the end of its first session, but the thin end of the wedge can easily be judiciously and successfully inserted. And so for six months in the year once or twice a week music is carefully and thoroughly studied, where, but for musical competitions, instruction would probably not be given at all for lack of object. This teaching reaches everybody, and is almost invariably a labour of love. The local professional is, as a rule, against competitive work, the results of it occasionally place his teaching in rather too defined a light, and should his pupils fail he may consider that it affects his pecuniary position; so, much help is not to be looked for from him. Also the wider influences of music are seldom his. So many lessons a week, so many concerts to be got through, organistships to be obtained, and what is to be made by them, are more often than not his perhaps natural attitude towards music, though there are many notable exceptions to this rule. Thus, then, the riddling of England with music on these lines must fall to the share of the competent enthusiast, and one of the most hopeful signs of present-day music is, that there are many such to be found who do not confine their enthusiasms to a daft worship of the Wagner god, which no one would have disliked so much as Wagner, but who are willing to give often very laborious and uphill work to the cause of music. Among these teachers women may be largely reckoned, and it is a branch of women's work in music which is widely doing, and which will, I believe, do more to form a national musical taste than any other system or educative influence at present a possibility. Of course there are two classes of musical competitions (the one principally confined to some large towns), which means a great deal of pot-hunting and a very limited knowledge of music, though certainly even this must always remain a study and a display of some very beautiful part-singing; but it is the second form of competition work which has my entire sympathy, and in aid of which I have worked for many years. This represents a careful study of singing, instruction in the rudiments of music, of reading at sight, and, above all, co-operative combination for the sake of music, which, strange to say, can be the direct result, as it were,

of competition. One of the most necessary rules of a competition should be, that in order to compete, all choirs must study some work *not for competition*. Here is the entrance fee, as it were, to the popularity of competition. Here also comes in the wider knowledge and individual study of good music which, to my certain knowledge, would never have been attempted had it not been for these competitions, of which it was a necessary part. In this way can the best music be carried into remote places, whether of town or country. And though each separate chorus might not be able to go through the works studied satisfactorily alone, whenever sufficient choirs are gathered together for competition, their combination in one large chorus renders a fine performance practicable. In my fourteen years' work in this department of music it has been possible to teach a list of works of the very highest class to a number of people who have thus become intimately acquainted with their music, but who might never otherwise have known the authors' names; and I recommend, as forcibly as I may, a combined system of work as the most valuable result of the competition system for elementary teaching of music which may lead to results of much significance, and carry forward, by means of personal knowledge and individual study, those educational influences which, for music, are lacking in England for the general public, but without which a strong national feeling for music can neither be created, fostered, or developed. That the raw material for such development exists in this public, we have all had ample opportunity, I should think, to know, but the remaining musical lethargy of the nation, as a whole, already a thing of the past, can only be combated by its musical education; then, and then only, will the people make their musical demands, demands which have never failed to obtain all that was wisest for their well-being. We know all the dear old musical saws of Morley and Milton as to "musing the disciplinarian," and its advantages as "an opening of the human pipes." It has been suggested to me that one of the many things taught by musical competitions is a moral point; that you are forced in bodies to recognise your rival's good parts carrying out the disciplinarian idea; I am also sure that this form of musical study is a very excellent training of the critical faculties; you learn to know not only that such a thing is right or wrong, but why it is so. That this movement, the idea of which is, of course, a further development of the Welsh Eisteddfod system, should be gradually spreading in England is one of the most encouraging symptoms we have in connection

with the practice of music. At present it possesses eleven centres, Carlisle and district, Kendal and district, York and district, Malvern and district, the Isle of Man, the county of Suffolk, Workington and district, Morecambe and North Lancashire, two other districts in Yorkshire (Wensleydale and Richmond), Northampton and district, and in a district in Norfolk, and I think in nearly all these districts is combined study a *sine qua non* for entrance to the competitions. Here is our departure from the Eisteddfod, our original idea, and I believe the root of all the real valuable work done, softening competitive evils while leaving its impetus and initiative value. I would plead that this is a branch of music specially open to women's work. Initiation of it in its most flourishing centres has curiously enough been the work of women in most instances. But be that as it may, or to whose ever lot it may fall to carry this work on, the musical education of this vast public is what we require, to give us our place among the nations in music.

Music as a Profession for Women.

Mr. J. Fuller Maitland (Great Britain).

I THINK it will be convenient to consider the question of music as a profession for women under various aspects, and I propose therefore to divide the few remarks I have to make into four sections—What it used to be, what it is supposed to be, what it is, and what it might be.

Until more or less recent years the female part of the musical profession mainly consisted, on the one hand, of those who had surpassing gifts, such as a voice that could only find its proper sphere on the operatic stage, or, on the other, of those whose fathers, brothers, or husbands were in the profession, and who were thus placed by circumstances rather than by natural talent in connection with the art. Formerly the profession was a comfortable and convenient means of subsistence for the few who were thus fortunately situated; their male relations looked well after their interests, and in a quiet way the ladies drove an excellent trade with occasional public appearances and a good stock of lessons. They engaged in no rivalry with the foreign singers or the few distinguished pianists or violinists who, in those happy days, found their way to

London; the English ladies of the time seem to have kept themselves as a class apart from the Continental musicians, and to have set as much store by their domestic virtues as by their artistic abilities; in fact, respectability was about all that they could boast in either relation. I do not mean that they did not here and there manifest a measure of talent, but that as a rule they were attracted to music as a means of making their living mainly because they were thrown with professional men, and therefore took it up as a natural thing.

For what music is popularly supposed to be as a profession for women I fear that I must lay the responsibility upon another branch of female industry. I believe that the visionary idea that music is not merely a delightful resource, but a useful career for the ordinary girl, has been chiefly stimulated, if not actually created, by lady novelists. We are all familiar with the charming heroine, who after solacing her father's leisure hours with her artless singing of simple ballads, finds after the financial crash of the fourth chapter or so, that she can support his declining years by the public exercise of her gift; we all accept the situation, though in our hearts we may feel sure that she sings execrably out of tune, and that her ballads are probably the worst type of shop songs. In the books she never fails to delight crowded audiences, though as a rule no singing lessons, no hours of practice at home, are considered necessary. However tiresome the song she sings, no heroine of fiction was ever known to fail, or to create less than a *furore*. It is inevitable that the girlish readers of the novels in which the heroine is a public singer, should be more or less bitten with the idea of following so easy, brilliant, and profitable a path to fame. I will do them the justice to admit that with many such readers the imaginary benefits they are to confer on their generation weigh quite as strongly as the brilliant career with a titled husband at the end of it, which is the regular lot of the singer in fiction. No novelist, as far as I know, has attempted a study of the unsuccessful musical student, whose efforts the public will not have at a gift, and whose life passes in the miserable struggle to get heard as though it followed that to hear were to be enraptured.

In passing to the actual state of the profession as it concerns women, it is impossible to blink the fact that the great majority of aspirants for musical honours fail to attain that which they set out to reach. It is also a fact that the great majority deserve no better fate. It sounds rather paradoxical to say that no one in the musical career gets in the long run less than

he or she deserves, but the statement is based on the experience of a good many years, and is certainly not made lightly or without consideration. Many public performers undoubtedly reach, by one means or another, a position far higher than they could claim by their talents alone, but there is, so far as I know, no case where talent or genius has passed completely unrecognised for a long time. The waiting may be tedious, but I believe as a general rule that the right level is found at last, though it may be a far lower level than the young musician expects to attain. The process of finding the level is one of the most severe trials that any human being can be called upon to undergo, and side by side with it goes on that struggle for existence which in most cases conditions the progress of the music student at every step of his career. Except in the case of certain favoured individuals, the struggle must be gone through in one form or other, and it would not be very surprising if the anxious parents who now encourage the spirit of emulation in their children, should some day discover what the struggle really means even to a perfectly healthy young woman, and should refuse to allow their daughters to engage in it in the defenceless condition which is at present imposed on the average girl who is starting in life. I sometimes think that the best analogy to the musical career is that promiscuous struggle which may be seen at the principal omnibus stations at the busy times of the day. The increased emancipation of women has no doubt brought many advantages; but, to the shame of our sex be it said, a great number of men have taken women at their own valuation, and, regarding them as equals in every sense, have given up the natural chivalry which until a few years ago prompted every Englishman to yield to a woman his advantage in a crowd. It is perhaps an inevitable sequel to a course of action for which we men cannot surely be blamed. But whether in an omnibus crush or in the far more severe competition for musical success, there are a good many people who regret to see tenderly nurtured women obliged to engaged in a strife that is by no means edifying to watch. This overcrowded state of the profession has led to all kinds of attempts to get on by underhand means. Time was when the charming young ladies who were anxious to succeed relied on "influence," and when comparatively few of them had discovered a more solid key to a certain kind of prosperity. Now it is openly admitted that actual payments in one kind or another are often made by those who desire to ensure success. I suppose, from all

one hears, that in former times the bribing of critics was not unknown in England, although the practice never reached the dignity of an established custom which it has long enjoyed all over the Continent. To-day, I am glad to say, all that has been changed, and the two or three critics who may be open to a bribe are so entirely insignificant and without influence that they can be safely disregarded. Payments are now made in a different direction. The managers of the less reputable concerts, and certain unscrupulous agents do not hesitate to tell a young lady that she must pay her footing into the profession. And the miserable truth must be confessed that such means do very often secure an appearance in public when applicants of equal or superior merit are refused; but, like many other transactions that are generally supposed to be confidential, these always leak out, and to acquire the reputation of having paid, or offered payment, in this way, is generally a bar to admission into the concerts of the first class. For this reason, if for no higher and more honourable one, the practice of trying to "get in" by such backstairs ways is to be most strongly deprecated; it certainly acts as forcibly against the musician's progress as in his favour, and the loss of prestige is very difficult to recover.

There is another danger in the path of women who enter the profession, to which I can only allude very briefly. The moral atmosphere of the best kind of concerts is as pure as the most fastidious parent could desire it to be; the enthusiasm for their art, the generosity of their natures, and the ennobling influence of the music they perform, promote among the best artists a healthy tone of manners, a right-mindedness, and a steadiness of character which are most rare in the surroundings of the lower kind of concerts, or upon what is called the musical stage. It is a curious fact that the purifying influences which in the last two or three decades have made the drama a different thing from what it was before, in regard to the morals of its interpreters, have hardly reached those theatres where the name of comic opera is taken in vain. At all but a very few places of entertainment, a girl of right principle can indeed maintain her self respect without being made to feel that her talents will find no opening unless she sacrifice her honour; but in such surroundings she cannot but be aware of a state of things very far indeed from the pure ideals with which she started on a public career. It is evidently more than a coincidence that the higher moral tone should be found in the more artistic surroundings; those who set themselves, in

Joachim's phrase, to "uphold the dignity of art," will be the most likely to uphold their own dignity and that of the profession they have taken up.

Music may be the very best profession for women who are properly equipped for it. It will not do to have a fancy for making a success on the platform or stage, but there must be real ability as the first essential, a proper training of all kinds, and at least a fair share of health and strength, required for the ordinary work of the profession in the way of fulfilling engagements at great distances from each other, and bearing a good deal of fatigue without perceptible effect upon the executive powers. These qualities being granted, I do not think that any one need despair of reaching at least the success she deserves. The drama and music differ from all other professions in that women's participation in these arts is absolutely indispensable. In music, not only must female parts in opera or oratorio be performed by women, but they have natural facilities not possessed by men, for certain instruments, before all others for the violin, where the formation of a woman's fingers and her delicately organised sense of pitch, place her at once at an advantage. As Mr. Bird has implied, the want of muscular control makes the pianoforte a little more difficult in some ways than it is for men, and it is most rare to hear a perfectly mellow tone in loud passages, from a female performer. The harp has been almost identified with women ever since the days when in any large family the daughter who had the most shapely arms was set down to play the harp, without reference to her musical abilities. And no doubt the present invasion of the orchestra by harp-playing ladies will not stop here, but the accomplished lady violinists, who are to be counted by the hundred, will soon be allowed a place in the regular professional orchestra.

If I have not touched upon the profession of a musical composer as one for which women are specially fitted, it is because I am a little sceptical as to the amount of creative skill in music which women really possess. To write charming songs, and to get them sung everywhere, is not to attain the place of a composer, and it is only here and there, by way of a rare exception, that women have gone farther than this. Experience bears out the suggestion that there are not many great female composers. If she have the necessary inspiration, there is no doubt of her finding plenty of opportunity for exercising her invention in the higher branches of composition as well as in the simpler forms which are now so popular;

and here the accident of her sex does not in any way condition the question of her success, unless it may be a slight advantage to her.

Apart from the actual performance or composition of music, it seems to me that woman's most important duty in regard to the art is to allow her refining influence to have full play; to set her face as boldly against all forms of corruption and intrigue as she may be trusted to do against what is undesirable in a moral sense; and, in a word, to leave the career of a professional musician better, and more suitable for the coming generation, than she finds it. What has been done already in the amelioration of the moral state of music and the drama is greatly due to women, and in particular to the women of good birth and education who have entered the profession; and as the deterioration of the best is the worst of all, the worst enemies of real improvement in these ways are the well-born women who have forgotten their responsibilities, encouraged mean ideals, and conformed to the low standard set up by their less fortunate sisters. If only women would realise facts as they are, and what each woman may do to make the world of music a better place, the profession would be a safer and a happier career than it generally is in the present day.

The Necessity of Thoroughness in the Study of Singing.

Miss Eugénie Joachim.

ALTHOUGH I am well aware of the fact that thoroughness is necessary in all studies, I feel I must confine myself in this paper to the necessity of thoroughness in the study of singing—the branch of music I am most interested in, and the teaching of which is not only my profession but also the greatest pleasure of my life. And no branch of study in the art of music has more temptations for superficiality than the study of singing. The principal of them is that when gifted with a beautiful voice the student often thinks that very little study is needed to attain success. Whereas the instrumentalist has to practice hours and hours to attain the necessary perfection in technique, the singer is—at any rate at the outset of her or his studies—only able to devote a comparatively short time each day to the

actual singing, not to overtire or strain the voice. By saying this I do not mean that the student should devote only this short time each day to study. On the contrary, I wish to impress it especially on the students of singing that they have to give quite as much time to their studies as the instrumentalists, only in a different way, which is by reading vocal music, classical as well as modern. It is also quite a mistaken idea that the singer needed altogether a shorter time for study. No; in fact the student of singing should devote quite as many years to it as the instrumentalist. Every singer should be a good musician and pianist, and know at least sufficient theory to be able to transpose a song or aria in writing as well as in reading at sight. The student should be a good pianist, so as to be independent of an accompanist—at any rate during the time of study. And often the singer will—during her or his career—feel the benefit of this achievement when meeting with an indifferent accompanist.

If a singer in youth studies a string instrument, she or he will reap the benefit in later years during the study of singing. This is an experience I have had and still have with many of my pupils, who, when they are prevented from singing by colds or illness, can then, at least, practice their songs or arias by playing on the stringed instrument they have learnt. Nothing—I think—trains the ear more than the study of a string instrument, especially so the violin, and helps to make the student a thorough musician.

A great deal could be achieved during the actual time of singing—though short it may be—if the student would but concentrate her or his thoughts completely on the work, and not sing the scales, etc., etc., mechanically, thinking all the while of something else—like one of my pupils who, during a few bars rest in a song, asked me whether she had not better get a new hat for the occasion on which she was going to sing that very song! Needless to add this pupil never sang that song well! But I am glad to say that this is one of the isolated cases in my experience.

Another necessity for thoroughness in the study of singing is, that the singer should completely enter into the meaning of the words to which the music was written, thus turning singing into "vocal recitation," which to me—and I am sure to all lovers of vocal music—is the highest perfection in this divine art. The French express this so well when they say of a singer: "Elle dit bien."

But this cannot be achieved by singing a song through super-

ficially or thoughtlessly ever so many times. No! reading the words through with full concentration of thought will help the student a great deal more, and save the voice from over-fatigue. Moreover the student will thus—knowing the words and their meaning—be able to concentrate the thoughts much better on the musical phrasing. Here I must not omit to mention that, of course, a student of florid and bravura arias has to devote more time to the actual singing of them than the lyric or dramatic singers to theirs. But also in those cases the time of study should be devoted to thoroughness. The rapid and thoughtless slurring over difficult florid passages should be carefully avoided. And nothing expresses this golden rule better than the Italian proverb: "Che va piano va sano, che va sano va lontano."

Every student of vocal music should be able to pronounce distinctly and correctly the words of the language in which she or he is singing. I know nothing more jarring to the ear than indistinct and faulty pronunciation in singing. Therefore, every singer should study diction, and that in all languages, and—if possible—the languages themselves in which she or he has to sing. Consequently, if a singer is a good linguist, so much the better and easier is it for her or him to study vocal music in the various languages. However, not alone is thoroughness in the "study" of singing necessary, but the same applies to the teaching. I am sure that not only are those pupils who—as a matter of course—take their studies seriously the subjects of great interest to their teacher, but also those who have to be impressed with the necessity of thoroughness in their studies. Nay, I might almost say, of greater pleasure, for I feel hardly anything can be more satisfactory to a teacher than to have converted a pupil, who is both careless and superficial in studying, into one who looks upon that study as the object of life, and, consequently, also considers it as one of the greatest blessings and pleasures of life. And, as time is so valuable, no student should forget the maxim of Schiller:

"Unaufhaltsam enteilet die Zeit—Sie sucht das Boständ, ge Sei getreu, und du legst ewige Fesseln ihr an." ("Irretrievably vanishes Time; be thorough and do not waste it, and you will make it your helpmate.")

Music in Training Colleges for Women.

Dr. W. G. McNaught, Mus. Doc., F.R.A.M. (Great Britain).

IN the present paper I propose to confine myself mainly to a brief survey of the educational work in music going on in the State Inspected Training Colleges for Women in England, Wales, and Scotland. There are other such training colleges in Ireland, and there are many training colleges for secondary school teachers and kindergarten teachers, such as the Maria Grey and the Froebel Institute. But, as the time of this paper is strictly limited, I am obliged to omit further reference to this group.

There are in Great Britain sixty-seven colleges for the training of elementary school teachers. Nearly all of these colleges were instituted and are still promoted by the various religious denominations. The State does not found colleges. It merely helps to equip duly constituted establishments, and offers a capitation grant for students. This grant defrays the greater portion of the cost of boarding and educating the students, the remainder being furnished by the entrance fees of students and voluntary subscriptions from various sources. The normal period for residence is two years, but under special circumstances a third-year course is recognised.

At the end of the second year the students are examined by inspectors from the Education Department, and on the results of the examination they are classed in the first, second, or third division. I think it necessary to explain this because, owing to the fact that the Department does not give separate certificates for each subject, but assigns the position of the student as in the 1st, 2nd, or 3rd Division by the total marks gained for all subjects, it becomes a matter of great importance for students to gain marks for practical musical skill. In fact, it may be said that it is very difficult for students to pass in the first division if they miss the music marks. A strong stimulus to musical study is thus provided. It would, however, be unfair to infer that this motive power, strong as it is, fully accounts for the undoubted zeal and earnestness with which the study of music is carried on by a large proportion of the students.

Of the 67 colleges under inspection by the Department, 20 are exclusively for men and 30 exclusively for women. The other 17 take both sexes. There are thus 47 colleges in which

women are trained. In the whole number of colleges there were in training last year 3,391 women students and 2,067 men students. The colleges are spread over the country from Aberdeen to Truro.

The great majority of the students are recruited from the elementary schools. Between the school and the college they pass four years of their lives as pupil teachers. All through their school life and each year of their pupil teacher course they are probably examined by the Inspectors of the Department as to their musical skill. I say probably because music in the school code and in the pupil teacher code is an optional subject. Finally, all candidates for admission to college are individually examined as to their practical musical skill at the Queen's scholarship or college entrance examination. It may be thought that all this machinery should result in the manufacture of a highly finished article, and that the colleges should have merely to teach potential teachers how to teach; but, as a matter of fact, the attainments of incoming students are sometimes depressingly low, especially as regards skill in music.

In order to account for this deficiency it must be borne in mind that the school singing courses in the great majority of schools do not go very far, and it is important to remember that school singing is taught and examined collectively—a vastly different thing from individual training. It is true that pupil teachers are examined individually year by year. But the subject is optional, and it has to take its chance with a number of highly important obligatory subjects. It thus happens that not a few young people reach the colleges in a raw and undeveloped condition. But, on the other hand, a great number of students enter with excellent musical qualifications, that bear witness to the pains and skill that have been expended over their early musical culture.

The college music courses are designed to give students a sound knowledge of the rudiments of music and practical skill sufficient to enable them to take charge of the singing in an elementary school. The aim is to make each student able to sing simple music at sight, and to be able to sing a song with good execution and expression. In order to reach this standard the college teacher works with individual students with extraordinary earnestness and self-sacrifice. Generally the teachers are engaged to teach for a certain stated time each week, but many over and above this give up time to weak students or in polishing up songs. As a body the training college teachers are highly competent, and amongst them may be found some of the

best expert sight-singing teachers—men and women who realise that in teaching teachers they are forwarding a great movement in the country generally, and one with which they are proud to be associated. About one-half of the music teachers in the women's colleges are women. The Principals of the colleges are often personally active in aiding the musical work. At the Warrington Training College—one of the largest in the country—the Principal, the Rev. Morley Stevenson, personally coaches a certain number of the students and plays accompaniments for their songs and at their choral performances.

The students, in the resident colleges at least, almost invariably strive very hard to do well at the music examination. Their anxiety on this occasion is often great, not only because they thoroughly realise how much their future depends upon the division in which they may be placed, but because it is well known that the best School Boards and Voluntary schools in the country constantly give preference to teachers able to teach singing well. Thus, from the expert teacher, determined to maintain his own reputation; from the Principal, also anxious to maintain the reputation of his college, and knowing full well the requirements of School Boards and managers; and from the student, often from sheer love of the subject, and always full of its importance to her career, on all sides there are strong incentives at work to promote musical study. Of course such study has to be kept strictly within reasonable limits, because there are many other important subjects that must perforce be closely studied in the all too short two years' course. We cannot expect our training colleges to be in the first place music academies. As it is, the results achieved are sometimes remarkable. Thus at Lincoln, at a examination a year or two ago, Sir John Stainer awarded full marks to every student, and at Swansea this year results nearly as high were attained.

In studying sight-singing, movable Doh methods are now employed in all the colleges. The Tonic Sol-fa method and notation being used in the large majority of schools in this country, almost all the college authorities feel it a necessity to specially qualify students to teach that notation. But in all the women's training colleges at least both notations are more or less taught. There is no confusion in this. Both notations deal with the same set of facts, and when the Staff notation is taught on movable Doh methods its relations to the Tonic Sol-fa notation are obvious, and, on the other hand, a study of the Tonic Sol-fa illuminates the Staff notation. In the English and Welsh colleges, at the examination in sight-singing and in

theory, the tests can be taken in either notation at the option of the college authorities, but only one notation is recognised.

In the colleges under the Scotch Department students may be presented in both notations. This is a recent regulation. Commenting on the first year's experience of its effect Sir John Stainer, in his recently published report, says: "The past year has been marked by a change which promises to be of considerable benefit to students. For the first time they have been able to present themselves for examination in both notations, the Staff and Sol-fa. Of course, a large number, perhaps in some colleges the majority of the students, were formerly well trained in both, but under the regulations they could gain no higher reward than the student who had only mastered one notation. The new system will, therefore, not only give due recognition to work which could not hitherto be recognised, but it will encourage students to become better prepared for their labours as teachers, by mastering two notations which ought never to be looked upon as antagonistic, but rather as mutually helpful."

In common parlance, to learn "music" is to have lessons in pianoforte playing. A young lady will tell you that she is not learning music, but only singing and the violin, which, of course, strictly may be only too true. But this limited interpretation of the word music is not current in training colleges. It means there the study of the facts, the material, as it were, of music through singing. This is the rational and most practical way. In learning to play an instrument muscles have to be abnormally developed at the cost of much time, and the instrument itself provides the sounds. On the part of the performer there need be no preconception of the sounds to be struck, but in obedience to the notation certain digitals on the keyboard have to be touched. Therefore, the average player hardly ever gets practice in conceiving sounds by symbols, but only places on a keyboard. But a singer at every stage is bound to conceive every sound before it is sung. The study of singing, and especially of sight-singing, is therefore the ideal method of cultivating the inner or mind-ear. This kind of training can be effectively taught in class, provided it is constantly tested by individual work. This is the system adopted in the training colleges. But while music in the form of singing is practised in the colleges, and is recognised only in this form in the examinations of the Department, instrumental music is often cultivated. It is a common experience to find that about half the second-year students are able to play the pianoforte fairly, and sometimes we hear really excellent playing.

Experiences of a Woman as Folk-song Collector.

Miss Kate Lee (Great Britain).

To be a good collector of folk-songs one must not consider dignity too much, and one must cast aside all the preconceived notions of the scientific musician.

Collecting folk-songs is one of the most delightful of recreative employments, if I may use such an expression, that women endowed with ordinary musical ability can undertake. I should like to say that this work is never very easy and often extremely difficult—always, however, fascinating; a healthful pursuit, for it takes the collector more into the country than the town. It also stimulates by the charm of unexpectedness.

To collect folk-song requires no further outlay than a pencil, a piece of paper, and a fine stock of patience. It also gives charming diversion and variety to what might be a dull stay by the seaside or in the country. There is a fine feeling of pride and possession when, after many futile attempts to persuade a yokel, out of voice and with no sense of rhythm, to sing, you return home triumphantly with a jolly old ballad and produce it to your somewhat incredulous relatives.

This work of collecting folk-songs also brings one into sympathy and, as in my case, into friendship with some of the dear old men and women, who are proud to give you the tunes. It is necessary to be diplomatic in setting to work, and it is best, I am sure, to introduce oneself on this musical errand and not wait for the parson or the doctor, who might misunderstand the motive. Talking of introductions, I cannot resist telling you of one I *had* to a well-known lady, from the charwoman who cleaned for us both, in a country district. "Oh! Mrs. Lee, I think you ought to know Mrs. Maclaren, for you both digs your pertaties and weeds your garden. You both play the pianner of a Sunday, and you are both middle-aged." This slight digression makes it easier to say that unconventionality in the matter of making oneself known to the singers is not amiss. A bit of the "blarney" to encourage them to sing well goes a long way, and many of the old folk are very proud of their vocal talents.

I began seriously to think of collecting songs about two years ago, when I went for a holiday of several weeks to a little seaport town in the north of Norfolk not patronised by tourists, and with no special attraction of any sort, except fresh air and level roads. I hadn't the faintest idea how or where to begin. I wandered down one morning to the Quay, where I had noticed that four old fishermen always stood. I expect they are standing there still, for they never moved away; they never caught any fish, and they never seemed to go out to sea, but their faces grew familiar as the days passed. At last, with a rather trembling heart, I boldly went up to one of them and said, "Do any of you sing?" "Do any of us sing?" was the startled reply, as they were generally only asked about the weather and the boats, and the departed glory of the town since the railway came to spoil the shipping. "Sing? no, none of us sings." "Oh," I said, "don't you sing when you go out to fish?" "Oh, yes, of course we sings then." "What sort of songs?" "Oh, all sorts of songs, but none as you would care to hear." "Perhaps they are just the sort of songs I *should* care to hear. Don't you sing 'My Johnnie was a Shoemaker,' or 'The Farmer's Boy'?" "Oh, yes," one of the sailors replied, "we sings that—others too." However, one of the men said he was sure that was not what the lady meant, and he said, "There's sure to be some minstrels coming to the town in a few weeks; they nearly always do come in the summer time, and they sing some fine songs." One of the other men said, "Oh, no, she had much better go to Sheringham or Cromer, she would hear some songs as is worth hearing, on the beach, there." They told me that no one sang in Wells much, although in days gone by there used to be some *town singers*, who knew every song almost about the place, and the wrecks and the ships and all that kind of thing. This was really just what I wanted to hear. Finally they told me I had better find "Tom C.," whose aunt, they thought, "sang old songs, but was dead," but that, no doubt, Tom himself could sing them, if I liked to hear them.

Since I have taken to collecting folk-songs seriously and have lectured about and sung the songs, many good people have written to me that their housemaids, nurses, or gardeners have aunts and grandfathers living in all sorts of outlandish districts—probably miles from stations—who would sing old songs to me if I could make it convenient to go down. Indeed, I should like nothing better than to pursue those songs all over

the kingdom, and if weeks could only be lengthened into months I should certainly try.

I had an interesting and amusing letter from a peasant in Ireland a very short time ago, a certain Mary Magrath, living in Donegal, who took the opportunity of writing to me on the subject of a lot of old airs that she knew, after seeing about the Folk-song Society in one of the Irish papers. I waded through a most "iligant letter intirely," but couldn't understand the drift of it at all until the postscript, which was to the effect that she had read in the same paper that one of the Princess of Wales's Ladies-in-Waiting was going to be married to a great lord, and so she, Mary Magrath, ventured to say that she had a daughter Kathleen, a pretty girl and a fine figure of a girl too, in a situation in Cork, and she thought if I was the darlin' lady that she thought I was to try and get Kathleen into the same position it would be good luck that she would have, and it would be good fortune for her to be marrying a lord like the other one.

This little story—quite a folk-song in itself—leads me to say that the chief reason why I love these songs is because they are as simple as the peasant woman's postscript and equally refreshing. They are also utterly unlike one another, in my opinion, except in so much as the Irish are Irish in character and the English, English. This of course is equally true of other countries. I do not so much interest myself with the age or traditions of these songs as with the rare beauty that lies in them. Their variety, too, is inexhaustible. Only the other day (the week before Easter) a Russian musician told me that one of my recently collected songs in Sussex was well known to him as a South Russian Folk-melody—another from Surrey proves to be very ancient Irish, and I found a curious old song sung by a poor woman in London with French and English words mixed up most incongruously, the refrain of which was *para para dictom.*

A short time ago I chanced to hear a carpenter whistling as he was doing some work in my house. I stopped him and asked him whether it was an old tune. "Yes," he said, "'tis an old Cornish song, though I can't remember more than a few lines of it. The name of it is 'The French come over waters mountains high, while we poor soldiers lie,' or something like that." I primed the carpenter with enormous cups of tea to try and jog his memory, but he wouldn't perhaps, at any rate he couldn't remember any more.

However, I kept the song's title in my mind. A short time

after this I was in Cornwall: bicycling along the lanes, I came to a dear little inn, which looked so old-fashioned that I seemed to see on the signboard "Folk-songs are to be found here." I asked for tea. After an interminable time the old man and his wife prevailed on a still older kettle to boil, and a real Cornish tea was brought in—saffron cakes, clotted cream, and many other dainties, all for saxpence, and the two good old folks sat down near me to hear the news. "Come from Lunnon, I spose?" "Yes," I said. "Seen the Princess May ever, or the Queen?" "Oh, sometimes," I said. Conversation seemed to be likely to turn on the quality, and I thought it would become monotonous, so I ventured on a song with what voice I had with my mouth full of saffron cake, "As I walked out," etc. This ingenuity speedily turned matters in the right direction. "That's old song?" "Yes, 'tis," I said. "Jim used to sing that." "Where is Jim?" I said. "Oh, Jim's gone long time from here. He sang terrible lot of th' old songs." "Oh, did he?" I said, feeling that I was coming into my kingdom. "Where is Jim?" "Oh, Jim's gone long time. He was in village for years. Fine man he were—sang songs till you was tired of hearin' them." An inspiration seized me, "Did Jim sing 'French come over waters mountains high'?" "Yes," said the old lady, "that he du—that's old Cornish song." I got Jim's whereabouts, after some time, and found he was a pilot out at Cardiff. And I shall end by saying that before the French do come over waters mountains high, I hope I shall have got that song from Jim to add to my collection, and that other women will find if they take up this work as much enjoyment as I have.

Discussion.

Miss Esther Palliser, in speaking on women's voice-production, regretted that so little had been said about women specifically. She did not think that sufficient attention was paid to children's voice-production. She was glad to find that in England there were more well-poised voices among amateurs than when she came to this country eight years ago. Everybody who could speak should also be taught to sing. Really very few understood the science of the art. Many people said they had no voice, but really they could sing if they had the desire to do so and were assisted. She did not mean that all voices would have the same timbre as that of a Patti, but most voices could give pleasure to their possessors and their friends.

Every one should be taught to sing, first, the technique of the art, correct use of each tune, and the whole gamut of the voice. Not that people were born with a voice of a certain number of notes, although such was usually believed to be the case. She was herself taught to sing five G's. In conclusion, voice-cultivation should, she declared, be carried on with the other studies of a child.

Fraülein Nina Mardon, speaking in the name of men and women musicians of Germany, said that in no other country was so great attention paid to musical training as a profession. In every little town provision of this sort was made. She thought that a debt of gratitude was due from women to Richard Wagner, who had done much to advance their position in music.

Miss Elsie Foggarty regretted the injury done to young voices by the careless habits of voice-production in children. As a teacher she found that not one voice in ten was properly poised. In this direction women could do a great deal in the home. In children of to-day she found every variety of throaty and nasal sounds, mispronunciation of vowels, and jarring sounds, all produced by bad breathing management.

Miss Margaret MacMillan expressed her special pleasure at the remarks made on voice-production. Her own experience in connection with school children at Brentford was that they were not trained, that the teachers could not sing or speak beautifully simply because, as the doctors said, "their voices were spoilt years ago." The first thing to deal with in giving children an education was, not the brain or the body, but the senses. The first necessity was to teach the children how to breathe. When an inspector heard school children sing and thought it sounded nice, did he realise that the sounds were coming out of an unhealthy body? By teaching children tc breathe they prevented consumption; and in conclusion she pointed out that the importance of training the voice lay in the fact that it was the organ of the senses.

Mme. Antoinette Stirling said she was not born singing ballads but was born to sing them, and she was proud to be a ballad singer. She almost wished she had never had a lesson in her life for she believed that a great confusion of mind was often due to the criticisms of singing by a master. After referring to her study in Italy, Mme. Sterling said that she was a pioneer in singing Liszt's songs. On concluding her training in Germany, where she got a craze for German songs, she went some five and twenty years ago to New York, where she sang no fewer

than seven German songs. The people were disgusted, but she was glad to say that the appreciation of German music by English people—of which she was proud to be a pioneer—was increasing.

Miss Mason said that she had collected a number of folk-songs, of which she gave some account, and would be glad to hand them over to anybody who would publish them, now that she had no time to devote to the subject. She gave the names of a number of folk-songs issued in recent years.

Music for the People.

Miss Robinson (Great Britain).

I HAVE have the honour to speak to you to-day in reference to woman's work with regard to music for the people; and I claim this to be woman's work because, though both men and women are among the artists who give their services to bring music to those who from force of circumstances would never hear anything higher than the street organ grinding out a version of the latest topical song, or the same in some penny music hall, yet the organisation which I represent—and which has for its object to give to audiences composed of working men and women programmes of music by the greatest composers, rendered by competent artists, the People's Concert Society—has been the pioneer of all such work, and from its foundation has been largely supported and represented by women, and its secretary has *always* been a woman. I am in a position to speak, not from what I have read or what I have heard, but from seven years' practical work, during which time I have organised and attended a good many hundred concerts in the north, south, east, and west of London; and as I know I must be speaking to some who do not know London well, those who *do* will forgive me for explaining how wide a world this is. The distances vary from six to ten miles in all directions from Charing Cross. This radius of twenty miles provides us with totally different audiences. One district is a dead level of poverty, another is inhabited by railway employés and clerks earning small wages, another dock labourers, and factory hands while a fourth brings an audience of soldiers and skilled mechanics from the Arsenals. Whether occupation or locality affects their taste is impossible to tell, but it is certain that the

taste is as varied as the audience; the poorest and roughest of our hearers show a marked preference for violin and 'cello solos and the stiffest concerted music, and that they are critical is shown by the crushing question asked after rather a severe course of one composer, did no one but Schumann write Trios? An East End audience is in many ways an example to a West End. I have never known the longest piece of concerted music (some of them take three-quarters of an hour) spoilt by any noise or interruption; and as a dockhand once said, he could listen to a string quartet for hours, it was like four people in a beautiful conversation. Thus we have the satisfaction of knowing that these classical programmes—practically on the lines of the "Pops"—are exceedingly appreciated, and listened to with the deepest attention. It is most satisfactory to realise that this music brings not only pleasure but rest, and something, we hope, still better and higher into lives which are in many cases so colourless and monotonous.

I am often asked whether I think such work as this—of organising and carrying out concerts—is suitable woman's work. I do certainly consider the work is well within a woman's scope. There is, of course, a mass of detail to deal with, besides the more ordinary form of office work.

A great deal more goes to the production of a concert—as of a menu—than appears in the result.

Before the programme is served, the hall and the artists must be engaged; the day, place, and hour of the concert duly advertised by handbills, posters, press, advertisements, and so on; programme carefully planned with regard to representative variety, length, and precedence of performers. On the day itself, arrangements as to money and ticket-taking, placing of the audience, sale of programmes, details as to the platform, and provision for the artists in various ways, besides being prepared for the emergency caused by the almost inevitable telegram from some artist who is unable to appear. All these hundred details can certainly be absolutely fulfilled by a woman. And talking of women, there are opportunities when a woman has a strong point in her favour. Keenly as men's evening dress is appreciated, it cannot cause the interest the rare sight of a woman in evening dress occasions to those whose fashion-plates and showrooms are contained in the windows of the second-hand wardrobe shop round the corner. Artists have been amused by my asking them not to wear a black gown, and I think no one would grudge the sight of a

fresh and dainty frock if they realised the pleasure and interest it brings. It is very difficult quite to realise how little variety there is in many of these lives, especially the women's lives. It was a great feature in one winter's work at Greenwich and Woolwich the activity with which the women co-operatives helped, taking part of the responsibility of the concert guarantee, managing the sales of tickets, taking money at the box office, and so on.

Since music and management lie within a woman's powers, the only thing we have to cope with is the difficulty of being sufficiently accurate and business-like—this is the accusation brought unfortunately (often too justly) against women's work.

We must once again learn the lesson that training and apprenticeship are indispensable, and it is only by what is falsely called drudgery we can attain to the ideal: that while trifles make perfection, perfection is no trifle.

Discussion.

Mr. Henry Bird, after humorously explaining that he was not accustomed to "solo" performances, said this must account for any diffidence in speaking to them. He had, however, been connected with music all his life, said when he began to study music his teacher gave him one of Cramer's books—very indigestible stuff for a little kid. But things had improved as time went on. Colleges had been established, and Trinity College, London, which was the first to introduce local examinations, issued a very well-thought-out book with teaching pieces. Reverting to his own experience, Mr. Bird said that his teacher, Mr. Turle, then organist of Westminster Abbey, also insisted on his doing harmony work in his, the teacher's presence, so that often he found himself compelled to study his exercises during service time. Writing without recourse to a piano, he was thus compelled mentally to read his music, and that power might be cultivated to an enormous degree. Coming to the question of high school teaching, the speaker referred to the excellent work of Mr. John Farmer as musical adviser to the High School for Girls. As to accompaniment work, many students might give more time and attention to it. Years ago students were even more careless in this respect than to-day, but, thanks to the efforts of its leaders, even singers had come to recognise that accompanists were of some use. Accompanying really involved a good deal of work; the fingers must obey the brain, there must

be a facility in sight-reading, and there were a number of aids, such as the Virgil clavier and the gymnastic exercises of Mr. Macdonald Smith, which were of immense use to the student. The speaker humorously remarked that in the old days there was an understanding that if a singer went wrong, he had only to turn round and scowl at the accompanist. Now, the accompanist must realise that one must ignore oneself, and throw oneself entirely into sympathy with the soloist. In a book called "The Musician's Pilgrimage," by J. Fuller Maitland, there were many things which were delightful and helpful to the student. But he objected to one statement, namely, that everything must be done in the easiest manner, and everything must be learnt in the shortest possible time, for he believed that a great deal depended on industry, earnestness, freshness, continuity, and faith between the master and student. All this thrown into musical work would repay itself in the long run.

CLERICAL WORK.

(A) OPENINGS FOR CLERICAL WORKERS.
(B) THEIR QUALIFICATIONS.
(C) THEIR TRAINING.

SMALL HALL, WESTMINSTER TOWN HALL,

SATURDAY, JULY 1, MORNING.

MRS. WYNFORD PHILIPPS in the chair.

Openings for Clerical Workers.

Miss Cecil Gradwell (Great Britain).

WHILE there is much that is hopeful and encouraging in the increasing prospects of employment in clerical work which have within the last few years opened themselves out to educated women, the subject is one which needs to be looked at from several points of view.

If we turn to the world of business, we find that women are now thought of for posts which a few years ago were not believed to be within their powers, such as secretaries to limited liability companies, as confidential clerks to the heads of large firms, as foreign correspondents, as accountants and book-keepers, and, in increasing numbers, as shorthand writers and typists.

And, further, the number of women who themselves are

starting undertakings and embarking their capital in various businesses is greatly on the increase. And it follows that they seek their assistants among their own sex.

If I am to state reasons why these positions formerly held sacred to male workers are now opened to women, I shall find it difficult to advance any that would secure general acquiescence. But I have had the following among other reasons given to me by employers.

In the case of private secretaries, I have heard it said: "Oh, it is easier to know what to do with a lady in the house. If I do not feel inclined to work, she will set herself something to do, and so I shall not feel I am wasting her time, while you must keep a young man hard at it or he may get into mischief."

Speaking more seriously, I think that perhaps 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 certainly 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 offers 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 employé, 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 conceded with regard to 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 have ever remained closed to the former class of applicant.

It may be thought that I am ignoring one of the most common reasons assigned for the increased clerical employment of women, namely, that their work is cheaper than that of men.

Even at the risk of being roundly contradicted by the speakers who follow me, I must state that my experience has been that women secretaries and clerks are not invariably, or even as a general rule, paid lower salaries than men of similar experience would be *for doing the same work*. I go even a step further and urge that in innumerable cases within my own knowledge, girls who have had but a few months' training have started with higher salaries than those at first obtainable by their brothers in similar employment. And up to a certain point the gradual rise in salary often goes at a quicker rate in the woman's case, than in the man's. I confess that I am sometimes surprised at the salaries secured by quite beginners, whose inevitable slowness, lack of confidence and experience, must render their services, for some time at all events, of very little value to their employers. And it must be remembered that the youth who would otherwise have been selected for the post, has probably graduated for two or three years as an office boy.

I have endeavoured to narrow down my argument to prove that the inequality of payment of men and women clerks, when doing the same work, is by no means an invariable rule, but while admitting the existence of cases of such inequality, I would suggest that in many of them the principle is not so unjust as it seems, and that there are causes and reasons inherent in women themselves which to a great extent tend to this result.

One knows of many cases of thoroughly competent workers receiving but inadequate remuneration after years of faithful service, and often when much of the responsibility of the office rests on their shoulders. I suggest one or two reasons for this state of things. They have perhaps asked in vain for better pay—though sometimes they have not even asked—but they are afraid to leave, for fear of being temporarily out of work. Were I in their place, and confident of my capacity, I would ask an increase of salary or look out for a better post. And as likely as not their employers would awake to the fact that they

could not readily replace them; and even if such were not the case, some one else would probably be glad to secure their services—there are not so very many thoroughly good and dependable workers about as people are inclined to suppose. In my experience I frequently find the supply unequal to the demand.

It is not a pleasant knowledge, but some of the worst cases of under-paying women are undoubtedly by their own sex. As offering a possible explanation of a regrettable fact, I suggest that women who have not been brought up to a commercial life have a great deal more to learn than many of them think, before they can hope to succeed in business. They are inclined to take a narrow view, and to look for and expect immediate results and profits. They see the weekly inroads on the cash-box in paying salaries, without an instantaneous return in profits, and they too often grudge the outlay, forgetting that their employés have also got to live, and, besides, are often in themselves the very backbone of the business.

And there is another side of the question of which, as an auditor, I think I can lay claim to some knowledge. It is that women too often embark in trade with a totally inadequate capital, and they struggle on only by means of under-paying their assistants and starving their business in other ways besides. They do not lack goodwill—they only lack money. But there is just a slight tendency to talk too much about *loyalty* under these circumstances, and to be aggrieved that the employée should not be content to give of her best, without questioning the disproportion between it and what she receives in return.

It is the tendency of women when once in a groove to plod on in it, contentedly, or, it may be discontentedly, and they frequently lack the determination to advance. Men, unless they are very poor creatures, never contemplate standing still. If they cannot get on in one place, they try in another.

Though no one will deny to women the courage of endurance it has to be admitted that many of them are wanting in that quality called "pluck," which would help them to stand up for themselves, and to take a serious step for their own advancement without hesitating on the brink until the opportunity is lost. They often lack initiative where their own interests are concerned, and still more so that spirit of adventure which inspires a man to seek his fortune far afield. Women cling tenaciously to ties of relationship, of friendship, and even of old associations. While a man is off at a moment's notice to

wherever he hears of work or advancement, a woman shrinks even from leaving a badly paid post in London to take up a better appointment in Liverpool or Manchester, because she knows no one there and fears the loneliness of a new life among strangers.

There is another fact that militates against the equal remuneration of men and women. It is that of physical strength. Surely the machine that can be almost counted on never to break down is of greater value than that which, being of more delicate mechanism, is easily put out of order if worked too hard and too fast, and often stops altogether under a very heavy strain. It seems too patent a fact to question, and one must bear in mind the inconvenience, delay, and often loss, caused to employers in the rushed work of a London office, when one part of its machinery goes suddenly out of gear.

I have again little doubt that even during this morning's Conference I may be vehemently contradicted, and that it will be urged that as women work so much harder and more conscientiously than men, they do much more within a given time, and this compensates for subsequent lapses. But I emphatically combat this view of the matter. Whether through enthusiasm, or because women are often lacking in the sense of proportion, they frequently *overdo* it, and then comes the inevitable breakdown, the inevitable extra pressure thrown on the rest of the staff. Men as a rule take things more easily, worry themselves infinitely less and feed themselves infinitely better. Their work is therefore more even, and in this respect of a higher commercial value. And however we may wish to look at the subject, we cannot keep its mere commercial aspect out of sight. It would be well that women should think more of this side of the case, and take every means in their power to increase the actual value of their services. As the first step, they should secure the most thorough and the widest training that is available, and not, as is too often the case, grudge the time and money expended in obtaining it. And surely they should not consider their education complete when they pass out of the class-room, but endeavour to extend and widen it by every means in their power, even after they have succeeded in finding employment.

I would urge that we women have much to be thankful for that such possibilities of earning a living are now open to us, and that work of increasing importance is within our reach as we prove our fitness to undertake it, and it might be well we should all acknowledge to ourselves that the whole question is

as yet barely out of the experimental stage, and that we are still, as it were, on trial.

DISCUSSION.

Miss Blomfield, who followed, said the idea got about a few years ago that clerical work offered an excellent field for women, and the general public, which was not always very discriminating, at once set to work to offer facilities to young women and little girls to prepare themselves for this career by acquiring the two arts of shorthand and typewriting. As a consequence the number of uneducated young girls with a certain knowledge of shorthand and typewriting, often very elementary, was rapidly increasing, with the result that in the lower ranks inexperienced labour at learner's prices was taking the place of former woman's work. It was time for them to cry "Hold, enough!" to educationalists and philanthropists, and persuade them to use all their efforts to turn some of the intending girl clerks into the two fields of labour in which, as the *Labour Gazette* shows us every month, the demand was greater than the supply, viz., domestic service and those branches of skilled manual work for which an apprenticeship was required. The speaker also called attention to the insanitary conditions under which many girl clerks carried on their work, which would not be tolerated in a factory or workshop, and referred to the report of the London Women's Industrial Council of the investigation into typewriting and other offices in London.

The Qualifications of Clerical Workers.

WOMEN AS PRIVATE SECRETARIES.

Mrs. Janet E. Hogarth (Great Britain), absent through indisposition.

(*Read by Miss Oliver.*)

IN dealing with the proper qualifications for clerical work, I confine myself for the most part to the work of women as private secretaries because such secretarial work seems to me by far the most important branch of the subject under discussion. A secretary, so to speak, includes a clerk, but a merely mechanical worker, not altogether out of place in a business

office, is certainly not necessarily a competent secretary. Secretarial work requires far higher qualifications than the large mass of intending secretaries are at all ready to recognise.

Existing private secretaries are too often drawn from one of two classes. Either they are women whom circumstances have driven into the labour market, when they are already too old to go through any prolonged course of training; or they are quite young girls, fresh from a typewriting office or professional school, lamentably ignorant of all kinds of social usages, and sorely needing to be put through a course of learning Who is Who, and What is What. The first class have neither technique nor business habits, the second need to be told how to address every letter and to spell every proper name.

The ideal private secretary will be a woman of tact. She will be many other things, but she must first of all be that. Recollect that her relation to her employer is necessarily a close and intimate one, that they have to see each other and spend hours with each other every day, that she must know his private affairs, and be able to use that knowledge intelligently, without asking unnecessary questions, or even looking unnecessary comments. Taking all that into consideration, you will, I think, agree with me that *TACT* in capital letters is the first requisite of the ideal private secretary. She must also possess an infinite capacity for silence. It *ought* to go without saying that a private secretary preserves the secrecy of the confessional; yet I have found that it still needs to be repeated. Moreover, she must be well educated, really well educated, with a knowledge of books and a knowledge of men, able to vary her epistolary style according to her correspondents, quick to understand literary allusions, to hunt up references and to supply omissions, in short, to perform the essentially feminine office of filling up gaps. As in the work of most literary folk, and, indeed, of all busy people, there are plenty of gaps, the ideal private secretary has in her time to play many parts. Technical training of course she will need, but of that I say little, because it will be more ably treated in a subsequent paper.

Now, as a rule, the girl fresh from a course of business training, with all her technical expertness and methodical habits, is far too much of a machine. Machines have their uses, and no one sets more store than I do upon business habits (I have suffered far too much from their absence to be disposed to

undervalue them). *But*—and it is a large but—no amount of polish bestowed upon poor material will ever produce a satisfactory surface.

As matters stand at present we are, I think, face to face with two evils:—

(1) The typewriting offices and professional schools do not get hold of the right material.

(2) The schools and universities, which have that material at their command, do not sufficiently recognise the necessity for professional training.

Consequently, with some shining exceptions, existing private secretaries are apt to resolve themselves into—

(*a*) The elderly incompetent.

(*b*) The flighty amateur, with possibilities but no performance.

(*c*) The professional, but unintelligent, machine.

For the flighty amateur, the schools and universities are responsible, for the professional machine we have to thank the existing system of business training. Please do not let me be misunderstood. I do really regard this last as a true debt of gratitude. Existing institutions, and particular individuals sufficiently well known in the business world, do undoubtedly deserve well of the community, in so far as they have done the very best they can with the material at their disposal. They have *insisted* upon technical expertness, and they have done their utmost to put common sense into the feather-brained pates of those little girls with their hair down their backs, who frequent typewriting offices and professional schools. From the flighty amateur they have done much to deliver us, and probably no one would join with me more heartily than they would in deploring the plentiful lack of education which distinguishes too many of their pupils.

But this lack of education is a defect which no subsequent training can do much to modify. Though a more excusable defect than amateurishness, it is none the less more serious, because more irremediable. Catch your amateur young enough, and if you can be a relentless taskmistress at all times and a dragon on occasion, you will very soon subdue her wild spirit to a business tameness.

But what are we to do with the half-educated? Where does the typist come in, to whom the most ordinary French word is an occasion of puzzlement, who skips three centuries and confounds Sir Garnet Wolseley with a Cardinal of a similar name, who unties the United States and spells Mr. Cecil

Rhodes so that he gets mixed up with his railway undertakings, and whose ordinary reading is limited to the penny periodical and "Tit-Bits"?

There is no question that, whether she works for an institution or for an individual, every secretary ought to possess a good general education. Whereby I mean that she ought to be reasonably well read, that she ought to take an interest in literature and public affairs, that her French should be up to a fairly high standard, and that the occurrence of occasional words in Latin, German, or Italian ought not to be a stumbling-block. For purely literary work—say as secretary to a journalist or literary man—more is of course required. Such posts are pre-eminently suited to girls with university education, provided that they will condescend (and they often won't) to learn the technique of their trade, and to accept, for a time at least, the low remuneration which befits their inexperience. They would soon make their worth felt, and though in this crowded metropolis we do pay for value received, we are apt to withhold our cheques until we have really received it.

Here I shall no doubt be met with the objection that a girl who has already gone through an expensive university course, cannot afford time or money for further professional training. I might answer shortly that she *must*, because the busy employer certainly cannot afford to bear with her ignorance. But I prefer to suggest that some part at least of her professional training might be carried on simultaneously with her university work. Shorthand, which is a prime necessity for a private secretary, could be begun even before going to the university, and where could you find a better practising school than the constant attendance at lectures, which is an essential part of university life? Handwriting, that sadly neglected accomplishment, ought to have been mastered at school

Now if a girl leaves the university, able to write a good hand and also a tolerable shorthand writer, it should not, I think, take more than three months to teach her typewriting and to give her some insight into business methods. The ordinary system of business training lasts as a rule a year; but I regard it as one of its defects, that it does not make sufficient allowance for the varying needs of different kinds of learners. Given intelligence and a wish to get on, a girl might, I think, be safely launched upon her secretarial career after three months' special instruction, provided that she left her school or university qualified as I have said. She has, of course, still to learn her own insignificance as a mere atom in the great

world of business; but a month of real work will teach her far better than a lifetime of lectures.

My anxiety to draft into the secretarial and clerical profession the right kind of women has led me a little away from the division with which I started. I am forgetting that first class, the elderly and incompetent. They are, I think, to be found for the most part as secretaries to society people; they are often employed for philanthropic reasons, the most subtle of all methods of undermining a profession. They cannot in the long run compete successfully with their better-trained rivals. In the future the woman of thirty or forty, who is suddenly called upon to face the world and earn her own living, will be obliged to beg, or borrow, the wherewithal for a professional training. She will have at least this advantage over the average typist, that her previous life has probably made her familiar with much, of which the girl is ignorant. She probably knows how to address people, and is not wholly ignorant of public affairs. She has often come from a cultivated home, and, though it is hard at first to adapt herself to altered conditions, stern necessity will soon force her to rise superior to the flighty amateur. If she does not, her hour has indeed struck, for amateurishness without even youth and hope to recommend it will certainly find no market.

In short, I hope to see the day when no ill-educated girl, however technically expert, will be able to offer her services as private secretary with any hope of their being accepted. And I would humbly suggest to our leading schools and universities that, in considering the future career of their students, they should bestow some thought upon the probable requirements of that much-oppressed person, the employer—overlooking those humbler matters of handwriting, shorthand, typewriting, and arithmetic, with which we in the business world are so painfully familiar. Take our school and college-trained girls, after a little perhaps of that school and college training, cram them less and try to make them a little more resourceful; then subject them to a revised and shortened course of business training, and finally send them out into the world to develop in the public office or in their employer's private study the unselfishness, the industry, the carefulness, the readiness to bear with trifling inconveniences, the intellectual and moral qualities, in one word, the *tact*, which undoubtedly is the leading characteristic of the ideal private secretary.

Training in Shorthand and Typewriting.

Mrs. Hoster (Great Britain).

THE sooner it comes to be recognised as an established fact that shorthand and typewriting in all its branches must be properly taught and properly learnt the better for the profession.

The necessary qualifications for the intending student of shorthand and typewriting are essentially identical with those required for all clerical work, namely, quickness of brain, neatness and order, and dexterity of finger, but even these, invaluable as they are, must be accompanied by a thoroughly good all-round education. Therefore a point which I wish especially to emphasise is, that the class from which the shorthand writers and typists should be drawn must be the educated class, not the semi-educated, but the thoroughly educated, well acquainted with the literature of their own country at least: quite at home in history and geography, and generally well-read. You may think that I am making unreasonable demands, but, I ask you, how can an uneducated stenographer avoid errors in transcription?

Now as regards the training. First and foremost, the time to be devoted to the training should not be less than one year. There are innumerable things to be learnt, and all pupils who wish to become thoroughly qualified should spend at least one year (and more if possible) in a typewriting office, where they will see all kinds of work, and so be fitted for any position that may offer.

In the beginning the students are shown the way to manipulate the machine, and must work at exercises in order to get familiar with the position of the letters and the fingering. Then they are taught to copy from some easy document, till by degrees more difficult work is assigned to them.

When the A B C of typewriting has been mastered, that is to say, when the students can copy fairly correctly, and have the more advanced work given to them, it becomes necessary to teach them to think. In order to acquire a complete knowledge of the setting out and arrangement of the various branches of office work—legal, scientific, artistic, and so on—to grapple with the intricacies of illegibly written and often highly technical manuscripts, and to supply authors' deficiencies and omissions in the matter of punctuation and paragraphing, the pupils must be trained to use their own judgment—in fact to think.

After a month's practice a fairly apt pupil should be able to take dictation on the machine, which will then form part of the daily routine. I have found this to be of the greatest value.

The matter chosen for dictation to the pupils should not be taken from books or newspapers, but from actual documents sent into the office to be typed: the same applies to the work that is given to the pupils for copying. It is therefore an absolute necessity that the shorthand writer and typist should not be trained to the work in a school, but in an office where actual work has to be typed, examined, and corrected in a given time for clients who could not be kept waiting whilst imperfect copies were being redone.

Though I have spoken of dictation as being an aid to speed, yet speed is of small importance as compared with accuracy.

Too much stress cannot be laid on correct and neat work, students are often inclined to think when they are practising that a mistake more or less does not matter. This is wrong: all errors should be pointed out and corrected as soon as the pupil is sufficiently at home with the machine. No untidy corrections should be allowed, and only where it is impossible to correct neatly should the page be rewritten. It is much easier sometimes to rewrite a page; but this encourages careless and wasteful habits. And again, the student should never be allowed to type one letter over the other.

When the pupils are more advanced, they are taught the various methods of duplicating, which is so important to the efficient operator.

The training is not complete until the pupil is able to dictate accurately to the typist at the machine from any document, and has also learnt to examine the typed copy with the document from which it has been typed: these are matters which sound easy enough, but require a great deal of training of eye and mind.

As soon as it is at all advisable pupils should be given actual work, which means work which has to be sent out to clients. This is an all-important factor in their training, and alone teaches them the value of time and accuracy, and gives them the necessary confidence.

It is, of course, advisable that the student should be taught as much as possible of the mechanism of the machine, and should also be shown how to clean it; and this when learnt should be done each morning before commencing work. It often happens that a small thing may go wrong which, if the typist knows anything at all about the machine, she can put

right at once, and so obviate the necessity of sending for a mechanic.

I think examinations are a great help in teaching. They give the student something to work for, and the teacher a definite idea of the course to pursue. I mean examinations such as are held by the Society of Arts, and the National Union of Typists, consisting of papers on various kinds of work, technical as well as scientific, and if in these examinations the student can gain a first-class certificate, it shows that she must have a thorough knowledge of typewriting in all its branches.

In order to ensure efficient training it is essential that there should be properly prepared and qualified teachers; but until recently there have been no means of testing the qualifications of those in our profession who undertake the training of pupils. Now, however, the Typists Union has established a teachers' examination, and only those who have passed this test receive proper diplomas. Therefore we can now be sure of efficient training by entrusting our pupils to such certified teachers.

At present I have only spoken to you about training in typewriting, but now I come to its twin study, shorthand, to which from the very beginning of her training the pupil should devote two or three hours a day. These two branches of the work should always be taken together; and so strongly do I feel on this point that I myself (except in very rare instances) never undertake to train a pupil in either subject separately.

From the very commencement the pupil should be trained to take dictation, and to transcribe this to the machine, which means type it in longhand. Even exercises should be treated thus, and great attention must be paid to the shorthand outlines being clearly written; the student will in this way imperceptibly grow accustomed to take shorthand in a business-like manner, and will do the transcriptions to the machine as a matter of course. This system, therefore, ensures practice in reading as well as in taking dictation.

One further point is the necessity of absolute regularity in carrying out this system of dictation: this is as important at the commencement of tne training as at a later period, for only in this manner can speed be acquired and increased.

Now as regards the matter dictated: again, as in typewriting, it should be taken almost entirely from actual notes, and these should be set out and transcribed from the first in their proper form. I must emphasise that accuracy in shorthand as in typewriting is undoubtedly the first consideration, and speed a secondary one; but where the writer has been accustomed to

dictation from the commencement, she will never feel at a loss even should her dictator be some words in advance.

Another point I propose to refer to is the charge that has been brought against typists—that many of them are incapable of keeping silent about their work, even rendering it unsafe to employ them when anything of a confidential nature is required. To this I can only say that if it were true, and in my experience it is not, such a state of things would reveal a very low standard of honour in those members of our profession. This is an individual, not a corporate matter, and of course isolated cases might occur. There are, however, practical reasons why as a general proposition a disclosure of confidential matters is most improbable if not impossible; I mean the rapidity with which work has to be got through, and the slender opportunity that any individual typist has of studying the subject which comes before her and the, in a certain sense, mechanical manner in which of necessity the work has to be done. But should a case of the kind be detected, the only remedy that can be suggested for so flagrant a dereliction of duty is, that the offender should be visited with prompt and condign punishment in the shape of immediate dismissal.

A thorough commercial knowledge of foreign languages is of immense value. I therefore always advise this study to be taken up in addition to shorthand and typewriting.

A pupil who has thus been carefully and practically trained in all branches of our profession can easily command a good appointment with a high salary. I, for one, strenuously oppose any of my pupils taking a post where a low rate of remuneration is offered.

In spite of all that is being said that the profession is overcrowded, I can assure you that there are ever vacancies for efficient workers.

Discussion.

Mrs. Marian Marshall, Examiner in Typewriting to the Society of Arts and London Chamber of Commerce, said: I shall confine myself to stating:—

(1) What, in my opinion, are necessary qualifications for women to possess *before* they begin to train for clerkships and secretaryships, and—

(2) The best way to set about training for these posts.

First, the prime essential is a good general education to form the foundation for the after specialised training to rest upon.

Speaking more particularly of the shorthand typist, because my experience during the last fifteen years having been gained almost exclusively in this class of workers.

Beyond and above a perfect command over the writing machine, so far as manual dexterity goes, a typist should possess the further qualifications of a sound education and a general up-to-dateness in reading, not books only, but newspapers and magazines; in these, again, not merely the news of the day but the more special subjects; say the Money Market page, for instance, and Reports of Public Companies. It is a fact that in these days of the woman worker not one in twenty of those who present themselves for training in our offices and commercial schools know the meaning of even ordinary Stock Exchange terms, while a balance-sheet might be Chinese for all the sense it conveys.

Included in general education I will place knowledge of languages as absolutely necessary; not modern only, but a knowledge, however slight, of Latin and Greek. The deciphering of scientific terms in hurriedly written manuscripts would be as easy as A B C, did the copyist know the source whence the words are derived, and the meaning of the root-word. For the higher branches of shorthand and typewriting, embracing as they do scientific and medical subjects, this knowledge is a very necessary qualification.

Another qualification is *Enthusiasm.*

I will not enlarge upon this. It must be patent to all here that no one can succeed in work unless they have some strong incentive driving them on, such as the actual need for earning every mouthful of food before it is eaten.

Youth is a qualification much insisted upon by modern employers, who like to get all the work they can out of fresh young material, but the dexterity of youth is not always accompanied by correctness; a good working dexterity can be arrived at by the alert middle-aged woman, which, combined with the experience and culture accompanying more mature years, overbalances the more showy performances of the young clerk.

I will now pass to the second part of my subject—Business Training. It is because I have had to pay so dearly for my lessons in the school of experience myself, that I would advise a careful business training for every woman who wishes to succeed, and who wishes to reach success by the shortest road.

On the other hand, too great dependence may be laid upon

routine training until every spark of originality is extinguished and the worker becomes a mere machine.

What is the best way to set about the training?

There are few towns in Great Britain without a typewriting and shorthand school established by private enterprise; both subjects are taught in most technical institutes, and in many continuation schools in connection with the School Board these subjects are favourites with advanced scholars. So much so that the London School Board has been obliged to make the conditions upon which young people enter on their study of typewriting more severe, exacting a previous knowledge of shorthand and power of transcribing correctly at a speed of at least forty words a minute; this rate, I am informed, is to be raised still higher in order that the best pupils may be selected for instruction on the typewriter. In addition to the above-mentioned teaching places there are the typewriting offices, where pupils have the advantage of seeing work in actual progress, and as they advance in knowledge they are allowed to participate in the work itself. This is a very important part of their training.

On entering as pupils in a school, pupils should see that there is a business training department or copying office attached, where they may apply in the case of actual work the rules and methods they have been assimilating in the school. This is a most important point, and should by no means be neglected.

I consider, and every practical typist will agree with me, that twenty hours a week for one year is not too much time to devote to the acquirement of the art.

(Mrs. Marshall then amplified the remarks made by Mrs. Hoster as to the proper school course to be taken.)

In both school and office pupils should be tested at various stages of their progress by examinations of varying severity. The importance of this cannot be too highly estimated. A pupil who, under the circumstances of stress and nervousness inseparable from all examinations, turns out neat and correct work, will not fail her employer at a critical and trying moment in actual work. It is an everyday occurrence in busy offices for clerks to be called upon to take dictation from a hurried client, and, no matter what the subject may be, *she* must be cool, self-possessed, correct, quick, and alert. A nervous operator is enough to madden a busy man or woman whose mind is wholly engrossed by the subject. In addition to the self-possession and coolness that frequent testing by examination

confers, a candidate will learn many things while she is being coached that she might possibly not otherwise hear of; she also gains in working test papers a foretaste of what will be required of her when at length she is launched on her business career. Cramming for examination is often condemned, yet in the cramming process, isolated and scattered facts become crystallised into a connected mass which will prove of immense value later on in directing the candidate's mind towards the general lines her study and her reading should take.

A training like this calls for special ability in those who take up this work of preparing pupils. Teachers in other subjects are expected to show some diploma or certificate testifying to their ability to teach, yet in this important branch of instruction a slipshod state of things has been allowed to come into existence which is to be deplored. To train for a teachership in a high-class commercial school ought to be looked upon as one of the most favourable openings for highly educated women, and one in which their talents will find a remarkable and gratifying outlet.

Mrs. Gordon Springett, in her remarks, mentioned a new machine for shorthand, and **Mrs. Holyoake Marsh**, of the Labour Association, alluded to the saying that had had frequent currency lately, that women were too old for work at forty, and introduced to the notice of the Conference the Labour Partnership system, and urged that women must do everything in their power to increase their commercial value.

Miss Ravenhill, of the National Health Society, dealt with the hygienic aspect of women's clerical work, and advocated proper recreation, and denied that hard work was incompatible with woman's physique.

Mrs. Hodson Bayfield referred to the need for teaching book-keeping to women clerical workers—a point in which they were often deficient; and **Mrs. Armitage,** from Sydney, said that women's position as to clerical work in Australia was very similar to those in Great Britain.

Mrs. Walter Ward and **Mrs. Holyoake Marsh** continued the discussion.

The **Chairman,** in summing up the discussion, said the speakers had all urged that the greater the number of qualifications in the clerical worker the better her work, but she suggested that instead of trying to cover everything, from book-keeping to heathen mythology, they should endeavour to specialise themselves in one branch of work. What was the good of being a gentlewoman if one did not aspire to the highest

posts, and to attain to the highest posts special qualifications were necessary. So she urged them to study the essentials, and then to specialise. The Woman's Institute was now trying to particularly train women in special branches of work, to give them stenographic training and practical knowledge of the working of organisations (as in the case of secretaryships). Women could do, and were doing, good work as secretaries, as was seen by the secretaries of the present Congress. She herself had had great difficulty in getting a private secretary. Shorthand writers came to her who had no practical experience of the line of work, and on the other hand university women applied who had no knowledge of shorthand writing. Let them recognise the differences between the wholly trained secretary and the ordinary clerk; the scale of pay must necessarily be very different in each case, and the personal qualifications also. But women might, just as well as men, begin on a small wage if they had hopes of rising to a higher, as was the case with men.

Miss Gradwell, **Mrs. Walter Ward**, and **Mrs. Hoster** also spoke.

AGRICULTURE.

(A) FARMING IN ITS VARIOUS BRANCHES AS AN OCCUPATION FOR WOMEN.

(B) TRAINING OF WOMEN IN AGRICULTURE.

COUNCIL CHAMBER, WESTMINSTER TOWN HALL,

MONDAY, JULY 3, MORNING.

MRS. TWEEDIE (Great Britain) in the chair.

Mrs. Tweedie, who presided, said: Agriculture is, or ought to be, a subject of interest to every one in the land, especially nowadays, when practically all its branches are open to women. To give some idea of dairy work alone, I would remind you that nearly sixteen million pounds sterling are paid out of this country every year for butter alone, to say nothing of the quantity made at home, and notably in Ireland, where, through the instrumentality of the Hon. Horace Plunkett, the people have realised the necessity of co-operation, the result being that the creameries established there five years ago are now thriving business concerns. Constant supply and uniformity of quality are essential. Although we have improved in England within the last few years we cannot compete with the foreign and colonial markets. In 1890, I believe, the produce of eggs and poultry from Ireland was £2,000,000.

For foreign eggs last year we paid four and a half millions in money, Denmark alone claiming £700,000 of that sum. Ten years ago no eggs were sent us from this little country, but the small farmer and cottager have learnt what a paying business a few fowls may be, and the egg collector goes his

round, and having secured a sufficient number, packs them most professionally in shavings, so that a broken egg is a rarity.

We who have prided ourselves on our Aylesbury ducks are now having that trade taken from us. Aylesbury ducks are being imported in thousands from Australia, where they are all properly examined by Government officials, and much better looked after than at home.

Many of our Christmas turkeys arrive in large crates from abroad, packed according to size, thereby saving much trouble to the salesman, instead of arriving in the mixed-up condition so often noticeable in England.

Cheddar cheeses come to us from Canada, and our Berkshire pigs return to us as bacon from Denmark.

Amateur farming is a thing of the past: to make farming pay to-day it is necessary to have good and well-ventilated buildings for the animals; to employ machinery wherever possible, because it is far more reliable than the uncertain supply of labour; to keep books in a thoroughly business-like way, and to look upon farming as a profession which must be thoroughly learnt, systematically carried through, and attended to in the minutest detail.

Although British women are doing much to try and improve our agriculture, much, very much more remains to be done, and therefore it is of particular interest to us to hear papers from experts employed successfully in various agricultural departments, both at home and abroad.

What Women may do through Agriculture.

Professor James Robertson (Canada).

SPEAKING generally the world over, more than half the human race get their living directly or indirectly by agriculture, that is to say, by the cultivation of land for the production of food and the raw material for clothing. Consequently the way in which agriculture is carried on has much to do with the well-being of humanity. Women might well take a larger interest and part in it for the weal of the race, as well as for the particular benefit of those who are now engaged in it.

Women excel in many of the qualifications necessary for particular branches of farming, such as dairying, poultry-keeping,

bee-keeping, silk culture, market gardening, and flower growing. They are able and willing to take trouble over little things, over details innumerable. By that path they reach success.

As co-labourers and partners with their husbands and families, women can do much to make life on the farms better worth living. I would not for a moment hint that any larger share of physical labour should be taken by them, but their keen minds, economical habits, quick wits, and genius for management can be of ever-increasing value as active members of the firm, if not the predominant factors in the farming by the family.

After all, it is the spirit and not the letter which giveth life.

The basis for attaining and maintaining prosperity in agriculture is built of the intelligence, integrity, industry, skill, frugality, fairness, and untiring energy of those engaged in it. Women have much to do with the formation of these qualities and with their exercise and application.

Let us take an instance of a phase in farm work in which the direct co-operation of women would be most beneficial.

In any field of growing grain some plants are more vigorous than others in the same field. Some plants are larger than others beside them. Some plants are earlier; and some single plants are more productive than others. Thus you have variation continually occurring. By selecting seed from those of them which have varied in desired directions (the best) and sowing it; and by taking again seed from those that succeed best next year and sowing it, continuous improvement can be effected. Of course there are instances where individual plants may be larger and more vigorous then others from exceptional causes. The droppings of a cow will make an individual plant here and there larger than others; but apart from these causes there are other plants which are larger and more vigorous than those growing around them.

Apparently some plants are larger and stronger and earlier than others because they inherited the power to overcome obstacles. No other quality inherited is worth naming in comparison with the power to overcome obstacles; and there is no evidence of the existence of that power excepting in having overcome them. This power of overcoming obstacles in a plant may be revealed in the taking possession of things through its roots and leaves, that it may organise those things into itself for its own highest development, and for better and larger usefulness through its life. The principle is applicable to all forms of life from the lowest to the highest, from the plant to the man and the woman.

There is the transmitted power to overcome obstacles, and in this lies the advantage of large plump seeds over small ones. The large seed gives the young plant sufficient nourishment at the critical period. That is all the quality of largeness in the seed does. From the same plant comes big and little seeds grown on the same stalk. The larger seeds contain more nourishment for the young plant at the proper time; and that gives the more vigorous growth.

The safe practice for the farmers is to select large and heavy seed from any strain which is of good quality for the market, and which has been productive on their locality. A still greater improvement than that is practicable. The selection of seeds from the largest, earliest, most vigorous plants as they grow would give the very best seeds from that strain or variety. The power to overcome obstacles which is in evidence in the largest and most vigorous plants is worth seeking in the seeds from such plants.

One day's work of selection when the crop is ripe would yield the farmer enough heads from the best plants for two bushels of cleaned seed. That should be cleaned thoroughly: and the small light seeds taken out by a stiff fanning and seiving. These two bushels (more or less) of selected seed should be sown on a plot of well-prepared fertile land. The crop from that will furnish seed for the general crop of the farm of that class of grain. It is important that that plot should be in the best possible condition for crop growing. The productive qualities of those selected seeds are improved by being grown on land which bears large crops. Before the crop from the seed grain plot is harvested, a selection of the heads from the most productive and vigorous plants should again be made.

These furnish the seed for the seed-grain plot the succeeding year. The seed-grain plot itself should be one on which a well-manured root or green crop or a clover crop, was grown the previous year. In a few years a farmer could grade up the strain of seed on his farm to yield from 10 to 20 per cent. more per acre. Even if he does not follow that systematic selection, if he sows only heavy, plump seeds, from the largest yielding crop he can find in his locality, he will derive very great benefit.

Moreover when the selection of large seeds is continued from year to year out of the crop grown from large seeds, there is an improvement in the quality of the crop as well as in the yield per acre. Mr. Zavitz reports an experiment in the selection of seed oats for six years in succession. The experiment was begun in 1893, by selecting seed from the general crop of Joanette oats of the previous year. The selection in each of

the following years was made from the product of the selected seed of the previous year. The following table gives the results of the average of the yields per acre. In the weight of grain per measured bushel, the average is for six years; and in the yield of grain per acre the average is for five years.

	Weight lbs.	Bushels.	Increase p.c.
From large lump oats	33·03	58	20
From small light-weighing oats	30·3	48·1	

The difference between the average yield per acre from large plump seed, selected out of the product of selected seed for six years in succession, is practically 10 bushels per acre more than the average yield per acre from small light-weighing seed selected out of the product of similar seed. The increase is more than 20 per cent.

Is not this a department of farm work in which women might be very fitly be called upon to take a leading share?

I can but give this one illustration of direct agricultural work for women, though there is much more to be said, especially as regards the fostering of minor rural industries. But apart from this, the influence of women in agriculture is unlimited.

The newspapers and the agricultural press do a great deal for the farmers. They help to content them with the comparative isolation which the nature of their employment imposes. But they can do but a fraction of what the women who live on the farms can do if these can but maintain a cheerful hopeful spirit, looking ever on the bright side of things; for as a people are helped in their hearts to be brave in the face of difficulties, so they prosper.

The press has been one of the main forces in the progress of civilisation, and has exerted an enormous power in the advance of that one branch of it which I have considered this morning under the name of agriculture. It has created and spread ideas and ideals by which individuals and nations live. That is what this International Congress of Women also has done; and by means of these it will help those who live on the land to get a better living and to live better lives.

Poultry Farming.

Miss Charlotte Trap de Thygeson. (Denmark).

(*Read by Fröken E. Gad.*)

I SHOULD not venture to claim the attention of the present audience if I could not show a satisfactory result of the small

business which I have been carrying on for twenty-five years. Danish agricultural farming has suffered considerably these last twenty-five years by transatlantic competition. Of late years the prohibited export of live stock has been a new trouble. Butter and bacon are our principal articles of export, co-operative dairy associations and pork-butcheries are thriving all over the country.

Poultry-farming and the export of eggs has of late years greatly increased on account of the lowered corn-prices. When I began my poultry-farm, twenty-five years ago, and connected it with an orchard and with a plantation of hazel trees, I naturally expected it to become a new source of income to me and my helpers. But the first year's business was not satisfactory. My stock was 1,000 hens, and the yearly brood 1,600 chickens and 300 ducks. Eighty thousand pounds of meal was consumed every year. The fowls ate like lions, but the income barely covered the cost of food and salaries. The trees were too young to yield fruit, and the soil was covered with heath.

The reason why I still continued my plan of running poultry and fruit farming together was that the manure fertilised the soil, and would in time return valuable fruit.

In planting an orchard it is not sufficient to trench the earth and plant strong, healthy species, the husbandry of the earth must also be considered. The best plan would be to grow potatoes on it for the first five years. The plough can easily be used, as the trees ought to be planted in straight lines with a space of six or seven yards between.

After five years it will be a suitable time for turning it into a poultry-yard. The hens save weeding expenses, and being insectivorous they rid the trees of many enemies. During the fruit harvest you will always find the poultry under the trees picking up insects that have dropped down. Add to this that the hens are fed on strong food, and that by spreading the manure they keep the soil rich, and you will realise the value of the poultry in the orchard. You might suppose that the soil would become less porous by being left untouched in the yard, but it is a mistake; in the richly-manured soil the earth-worms will multiply, and by their innumerable passages give access to the air. The moles, that feed on worms, come next, and with their strong broad feet they dig their way. The result of this proves how the best method can also be the cheapest.

With regard to the net profit per acre, planted as above, it must always depend upon the quality of sub-soil, the situation and the exposure of the land (a slope facing south would be pre-

ferable). The first five years the profit of potato crop will amount to twenty-three up to thirty-nine shillings per acre when rent, salaries, and manure have been paid, and work carried on economically. The fruit-harvest will be better every year until it gives, after the tenth year, an average profit of £10 per acre or more. One may expect great profit on fruit.

The profit of poultry will, as above stated, not be satisfactory if all the meal is bought. If one can manage to have the manure as profit this must be considered good.

Poultry-farming may be carried on with different aims. As prices for poultry stand at present in Denmark, the produce of eggs will be the most remunerative, and with this in view the Italian fowls have been the most successful.

After twenty-years' experience one is no longer in doubt about the most profitable way of planting orchards, but who can tell the future state of the fruit market if the importation of foreign fruit or the over-production of our country does not lower the prices so much that fruit must be replaced by some more profitable crop? I dare not express any opinion on this. No doubt it is safest to aim at producing first-class fruit and plant the land with a mixture of hazel and fruit trees alternately, which gives the future option of chosing either nut or fruit trees. To proceed with caution is here as elsewhere advisable.

I now take the liberty of mentioning some, financially speaking, negative results, but so far interesting, as they form proofs to the theory of heredity. For twenty years we have yearly hatched 1,600 chickens in incubators. The machines are my own make, and give 65 per cent. strong and vigorous chickens. With this result incubators are not to be despised. On the other hand, it appears that the animals' instincts suffer when the eggs have been hatched and the chickens reared artificially for eight or ten generations. With the instinct of brooding follows that of preserving the eggs, but when for several generations the hens have not been hatching, this instinct slackens, and we see cases where hens prove useless by eating their eggs. Also the hen has a special cluck of warning, in case of danger, to the chickens, so that if these have been reared for eight or ten generations without this parent language they run straight in front of hawks and rooks. As I have lost thousands of incubated chicken in this way, I have gradually gone back to natural hatching, especially in the case of fowls to breed from.

A paper was read by **M. Theunis** (Belgium) on the same subject.

Dairying.

Lady Georgina Vernon (Great Britain).

THERE is no doubt that the branch of agriculture which is pre-eminently women's work is Dairying. The work of the dairy farm can be carried out even on a large scale by women, with only the assistance of one or two labourers for the heaviest work. I think that it is a pity that in England so much of the work of the dairy farm in the initial stages—that is the care of the cows and calves, the milking, and daily outside routine of work—is left to men. This is very different in Scotland; there, very often the whole charge of the cow-byres is in the hands of women. They attend to the stock, feed the calves, and do all the milking, and I believe the same system is carried out in some parts of Wales. Now if there are any here who are going to take up dairying seriously, not as a plaything but as a profession, let me urge on them the infinite benefit they will find it if they can first of all make themselves thoroughly acquainted with the work of the cattle shed. Let them rear the calves, watching and caring for the young animals as only a woman can; for most women are born with an instinct by which they quickly notice early symptoms of illness, and also are possessed of the quick eye and sympathetic touch which are such aids in the treatment of sickness, and especially amongst young animals.

Milking is another branch of the work that I feel strongly convinced would do far better in woman's hands; and I know from bitter experience how difficult it is in England to get women to milk, but it merely needs the example and the steady determination to carry out the plan. In the large college for dairy students at Llewenni, near Denbigh, and also at the Lancashire county school farm, milking is thoroughly taught, and the pupils all have to pass an examination in it. These pupils are many of them preparing to go out as dairy-maids, or going to their own homes for the care of the home dairy. Our agricultural and technical education societies should come forward and offer prizes and scholarships for those women who are good milkers and who carry it out; for a great deal of the success of a dairy farm depends upon the milking being properly done.

Considering the work of the dairy in its manifold and most interesting branches, naturally one of the first questions that arise

is the all-important one, Can dairying be made to pay? And here I do most emphatically answer, Yes. The branch or line that should be adopted must to a great extent depend on the locality of the farm, for if it is situated near a large town undoubtedly the sale of milk is very profitable. Where as much as 10d. a gallon can be got for the new milk it pays well. Supposing, however, that the distance from a good milk market or from a railway station precludes sending away milk, what is the next best way of disposing of the produce of the dairy? Should it be by butter or by cheese-making? Though I should be very sorry to see butter-making slipping out of our hands, I think that the chief of the butter-making should be kept for winter, when a really profitable price can be obtained, and any price *above* 1s. 2d. is a *profit*. In the summer I should advise cheese-making. *If* a good market could be found, there is no industry so easily and profitably carried out as the soft cheese-making, such as is practised in Normandy. The easy labour, the small quantity of milk or cream required to yield a large profit, make this one of the most fertile and simple methods of dairy farming; but the crux of the matter lies in this, that many of the very best description of soft cheeses are almost unknown to the English market, and not asked for. But as there is no use in struggling against fashion, any more in cheeses than in millinery, let us seek a good American market. This is even in Normandy the great depôt for their cheeses. I know that many of the large exporters in Central Normandy send off as many as 5,000 a day during the season to America, both of Camembert and the more refined Pont Evêque.

Of English cheeses Gloucester and Cheshire naturally rank amongst the first, but both these entail so much real heavy labour in the lifting and the turning, that I would gladly see our women take to the smaller kinds. Wensleydale and Stilton, Eddish, Caerphilly, and Derbyshire, the truckle cheeses of Lancashire and Gloucestershire, are all cheeses of moderate size, ranging from 10 lbs. to 18 lbs.

But the difficult process of ripening cheeses requires far more care and knowledge than is often given to this branch in our English dairies.

There is often a good deal of misconception as to what cheeses can be generally made. There are so many kinds that people think can only be made in their own native country; but it is not so much the varying qualities of the milk as the method of handling it and the process of ripening which really determine the kind of cheese.

Summer is for many reasons the best period for cheese-making. There is more milk, the days are longer—a most important matter, because many of these cheeses demand from the first turning of the milk to the final putting in the vat a day of fourteen hours. In winter let the energies be devoted to butter-making. And here I would urge again upon the mistress of the farm: see to the feeding of your cows; let no turnips, no half-frozen cabbages or roots be given, to yield their harsh, rancid taste to your butter; but let sweet chaff and wheat flour or bean meal, with fresh good hay, not only the mouldy hay rejected by the horses and so often considered good enough for cows, but the best of the summer's hay be given. And then one more point; if you want butter that will all the year be of uniform colour and taste, use a separator.

There is of course a great deal to be said if there were time on *why* English butter so seldom can compare with Danish or Normandy, but I think a good deal is summed up in the one word "cleanliness," and I cannot too earnestly urge that the milk from all small dairies of under ten cows should be collected into large factories.

In conclusion, I heartily desire to see dairy farming more widely spread amongst English women, for the intensely interesting and out-of-doors work is to my mind one of those pure sources from Nature's font of health which is so near to us and so common that we do not often grasp the possibilities that lie within our reach of making a fair livelihood, with an independent and happy healthy life.

Poultry Keeping.

Miss Wilson-Wilson (Great Britain).

EVERY one here is no doubt familiar with the appalling statistics respecting the importation of eggs and poultry which decorate the pages of the introductory chapters of innumerable Poultry Manuals, and which crop up over and over again when newspapers are short of copy.

Importation will continue and may increase, but yet there will be abundant room for women poultry keepers. Our hope lies in the production of really reliable new-laid eggs and home-fatted chickens; and the success of importation shows us clearly that if we cannot produce and bring to near markets as cheaply

as those who have distant carriage rates to pay, we have still something to learn.

Our first duty must be to raise the standard of the British poultry supply, and so whet the appetite of the British egg-eating public that they, like our friend Oliver, will eagerly ask for more.

Our next duty will be to adequately supply the demand we have created. Thousands more eggs would be eaten by the British public if they were always quite sure of what they were eating, and large numbers of persons do not even know the real thing when they get it.

As to spring chickens, the very name is often a byword for birds whose limbs were apparently never intended for dislocating.

The irregularity of the egg supply in country districts is well known.

Want of enterprise also shows itself in the chicken trade. This spring our largest poulterer could not get a chicken at any price; he horrified my British soul by showing me frozen imported chickens which it paid him to sell at 3/6 to 4/- each. With an open field before us, we may well consider poultry farming for women from three points of view. First, for those women who have a limited time at their disposal, but who would like to add something to their incomes, and who take up the work to get, in this case, a legitimate pocket-money wage. Secondly, for those who wish to train in order to take situations as poultry managers. Thirdly, poultry keeping considered as a large commercial enterprise.

By far the largest increase in the poultry production of the country will come from the first class.

The degree of success will come according to suitability of land, amount of labour, food, and nearness to a market and managing skill.

All such poultry ventures must be considered in the light of a lucrative branch of farming or gardening, rather than as an occupation in itself.

I may say, however, that the small private poultry keeper may so train herself as to become capable of managing larger affairs, which she may not have capital to start for herself.

And when estate owners consider the poultry as a branch of farming worthy of their attention, we shall see many openings for capable woman as poultry managers. I may say here that I have been experimenting this season with some amount of success on artificial game rearing. Although I do not say that we shall ever have women gamekeepers, I feel sure that there

will be an opening for women to artificially rear pheasants and partridges, handing them on to the gamekeepers at a later stage.

The salary of a successful woman in this direction will be almost determined by herself.

Poultry keeping as a regular occupation for women presents a much more difficult problem.

In order to make a sum say from £100 a year upward from poultry keeping, an apprenticeship of some sort must be served. Money must be spent as freely on this as in college or hospital or other fees.

As a rule the better plan is for a girl to pay a fee in order to learn as much as possible from some who have travelled the ground before, both by attending lectures and seeing practical work, than to set up for herself in a very small way. As there are many branches of poultry keeping she will be led to determine which, under her special circumstances, is the most profitable. Capital must be at hand, and the establishment must begin in a very small way. Individual experience is indispensable, and a market must be found, and a connection secured, and a thorough practical knowledge of incubation and artificial rearing attained.

I do not know of any large poultry farm pure and simple conducted by women, but that of Miss Edwards, at Dursley, Gloucester, comes the nearest to the description. Miss Edwards started with small capital and graduated at the Reading College. Her farm comprises hutch and prize poultry, and she keeps none but pure breeds. Her chief business is in the sale of chicks of a day old, but she sells eggs for setting and stock birds as well.

There is no doubt that poultry keeping pays better if combined with the sister farming occupation. The best combination for a woman's partnership would be for a poultry keeper to work in connection with a woman gardener, or a dairy farmer, or with both. The tendency of things is towards co-operation.

In conclusion, poultry keeping is a business which requires infinite attention to detail, and personal supervision. It is a healthy occupation, and one which is particularly adaptable to women.

Stock Breeding.

Mrs. Virginia C. Meredith (United States).

Before proceeding to read Mrs. Virginia C. Meredith's paper on "Stock Breeding," **Mrs. May Wright Sewall** explained that the writer of the paper had a special claim to be heard. She had taken over her late husband's stock farm on his death twenty years ago, and had succeeded in clearing off a heavy debt with which it was then encumbered.

In her paper Mrs. Meredith said: Woman find live-stock farming peculiarly attractive, because the open market is the arbiter of values. A comely shorthorn, a tidy southdown, a fine horse—these, like a bushel of wheat or a ton of hay, sell on their merits, with never a suggestion that the price should be discounted because they were grown upon a farm managed by a woman—a discount firmly enforced when women compete in factories, stores, schoolrooms or elsewhere.

Women find live-stock farming an agreeable occupation, because of the sympathetic attitude, the helpful disposition of men engaged in the same profession, an attitude and disposition in marked and pleasing contrast to that of men in other professions. In the United States farming is not a new profession for women; indeed, there is scarcely a rural community but what contains notable examples of women who have, as widows, kept the home farm, maintaining its fertility, and securing from it an income wherewith to educate children, not infrequently giving to sons and daughters a university education.

Women find live-stock farming a suitable vocation, because the sex bias is as deep as life. And as maternity is the dominant feature of live-stock breeding, women instinctively have an aptitude for the management of conditions that should be extremely helpful in maintaining the health and profit of a herd or flock.

No type of agriculture can successfully present claims to consideration as a vocation unless it has the following three characteristics: it must be *permanent*, *profitable*, and *progressive*; lacking either of these it is not worthy of the dedication of first-class brains.

But the chief charm of live-stock farming, especially as a vocation for women, is found in its quality of being *progressive*. It has been said, and with some truth perhaps, that grain

farming debauches the mentality of the farmer, but certainly live-stock farming offers a keen challenge to mental vigour. One who maintains a flock of registered sheep, a herd of pure-bred cattle, or high-bred horses, will never experience monotony, for such a one will never master the possibilities which nature and science hold out in most alluring fashion.

All the gold and silver mined in the whole world in one year would not be sufficient to pay for the butter and milk produced in that year by the cows of the United States alone. The dairy products of the United States in 1897 were of the value of four hundred and fifty million dollars (£90,000,000). It is when one looks on the commercial side that one feels identified with important affairs if engaged in maintaining and improving the cattle of the country.

Naturally the first question that arises when live-stock farming for women is being discussed, is: How shall one get a farm? In the United States the question is easily answered. The inheritance laws give to the daughter an equal share with the son; a woman may inherit a farm, she may inherit money with which to buy a farm, and, indeed, she may earn a farm under the Government homestead laws.

It is a matter for congratulation that schools and colleges of agriculture in the United States are advancing in a practical direction; it is now possible for a young woman to be taught intelligently the principles and practices of farm management, from horticulture and gardening to dairy and animal husbandry. During the past year I have observed a class of 125 students (one-fifth young women), as they heard the lectures and saw the demonstrations in the Department of Animal Husbandry; the lecture-room was especially constructed for the purpose; the seats rise in tiers, as in a theatre, each chair being provided with a rest for the note-book; upon the stage or platform below were brought on succeeding days creditable specimens of the different pure breeds of live-stock. Occasionally, for purposes of comparison, inferior specimens of native stock were exhibited before the class. One could not wish for a more attentive and interested class as the Professor of Animal Husbandry graphically described the characteristics of each breed, giving its origin, history, and aptitudes, and at the same time opening up a view of the extensive literature belonging to the subject. Later students were required to name points of excellence in special animals, and give reasons therefor, and thus in time become able to determine at a glance not only the breed but the quality of the individual. Who will foretell the influence

of this instruction? Who will estimate the addition thus made to the young woman's appreciation and enjoyment of the country home and the business of farming? Who shall say what new vistas open to the woman who has had this instruction and who is thereby fitted for participation, or at least sympathetic interest, in the business of her husband or her brother—or, shall we say, for the management of her own farm?

Bee-keeping for Women.

Miss L. A. Dunington (Great Britain).

As a minor industry bee-keeping is profitable, and forms a valuable adjunct to horticulture and agriculture. It is perhaps the only outdoor rural pursuit which does not compel the operator to work during the bleak winter months, or whenever the weather is ungenial. The time when much attention is required is limited to a small, and that quite the best, portion of the year. This in itself commends it as an occupation for women.

We have in this country many instances of successful women bee-keepers, and in America, where practical agriculture is in advance of other countries, some extensive apiaries are owned and managed by women.

Mr. W. H. Harris says in his article on "Honey and its Products," which appeared in "The Journal of the Royal Agricultural Society" in 1897: "I may say that some of our most successful and enthusiastic bee-keepers are ladies—members of the British Bee-keepers Association, or of county associations affiliated thereto—many of whom secure splendid results from the management of their hives. I therefore would direct the special attention of farmers' wives and daughters to this last fact, and indeed to the whole subject of bee-keeping."

And Mr. W. A. Withycombe, expert for the Kent and Sussex Association, says as follows, in the report of his tour during the spring of 1897: "It gave me great pleasure to find so many apiaries in good order generally, and showing evidences of careful management particularly among the lady members."

Women have certainly taken a greater interest in apiculture during the last few years than previously, if one may judge by the increase in the numbers of women candidates who present themselves for the expert certificates granted annually by the

British Bee-keepers Association. These certificates, three in number, embrace the whole subject of bee-keeping, and can be gained by the average student in about two years.

The necessary outlay for the training would in most cases be moderate, but this would vary according to circumstances. It would, of course, be impossible in England to make anything like a living out of bee-keeping alone, but many daughters who are compelled to live at home, could eke out most substantially their dress allowances, and at the same time enjoy a healthy occupation; for the fact that it *is* a profitable industry must not be overlooked. Indeed, I believe no form of live stock can be made to yield so good and quick a return for so small an outlay.

That the demand for honey exceeds the supply is proved by the fact that during 1898, £24,533 worth of honey was imported into this country from abroad, and during 1892 the value of the imported honey reached the enormous sum of £62,727. And when one comes to consider that the general public prefers British honey to foreign because, as a rule, it is less adulterated, and also because it is superior in flavour and medicinal qualities, it is easy to see that bee-keeping ought to be profitable.

In spite of the large importation, the consumption of honey per head in this country is far below that of any other country in Europe or America.

Amongst those who keep bees on a small scale, there is frequently a difficulty in disposing of the produce, especially in districts where it is impossible to rely on local custom. In these cases a co-operative system might be adopted, with great advantage both to the consumer and producer, for it would then be possible to place on the market only the most attractive honey. The honey of inferior colour could either be converted into honey vinegar, or fed back to the bees in lieu of syrup.

There has been considerable agitation amongst some of the leading bee-keepers to bring down the price of honey, their argument being that all table luxuries are cheaper than they were, say fifty years ago, and that the price of honey should be reduced in proportion. This on the face of it seems fair, but, so far, the British public has benefited very little by these reductions, for the retailer remains conservative, and still sells at the old rates. Thus, if the producer sells his honey at 6d. per lb., the retailer sells it again at 1s. per lb. and pockets 100 per cent. profit.

I cannot do better than hand on a piece of advice which was

given to me by a well-known bee-keeper. "Get for your honey as much as you can." Personally I can always dispose of my honey at from 10d. to 1s. per section.

As to the possible profits. Taking good seasons with bad one usually reckons to get at the very least £1 per hive clear profit. Of course, in exceptionally bad seasons the profits would probably not quite reach this sum, but on the other hand in good seasons they would far exceed it. For instance, it is not very uncommon for a strong stock to yield as much as 160 lbs. of honey in one year. This sold at the extremely low rate of 6d. per lb. would realise £4.

Starting in a small way with a capital of £4, one might lay it out in the following manner :—

	£	s.	d.
Two good stocks at 15s.	1	10	0
,, modern frames—hives at 15s.	1	10	0
Small extractor, smoker, veil, and other sundries ..	1	0	0
Total	£4	0	0
Possible returns in a good season, 60 lbs. honey from each hive, at 6d. per lb.	3	0	0
At least one swarm	0	10	0
Total	£3	10	0

Nearly 100 per cent. is not a bad interest on the initial outlay.

Please remember that in giving the above figures I have erred on the side of undervaluing the profits.

In bee-keeping, as in other industries, it is always wisest to begin in a small way, and increase one's stock with one's experience. Beginning on too large a scale without a previous knowledge of the subject is the chief source of failure.

The British Bee-keepers Association and the county affiliated associations, by means of bee literature and free lectures, are spreading wide the modern and humane methods of bee-keeping, and the certificated experts sent touring by them once or twice a year make it possible for all to have help and advice who need it.

Not only do we wish to increase the supply of honey, but also the consumption. Honey may be used not only to take the place of jam or butter, but in cooking in the place of sugar, in confectionery, mead making and vinegar.

It will be expected that I shall say something of the drawbacks of bee-keeping as an occupation. I will frankly do so—

(1) The question of stings. (2) Control of bees—swarming, etc. (3) Diseases. Making full allowance for all these points, I still maintain that among our minor industries none offers so intellectual, so interesting, and so profitable an occupation for women as bee-keeping.

Mrs. Margaret A. Caine (United States) then read a paper on "Silk Culture," which unfortunately has not been received by the editor.

Ostrich Farming.

Mrs. Hirst Alexander (New Zealand).

My interest in ostrich farming was first aroused by a visit I made to a farm of this character in New Zealand in 1894. I was surprised to find how easily the birds were managed and the small number of hands required to carry on the work. The sight of the sub-manager's wife helping her husband to denude the ostriches of their feathers, and the knowledge I then acquired—that the feather-room was superintended and the packing of the beautiful crops almost entirely done by a woman—have caused this industry to present itself to me over and over again as one in which women, in these days, when they are turning their attention so earnestly to agricultural pursuits might well and profitably engage.

I had an opinion that ostrich farming might be established even in England—the southern and warmer parts of course; but Mr. Sclater, secretary of the Zoological Society of London, has pronounced against me in this matter, but as the Rhea (the South American ostrich), whose feathers are sent largely to the United States and Europe, has been not only acclimatised successfully in Somersetshire and Wiltshire but has thriven and bred, and been sometimes left out in the snow and not killed—this opinion from one whose authority in such questions is indisputable, has convinced me rather against my will. Everybody knows the old adage, "A woman convinced against her will," &c.

But whether ostrich or rhea farming can or cannot be established industrially in this country, it is, I believe, an occupation which women may advantageously pursue in many parts of Greater Britain, Europe, and America. Ladies are constantly going forth with fathers, brothers, husbands, or alone to our great English Colonies. To these, to our friends

of the warmer parts of the continent, to our cousins of the New World, and to all who are interested in the utilisation of land and the development of new industries for women, I address this paper.

And yet ostrich farming can hardly be called a *new* industry for women. I find that so far back as 1875 an English lady, the wife of a French advocate at Algiers, commenced ostrich farming in the vicinity of the town, but I do not think the pioneer's enterprising example has been largely followed by other ladies.

Africa is the native country of the ostrich, but it has been proved beyond question that ostrich farming may be prosecuted with success elsewhere besides in the bird's native land. Messrs. Mosenthal and Harting in their work "Ostriches and Ostrich Farming," state that the Southern Provinces of Russia, Portugal, Spain, Italy, Greece, West Australia, New South Wales, Queensland, Persia, the Ottoman Empire, the northern parts of British India, Brazil, some parts of South America and of the Southern United States offer to a great extent many of the conditions which experience has shown to be requisite for breeding and successfully domesticating this profitable giant bird. New Zealand is not mentioned, but that colony has also been proved to possess suitable conditions for the cultivation of the ostrich; moreover, the birds in New Zealand are singularly free from diseases to which they are subject in Africa, and their feathers compare well with those from other countries.

Though originally the shyest and most timid of birds, a complete change in their nature and habits has been wrought in a few years. They are most adaptable creatures, and are as easily farmed as any of our domestic animals.

There is a little obscurity as to the exact year of the first attempt at ostrich farming, but the initiation appears to have taken place in Cape Colony in or about the year 1865, but it did not engage serious attention till 1877. In 1880 everybody rushed into ostrich farming, it having proved a kind of new diamond or gold discovery. The usual result of such sudden "booms" followed, the supply became in excess of the demand, and the prices fell. In 1891 they began to rise again and have remained steady ever since.

Dairy farming can be most successfully carried on with ostrich farming. Cattle can eat the coarser grasses and graze well after the birds; and as Mr. Wallace, another writer on this industry, says, "The prices of the feathers being dependent upon

the whims of fashion, and so somewhat uncertain, farmers should provide more than one string to their bow, and adopt ostrich growing as one branch of industry and not as a sole means of livelihood. Again, decided advantages accrue from annual change of stock, and the profit per bird is greatest when the ostriches are not in excessive proportion to other stock on the place."

As the most up-to-date information I can get on ostrich farming in Australia in relation to values, I may say that the proprietor of a farm near Sydney has given to a writer on the subject, in the *Agricultural Gazette* of New South Wales for 1899, the annual product from each bird, well and properly cared for, and not knocked about, as worth from £10 to £15, and thinks the prospects of the trade there are promising.

As to the cost of stocking, prices are reasonable. The birds lay from twelve to sixteen eggs per season and sit twice in the year, hatching on a average nine out of twelve—not to speak of the incubator—so it will be seen the natural increase is rapid.

The Education of Women as Agriculturists.

Mlle. Florence Deler, Headmistress at the Normal Training School for Teachers in Bruges (Belgium); Teacher of Dairy Work; Member of the National Society of Dairy Work.

IT must be admitted that up to the last few years little was done in Belgium for enabling girls to earn their living outside those conditions of servitude which the position of governess, music teacher, etc., necessarily entails. In France there are some very prosperous printing offices which employ women exclusively, except for porters' and other menial work. There are also in Paris schools for advanced studies where women may, without passing through the university, obtain instruction in physical and natural sciences, for which they often show a more pronounced aptitude than men. A few months ago I visited the "Station de Semences" (Depôt for Seeds) in Zürich, Switzerland, where all the work is done by women who, according to the Director of the establishment, acquit themselves to perfection. Technical instruction is as much in its place in agriculture as in the arts and the trades; even more so. Agri-

cultural schools for young men have been in existence in Belgium for a long time; ten years ago there were no similar institutions for girls.

Government first of all made an effort to raise the dairy industry, a branch of agriculture which in Belgium is altogether in the hands of women. The Minister of Agriculture—admirably seconded by M. Proost, the General Director of Agriculture, M. Detreyst, Inspector of Agriculture, M. D'Hont, Director of the Laboratory of Courtnai, and other scientists—has recourse to two means of propaganda which logically supplement one another: *Lectures* and *Schools of Dairy Work*.

The lecture courses comprise from six to fifteen consecutive lectures for each district. The subjects treated in these lectures are: the advantages of co-operative dairies, the feeding of cattle, stable hygiene, the composition of milk, different systems of skimming and churning, cream separating, etc.

The lectures were held in a very large number of villages; during six years, between 1891 and 1896, 1,659 lectures were given in 292 different places. These lectures were very successful, and produced excellent results.

The establishment of a temporary dairy school for a period of three months is generally granted at the request of the Agricultural Board, with the pecuniary aid of the State, the province, the parish, and the Agricultural Board of the district, where teaching is both practical and theoretical. Classes are held on every working day, two hours being given to theory, and four hours to practical work. All pupils are non-resident, and go home to their parents every evening. The maximum number of admission is limited to sixteen pupils, the minimum being ten. Admission is free, pupils having merely to get at their own expense such accessories as may be necessary for the classes.

The teaching staff consists of (1) a director, who has charge of the classes of agronomy, and the care of cattle; he has the whole material organisation of the school under him (preliminary choice of premises, the purchase of milk, products, &c.); he overlooks the practical work, controls the regular working of apparatus and instruments; finally, the question of finance is in his hands; (2) two lady teachers of dairy work, who are resident at the school. They have to give lessons in dairy work and housekeeping, and to direct the practical work of the pupils.

Note: Twice a week the farmers of the district in which classes are held are invited to come and see the apparatus at work, and to observe the advantages of new systems.

Between 1891 and 1896 125 courses of lectures of three months' duration have been held, and more than 1,275 certificates of competency have been issued in connection with them. Besides, about twenty regular courses of thirty days' duration have been held.

These two institutions—the lectures and the itinerant schools—supplement one another logically. As a matter of fact, the lectures, by proceeding from village to village, have introduced new processes of dairying, and the itinerant schools coming after them put into practice those rules which the lectures have laid down, and proved the excellence of the teaching by their example.

These two methods of instruction have had the happiest results; in fact, since 1890 more than 6,000 cream separating establishments and about 125 co-operative dairy farms are carried on in the land.

At about the same time that the teaching of dairy work was initiated, the Government also began to attend to special agricultural instruction for girls. In 1890 M. de Vuyst was charged with working up the question, and he published a report on that occasion.

Since that time about ten housekeeping schools have been established in various parts of the country. As most of these schools are due to private initiative their organisation differs a good deal in different establishments.

If they desire a Government subsidy they are bound to adopt the curriculum prescribed by the Department of Agriculture.

In order to make sure of the curriculum being carried out according to the author's intentions, Government has ordered manuals to be prepared by specialists in accordance with the curricula of those branches on which no suitable works are in existence. These manuals, eighteen in number, are at present in preparation and will appear very shortly.

In view of the brilliant results obtained by the teaching of dairy work, what may we not expect from the agricultural schools? The girls who have been trained in these useful institutions will be perfect housekeepers and model farmers' wives, who, by their influence on their husbands, their children, and their farm servants, will contribute largely to the well-being of the farmers, and will make their homes happy. They will make their hearths and rural life generally attractive; they will prevent the desertion of the fields for the benefit of the towns. In a word, they will do their part to elevate agricul-

ture, and they will indirectly relieve the agricultural crisis which has brought ruin to so many farmers.

Those women who do not marry will be able, thanks to the technical education they have received, to find employment in the dairying industry, and in this way earn their living honourably.

It is greatly to be desired that agricultural household schools should be established in all agricultural districts so that farmers' daughters could receive both practical and theoretical instruction; in fact, an education which will efficiently prepare them for their future duties.

Dairying Lecturers.

Miss Bibby (Great Britain).

ALTHOUGH my subject is announced as "Dairying Lecturers," it is so difficult to treat of lectures on dairying apart from the practical teaching of dairy work, that we are really about to consider both methods of giving instruction in this subject. Almost every lecturer is expected to be able to take classes for practical instruction, and almost every teacher of butter- and cheese-making may be called upon to give lectures on her subject.

By far the greater part of the dairy instruction of the country is given under the authority of the county councils. It is true that the Education Department also permits the teaching of dairy work both in day and evening schools, but the highest grant obtainable is not sufficient to induce many schools to take up the work even when the necessary appliances, together with a teacher, can be freely obtained in the case of evening schools, from the county council. In my own district only one evening school took dairying as one of its subjects last year, and even in this one case the instruction was given in the form of lectures to a large class of boys and men.

It is much to be deplored that dairying, especially in the form of practical classes, cannot be more generally taken in the evening continuation schools for girls and women. Even apart from the practical value of the subject, which in rural districts is very great, butter- and cheese-making may be so taught as to have very considerable educational value. The fastidious cleanliness, too, which must be the rule of the dairy pupil can hardly fail to be extended to other branches of her work.

The county councils have given much attention, and have spent large sums of money in spreading throughout the country a knowledge of improved methods and theories. Travelling lecturers and travelling dairy schools have become so general that I need give little time to the description of their work. The lecturer is usually the pioneer, being sent into villages which have not for some time, if ever, received any instruction. The first visit usually arouses mingled enthusiasm and opposition. It is dangerous to hint that any given person herself requires instruction, but, with judicious management, few are unwilling to help in the reformation of their neighbours. The usual method of procedure is for the lecturer to remain one week in each village, lecturing in the evening in the school, and during the day, if required, visiting dairies and seeing any who desire special advice. In my own district, when more convenient, the lectures may be taken one night per week for five or six weeks.

If the first course of lectures proves successful, the next season will find either a second course of lectures or a practical class proceeding. Practical classes usually last ten days, the pupils every day doing either butter- or cheese-making, and having also some theoretical instruction, whose amount will vary with the time possible to be given to it. The "educational ladder" of the dairy world leads next to the fixed dairy school, of which there are many in various counties. The best pupils from the village classes will usually have an opportunity of winning scholarships giving six weeks residence and instruction at some such institution.

As to the value of the work thus done there has been much controversy. Some, expecting results more quickly than seems reasonable in view of all the circumstances of the case, contend that, since much English produce is bad, and since few English farmers show any eagerness for instruction, the work of the county councils has been wasted.

This, one is hardly inclined to admit. Progress may be slow, but certainly it exists. We are often assured that the butter entering our local markets is steadily, if slowly, improving in quality, and we know too that by our instruction the labour of many an over-worked housewife has been reduced, and many girls find pleasure and interest through their increased knowledge in the work which was formerly nothing but dreary drudgery.

We have little doubt, too, of the value of our classes in stimulating interest all round in agricultural matters. We can,

and do lend books, papers, etc., which are much appreciated, and even the mere presence of a stranger with whom to discuss matters has an awakening effect.

It is to be regretted that all counties do not open their agricultural scholarships to women as well as to men. In my own county there is sometimes not one applicant for the agricultural scholarship open to farmers' sons, while several of our girls would be glad to extend still further the valuable knowledge they have gained at the Midland Dairy Institute.

For the training of lecturers on dairying very ample provision is now made.

Both the Midland Dairy Institute and the British Dairy Institute provide special courses for dairy teachers, who not only give complete instruction in the actual dairy work and in the science subjects required, but also give some training in teaching.

This is most necessary, for skilful butter-making by no means involves skilful teaching. Some knowledge, however small, of educational theory is immensely helpful to the dairy lecturer. If she desires to be of the greatest possible service to the greatest possible number of her pupils, she can afford to neglect nothing which may widen her sympathy and increase her understanding of life and character.

Among many other excellent dairy schools, that in connection with the University College of North Wales, at Denbigh, may also be mentioned. Many dairy lecturers owe much to the excellent teaching and extreme kindness of its Principal.

There is much pleasure and interest in the life of a dairy lecturer. The charming friendliness of her students, the opportunities of observing so many types of character, the exceeding beauty of the country in every season, and the quaintly interesting little villages are a continual delight.

The Lady Warwick Hostel.

Miss Edith Bradley, Warden to the hostel (Great Britain).

THE two perplexing problems which now are ever with us, and which the nineteenth will leave (as a legacy) to the twentieth century for solution, are the depopulation of the country and the surplus million of women. It is a subject engaging the earnest attention of thoughtful men, and the first part of it has

for weeks occupied the columns of one of our largest daily papers.

Various solutions have been offered, but it seems to me that the one which promises to be most successful and far-reaching is to bring women back to the land, to settle them on it to cultivate and produce the common necessaries of daily life. When I say "women" I do not mean *any* woman indiscriminately, nor "the woman in the street"; who is becoming as much a type as "the man in the street," I mean the woman of education and mind, who can bring her culture and her "trained capacity" to bear on this grave question.

That the training is all-important is a point which cannot be too strongly and repeatedly urged. Men spend years in qualifying for the professions they take up. Why should women imagine they can become experts by instinct?

It is because Lady Warwick fully appreciates the necessity for a thorough and systematic training in all the lighter branches of agriculture, that she determined to obtain this as the initial step for those students who should join her agricultural scheme for women.

At Reading College, with its important agricultural department, liberally subsidised as it is by the Board of Agriculture, the necessary theoretical teaching was, so to speak, ready to hand, and the Council of that college agreed to provide this scientific training and to recognise the Lady Warwick Hostel as a place of residence for women students.

The hostel itself is a large house, very bright and airy, and affording accommodation for twenty-seven students. To the Lady Warwick Hostel the Maynard Hostel has just been added, and this will take from twelve to sixteen extra students.

The fact that in less than a year the full complement of women should have entered the Lady Warwick Hostel, and that already some five or six are admitted for the new session, which commences in October, seems to show that a want has been supplied. The amount of ground belonging to the two hostels is about forty-four acres; this is chiefly used for horticultural purposes, though a considerable portion of the field is set aside for poultry. Having a south aspect, and being on a gravel soil, it is admirably adapted for this purpose.

According to the present curriculum, two years of thirty weeks each is occupied in obtaining the necessary training, during which the practical and theoretical work are taken together; this is followed by fifteen weeks of practical work only. If the examination is passed satisfactorily, a certificate,

given under the Oxford and Reading joint boards, is granted to the successful students.

The Lady Warwick Hostel students are arranged into two principal groups, horticultural and dairy, while either group can take in addition poultry- and bee-keeping. Lectures and demonstrations at or in connection with Reading College take up a large proportion of time, but from thirteen to sixteen hours weekly are devoted by the horticultural students to practical work, either in the hostel garden or at Calcot Nursery, where they work regularly every Monday afternoon. The dairy students do their work at the British Dairy Institute attached to the college, and afterwards they go on to the farms.

The horticultural students are divided into two companies, each under its own captain, one company being responsible for the front garden, the other for the back. The work at the hostel is directed by a very clever and experienced gardener, and what has been done is admirable. Hundreds of bedding plants have been raised for planting out, chrysanthemum and other cuttings very successfully propagated. The tomatoes (outdoor and in) and cucumbers show promise of an abundance of fruit, whilst a small mushroom bed, 20 feet by 4 feet (Cutbush's spawn) has already yielded 90 lbs. in 7½ weeks. In addition to the gardening for the community, each student has her own plot, 36 feet by 6 feet; this she trenches, digs, sows, and looks after entirely herself. A prize will be given for the best one after the annual inspection. That part of the field under cultivation has plantations of young fruit and nut trees, stocks and briars for budding, whilst the border along the south wall of the No. 1 Extension will afford a grand place for tomatoes and additional fruit trees.

In this field also are to be seen the poultry runs. At first the stock consisted of a pen of buff Orpingtons and another of Houdans, twelve in all, and now about two hundred chickens and ducks have been reared, and arrangements are being made for a great increase in this direction, as both eggs and table poultry find a ready sale. Two rabbit runs and another for ducks complete this department, whilst in a corner of the field two stocks of bees denote the commencement of an apiary.

I will conclude my paper with a few remarks of special reference to the students. Much diversity of opinion prevails as to the class of women admitted to the Lady Warwick Hostel; indeed, I have been asked if they are criminals. I am happy to say they are not: those admitted thus far are gentlewomen, mostly the daughters of professional men, that is to say, exactly

the kind of women whom Lady Warwick, with her gracious, tender sympathy, wished to be able to benefit. Personally I am proud to be the first Warden of these women, who are the pioneers of this movement, because I believe that they will prove themselves worthy of the great cause they represent, that they will be able to make an income in some one or more of these branches of agriculture, that they will help to revive rural industries, and to bring renewed life and vigour into the depopulated country districts, provided they remember always the motto of our hostel, *Labore Vinces*.

Women's Agricultural Associations.

Mrs. D. E. Armitage, Hon. Sec. National Council of Women of New South Wales.

SINCE its commencement in 1894, I have been interested in the Women's Silk Growing and Industrial Association of New South Wales. I can give you a history of this venture. It was formed in Sydney four years ago, under the auspices of the Dibbs Government. The idea was to assist the women of the colony to obtain some means of livelihood which would be healthy, congenial, and profitable. The light agricultural arena was suggested, and all information that could be obtained tended to show that seri-culture was an occupation specially suitable for women, and that the climate and soil of New South Wales were congenial to the mulberry tree. Accordingly land was obtained at Wyee, about seventy miles from Sydney, at a cost of £185 for forty-six acres, and about one thousand mulberry trees (of the *Morus alba* variety) were planted by the women on the place. The Dibbs party having gone out of office, a deputation waited upon the present Premier, Mr. Reid, in June, 1895, and asked him to continue the subsidy which had been promised by Sir George Dibbs. It was then reported that the Association had spent £850 of their own money, which had been raised by shares, and £200 of the Government money in opening up the land. Six women were then on the farm, and they had grown oats and strawberries and had also personally wire-netted in the seven acres which had been cleared, to keep bandicoots and wallabies from eating the young trees. The strawberries that year were a failure on account of the drought which commenced in 1895, and which has prevailed almost ever since. It was then proposed to irrigate the land

for strawberry growing, but this intention was not carried out for lack of funds. On account of the continuation of disastrously dry seasons, the idea of these smaller products has been given up for a time, and in 1897 the farm was leased for three years in order to give the mulberry trees time to fully mature, and at the expiration it is hoped to make some experiments in silk rearing, so that all who run may read.

Last February some members of the committee went down on a visit of inspection, and in spite of the long prevailing drought found the place looking fairly well, although 1,000 fine young mulberry cuttings had perished from the heat. Some ramie plants which we had obtained from the Department of Agriculture looked well and flourishing. Two incubators have been purchased, and there are two hundred head of poultry at Wirawidar (which means Woman's Land, and is derived from two aboriginal words), and a complete set of apiary appliances are also on the place. The honey is beautifully clear and good, and the bees do not seem to suffer from the dry season. As ramie fibre is now being cultivated with such success as to rival silk manufactures, and is used commercially in paper-making as well as for yarn and many other things, great hopes are entertained that this will be a paying industry in the future, it being anticipated that the work of stripping the bark and degumming the fibre could be successfully carried out by women and children. We have now opened about fourteen acres of land at Wirawidar, and when I tell you that the trees which have to be cut down are of enormous size, and grow close together, you will understand that this is no easy task as well as an expensive undertaking. We have spent something like £1,600 on the place, and in spite of the drawbacks and discouragements met with, which are principally due to the climate of New South Wales—and I wish some one could invent a new one for us—we still venture to hope that the trial may be a successful one.

Several ladies have lately started poultry farms in the vicinity of Sydney. I met one just before leaving Australia. She said that though the work was hard, it was pleasant and healthful. Her farm consisted of six hundred head of poultry, and thirty dozen of eggs were dispatched weekly to one of the Sydney clubs. Another lady is doing well with bees, and yet another with growing vegetables, and in making jam out of fresh fruit from her own orchard.

From the foregoing you will see that light agriculture as an employment for women has been launched in New South

Wales, and I have no doubt that in the near future many will follow the example. May they all flourish and prosper more and more as every year goes by!

Lord Templetown gave an account of the National Agricultural Union of Great Britain. He said the National Agricultural Union was started by the late Earl of Winchelsea in 1893, with the object (1) Of securing the co-operation of all connected with the land, whether as owners, occupiers, or labourers, for the common good. (2) To promote and advance the best interests of agriculture, and with that view to frame and to watch over measures affecting the agricultural interest, and to take such action thereon, both in and out of Parliament, as may seem desirable for the benefit of agriculture.

Since it was started, nearly five hundred branches have been formed, a very large majority of which are actively doing their duty to-day. It is this association which many ladies in the United Kingdom are desiring to actively support, and a Women's Central Branch of the National Agricultural Union has lately been created, and two country branches in most important centres will soon be in operation. The object of the women's branches is, 1st, To strengthen the National Agricultural Union by enrolling as many men and women as possible; and 2nd, To promote to the utmost of its power measures of co-operation and combination which shall benefit all three classes interested in agriculture.

This organisation would not be giving women votes, but by joining it they will attain an influence of no little value and power, seeing that they will be a branch of the National Agricultural Union, in which already over sixty thousand voters are enrolled. The office for information is 30, Fleet Street, London.

There has been inaugurated lately the National Poultry Association, under the presidency of Viscountess Cranborne, and the Women's Branch of the National Agricultural Union have decided to at once do all they can to co-operate with that Association, as they have been asked to do, and to form branches of the National Poultry Association. This latter body is formed for the purpose of encouraging and developing the production of the best qualities of poultry and eggs in the United Kingdom, and bringing producers into more direct communication with the retailers, thus establishing a better system of marketing than the present, which compares unfavourably with that of foreigners.

From what I have said, I think it would be evident to you

that at least in this country the absolute necessity of organising the agricultural interests is becoming gradually recognised. But much, very much, in my humble opinion, remains to be done; and from what I have observed in this and other countries, I know of nothing more promising for agriculturists than this determination of women interested in them to do all they can to help them; and last, but not by any means least, to try and awaken to an adequate sense of their peril, for want of sufficient organisation, the men to whom farming is often the only source of income. I would ask the permission of the Women's International Congress to be allowed to congratulate them most heartily on the success of this meeting, and I feel all agriculturists are deeply indebted to them for our instruction and pleasure from the presence of such distinguished representatives from various countries, who may well feel to-day that they have done a real and lasting service, not only to those who are here, but to agriculturists throughout the world, by supplying the latest expert evidence on the most important branches of agriculture.

The National Agricultural Union is contemplating holding an International Agricultural Congress next year, and I hope, if it is held, many papers as interesting as those we have heard to-day will be given to the public, as it is by means of such interchange of information that agriculture in all countries will best be able to advance and improve, and be most likely to succeed in overcoming difficulties and combating diseases of all kinds to which plant and animal life is liable. When one comes to consider that the largest industry on the face of the globe is agriculture, it is more than surprising that it should be allowed to languish in any part of the world even for a day; but so it is and so it must be if agriculturists are not properly organised and up and doing. I hope this meeting will have the effect of rousing agriculturists in this country to the importance of their work for the good of humanity and the benefit of this country.

HORTICULTURE.

(A) GARDENING AS AN EMPLOYMENT FOR WOMEN.

(B) TRAINING OF WOMEN AS GARDENERS.

COUNCIL CHAMBER, WESTMINSTER TOWN HALL,

MONDAY, JULY 3, AFTERNOON.

The Very Rev. the DEAN OF ROCHESTER, in the chair.

Dean Hole, in presiding, said he thought the cottage or allotment garden a great antidote to drink. As a profession for women, gardening was eminently suitable. The men had not the refining taste and skill of the other sex, and in grafting, pruning, and the finer work, women were pre-eminent.

Gardening as an Employment for Women.

Mrs. Tubbs (Great Britain).

SOME twenty years ago I took possession of an acre of rough pasture land, which I intended should be converted into a pleasant garden surrounding the house that was in course of erection. Information as to treatment of soil and planting suitable to a somewhat exposed situation was obtainable from experts and amateurs. But from nursery gardeners, whose

main idea was to lay out the plot in flower-beds; and neighbours, who suggested a kind of billiard-table arrangement, with a view to lawn tennis, I could glean no hints for forming a "paradise" (as our English forefathers called a garden) such as I contemplated. My modest enclosure did not warrant application to an eminent landscape gardener, and I could find no one in my neighbourhood to carry out my notions of a suburban garden. Recourse was had to the architect, but neither himself nor any one could indicate the artist I was in search of. It then occurred to me that architects and surveyors who have the laying out of large building estates with plots of a quarter of an acre to three or four acres would do well to employ ladies as landscape gardeners. We might then expect to see these plots turned into something more pleasing to the eye of the general public, and more interesting to the occupiers, than the conventional sameness and tameness which we observe in so many villa gardens. Such employment would be very suitable to the daughter of an architect, as her work would lie near home. She could adapt the style of the garden to that of the house, or to suit the taste of the occupier. I inquired if any lady had taken up the beautiful art of landscape gardening, but without success; for, at the time I am speaking of, the talented lady who is "Landscape Gardener to the Metropolitan Public Gardens Association" and also to the "Kyrle Society," had not made her professional appearance. So I determined to be my own gardener. I had during the previous fifteen years acquired some practical knowledge of gardening on a very small scale. With this experience, and diligent study of standard works on landscape gardening, combined with memories of picturesque sites and their treatment in different places on the Continent and in England, I set to work with measuring rod and tape, and from very rough designs (for I am no draughtsman) I managed to make an intelligent jobbing gardener comprehend and carry out my ideas. Earth moving, improvement of soil, tree planting, turf laying, and other garden operations, I directed, and for the most part superintended. In nearly all weathers in which garden work can be done by men, I was able to be present. Whilst thus employed I often reflected what a healthy, enjoyable, and as I opined—and as time has proved—profitable occupation this one of gardening might be to women. In this connection I did not omit the consideration that work such as digging, wheeling barrows, tree planting, and staking, etc., needed, generally speaking, the thews and sinews of men. However, in the late

Anna Howitt's charming memoir, "Six months with Frederika Bremer," which appeared about the year 1866, I recall a description of women from the province of Dalecarlia in Sweden, who were employed as jobbing gardeners, doing all the heavy work, habited in the picturesque and practical costume of their native district. Within the last few days I learned from a Swedish lady who is attending the Congress that the Dalecarlian women-gardeners are commonly employed both on private estates and as day labourers, and that to them is assigned the care of graves in public cemeteries. There also came into my mind novelettes by that exquisite German writer, Adalbert Stifter, which contain idyllic descriptions of ladies successful in market-gardening and farming. I may add that it is within my knowledge that identical instances might be quoted of our own countrywomen at the present time. Stifter's *Studien* (as he called them) appeared about fifty years ago; their purport shows remarkable originality and boldness when we compare it with the current views of female employment in Germany at that time.

For many years past our girls have been accustomed to active exercise in the open air. Of recent years a considerable increase of out-of-door sports, games, and exercises, notably the ubiquitous bicycle—has taken place, to which one may no doubt attribute the tall stature and fine physical development of Englishwomen which is a common subject of notice at the present day. Robust, healthy young women, to whom out-of-doors employment is more congenial than the desk or the sewing-machine, and who desire, whether for a maintenance or other reasons, to devote themselves to gardening, cannot fail to secure for themselves a happy, wholesome, and profitable existence.

But let it not be supposed, because a few amateurs have succeeded with their own gardens, that the woman who intends to take up gardening as a profession can dispense with thorough training. No one is more thoroughly aware than myself of the imperative need of special training for this, as for every occupation that is to be the business of life.

To refer once more to my own experience: want of skill in every branch of the work I attempted—from my futile endeavours to *dig* up Jerusalem artichokes without slicing them, to the loss of time and waste of labour incurred by my rule of thumb procedure in the formation of a garden—made itself severely felt. To any woman desirous of taking up gardening I would say: "Let your arithmetic equal that

required from a seventh standard scholar in our elementary schools; add mathematics, including at least plane geometry; free-hand drawing; botany; for the rest, technical skill and garden management must be acquired under a professional gardener. A knowledge of foreign languages, notably French and German, will hereafter be of use should the opportunity of foreign travel—a very valuable adjunct to your studies—come in your way.

Within the last ten years, I have had the happiness of seeing my views on gardening as an occupation for women realised. The women's branch of the Horticultural College at Swanley, Kent, has already sent out certificated students who are occupying good positions, public and private; while some are employed at ladies' schools and colleges, others at institutions.

In commending the useful and beautiful art of gardening to the attention of educated women, I conclude in the words of the French poet:—

> "Les arbres, les rochers, et les eaux, et les fleurs,
> Ce sont là vos pinceaux, vos toiles, vos couleurs,
> La Nature est à vous; et votre main fèconde
> Dispose, pour créer, des éléments du monde."

Discussion.

Mrs. Emma Shafter Howard (United States): The conditions of soil and climate in California combine to make it the "epitome of the whole United States." Its population (sparse as it now is) represents peoples from all races and nations. It is easy, therefore, to speak from the "international standpoint" upon the subject of Horticulture as a generic term—not so easy to confine the subject to the work of a particular sex or race, since people from every country under the sun have aided in the development of Nature's gifts and share in the results which have made California the great fruit-producing country of the world. To these many lands I bring international greeting, and voice the earnest call of my State to the young men and women of these northern countries to bring to us more and more their economic methods of work, their habits of thrift and industry, their home-making capacities, and find in return a soil ready to their hand, a genial climate, freedom of opportunity, plenty of room, a quick response to patient and intelligent industry. A state nearly one thousand miles long and two hundred wide cannot be crowded into a ten-minutes'

paper, not even from the standpoint of woman's work in horticulture.

Its dual chains of mountains from north-west to south-east enclose wide-reaching valleys from western sea to eastward Sierras, and the beneficent tempering of the heat by the breath of the trade winds from the sea helps to give every degree and variety of soil and temperature requisite for a varied range of semi-tropical products. But with it all men and women must work with brain and hand, just as husbandry always demands the world over. The very prodigality of nature may work its own destruction unless conserved and directed.

I have with me a large collection of letters, reports, statistics, etc., covering various lines, such as, for instance, our fruit shipments, their increase from 1890, when 34,000 tons (2,000 pounds to the ton) of green deciduous fruits alone were shipped, and an increase of 70,000 tons of the same in 1898, with citrons and dried fruits, canned fruit, nuts, raisins, vegetables, wines, &c., in proportion.

There are many women managing fruit farms, olive orchards, silk culture plants, nut orchards, and flower gardens for profit, who, while benefiting themselves, are contributing valuable results to Boards of Trade, of which they are becoming members.

There are cases where women have become salaried managers of farming properties where men have failed to make ends meet, who, by reason of careful and intelligent mangement and close attention to details, have won success. There is no better way to get at the spirit and letter of work and workers than to face them. I shall therefore phonograph, so to speak, the voices of women whose work is representative, and who should be here to speak for themselves.

Mrs. Harriet Strong, of Southern California, writes:—

"I only know horticulture by practical experience in directing and financing the business. I directed the planting of 220 acres of land, putting out between 16,000 and 17,000 trees and plants in three years' time. My shipments this year have been seven cars of English walnuts, from an orchard of 150 acres (twenty-five miles of trees), eleven cars of oranges, and 160,000 pampas plumes to Germany. This pampas plume industry was discovered by a woman of California, and was chosen by me as a means of receiving quick returns from my land while waiting for the growth of my walnut trees. Fifteen months after the grass was planted the plume crop from twenty-eight acres sold for 4,000 dollars. I have 150 acres of alfalfa land,

upon which I have drilled artesian wells. This I am engaged in piping to 1,000 acres four miles distant, to be used in vegetable gardening, for consumption in Les Angelos and eastern shipment. I have petroleum bearing lands, where I am to direct the drilling for oil wells. I mention these facts to show that mental work and financial judgment may be employed by a lady in the great world of business.

"These different enterprises are conducted on over 1,300 acres of land. A friend of mine manages 2,800 acres of land and another 400 acres planted with deciduous fruits in the northern part of the state. I will suggest that the Horticultural College of Swanley send a colony of practical horticulturists, in charge of graduates, from their colleges to settle upon at least 2,000 acres of land in California, and open a similar training school for instructing our people in scientific methods in the deciduous fruit belt."

"Rather this happy wayside flower!
To live its happy hour
Of balmy air, of sunshine, and of dew,
A sinless face held upward to the blue."

INA D. COOLBRITH.

Mrs. Elise P. Buckingham, of Vara Valley, Sacramento County, Central California, writes:—

"In 1878 the first woman pioneer in the raisin industry began her work in Fresner. Her tests and experiments, her discoveries in sulphuring vines, methods of packing are imitated to this day, and her noble example opened the way for other women.

"The efforts of a few far-seeing women have demonstrated the feasibility of silk-culture, and all that it needs is fostering. In smaller ways women are supplying the markets with the small fruits, and also wild flowers, as the masses of colour upon our street corners attest."

Mrs. Theodosia Shepherd, of Southern California, writes: "I have been working with the Cosmos nine years, bringing it from a simple flower two inches and a half in diameter to flowers from 4 to 5½ inches, changing and bringing into existence innumerable shades of colour and forms of flowers. Esetollzia, the floral emblem of the State, I have worked with four years, and have developed it into one of the finest novelties ever offered, flowers of deepest orange, measuring from 4 to 5½ inches in diameter." She has brought the tree begonia to about eight feet in height, and says of them: "They are

hybrids, crosses, my own children truly. When I see that the desire for perfection is in all things, from lowest to highest, our lesson is plain; the same law governs the flowers that governs the human."

Seed-raising and export is to be a leading industry. One who has a farm of five hundred acres writes that, "While dry years and hard times will come, it is a good business for women if *one attends closely to it.* There are girls who have started in business with a bag of poppy-seed and a rough box, who after four years of effort have ten greenhouses devoted to roses for San Francisco market. They are at work early and late, attending to all details themselves. In exchange for the offer I make of my letters, reports, and statistics, which I have not time to give here, I invite opportunity to learn from your great experience, and by fair exchange and interchange *realise* the "International Idea."

In closing I quote the words of a leading horticulturist:—

"The gift of the fruit interest in California is not alone the wealth which can be calculated as the value of outward shipments, not alone the wonderful accretions on the county assessment rolls of improved property. The greatest gain is to the State in the line of higher citizenship, and, in fact, it is this acquisition which has made all other gains possible."

The following letter was read:-

To Miss F. R. Wilkinson.

"DEAR MADAM,—Your letter of March 28th, asking about women who have done something in agriculture and kindred pursuits, was sent to me from State University at Berkeley (Cal.), with a request that I reply.

"There are a good many women engaged in the cultivation of land, but I believe I am a pioneer in that line, and have the largest fruit orchard of any woman in the world; this was planted and superintended by myself. I have marketed six hundred tons of fruit in one season, all of which was grown on trees I planted. It has been said that women never measure by feet and yards, but by fingers, being unable to comprehend anything else. It may be quite as difficult for men as well as women to comprehend tons of peaches, apricots, cherries, &c. It will make it easier if I tell you that it would take a train of fifty cars to transport that amount of fruit, if packed for shipment to the Eastern markets, as we pack and send to New York and other places, across the thousands of miles of moun-

tain and desert, and sometimes across the sea to your markets in England. All the six hundred tons of which I speak were not sent at one time, nor was it all sent fresh, part being dried, so the length of the train was much less. Besides the cultivation of fruit, I have several hundred acres of land devoted to grain and pasture, making in all nearly one thousand acres, all of which I have personally superintended. I hope you will not think me quite egotistical in speaking of myself. I do not know of any other way of presenting facts that I suppose you wish to learn. I have been urged to go to London in June, but fear I cannot do so.

"You will realise that the work I have done has necessarily involved much care and constant attention, attended by many disappointments and experiences for which I have had to pay, and yet, as I look across the fields of grain ripening for the harvest, and the long lines of orchard trees that stretch across the valley, and are bravely marching up the hill-sides, where sleek cattle are feeding, or lying under the great oak trees, I forget all but the pleasure it has been to me for the fourteen years I have passed in the effort to make 'life worth living.' If I can tell you anything further I shall be pleased to do so.

"Very sincerely yours,

"ELISE P. BUCKINGHAM."

Forestry and Village Improvement.

Miss Mira L. Dock (United States).

THE subjects of village improvement, of forestry and allied interests, are at present engaging the activity, not only of club women interested in civics, but are of deep concern to the State Boards of Education and of Agriculture throughout our country. In many instances our Governors in their annual messages draw attention to these matters, our school teachers have done noble work voluntarily, and organisations devoted to these ideas are found in every State.

This general interest has developed from different causes, has been stimulated by those who have possessed a sincere love for the localities where they have lived, and is based upon the fundamental idea that the extension of population is indefinite, while the land acre is a fixed fact; that not only the beauty but the material prosperity of many towns is ruined by the

unrestricted encroachment of the builder upon land that should be reserved for rest or recreation; that forests, whether of economic or æsthetic value, should be under the protection of the State or National Government; that streams must be preserved from dangerous pollution; that places of great natural beauty, of special hygienic value, or historic interest, should be regulated by a regard for the common welfare; that, in short, our country is our heritage, and it depends upon ourselves whether we leave our mark as caretakers or destroyers.

This general interest has now assumed four definite forms: the local, the municipal, the State, and the national; the first two offering special opportunities to women trained in the arts of gardening, of landscape gardening, and in at least the elements of sylviculture and forestry.

In all our States we have agricultural colleges, most of them with departments of horticulture, and in the great majority of cases with exactly the same opportunities for women as for men, but among more than 4,000 students last year a very small proportion were women, and, for some inscrutable reason, in the agricultural school most widely known in the Eastern States, not one woman student in the department of horticulture; while at the same college more than 20,000 teachers, the large majority women, were on the list of applicants for the valuable bulletins published by this institution on what is known as nature study, studies of bird, insect, and plant life for use in elementary schools.

As there were no students of forestry in our country until we had forest reserves offering positions to young men, we hope that opportunities for employment will attract from the overcrowded profession of teaching to the uncrowded profession of gardening.

First the local form, known in its simplest expression as "village improvement," dates it corporate life from the year 1853, when Miss Hopkins, of Stockbridge, Mass., persuaded her fellow-citizens to form an Improvement Association, which planted trees, built roads, improved the sanitary condition, and in various other ways made the Stockbridge of the present not only a beautiful and interesting town, but one which has been the model for hundreds of others in all parts of our country. Among the subjects in which much practical work is being done, in some instances by single clubs, in others by State organisations, are, the improvement of rural school grounds, roadside planting, the protection of native plants, destruction of weeds, village and roadside fountains, city school gardens, city

tree planting, play-grounds, and open spaces. Since the institution of a national Arbor Day, when our school children plant trees, and have more or less ceremony over the day, a constructive, planting spirit has immensely developed with us. All the work mentioned is very well done, but it would often be much better done by specialists, than by amateurs who have interest and enthusiasm, but no knowledge of tree culture or landscape art.

The second, or municipal form, also dates from the year 1853, when Central Park in New York was created, and under this head are grouped the play-grounds, park-ways, and parks of our large cities. The tendency to create elaborate artificial works is fast disappearing, and now the aim of our landscape architects is to preserve the characteristic in any locality; to largely use native trees and shrubbery to produce, whenever possible, broad and restful effects, based upon topographical study.

But all villages do not have improvement associations, nor, as yet, all cities parks; so to protect and preserve desirable tracts of land until there was special jurisdiction for them, there was organised in Massachusetts, in 1891, the Trustees of Public Reservations, a society chartered to hold in any part of that State "beautiful and historic places." The first gift of land made to this society was by a woman, Mrs. Tudor, in memory of a child whom she had lost. Another gift of great value and beauty near the sea coast has recently been given as a memorial, and as a rule these donations of land have the proviso attached that they "shall be maintained in a natural condition."

This protective spirit also exists in Canada, where the city of Quebec finds that the historic ground without its walls, the "Plains of Abraham," where England won Canada, will soon revert to its owners, a religious order, who will receive tempting offers from builders, as the ground is desired for suburban houses. If you could stand on that plateau and look out over the majestic river, the St. Lawrence, then turn to that plain shaft, bearing on one side the word "Montcalm," on the other that simple inscription, "Here died Wolfe, victorious," you would feel it was not the place for semi-detached villas.

A further development of the general interest in these lines of protection and improvement was the formation, in 1897, of a national "Park and Outdoor Art Association," whose purpose is to promote the conservation of natural scenery, the acquisition and improvement of land for public parks and reservations,

and the advancement of all outdoor art having to do with public or private grounds.

Two women writers have done much to create a better feeling on these matters, Mrs. Robbins and Mrs. Van Rensselaer.

Among the subjects presented last week at a meeting of the Association were three which convey an idea of how we are trying to bring these interests home to every one in all classes :

"Outdoor art in school and college grounds."

"The improvement of home and factory grounds."

"How to interest children in our highways and public grounds."

In the third and fourth forms the same principles of protection are broadly applied to State and National lands, where there are now two forms of reservations,* those created by special enactments and usually called parks. In the Eastern States these include Niagara Falls and other places of interest, and in the West (held by the general Government) the Yosemite Valley, Mount Rainier with its glaciers, and the Yellowstone with its geysers and cañons. The women of Colorado are now trying to rouse general interest in State protection of their archæological treasure, the cliff dwellings of the old Indian civilisation, and in the Province of Ontario is the Algonquin Park of one million acres of primeval forest and lake.

In the Western States the general Government has, since 1891, been withdrawing from sale large tracts, until there are now forty forest reservations, with a total of 45,000,000 acres, almost as large an area as that of England and Scotland.

Within the last year three Schools of Forestry have been opened, one in Southern California, with a six months' course, to train forest rangers ; one in North Carolina, on the Vanderbilt estate, with a one year's course ; one in New York State, at Cornell, with a four years' course. The work of women in promoting forestry interests has been officially recognised in America as of value, and just as the forestry cause has brought students into the field, we hope that the other interests mentioned will draw more and more women into the lines of horticulture and landscape work, so that we may realise the prophecy that "landscape art will be the national art of America."

* Under general enactments are held the true forest reserves, as yet existing in two only of the Eastern States, Pennsylvania and New York.

The Training of Women as Gardeners.

Miss White, of Alexandra College, Dublin.

I AM afraid that an exceedingly unfortunate selection was made, when I was asked to speak on the "Training of Women as Gardeners," I, who at best am but an untrained amateur, and who, unfortunately, have further increased my disqualifications by straying from the paths of horticulture into those of higher education, a journey by no means beneficial to a gardener. Much therefore that I am about to say will, I fear, seem to many of my hearers unprofessional and unorthodox; it can scarcely be otherwise. "Was im Menschen nicht ist, kommt auch nicht aus ihm," and nothing, alas! can come from me except the views of a very humble working gardener.

On one ground only do I feel that I have a right to speak on this subject, and it is that of a life-long interest in it. Nearly twenty years ago, before I was perplexed, as now, by the problem of finding "openings for women," I had arrived at the conclusion that women ought to be gardeners, and a friend of mine and I drew up, and had printed, a short paper embodying our views on the subject.

This paper was, as far as I know, one of the first, if not the first attempt definitely to formulate the theory that gardening was a suitable profession for women, and that they ought to be regularly trained and prepared to enter it.

From my childhood women gardeners have appeared to me to belong to the natural order of things, for one of my earliest recollections is that of a garden managed and tended by my mother, assisted by her forewoman. It was only as my knowledge of gardens extended that I learnt that this was not the usual arrangement.

I take it for granted that we are all agreed that gardening is a suitable profession for women, and that we need not therefore discuss this point, but may proceed at once to examine the question how the best preparation and training for the work can be given. In order to do this it will be necessary for us to consider for a little the nature of the work that is to be undertaken, and the kind of candidate that it is desirablet ot rain for it.

There are many different branches of gardening, which include market gardening, nursery gardening, job gardening, and

gardening in a private situation. It is to the latter branch that I shall chiefly direct attention, for, in the first place, I am best acquainted with the qualifications needed for it, and further, it seems to me that this is the direction in which employment is most likely afterwards to be found.

In speaking of training I shall therefore assume that the special post for which preparation is being given is that of head gardener in a private situation. I should start with an entrance examination, the important function of which, to my mind, would be to discover whether the candidate had any genuine taste or liking for horticulture. I should reject all whose enthusiasm reached no higher point than that of "not disliking the subject" or "knowing nothing better to take up," or, worst of all, taking it "because it was easy and they had failed at everything else." Whatever road candidates of this kind take, it is not likely to bring them anywhere near success, but I can think of none that would bring them with more fatal directness to the abyss of failure than gardening. A tradition exists among gardeners that their craft can only be worthily practised by those whose hearts have been touched by gardening fire; be this as it may, we may at all events feel certain that no one will ever garden well who is without the suspicion of a spark of any such fire.

The entrance examination should also test such knowledge of chemistry, botany, and geology as it is thought desirable that an intelligent gardener should possess, but once a student has entered a horticultural college her all-too-limited time should be devoted almost exclusively to the subject that she has come there specially to learn.

Some of the time-tables which I have seen, and which are mapped out with the intention, I presume, of preparing practical gardeners, fill me, I must confess, with feelings akin to dismay. In one I find four hours a day devoted to practical work; in another, two. As I read this allocation of time, the advice of the botanist de Candolle to Mrs. Somerville comes forcibly to my mind, and she, be it remembered, was not being prepared to be a professional gardener. "I advise you above all things to see the plants at all their ages, to follow their growth, to describe them in detail, in a word, to live with them more than with books." If such an apportionment of time to practical work as I have mentioned is intended merely to arouse an interest in horticulture and to give amateurs an idea of its possibilities, I do not quarrel with it; but if, on the other hand, there is any idea that at the end of a course such as

this students will be fit to be head-gardeners in good places, it can have, it seems to me, but one end, that of bitter disappointment. Think for a moment what the requirements are for such a post as this. The supply of vegetables, fruit, and cut flowers must be continuously kept up all the year round, and not only this, but crops must be ready for a given day—the early fruit and vegetables for a race meeting perhaps, the late supply for an autumn shoot. Good gardeners have told me that the growing of crops for a particular date is one of the most difficult branches of their work, and they have also added that in large places more gardeners have lost their situations through inability to comply with these requirements than from any other cause.

Much knowledge is required to attend properly to the stove house, for any negligence or ignorance would be attended there by serious if not irreparable loss. The flower-beds near the house must be gay during the greater part of the year, the shrubberies well kept, the herbaceous border, planted with well harmonised colours, must be flowery at most seasons, and if the owner is interested in gardening there will be, in addition, the rock garden with its collection of miffy Alpines, the bog garden with its marsh and water plants, and doubtless some speciality, onocyclus, irises, or the like.

There may be some of my hearers who see nothing formidable in this; to them I can but say that it is only those who have had practical experience of the work who have any idea of the knowledge, care, foresight, and observation that are required for its successful accomplishment. I am afraid that the most copious notes, which might even have been supplemented by two-hour trips to the garden, would avail but little in grappling with requirements such as these.

In a garden the press of present work is generally so great that there is much danger in forgetting the future, and to do so is fatal. To guard against this I think it essential that the student should during her training get some idea of the strain that she will afterwards have to meet, and also that she should become fully conversant with the sequence of garden work. This she cannot possibly do unless she lives in the garden. In my own gardening days, at busy times, twelve hours a day practical work was often insufficient, and I fancy that my experience is common to most women who manage their gardens.

I find it said of Miss Hope, a great Scotch gardener, that "she was in her garden early and at work there late, working

as hard as her men, and doing everything much better than they did."

The owner of the best English garden that I know is a woman. She is in her garden before the men, and she works on after time with them till late in the summer evenings. Women cannot possibly hope to make their way in any profession unless they receive as good and thorough a training for it as that which is given to men. Let us consider for a moment the preparation that is deemed necessary to equip a man for the post of head-gardener.

Mr. Moore, the Curator of the Royal Botanic Gardens at Glasnevin, has kindly furnished me with the following particulars of the training given in good gardens to men. We assume that we start with an intelligent lad. The course extends over a period of from five to six years, during which time the hours of practical work in the summer months are from 6 a.m. to 6 p.m. The pupil begins as garden-boy, when he crocks and cleans pots, and carries potting material to the sheds, and does rough watering under direction. After six months or so he will be allowed to do coarse jobs himself. After a year, if he goes on well, he will be given the charge of a house, and will be taught to thin fruit and to stake and tie plants. In the third year he will be shown how fruit is borne, and will be allowed to follow the pruner as nailer and tier, he will also be given better class work outside to do, and he will have to attend to the kitchen-gardens and pleasure-grounds. During this year he may also be given charge of a small department, and he will have to look after the forcing and heating, and he is allowed to handle the orchids and choicer stove plants. During the fourth year he has the grapes and the fruit department under his charge, and is entrusted with the pruning. He is also shown how to arrange plants and cut-flowers in the house. At the beginning of this year he will probably have been made assistant foreman, when he will be responsible to see that others carry out properly the operations that he himself has learnt in the previous years. In the fifth year he is ready to take a foreman's place, and when he has had a year's experience as foreman he will then be ready for a place as head-gardener.

This is what is thought necessary for men. What approximation do we make to it in the training we give our girls? We are careful to teach them botany, chemistry, geology, and physics, with such a modicum of horticulture as can be compressed into from two to four hours' practical work a day for

one or two years; and from this we expect the same results as from the training that I have sketched. Comment is needless, unless indeed we allow Professor Huxley to speak, and to say, as he did to the boys of our public schools, "There you shall toil, or be supposed to toil, and yet you shall fail to learn what you will most want to know directly you leave school, and enter the practical business of life."

I am apprehensive lest the expression of my convictions on this subject should give rise to misunderstanding, and that I might be supposed to be antagonistic to women's horticultural colleges. Nothing could possibly be further from being the case. I feel that we are under the deepest obligations to them, for it is mainly through their instrumentality that the gardening profession has been opened to women. They have had the hard task of hewing through the thicket of convention and prejudice, and if all is not yet perfect, the defects are largely due to the difficulties that they have had to contend with. In illustration of this, I may mention that entirely practical courses would not, as I am told, meet the requirements of the county councils, whose scholars are sent to horticultural colleges, nor, if they were adopted, could grants be earned from the Science and Art Department, which are so important to the finances of the colleges. We can only hope that horticulturists may in time be able to get the county councils and the Science and Art Department to recognise the claims of their science, and the need of having it taught practically, and, above all, to see that a practical knowledge of it does not come as a natural consequence of an elementary acquaintance with five or six other sciences. Sir Michael Foster speaks truly when, in his paper on Irises, he says, "There are more things in the plant and in the soil than are dreamt of in the latest philosophy of the newest botany." This is so. There are things that books cannot teach, which must be learnt from constant association with, and observation of, plants.

Some published examination papers that I have come across, headed "Science of Horticulture" have caused me no little surprise. I find in them such questions as these:—

By what characteristics are the following orders of plants distinguished: Cruciferæ, Leguminosæ, Umbelliferæ? Give the names of three common genera belonging to each.

To what order would a plant with the following description belong: "A complete flowered polypetalous plant with five petals and numerous stamens inserted upon the calyx, a pistil of numerous free carpels, and a juicy fruit?"

By what experiments would you show the extreme sensitiveness of root tips to gravitation ?

If these questions had been given under the heading Elementary Botany I should have no quarrel with them, but I ask any gardener in the room what on earth they have got to do with horticulture? Horticulture means, as we all know, the culture of a garden.

I showed these papers to a botanical friend of mine and enlarged on my grievance against them as a horticulturist, to which he replied, "After all, it doesn't so much matter about horticulture, but the really annoying thing is to have botany hocus-pocussed in this fashion." Apparently then, this so-called Science of Horticulture is as little pleasing to the botanist as to the gardener. It has always struck me as anomalous that an intimate knowledge of the best books on gardening would give little or no help in answering most of the examination papers on horticulture that I have come across. We neglect garden literature far too much in our horticultural education. I was glad to see that in an American horticultural college garden literature forms part of the course, but I have found nothing corresponding to this in the English syllabuses that I have looked through. I am jealous for horticulture. Those of us who realise, even in some small degree, all that a knowledge of it implies must resent this serving up of snippets of another science, and calling them by its name.

Horticulture seems to me to be somewhat in the position of certain authors who are so surrounded by commentators that they are in danger of being lost sight of themselves. We make most careful and elaborate scientific preparations for coming to the garden, and then we seem to get little, if at all, beyond the gate, and yet it is abundantly worth while to enter and to tarry.

"A garden," it has been truly said, "is a beautiful book writ by the finger of God." The object of this paper has been to urge that in the pages of that book the future gardener will find the best preparation for her work, and to ask that she should give to them the study they so richly merit, and which they will so amply repay.

Market Gardening and Fruit Growing for Women.

Miss Mitchell (Great Britain).

THERE is no reason why women should not be as successful as men in this branch of the profession, both in starting and carrying on a business. There are three things which are essential; first, capital, which unfortunately generally heads the list in most undertakings; intelligence, and lastly, business capacity.

A woman can succeed, bringing these qualities to bear on it, as well as a man; and she ought to do better than some men whom we see thriving on it, who begin in a small way and sell unhappy looking cabbages, limp rhubarb, etc., but gradually work up, without having any education, or money, or interest. The reason is that they go on in dogged perseverance, denying themselves all pleasures, and in the end, if steady, succeed. Therefore why not women who can bring knowledge of the world and its requirements to their aid, as well as culture? That market gardens are wanted all over England is an undisputed point, all being agreed on that; but, should any one doubt it, let him look at the list of imports and see the immense quantity of fruit, flowers, and vegetables which come from all parts of the world to our little England, where there are acres and acres of waste land, and hundreds and hundreds of both men and women starving, though ready and willing to work and live honestly, yet from some reason cannot. How many poor ladies who might well work thus! The great difficulty of course is to start a concern of this kind, where they can be employed, if unable to share in the expenses.

Capital is not to be done without, however small—which sounds as if those without money could never undertake it; but I advise those who have learnt gardening to lay by money for this purpose out of the salary they receive as gardeners in any place they may take at first, for they will not only lay by money, but experience by so doing.

I have a scheme to propose at the end of this paper which will, I hope, take; but if any one should undertake this work alone, I recommend her to have women as gardeners, except for the very heavy work, such as digging, and wheeling heavy loads of which no woman should do much.

A market garden, in its true sense, is really to grow everything—flowers, fruit, and vegetables—that can be wanted. But unless for good local trade or to supply one shop entirely, this is doubtful work, without there be a great many acres under cultivation. Otherwise it is a better plan to grow a few things in larger quantities.

Of course the greater the output the greater the return. So also must the quickness of the return be considered; for instance, say the result at the end of one year, on three acres of strawberries (early sorts, such as Royal Sovereign), would be far in advance of the results if that same three acres had been planted with standard fruit trees. The length of time to wait for any return on money must therefore be considered when starting. If for open work, early strawberries, spring cabbages, cauliflower, all pay well; and under glass, tomatoes, strawberries, and roses are hard to beat.

Whatever is planted, grow it well and treat liberally; it pays in the long run in every way, and gains a name for the grower. I do not say that capital and selection of the right place are all that is needed: there is soil, which must be considered; location and water—very necessary items. Then there is determination, for there are always plenty of disappointments and failures; but make up your mind you *will* succeed, and only let every failure make you more determined to do so, and you will, though it means hard work both mentally and physically. But I see no reason why in the future lady gardeners for the market should not be as well known as our large growers, Barr, Sutton, etc., of whom every one has heard.

There are many things to be done in starting a market garden or carrying on one, other than just the growing of plants, etc. There are those under the one who is starting to manage who require tact, especially in these days when men folk are rather uncertain whether we women ought to do such manual labour; then there is book-keeping to be seen to, which is most necessary, and should be well and thoroughly done.

The place in which to commence is a very important thing to consider; near a good town is undoubtedly the best, unless you are sure of a good local trade in a country place and can keep a cart and pony to send round regularly.

Glass, of course, pays best of all, and it is better to postpone starting a year or so, in order to have money to put up more, rather than risk outdoor work, for things must be got early on the market; and in our climate, where we have frosts early and late, we should be more independent of weather. There is one thing

I wish to say before leaving this subject, which is that I know many people think all men gardeners much dislike our coming into the field, but I think it is only those who either do not thoroughly know their work or are not quite honest in it, who really do; and it is chiefly these who need fear us, for they are the ones that we may take the place of. I myself, in all my experience, have never met with anything but the greatest kindness and courtesy from them, and have had ready offers of help and advice, which is most valuable, from men who have all their lives lived in a garden. I think, therefore, any one wishing to start need fear nothing from gardeners, but if *she* likes, will find them ready helpers in any difficulty. I speak from experience, having started and carried on a market garden myself in a district where, when I came, I knew no one, but where, through the kindness of every one, rich and poor, gardeners and all, I have got on well. A few words on fruit growing, though practically this really comes under the head of market gardening, and I have done.

After trees are once planted there is nothing in attending them but what women can well do, and of course fruit such as strawberries is easy to manage. A regular fruit farm, where jam is made in quantities, can be well worked, but if for marketing, all fruit must be carefully sorted and packed, and the smaller sorts of fruits should be daintily put up in small quantities and made as taking as possible. This is one thing that I think can be well improved upon, for many more would buy, I feel sure, if they saw dainty little baskets arranged with fruit, which could be easily carried away just as it is, looking pretty, yet packed firmly.

The scheme I earlier mentioned is this, for though I say women can make a livelihood at market gardening, it would be hard work to make a fortune! They have things against them in starting alone, which some might overcome, but not all. As it was cutely remarked to me by a man, when discussing the prospects of making gardening pay, as a woman. "You see, miss, you've no husband," that was to do the rough work, so I had to pay a man; but against that I say, alone one is head. If one had the husband he might not care for *you* to be "boss," so I prefer to leave that difficulty unsolved! But to return to my scheme, *i.e.*, that a number of girls who have learnt gardening thoroughly, passed through Swanley or some good training, should club together and each advance so much money towards expenses, take a large piece of ground, and put up glass, which is far better for women to work under than always

in the open, in all weathers. Fifty or a hundred girls might work such a business together, supposing one undertook roses, another tomatoes, and so on, each keeping to her particular department. One thing must be done, which is to elect a *head*, who should be referred to to decide on any disputed point. She should also be a good business woman, so as to manage all accounts, etc. From fifty to five hundred girls even, may start thus in a part, say, such as Essex, where land is even being given away, as no one will farm it; why not take that, put up glass, which would set the bitter winds at defiance, each one paying so much as capital to start and for expenses?

Why should not a sort of co-operative be started for this, as it was for nurses—the Nurses Co-operative Association, which is so well known now and thrives so well?

I think that here we have a scheme which will be an opening for many girls, and even ladies who may be past learning the actual work of gardening, but who would be willing to come and work as directed for a small sum and a home with kindness. Of course such an undertaking could be started on a smaller scale, gradually growing as the flower from the bud, and feeling its way as it grows, for the right direction.

Time forbids that I should say more, though there is much in this scheme which I should like to speak on more fully, as it is one which I feel much interest in, and should be heartily pleased to see started.

To all who may take up market work I wish success, whether on their own account or with others. Remember "Unity is strength," and what is hard for one alone to do would be simple for a number.

Gardening in Inebriate Homes.

Miss Jessie M. Smith (Great Britain).

THE subject of this paper must be dealt with by me purely from the gardener's standpoint, that is to say, I intend to speak of the use which may be made of the patients' work in the garden, rather than the beneficial effect of garden work on the patient.

In starting these "homes" in the country, it is naturally expected that all the vegetables and fruit required should be grown in the grounds in the most economical way possible; also that patients must all be provided with suitable and

healthy occupation in the open air. Besides growing the necessary vegetables and fruit for home consumption, there may be opportunity for supplying produce to the markets, either locally or in the large towns, thus making some profit. I can best show our methods of working by describing the gardening at Duxhurst from its beginning. The aim there is—

1. To give suitable and beneficial work to the patients.
2. To provide all fruit, vegetables, and flowers for home consumption.
3. To cover all garden expenses, and, if possible, make a profit.

With these aims in view, about two acres of pasture land were brought into cultivation for fruit and vegetables; nearly half was planted with strawberries, raspberries, and currant trees; an acre of old vegetable garden and orchard was re-cultivated, and three hundred feet of glass, suitable for growing market produce, erected. In addition, cottage flower borders and grass plots, surrounding all the cottage homes, were laid out.

In my opinion, it is quite impossible to undertake this work without a certain number of competent working men gardeners, but let them all be superintended by a woman head-gardener. The question of producing good fruit and vegetables is most important, and it would be impossible to bring about good results without thorough cultivation of the ground, and careful pruning of the trees; and in both of these points it must be acknowledged that unskilled women, however willing, could never, during only twelve months, learn to be efficient.

The patients can be employed in all the lighter parts of the work, where no very great skill or experience is needed, and where a little supervision will ensure success. All light hoeing, watering, easy digging, sweeping, tidying, and weeding (of the last we know there is always plenty), they can manage perfectly. The most capable and willing can be selected for all pricking out of young seedlings, the bedding out flower borders, and in the fruit season the whole of the fruit picking, which in ordinary gardens or farms is an expensive item in the labour bill.

Up to this point I have only spoken of outside work, but if properly managed the market greenhouse is a great help added to the general garden.

As has been mentioned, there are at Duxhurst two glass-houses, each 150 feet long, and these houses are worked entirely by the women. They arrange the pots, water, dig and plant the

borders, pack the fruit and flowers, and, when necessary, whitewash the walls and paint the wood. The question is often asked, "But is hothouse work good for the patients?" and I should at once say, no! Crops must be chosen which do not require much heat, and where the ventilators can constantly be open. The houses are quite cool on wet days, and in the early morning, and the hotter work must be done at those times. All potting (and re-potting), which occupies a great deal of time, can be done in a cool shed, or even outside during the summer months.

Without this glass-house work it would be most difficult to find regular employment in winter and wet weather for all the patients sent to the garden.

Up to the present time, I have found it best to choose for greenhouse crops those which require very little skill in planting, training, &c., and also those for which very little initial outlay is necessary. Although by this plan gross returns may be smaller on a successful crop, in case of failure —which may occur with so many unskilled hands—the heavy loss of both outlay and crop combined, is avoided.

Tomatoes are the best main crop to consider; with certain treatment it is very easy to teach the pruning; the outlay is small, the returns quick, and there is always a ready market. With these we have been very fairly successful. The winter crops are always a more difficult matter, but even with these I believe a certain amount of success is possible.

Another industry should, I think, be added to every garden, for two reasons, bee-keeping. Firstly, because the bees are of great importance in fertilising the fruit blossom, and secondly, because if the neighbourhood be at all rich in honey-producing flowers, honey is a very profitable article. Even if the district is a poor one for flowers, the lack can be supplied by the gardener at home.

A certain amount of skilled work must be done among the bees in the hive by a trained bee-keeper, but there is much manual work which only needs care and neatness, such as extracting and bottling the honey. This can be done perfectly by any woman.

The question is often asked whether there is a difficulty in getting the women to do gardening willingly. It is really only a matter which needs tact and proper management. In the first place, the head-gardener must, when possible, work with the women, and never employ a woman on any piece of work she would not readily do herself if needful. The main point is

to arouse the interest of the workers, letting each one feel the importance of her particular piece, to ensure the success of the whole, however trifling or even uninteresting it may be, and never encourage the idea that the end in view is simply for their personal employment and benefit.

My experience is only in this one home for three years and a half, and we have but just begun to see the result of cultivation, so that it is impossible to say whether or no we shall ever be able to make a profit from the produce, or even pay expenses; one heavy item being the working of a clay soil. At the same time, it seems to me it might be quite possible to make a profit from this or similar gardens, when the whole is thoroughly brought under cultivation, and stocked with the most suitable and profitable crops.

Gardening in Convalescent Homes.

Miss Elsie Ford (Great Britain).

THAT gardening is a suitable occupation for strong, healthy women is, I think, no longer doubted. I should like to go a step further, and assert also its suitability for women who are for the time being deprived of these qualifications of health and strength.

The world nowadays recognises the great value of fresh air and sunshine as factors in the establishment and maintenance of good health. At the beginning of convalescence, it is often no doubt enough that patients should enjoy the sunshine and breathe the fresh air in idleness, but with returning health comes a desire for something to do; and what more suitable "something" can be found than gardening, which from its very diversity easily offers outdoor employment suited to all degrees of strength and capability.

Especially would I advocate it in the case of people suffering from such complaints as melancholia, hysteria, and other nervous troubles. In these cases steady hard work in the open air is a most excellent method of drawing off their attention from the consideration of their own, often exaggerated, ailments, while at the same time helping to restore their health to its normal condition.

The direction and supervision of such work at convalescent

homes seems to me to be a work at once suitable and congenial for well-educated women possessing the necessary qualifications.

Personally, I consider it to be, like other branches of horticultural work, infinitely more healthy than such occupations as teaching, secretaryships, book-keeping, etc., which are of a more monotonous and sedentary nature, while the constant intercourse it affords with people of education and culture, must render it attractive to a woman who is anxious to combine the enjoyment of the society of her fellow creatures with her work.

Of course a thorough training in both theoretical and practical knowledge of gardening is essential, as also is a knowledge of, and capacity for, organisation; and to these may I add infinite patience and tack. The need of organisation is most important, as without it the chances of success would be seriously impaired, the work involving a good deal more than the simple planting and reaping of crops, interesting and important as this part of it unquestionably is.

I am not speaking without experience. I worked as gardener for more than a year at a convalescent home at Hale, in Surrey, with another woman gardener who is still there, and besides having to supply the home with fruit and vegetables, it was our duty to provide work of an agreeable nature for those convalescents who it was thought would be benefited thereby. A considerable number were sent out to work under our direction, and the results were of a most satisfactory character. One case among many others comes to my mind, of a girl who came to the Home in a very broken-down condition, both of mind and body. After several months' regular work in the garden she was completely restored to health, and proved to be a most valuable assistant to us.

Of course, from a gardener's point of view this latter result was not always the case. To do the work ourselves would often have been much quicker than to show some one else how it should be done, and perhaps have to do it again afterwards; while our minds were often filled with misgivings lest our helpers, in the enthusiasm of their new employment, should pull up cabbages instead of weeds! But such small drawbacks as these are trifling compared with the benefits derived by the workers from their outdoor life, and if it were possible for them to undergo a longer course of it than many were able to do, I feel sure the improvement would be still greater.

I should suggest that regularity of hours on the part of the workers should be observed, but in the enforcement of this the

need of tact on the part of the gardener is most essential, as, in our experience, in dealing with educated women, of whom our workers chiefly consisted, we found it better to leave the matter more or less to their own discretion, this usually resulting in greater interest and enjoyment in the work being shown. This should be made as interesting and varied as possible, and simple instructions given as to the why and wherefore of things. Whenever possible, some responsibility should be given, be it only the daily opening and shutting of a frame, or the regular hoeing and weeding of a particular crop, and this could be increased as greater interest in, and aptitude for, the work are displayed.

This is only a very brief sketch of what seems to me to be, as I have already said, a most valuable work for trained women gardeners, being one which is not only interesting and advantageous to themselves, but at the same time gives the pleasures of outdoor life to many to whom a garden, that best of all pleasure grounds, exists only in name.

Health Questions.

Fru Carl Ottosen, Chief Matron of Schodsborg Sanitorium (Denmark).

We have come from the sunny South, the far West, and the islands of the sea, from the lands to the North and the East, to encourage and assist each other.

We are here to-day because woman has awakened from the lethargy that has clung to her for centuries, and is up and doing. She is considering her responsibilities and privileges, her possibilities and powers to be and to do for herself and humanity.

Ever since woman first awakened to the fact that she was not filling the position it was her privilege to occupy, she has seen that there was much to set right in her education and bringing up before she could do justice to the position it was her privilege to fill.

She has felt the need of a more thorough and practical education, but more than anything else we believe she has missed the physical, mental, and moral strength and courage needed to compete with her brothers in performing tasks and overcoming difficulties.

It is a pertinent question for every woman who wishes to be something, to ask herself, How can I best fit myself for my calling in life?

We believe the first requirement for a happy, useful life is health. Perfect health is happiness, wealth, and power, or, if you please, health puts one in a position to acquire wealth and power to enjoy happiness. As we look about us we see thousands of women completely crippled for the want of health and strength, for the most brilliant mind in a sickly body soon loses its brilliancy and droops.

As we in Denmark have looked out over our little country we have felt that here was a need that must be furnished us before we can reach our best possibilities. We must have more strength and endurance before we can successfully surmount the billows of life's restless sea. The aching head does not foster clear, concise thinking and a well-balanced mind, nor do the aching limb and spine sustain the heavy burdens and the grave responsibilities. We must have health and freedom from pain and aches to insure a firm purpose and strength of character, with power to reason logically and judge wisely, that woman may be all that the Creator intended her to be.

To supply the means of obtaining a knowledge of the principles of health and hygiene, as well as the art of building healthy, happy homes, we organised a Health Society.

The object of the Health Society is to form a centre from which one may obtain knowledge in any subject pertaining to health, hygiene, and home economy.

In other words, the Health Society is to furnish every man and woman who desires it, an opportunity to learn about the wonderful house they dwell in, how to keep it clean and pure, how to drape it in such a way as to retain the beauty and symmetry of all its parts, while every muscle and organ is left free to perform its allotted function unimpeded, and how to supply it with food and energy and the material for growth.

We will present, too, the beautiful lesson of co-operation and subordination as seen in the living machinery, by studying the relation of its parts, showing how each organ performs its own allotted task, all under the supervision of the nerve centres, making the human being stand forth as a harmonious whole, a symmetrical structure fit for the indwelling of the rare gems of the mind and the priceless jewels of the soul.

And lastly, but not least, we want to diffuse light as to the

laws of life and the high and sacred relation that the individual sustains towards society and the race.

The Health Society is a woman's society that admits men as members but not as officers, as we believe that health teaching belongs by right in a special way to woman, as she is more intimately associated with the individual in the different stages of life than man.

Woman as mother shares with the father the responsibility of submitting to the human being defects in physical build and traits of character. She brings to bear a multiplicity of parental influences on the future of man or woman, and it is into her arms that the tiny infant is laid to be reared and cared for during the years of helplessness.

How defectively she performs these sacred duties is shown by the fact that nearly one-half of the human race die before they reach the age of five years. Comparatively few women wilfully neglect the children entrusted to their care, but they are not cared for properly because of ignorance as to the right way. The woman who applied a bottleful of ink to a badly cut arm the other day did it to save her infant's life—because she had heard ink healed wounds—and not to start up blood poisoning. The numerous children that are allowed to sleep with an open mouth, whereby they contract a habit that will place their life in danger from a numerous list of ailments in the respiratory organs, are allowed to do it because the mother does not realise that it is injurious.

During these first years, while the body is plastic and the faculties of the mind are being formed, the foundation for the whole life is laid. Woman, as the child's model and companion, decides to a very great extent the life and habits of the future man or woman. It is her privilege to decide the habits of the race as to eating, drinking, sleeping, thinking, self-enjoyment, health, and happiness, and it is because woman has failed in performing her duties, or rather privileges, and has allowed herself to be swayed from her high calling that the race is in so deplorable a condition with reference to health and power to be and to do.

The child, properly trained, learns the value of keeping its skin clean and in good working condition, with thoughts clear and not benumbed by the refuse of millions of little mouths found in the skin. It learns to live on a simple, non-stimulating diet that admits of a well-balanced mind and logical reasoning. Its clothing and all the habits of life are such that it grows strong and healthy and able to resist disease.

In youth the woman still shields and protects the forming man or woman, and the right habits are continued and strengthened. When the home nest gets too small, and the "birdie" makes a home of its own, the tree will still grow as the twig was bent, and the old home will serve as a model for the new. Old age will link to middle age, even as the stem of the tree continues to grow upward and heavenward.

With the same nicety and care that the gardener studies his plants and flowers to know their nature, habits, and the environments suited to their growth, we study to learn the science of human plants; to learn of their nature, the laws of their being, and the environments and the culture they require, that all the faculties and powers of this best of plants may blossom forth and bear perfect fruit.

We find a great thirst for such a knowledge of ourselves; this is shown by the numerous questions asked on health subjects and the pleas for health schools.

Last winter there was conducted such a Health School in Copenhagen, which was well attended by a large class of deeply interested men and women.

In such a school are taken up all the subjects that have a bearing on the health and well-being of an individual, such as food, clothing, air and sunlight, ventilation, heredity, health principles, housework, home nursing, etc., etc. The results of this natural way of teaching health truths by practical, illustrative work and clear illustrations as well as theory, is most satisfactory, as seen in the homes of those attending the school.

In short, we want to introduce the light of science into the culinary and all other departments of our homes and bring them to a higher and more perfect level, so that when woman engages in any one of them she can feel that the mastering of them is an art worthy her best efforts and equally honourable with that of painting or sculpture; that, in fact, the art of home-making is the greatest of all arts.

The Training of Lady Gardeners.

Mr. Housten, Staff Biologist County Council, Essex (Great Britain).

In the training of girls for horticultural pursuits it is important to bear in mind the very obvious fact that women, from senti-

mental as well as from physical reasons, are more suited for the lighter kinds of garden work than their fellow-workers of the opposite sex. But, as a rule, these physically lighter operations are of higher professional rank, demanding wider knowledge and greater skill, than those requiring mere strength of muscle. Operations, for example, like the watering of greenhouse plants, budding, hybridising, treatment of plant diseases, and so forth, claim from the young practitioner not only sound judgment and a fair amount of manipulative skill, but also a considerable range of general and precise information concerning the structure and life-history of plants.

One may argue from these facts alone that the early technical training of a lady gardener should be of the highest possible character, so as to enable her to ultimately secure that higher position in the garden that not only befits her best as a woman, but demands, moreover, the highest wage as a worker. Such a training should, in addition to teaching of facts and the demonstration of methods, tend to quicken and develop in the pupil all her latent faculties, mental and manual, that make for ultimate success in a horticultural career. It is for this reason that a judiciously arranged course of practical study in the science of plant life, with particular reference to horticultural requirements, is so absolutely essential to the intelligent training of higher grade gardeners, because in addition to the helpful light it throws upon the operations of gardening, a practical study of modern botany excites the imagination, sharpens the powers of observation, strengthens the reasoning faculties, and gives the thoughtful student newer, brighter, and truer ideas of Nature, and of the ever wonderful manifestations of life as revealed in the world of plants. Furthermore, the capital training of hand and eye that systematic laboratory work affords; the steady, careful handling of knife, microscope, and fragile apparatus; the sketching of observed structures direct from Nature, and the daily recording of results of experiments with growing plants form not only excellent educational exercises in themselves, but give an unparalleled training in that particular kind of delicate manual dexterity and unceasing watchfulness that is required by all those who have charge of the propagation, growth, and general well-being of our cultivated plants.

It is, however, most of all desirable that those responsible for the training of horticulturists should appreciate the immense importance of giving concerted instruction in the practice of horticulture and in those scientific principles upon

which the various operations are based; in fact, every effort should be made in order to intelligently correlate the scientific work of the laboratory with the complementary instruction in greenhouse, potting-shed, and garden—making full use of the one to illustrate and help in the study of the other. Instruction in the various methods of propagation of plants, for example, should be contemporaneous with special botanical study bearing upon such work. The student who is made familiar with the essential structural and physiological characters of the different parts of the plant concerned in propagation, will approach the more purely mechanical side of her work with greater interest, and will be more likely to perform the various operations with greater skill and intelligence than if she knew little or nothing about the life-history of the parts utilised by the propagation. Or, again, if from laboratory experiment the pupil finds that the amount of water required by the roots of a plant in a given time depends entirely upon the amount lost by the foliage in the same time, and that the rate of loss by transpiration is in turn regulated, not only by the original or natural habitat of the plant and the particular structure of the leaf and its stage of growth, but by a variety of external conditions, of which intensity of light, temperature, and humidity of air may be taken as examples; if, to repeat, a student has found all this out for herself, she is less likely to consider the task of watering a miscellaneous collection of greenhouse plants either an easy or uninteresting one.

It is not enough, however, that the curriculum includes instruction in botany and vegetable physiology, because these subjects may be taught as class-subjects, and the pupils derive really very little immediate practical benefit from the acquired knowledge. A student in training is unable, of course, to reason out for herself the connections between the various courses of prescribed study; and seemingly the best, if not the only, way to assist her and at the same time to prevent her regarding the different courses as distinct or isolated subjects, with no very particular or helpful connections one with the other, is to adopt that rational method of teaching that secures the judicious blending of practice and science throughout the whole period of initial training. Shortly expressed, the aim of every one concerned in the horticultural education of girls, should be to produce a quick-witted student provided with sufficient technical knowledge to enable her to successfully cope with at least most of the ordinary problems that are ever presenting themselves for solution in gardening

practice; such a student, indeed, as will make the descriptive term "lady gardener" synonymous with resourceful, intelligent, and highly-trained workers capable of undertaking the highest grade duties in any horticultural establishment.

Discussion.

Miss Bradley held that the two years of training was an insufficient time, and she deplored the necessity of the pupils having to turn their training immediately to money-making. If they must do so, she recommended mushroom growing as a profitable branch. She considered that women were particularly adapted for all kinds of gardening except the heavy manual work.

Mr. Propert, of the Swanley Horticultural College, expressed the wish that a lady had been deputed to represent the college that day. Men aired their views quite sufficiently in print. Not that he would endorse all that the average writer in the public press had to say. He only intended to give a few impressions. He thought that if they merely did gardening in the ordinary way, they would be no further on the road of public progress than gardening at fifteen shillings a week. They should be prepared to bring the resources of civilisation to bear on gardening, otherwise they would have no advance on the times of Charles the Second, when they had to kill their pigs, and had nothing all the winter but turnips. At Swanley they worked from seven to eight and then from nine till one—a long stretch. The afternoons and evenings were mostly devoted to lectures, but if there was time to spare the pupils had to go out and do work till half-past five. That was as much work as a woman would be capable of doing (cries of "Oh!") He would also like to fall foul a little of the sentiment which had been applauded there that afternoon, namely, that gardening was a fit occupation for all women. Of course it was obvious that for the heavy work they were not suited at all. The occupation of gardening for women was only suitable to educated women. There had been a great deal of talk about women of all classes embracing the calling, but the lower and uneducated class had only their arms to work with, like the men, and they were not good enough. He had had experience of women working on the other side of the world as well as in England; women brought up as ladies worked alongside their husbands in Australia and in Tasmania, and the fact was a very unpleasant one. It was not a good thing for women to

work in that way; the physical alteration which took place was not a good thing. The shape of the arm altered ("Why not?"). Women lost their proper shape. They got broad shoulders like a man ("Why shouldn't they?"). He had seen women with muscles on the neck like a man. That was not desirable.

Dean Hole, in a few concluding remarks, said that it was a great delight to find that their relative Jonathan was able to send over successful and earnest gardeners to speak to them. He had been to New York; wherever he went he and his wife received bouquets of beautiful flowers, and florists were there to welcome them. He went to the Natural Museum of New York, and he saw there six hundred specimens of beautiful trees grown in the United States. Many people had only heard of two or three, while the woman gardener who went further would not so long ago have been considered a misplaced botanist. He expressed his great gratitude to Lady Aberdeen, who, in asking him to preside that day, had given him a delightful afternoon. It was a happy day in his life, and he hoped that they would all remember what they had heard. He only wished that some members of his sex had been there to hear the common sense which had been spoken. Those men who thought that the women of the Congress were influenced by a sentimental liking to hear their own voices should have been there, as also those who chose to think that woman wished to squeeze man out of his position, defeat him, perhaps incarcerate him (laughter). It was a noble purpose with which they came forward; one aim was not to trespass on man's domain, but to make him nobler, better, wiser. The hand that rocked the cradle ruled the world. The greater influence of women would make the world brighter and better.

HANDICRAFTS.

SPECIAL APTITUDE OF WOMEN FOR HANDICRAFTS.

COUNCIL CHAMBER, WESTMINSTER TOWN HALL,

TUESDAY, JULY 4, MORNING.

The COUNTESS OF BECTIVE in the chair.

The **Countess of Bective,** who presided, said: Among the many subjects included in the programme of this conference, I think none are more intimately connected with the actual home life of the people than handicrafts. In most European countries they have long been regarded as important adjuncts to the daily wage, and during the last thirty years that idea has taken a definite position also in the United Kingdom.

In bygone days the cloister, whether monastery or nunnery, was the school of art, and gifted monks and nuns taught handicrafts to the lay members of the community. For a long time, in fact up to the middle of this century, this form of teaching seems to have almost disappeared in England until thirty years ago, when it was reintroduced by persons who recognised the importance of an occupation (if possible a remunerative one) for the young people of their districts during the monotonous winter months when work is scarce. Classes of instruction were established all over England in rapid succession, details of which can be found in the report of the "Home Arts and Industries Association," Royal Albert Hall.

These handicrafts, the women's branches of which come especially within the consideration of this section, are directed (as every expert present knows) "towards the production of things which are both beautiful and useful."

Since the times referred to, new sources of support have come into existence ; local authorities, such as county councils and technical education committees, have been empowered by Acts of Parliament to raise rates locally for the promotion of technical education, including training in handicrafts, and the State has also granted considerable funds to them in aid of these rates. Many of such bodies have boldly set themselves to encourage women and men students of all ages to turn their abilities to the practice of handicrafts ; and to unite with this practice the training which they may get in the schools of art and museums to understand the elements of the beautiful in all things.

It is interesting to notice that during the last twenty years the percentage of women students in the schools of art throughout the United Kingdom, who have gained the important awards of medals, &c., at the Annual National Competition of these schools of art, has risen, in the section of design for handicrafts and manufactures, from 20 to 44 per cent. of all the awards so granted to male and female students. It practically, therefore, comes to this, that women are as successful as men in the production of the higher classes of school of art work which bear immediately upon artistic crafts.

At the Annual National Competition of schools of art just mentioned, the gold medals are the highest distinctions given. They are relatively few in number, there being on an average not more than twelve each year. Nevertheless it will be seen from the lists of gold medal winners that women as a rule have won 30 per cent. of those important prizes.

Special Aptitude of Women for Handicrafts.

Mr. Lethaby (Great Britain), Inspector of Technical Instruction and Art Classes under London County Council.

I WISH I had time to praise the handicraft career as naturally the most satisfying, most beneficent, and most joyful of all careers, but this must be understood as implied, as I have only space to be practical.

Such crafts as I shall speak of will all be more or less what we now call artistic, but my selection of them will be subject

to no principle of suitability for women's work, of which I shall attempt to give any justification.

In speaking of specific crafts I must safeguard myself generally. I cannot take the responsibility of offering any advice, for the possibilities of individual cases depend on whether a proposed calling must be remunerative, or need not be—whether the individual case allows or does not allow of experiment and failure. The case of the woman who must earn her living, and that pretty soon, except where there is genius strong enough to be its own guide, admits of no wide choice. The thing to do here is to face the practical situation. First find the opening before you begin to fit yourself for it. All openings that lead to any secure position are of the nature of apprenticeship. A school, whether called art school or craft school, may be an invaluable auxiliary to experimental training, but cannot take its place. I fear the student may often be misled by the idea that at the end of a year or two at an art school she will be fitted to earn her living; but this is not so, and the great danger of the schools is that they produce the professional art student, who is attracted forward year after year by hope, only to find herself, when too old for technical learning, more than ever cut off from the hard world of fact.

In some of the artistic crafts, such as bookbinding, lithography, and so on, women are already well established, but there need be no limitation to these, and practically there is no such limitation. Broadly it may be said that some branches of *all* the artistic crafts are open to women, and the difficulty is not in the suitability but in the entrance. There is nothing to be done but to knock at doors. Surely everybody knows somebody else who knows a decorator or stained-glass painter, or chromo-lithographer, or silversmith, or enameller. And the thing to do then is to worry his life out of him for a chance.

Having once settled down to a groove which is the all-important consideration, the craft school, or art school, cannot be too insistently recommended. The apprentice may find in the schools exactly the thing she needs to give her a thorough, all-round knowledge of her craft. While in her daily work she might be kept constantly repeating some routine task in commercial production, she may here learn all about it as a whole and as an art, learning at the same time to look upon design as no mystery but as the most delightful of all occupations; a mere arranging beforehand how work can be done in a pleasant way.

To those, then, who must make a living, and have some

skill in drawing or interest in pretty things, I would say that the chances in the artistic crafts are probably as good as any. But the question I am now dealing with is not of the *possibilities*, it is of the *possible*. It is not, "What shall I take up?" but "What can I get?"

The A B C of this position is:—

A. Find an opening, or at least what looks like an opening.

B. Join a school which has a class as germane as possible to what you have now decided to be your calling.

C. Have a wide craft ambition. Do not be content merely to sew and gum, but learn all about the matter in hand; learn to draw well; learn the delightful art of designing. And finally learn to discriminate at last between the beauty which expresses fine skill, fine mind, and sweet spirit, from mere make-believes and tricks of fashion, or the art-gone-sour which seems so characteristic of the end of the present century.

I shall now review a few arts and crafts in which women may find interesting and possibly well-paying occupations if they are free to select and to experiment, hoping that a more or less chance word may suggest possible developments.

Large as is the number of those who are engaged in painting, some of the branches of the art seem almost to have lapsed out of practice. For instance, very few do the old topographical drawing, the scrupulously exact portrait of a place or building.

Allied to topography was the old-fashioned natural history and botanical drawing which was carried to an exquisite perfection. Here, again, accuracy and delicacy are the great necessities together with a sort of formal explanatoriness which is quite the reverse of the so-called animal and flower studies one sees done now in such a dashing way.

Then the portrait! It is absurd that with such a host, trained as painters, there should be no practical means between the one hundred or one thousand guineas oil and the dismal photograph. Too much pre-occupation about academically rewarded art has ruined the portrait; what we want is a kind of human topography—patient and gentle studies of people in almost any medium, but not prepensely artistic.

Why might not some girl who can draw do us a two-hours' portrait in pencil for a guinea? It was doubtless practice in such every day work, always searching for the likeness to the living man (not the semi-wooden model), which made Holbein the master portrait painter of the world.

Decorative design is an opening in which many women have

succeeded, but such design tends to wall-papers overmuch. Cannot some self-reliant woman endeavour to take up the thread of decorative painting in rooms where it was left by Angelica Kauffman? Indeed the whole field of interior decoration and the curtaining and furnishing a house is one that might well be open to women. The great danger in interior decoration is affectation and over doing, the "cosy corner," "lovely fitment," "art furniture," and palms in pots. And the lower depths of draping, and things in basket work with pink and blue bows, and lamps with nightcaps. Nor rush to the other extreme of the correctly æsthetic; better much be heavy and dull and unregenerate. Ruskin never changed his father's furniture, and possibly you may be able to remember these words of the greatest designer known to me: "I am never satisfied until my work looks commonplace."

Many are the decorative arts which are only one remove from drawing and painting: stained glass, gesso, and painting on furniture, china painting, tile painting, fan painting, and the rest. Let us suppose a ladies' workshop devoted to the production of these where the visitor would find a square of painted glass, a box carefully painted with bright flowers, an individual china bowl, and so on: I really believe there would be a sale for such things after due time of waiting. It even seems possible to produce table glass in a simple, individual way. In all these things it is necessary to work through the amateur stages, the bazaar level, and that is why I have not liked to mention any of the branches of furniture making: attempts are so likely to stop at photograph frames, chip carved paper knives, and the like. Some really interesting inlays, however, have been done by woman.

In all these things, and in fact in everything, a competent knowledge of what has been done before is essential. Wherever the production of artistic work seems most spontaneous, there the touch with tradition is the closest. The wonderful rugs of the East, for instance, are the result of having done the same sort of thing for a thousand years. Their masterly directness is quite different from an eclectic ignorance. And in all things it is necessary to start from the useful and homely: to decorate a serviceable thing, not to make a useless one because it will be decorated. Take wood-carving: carved wood should be thought of through the object, as a carved box, a carved picture frame, even a carved door, but there really is no room in the world for the carved nothing. I think it possible that success would be reached by any one who set up

shop as a wood carver in particular objects. The modern picture frame, for instance, makes it almost impossible for any workmanship-respecting person to possess an oil painting. Would there not be an opening here for some one bold enough to set up shop as a carver and gilder of picture frames? Gilding itself is a delightful art, requiring extremest deftness. An art in which a woman would necessarily succeed even in the "trade."

I need hardly speak of embroidery, except to say that we don't make nearly enough of it. In the Middle Ages it was one of the great London industries, and in the sixteenth and seventeenth centuries a universal household art. Up to about 1840, every little girl was expected to sew a sampler, just as she is now expected to work at a piano. I hope to see the sampler brought back again; it is quite, I am sure, the necessary preliminary to the civilisation "that is to be." In every house a tablecloth, a bed quilt, and a set of window curtains should be embroidered at home as a mere matter of polite housekeeping. We can't have quiet and reasonable houses built like the old ones, till we learn how to live up to them. The real end of mediæval tradition was when the little girl gave up samplers. This hitherto unnoticed but stupendous revolution coincided as nearly as possible with the beginnings of steam civilisation and the perfecting of the piano. I should like to see weaving practised at home; the beginnings are quite easy. Even in true tapestry up to a yard or so wide, there is little mechanical difficulty. Worthy design and well dyed wool are the great necessities.

One of the most dainty and easily handled arts, which would, I should think, also be likely to bring a sure return, is writing and illumination. There is already a considerable trade production of such work for addresses and such like, but these are mainly undertaken by large firms who farm them out, and they are mostly hack work of the dreariest kind. For this work the right plan of procedure would be to study the old MSS. at the British Museum, and having found a clear and beautiful style of writing, to practice that incessantly until the letters can be written straight off with a stroke of the pen accurately and easily. Then add colour and ornamentation by degrees, founding the work always on a study of old examples and on living nature, attempting neither to revive an old style nor to be original, but building up by degrees your own manner. Tradition, however, has settled many points like the placing on the page—the getting the writing together, in a solid, square block, the use of capitals, and it will not do to be

ignorant of these. The safe rule is to begin by copying. A knowledge of old heraldry should go with this art.

Working in the precious metals, especially gold and silver, for personal wear would furnish a very large opening for some adventurous woman. The work up to a certain point may be done with quite simple appliances, and yet the results may be most romantic and splendid. Pure gold is extremely ductile, and Mr. Brett has made some beautiful things with a few tools and a blow-pipe. Then precious stones are very cheap; for a few shillings you may buy things so beautiful that no one would be seen wearing them at present. To set these in braids of gold should be fascinating work for woman's hands.

The actual making of larger silver work is not beyond the strength of a girl, who would serve a regular apprenticeship; but short of this much beautiful work in embossing and engraving might be done on bodies made to instruction in the trade. The very beautiful art of niello is now, so far as I know, entirely unpractised by silver workers.

Enamelling is another of the crafts which may be practised as personal arts. How to produce simple rough things may be learnt in a very few lessons, and beyond that all is practice and experiment. Won't somebody begin by making rather coarse enamelled silver brooches for cloaks, and studs and clasps for girdles, and silver buttons? One might even find a mission in producing the human Christmas present! And why should not delicately made plumes and bosses and branches of silver be used for hats as a change from feathers? Why, a little branch might be made, with gilt fruit and tiny, shaking aspen leaves, and a beautiful enamelled butterfly. There must, I am sure, be an opening for the woman artist who will make women's dress romantic once more.

All children will, I believe, teach themselves to draw if you give them some scraps of paper and a few coloured pencils. These drawings tend quite naturally to what we call designs, that is, formal, orderly arrangements of shapes in patterns. With just a little encouragement and stimulating, some children soon learn to make quite beautiful arrangements of form and colour, and designing of this kind is the best of all games. I believe we can only be doing well in directing the minds of children to designing and making things. There are quite enough men "in the city," and the problem of maintaining beauty in the world is the most pressing of all problems The modern subjection of handicraft is the cruellest of all slaveries, and to help in the rebellion against ugliness is a worthy ambition for women and men.

Decorative Needlework.

Miss M. Morris * **(Great Britain).**

THE art of embroidery to-day is carried on mostly by women working under one of two different sets of conditions: first, we have the amateur who works at home; on the other hand, there is the young woman who must make a living, and seeks what she calls "light work"; and, however honest and faithfully she does her daily task, yet it is a task. She does not have to think or invent much; her intelligence is only exercised mechanically, and her greatest interest is in the task's wage.

Besides these two classes of embroideresses there are, as there always has been, the Church schools. I regret to say these last do not now produce the interesting work they once did. There are also a few philanthropic work societies, some of which, in finding employment for women, make it distinctly understood that none but gentlewomen "by birth and education" need apply—a restriction which rather narrows the scopes of such enterprises. There are, lastly, some few people who, furnished with a historical knowledge of the art, happen to have leisure and opportunity to pursue it experimentally on new and unwonted lines. Their experiments may succeed or fail, but their work has always some note of interest, in so far as it is thoughtful, and embodies the serious effort and training for which all art imperatively calls.

So much for the producer; let us see what help and encouragement embroidery receives to-day from the consumer. We are all of us unconscious slaves to fashion; one year it is ordained that we wear embroideries on our gowns, and we wear embroideries; the next year something quite different, puckered ribbons or painted flowers, or what not, and the embroideresses of last season have to learn afresh the reigning decorative fad. Could any art that has relation to costume flourish under these conditions? Again, magnificent and costly work either for the adornment of dresses or of houses is no longer universal; though not so many generations back most women embroidered exquisite flowered linen dresses for their own wear, and for their babies delicious caps and darling

* Daughter of the late Mr. William Morris.

mittens in miscroscopic drawn lacework. Our infatuated admiration for, and subjugation by, machinery makes us inept at discriminating between what it should and should not be allowed to do. A charming girl asked me lately, in all good faith, "How can you tell the difference between machine and hand embroidery?" And if people want to say quite a pretty thing about a piece of work, you will hear them exclaim with feeling, "Why, it is almost as good as machine work!" Could any art held in such estimation flourish and become important? Now for the contrasting picture.

It is perhaps hardly necessary to remind you that embroidery took an important place among the arts of the Middle Ages. Embroiderers, both male and female, were as much a part of a household of distinction as were the tailors, the furriers, the joiners and carpenters, and all the craftsmen necessary in the economy of a self-supporting territory. In the first years of the fifteenth century the *gouvernante* of a young queen has in her household eight embroiderers, who are constantly at work on the adornment of her gowns. Compare this true magnificence with our reporter's court train, whose embroidery we know is purposely simple and uninventive in style, so that girls of no special training can do the work with easy effectiveness. Though embroidery is at present a feminine monopoly in western countries, formerly in Europe, as it still is in the East, it was quite as much an occupation for men as for women. I must not stop to enumerate the different divisions of the embroiderer's industry in the thirteenth century, the *faiseurs d'orfrois*, the *chapelliers*, the *chasubliers*, and others, or to tell of the rules of their guilds, though a glimpse into a mediæval workshop would be vividly interesting. Of course, besides those working in the trade-guilds and in the schools attached to the service of important religious foundations, there were always a great many ladies of rank who, with their women and the young maidens sent to be educated in their households, passed long hours of their uneventful winter days in fashioning purses, girdles, *gages d'amour* of great subtlety, or vestments of golden splendour as meet gifts for the service of the Church. The technique of the best mediæval needlework required unlimited labour—contemplative, patient labour, that was never paid for, and never can be: the artist's gift of himself over and above what is "written in the bond." It is labour of this sort that produced all that remains to us in our museums of the fine embroidery that is tranquil and undemonstrative, labour that knows no royal road to perfection save

through industry and the training of hand and eye. It is such work as this that poets thought it worth while to write about with a delicate pen, that chroniclers told of in pageant or tournament, that men and women described with affection and at great length in their wills, and left but to the most exemplary of their heirs. Is it wonderful that in times when the art is held in such repute certain embroiderers of Paris claimed exemption from the duties of the watch, on the ground that they are people of importance, serving as they do "great men and the king"? In touching thus slightly on the conditions under which some of the most notable embroidery of the world has been wrought, I will ask you to bear with my enthusiasm for an art that is dead and gone—not to be galvanised into an imitation of life. The tradition of close and patient work has gone from us, and whatever we do now in altered surroundings is achieved on different lines and under a new inspiration.

I have suggested that little enough encouragement comes, or could possibly come, from the paying public for any but the slightest and most fugitive forms of embroidery. To realise this one has only to note the popularity of cheap hand-embroidered household linen. Nothing can be more satisfying to a housewife than the gradual accumulation of refined and delicate napery; but a mere glance at the wares offered in the shops, and their prices, will convince any one who knows what good work is that, on the one hand, these hurried, showy embroideries are not worth giving houseroom to, and, on the other hand, that no human being has the right to buy fineries at a price which, however slight the work may be, cannot possibly represent a fair remuneration to the worker. Thus, until the love and taste for rich and delicate needlework becomes more widely spread, I shall not take a very hopeful view of the art as an employment for women; that is, at a reasonable remuneration. And indeed there are other crafts which afford them better openings, always supposing they are prepared to undergo the necessary training, and to stick at the work. Bookbinding, for instance—people must have books; jewelry and goldsmith's work—people will pay for jewels. I think one reason why the art has in this century degenerated into a flimsy pastime is that the apparatus is so simple; there is so little to conquer when setting to work. This simplicity of process makes accomplished and interesting design imperatively necessary; at the very least it calls for a certain preciousness of execution, so that the work may have a *raison d'être*.

To strike the one note of practicality in these unpractical

observations, I would say in conclusion that I take it to be my serious duty to discourage women from undertaking ornamental needlework at prices which put it into competition with work done by machinery. This is an old story—unfortunately as actual as ever; and the amateur who works for "pocket-money," and does so much unconscious harm, helps to keep it well to the front. On the other hand, I would advise those who are moved to pursue the art for its own sake to seek encouragement in the countless and varied productions of the East and the West, which have, for these many hundred years, set us a standard of excellence, as it were; productions that, as an important page in the history of design, cannot be studied with too great thoroughness.

It is the want of thorough training that hampers women in the arts, great and small. In all the sciences that women feel called to study, years are devoted to laborious and exhausting mental and physical training. To dabble in science and live by it is impossible; but we dabble in the arts and live on unscathed. Perhaps vengeance comes another way; for the stress of life grows great, and the girls who sit in a stuffy workroom, embroidering true-lovers' knots on that court-train, would be little or no worse off working a sewing-machine all day. Let us pause a little, therefore, in our enthusiasm for hand work, in our satisfaction at inventing graceful employment for delicate girls; let us insist on some compact between public and employer, to the end that the labour of those pale, tired hands shall not be cheapened for us at the cost of so great a sacrifice.

Artistic Jewelry.

Mrs. Charlotte Newman (Great Britain).

THE making of jewels is a decided test of the artistic power of nations, for it means getting a very large amount of beauty in a very small space. It means making something exceedingly pleasant to look upon, and quite suitable to the wearer and the time and occasion when it is worn; something that shall be the bijou, the point of interest of the garment it is put on, something that shall appear indispensable to perfect the effect, and not merely to show that the wearer possesses it.

Mere imitation is not art, and it may be taken as an axiom that anything not proper to the purpose to which it is applied

is inartistic. It vexes me to see women thoughtlessly fixing diamond pigs, lizards, mice, and similar objects to their bangles, when the real creatures would almost send them into hysterics if they crossed their path.

If jewelry is made by machinery its artistic possibilities are entirely done away with, for it depends then entirely on the perfection of tools; the skill of the hand and eye is not needed; punches and dies do it all, and, however good the design, the tools give none of the Ego of the artist. But the work of a clever craftsman does this, and more; for in the careful, loving way a clever workman carries out the design from which he works, he preserves all the beauty of the artist's choyle, and adds his quota to the effect; gives the result of his years of training, of good, sound, honest work.

In the best periods of art the forms used for jewelry were all conventional. The Indian, Etruscan, Greek, Byzantine, Italian, Moorish, Spanish, English, and French all show this.

Let women be true, and in all they do be thorough and genuine; and I do believe that when women make jewelry it will be beautiful, well made, tasteful, and artistic. There is no art or craft more suitable for women's work; for it requires patience to overcome the technical difficulties, which are by no means small; endurance to bear the heat of the furnace and the blow-pipes; great care, for the materials used are costly; no little physical strength; much tact and good temper, and above all, the power of sticking to it.

Glass Painting.

Miss M. Lowndes (Great Britain).

It seems likely that during the last few years of the nineteenth century a school of glass-painting of a distinctive character will have been founded, having a real bearing in England on the future of this art. There seems to me to be no reason at all why women should not take their share in this movement.

I must say I think it is difficult, and perhaps also unprofitable, to talk about any art with relation to the sex of the person who pursues it. The artist wants to make something beautiful, as his or her mode of communication with others.

Perhaps, however, there is no craft in which the necessary

experience is bought at a higher rate. The materials cost so much; the making of a window is so long and laborious an undertaking, and when it is done with all care it may turn out such an egregious failure. What looks right in the studio looks wrong in the church (at any rate to the inexperienced), and you never know what sorry tricks the whites and reds may play you, till you see them, after many months of labour, irrevocably fixed in their place. But the woes of the glass-painter are more than counter-balanced by the joys.

How pure, how exquisite is colour transmitted to you on rays of light. There is something transcendent about such tints, they are not quite earthly. To be privileged to see, to handle, to work with the finest-coloured glass affords a quite singular satisfaction. The love for it becomes a passion.

I am continually being told that the art of glass-making is lost. I assure you this is not true. Here in England the most beautiful glass is made, but then, note this, it is dear. Bad glass is cheap. To get really beautiful material you must take much trouble, yes, and pay money too.

One word of suggestion. Put up a very little window if you want to be economical, and let it be as good as you can get it. Also, I think I wouldn't indulge any yearning for Munich glass. Yes, I assure you we have beautiful materials ready to our hand, and for this, all things considered, we may be very thankful. The fact is the would-be woman glass-painter meets with no insuperable obstacles.

Some years ago, when I first began, it was, indeed, almost impossible for a woman to get instructed in the different processes, and I had mostly to find them out for myself; but this is all changing now, thanks to our excellent technical schools, and any one can learn what they need to know from artists who are themselves experts in the matter.

What one can be taught, however, is small in comparison with what one has to learn. This, of course, is a truism applying to every art. Experience must be hardly won. The first necessity is to learn to think in glass and leads, not in water-colours or in paper and charcoal.

You will make your coloured sketch in the first instance with bits of glass all round you—your full-sized cartoon with continual reference to the leads and bars; and then the important choosing of the glass will not be a matter for a certain day, but will have been faced and considered from the first moment.

If—, and oh, what an if—the design is good and the glass

well chosen, the window should be a success, though much remains to be done.

You will trace, and wax up, and paint, and fire, and repaint, and stain, and fire again, and fix up afresh, and so on, through many sometimes tedious, but on the whole deeply-interesting processes, till at last, after many changes and chances, all is ended, and the happy moment comes when you send for the inspector who, on behalf of the railway authorities, watches the packing of all insured cases.

There are many points regarding apparatus, furnaces, paints, and stains, and so on, which it is impossible for me to touch upon in the very limited time at my disposal; but if anybody who may chance to be interested in the matter would care to come to my studio, I should have great pleasure in explaining to them the different processes.

There is another point. Some of you may perhaps have noticed this season the great increase of leaded work in London houses. Though a great deal of this is done for the purpose of decoration, it is for the most part very hideous.

When you want a fanlight to your hall door, or an obscured staircase window, why go to your builder for the same. Ask some worker in stained glass for beautiful material, and make your window a pleasure and not an eyesore.

There is a great deal of this work to be done, I think; I have been busy over it lately, and I may add that good work of this kind is to be had at much the same price as bad.

I feel sure that before long there will be a number of women in the field wrestling according to their ability with the many difficulties and problems this art undoubtedly presents, and becoming daily more enamoured of its many and peculiar fascinations.

Wood-carving as a Profession for Women.

Miss Julia Hilliam, Teacher of Wood-carving and other Crafts at Reading College (Great Britain).

We can hardly give a date as to the first appearance of wood-carving, for in all ages and countries men were as fascinated by this craft as the women are now. In all new countries we generally hear of the curious way the natives ornamented their sticks, oars, and war weapons with notches. This, I may say,

is the root of carving—the *notch*. Taking it now from the time of the Egyptians, it was handed from country to country and changed according to the characteristics and religion of the people. Religion was then its master. The Greeks were the first to use figure ornament really from the æsthetic point of view; then the great Italian period generally termed "Renaissance." Then followed the Gothic work, which was started by the Lombard in Northern Italy and worked its way through France and Belgium into England, of which we as Englishmen are so proud, as the style lends itself to our native wood, the oak, and to our climate. It was not brought to perfection until the fourteenth and fifteenth centuries; then, sad to say, the carver's art gradually died with the revival of the classic period in the sixteenth and seventeenth centuries in England, though it flourished much in France and Belgium, passing through many changes, ending up with the terrible rococo work.

Why was this caused? Because to a certain extent it lacked originality, as it was partly copying the old, and disdaining to take hints from nature, as was done in the Gothic period.

All this time it was in the hands of men. Since this later revival it has been gradually working more and more into the hands of women. Now you will understand me saying how carvers of the present day have been cramped by the work of the past, because they have generally been obliged to work in one or other of the styles. It is owing greatly to Mr. Morris and Mr. Ruskin that architects and artists have interested themselves in the crafts so much more and have tried so hard to make the public realise that we do not to copy for ever and ever the old work, beautiful as some may be; but our lives, our mode of living, and our homes and surroundings have altered, therefore our tastes also; but we have every advantage of good schools, cheap travelling, and so can see what other countries are doing, and need not be hampered by the past any longer.

I will mention a few schools. The principal training school in London—"Woodcarving School of Art," lately removed from Exhibition Road, South Kensington, to the Imperial Institute, under the management of Miss Eleanor Rowe, who has done more for women in this craft than any one of the present day. She has worked up the school, and it was through her that a teacher's certificate was first granted to women. Her name will ever stand first, as a great help to women workers in wood-carving. The Home Arts Society, Albert Hall, has

done much for the revival of our village industries, and another of our helpers are the county councils, who have granted money to help our villagers; and the College, Reading, where I have charge of the section for the crafts.

A few minutes on women carvers, before we mention them as teachers. There are fewer women as carvers than men (*vice versâ* with teaching). It may be the trade is not open to women; and it takes some weary years of waiting before you can make much money, because, as all know, a name is everything in the eyes of the public; and so most turn to teaching as the sure way of making their living, and often then, sad to say, let their own work degenerate. A great many ladies take up carving as a pastime, to do, as one so often hears, "nice little things for the house and bazaars, but they are only amateurs," and how we wish there were only half the number. It seems as if they think it is a craft that can be turned into money at once, and not worked at as an artist, for the love of it. As a profession it is hard work, though most interesting, with plenty for the mind as well as for the hands to do, if it is really done (may I use the term?) as an artist works, taking the literal meaning of the word, working as near perfection as possible, not to time like the mechanic. A woman ought to train herself to work six or eight hours a day, day after day, not in fits and starts.

I believe I am right in saying all the large firms employ men as carvers only.

You may be surprised to hear that still a great deal of the carving for our English churches is done principally in Belgium, though we have in England plenty of carvers, men and women, who can only just manage to make a living and would be only too glad to do it. Some of our best men are constantly out of work. Surely, we can do something to improve this condition of things. It is my belief we shall do more in raising the standard of carving by working beautiful things rather than giving too much time to teaching.

Teachers.—This I must divide into two classes. First, the philanthropic lady who teaches poor lads with the object of giving them something to interest them, and perhaps make a little pocket money, combined with what they call civilising our poorer brothers. Secondly, there are the county council teachers who, to a great extent, throughout England, Wales, Scotland, and Ireland, are women. If I may quote Miss Randolph's words (the secretary of the Kent County Council), who says: "I prefer ladies as teachers, as their influence is

more refining and gentle than one of their own class." She also says "Most of the pupils prefer to keep their work rather than sell it," but I fear this is rather the exception than the rule.

Therefore, we as teachers have two things to bear in mind. First, teaching the craft of carving; secondly, cultivating the pupil's taste. This latter, to my mind, is much overlooked in the great enthusiasm to teach the lads and men to carve.

I should like to give you now a sketch of the system I am trying to work at Reading and Ealing. It may have many faults, but after many years' working and thinking out what are the best grounds to work upon, I have come to this conclusion: The first thing is to teach the pupils to observe and think, as so many think if you work with a tool, it, or the teacher, will do what thinking is required.

Quite beginners I give one or two tools, and show them a simple traditional cut, and when they can cut it clean I show them how to develop it into a design, telling them what it would be suitable for. After several of these, I take them with strap work and show them the different kinds that have gone before. At home they make a design suitable for a table or stool of this, strap ornament being suitable to such objects. When they have advanced enough in this I draw a simple leaf on a piece of pine, which they ground, then I give them the principles of form—form being the great principle the carver recognises, and if this lacks interest, outline is at fault. Two great things to think of are, first, form; second, outline; third, continuity: that really comes by connecting pleasingly the high lights and shadows together, as it is with difficulty that I can get beginners and many carvers to realise these simple points.

After each lesson a design has to be drawn, bringing in the points of their former lesson, and as the pupils advance so I take them through the different styles, simply for the reason they ought to know what has gone before. One thing very important, all students should model in clay, not to teach them carving as some think, but to teach them forms. But I do not believe in modelling everything before it is carved, as it becomes mechanical to copy a clay model too much. It is nicer to work and think it out as you go along.

Design.—Carving is not absolutely necessary to anything, so it ought to be looked upon as a beautiful trimming, and instead of thinking of the carved parts only, which too often is done,

the shape of the piece of furniture must be remembered and drawn first, and then the carving; instead of carving numerous panels and turning them into whatever is wanted. Construction must also be considered in designed furniture: there is too much copying of old work which is beautiful in itself, and splendid to learn from, but the idea of taking rubbings from old furniture to apply to new, to me is hardly the thing. As we are living in quite a different age, we cannot have their feelings, so our work to have life in it must be characteristic of ourselves or else it is not interesting. The terribly deep carving which still by many is called clever and lovely (of course there are some places where you must have deep work, churches, &c.), but for cupboards, &c., and those three-legged stools, which I think there ought to be a law against, you do not want deep work. You can do very beautiful, delicate work in low relief. A few years ago there was a great craze for old furniture, where it all came from is a marvel to me; it is fine in suitable houses, but the way in which it is crowded into our modern villa is appalling. The overloading of furniture with ornament in our shops, which is called "artistic and handsomely carved furniture," has been to a great extent our deathblow as regards furniture. And so many people with good taste prefer the plain wood not decorated at all. But there is no reason why we should not have beautiful furniture suitable to our mode of living, if the woman carver will only work and think.

Now I suggest to those who build and restore churches, that instead of going abroad for workers and church furniture, they would find out a good craftsman or woman, and let the architect put it into his or her hands, the carving to be carved out by the craftsman and his or her pupils. They would very soon get original work, with life and truth in it, and not so much of that dead stuff we so often see in our churches, a great deal of which is cleaned up with glasspaper or laboured at with the tools until every scrap of quick cutting and tool mark has disappeared. It is grievous to see money so often wasted on work which, from an artist's point of view, is absolutely valueless.

Now I have shown you that there *is* work for women as carvers, both of church work and furniture, and great responsibilities as teachers. Do we realise what an influence we have on the taste of the future, as our work lives after us, as it will be called the revival of wood-carving in the nineteenth century?

Photography.

Miss Kate Pragnell (Great Britain).

I ACCEPTED your kind invitation to read a paper dealing with the subject of my work, trusting that others may benefit from the results of my experiences. With the wish in view that they may do so, I will confine my remarks to the following headings: First, the practical business of photography; secondly, the object of a photograph; thirdly, the artistic part of the work. To ensure success, each of these must be clearly understood and never forgotten, and I hope each woman worker will keep uppermost in her mind the desire to raise the standard of work, and not to lower it by being satisfied with an ordinary photograph.

Please understand that I do not allude to the ordinary commercial photographic business, to which I distinctly object, and do not consider suitable in any way for educated women. I aim at a good pure photograph, this being the chief characteristic of my work, not a faked-up negative to begin with, followed by a still more faked-up print, both no doubt very wonderful, but in my eyes inartistic and artificial only. The copyright business has, I am afraid, done enormous harm to the tone of general work, and I am quite sure the law on this point is not sufficiently understood by the public generally, who unconsciously play into the hands of the unscrupulous. First. The practical business of photography. My experience is that photography must be thoroughly studied, mechanically and from a business point also, as it cannot be learnt in a day. It is particularly suited for women, because each bit of the work can be done by them, and the variety in the occupation makes it attractive as well as healthful. At present I fear there is no high-class artistic business conducted and worked entirely by women, where ladies can train and learn each branch of the business. In my own small way I employ only women, and Miss Stewart and I work hard in the business. To succeed means money invested in the business to start it well, and then real hard work and personal effort to carry it on. Many people seem to think that all one has to do is to open a business and succeed, without working at it personally, and supervising each department, and understanding the difference between a good and a bad photograph. I think, were my time not so much taken up with my own business, that I would make my studio

a centre for training women who wished to learn the working of a high-class and artistic business. I feel sure in time it would be possible to open studios in the provinces, the colonies, and America, each to be self-supporting, not employing outside labour, but each worker to be a part owner, and sharing the proceeds. From the head studio would come the new ideas, the constant changes which are the vitality of a successful business, and which have been carefully thought out and tested. There could be one large, strong, trained body of women workers, whose lives would be made happier not only by doing successful and appreciated work, but by giving them individuality and independence of spirit. They would also raise the standard of photography throughout the country. I am sure that co-operation being the basis of this pleasant and healthy work, a remunerative business and employment for educated women would be the result; and a constant demand for this class of work is certain. So far as I can see, to open any business on these lines in London or the provinces is prohibitive to any one of limited means. They ought to be doubly careful as women not to strike an uncertain and inartistic note, and open a business in a fog. Their successful opening ought not to be questioned, and must not have the false backing of kind friends, who buy a bad thing to help them, and so ensure a heavy tumble later on. Every one wants to know the cost of opening a business. It is very great. To work well the best of tools must be employed. I found I had to build my own studio before I could get the artistic effects which are essential to my feelings when I am taking a photograph. It must also be remembered that starting is not one big outlay, there is a constant heavy yearly charge in introducing new accessories and new ideas, both absolutely necessary to success. Art has to be reproduced mechanically in photography.

Secondly: The object of the photograph is the likeness. Can a photograph which is not a good portrait appeal in the slightest degree to a friend? Is it any pleasure to the friend to have such a thing? Surely there are plenty of pretty and artistic pictures to be bought, and I find my sitters do not as a rule want false representations by the dozen. We must give our kind supporters good, honest, reliable work, and the portrait must be a true one. It is likenesses of their friends which are required, not the photographer's embellishment; the more they are omitted, the better the chance of a true likeness. The demand I find is enormous for an honest portrait, combined

with a pleasing picture, and this brings me to the third heading, the artistic part of the work. I have been talking on the general lines of starting and working a business, but now I come to the artistic part, which is the taking of the photograph. I do not see how, on my lines of keeping the portrait, one person single-handed can continuously manage sitters individually, and the camera as well. It means being in two places at the same minute. I, therefore, have trained Miss Stewart to work with me, and I am confident that I owe a great deal of the artistic success in my pictures to the fact that I can concentrate my thoughts entirely on the posing and lighting of the sitter, while my colleague adjusts the camera and exposes the plate. It is so much less tiring to the sitter, and the quicker the method of work the more likely is the picture to be a success. Here again co-operation is of the greatest value. There is a mental as well as a physical effort in taking artistic photographs, so it is much wiser to have others to share the labour. I should be very sorry for others to have to face, and, single-handed as I was, go through the same troubles and painful experiences in starting this business, owing to ignorance of commercial life, all of which might have been avoided and money saved, had I been trained by some one who understood all these things.

I strongly warn the unwary against going into business without proper advice and careful training. Having established a business, which at present is simply answering our own individual purpose, I sincerely trust it will not remain so. I should be sorry if for any reasons we gave it up, and it should not still be a source of work and income to women who are obliged to earn their own living. I feel I hold the nucleus of a much larger business, and on the lines I have laid before you am confident that others will succeed as well, in fact, a great deal better than I, as they will be able to reap the benefit of my experiences, good and bad. I beg to thank you most warmly for having so kindly honoured me to-day.

Bookbinding as a Profession for Women.

Mr. Frank Karslake, agent of the Guild of Women Binders (Great Britain).

UNTIL a decade ago, or thereabouts, bookbinding was solely a craft for men; originally an art, and, for the past century, more and more only a trade. Then, first one woman binder arose, and then others, but, till lately, so few in number that they could be counted on the fingers of one hand. The efforts of those pioneers have met with phenomenal success, and, in my opinion, for the following reasons.

During this materialistic century of ours the men-binders have been mere commercial workers, caring only for commercial results, and covering every book in one or two set styles, whether it were a mediæval manuscript or a copy of the latest novel. Thus, on every volume we got the "polished calf extra," with a "full gilt back," and a mechanical "inside roll" and counting-house marbled end papers, or the regulation "crushed morocco," with kaleidoscopic re-arrangements of tools, the disposition of which was left to the discretion of workmen who were mere artisans, with no soul above the earning of thirty, forty, or fifty shillings per week, according to the ability with which they handled the tools. But with the women-binders it was altogether a different affair. They were ladies by birth, training, and education, who, in the first place, loving art for its own sake, and having passed through schools of art, discovered, so to speak, that bookbinding was an art; an art which gave infinite scope for the play of fancy, inasmuch as it meant no mere question of decorating so much leather with so many designs, but of translating on to the covers of books a symbolism of the literature within. When once this elementary fact was grasped, the possibilities of the craft became immense, and the first step had been taken to restore it to its old-time position. What some women have done others can do, and the practical question is, how to do it.

Now, women who desire to take up binding as a means of livelihood have first to learn the most important thing of all, viz., that if they wish their work to sell it must be good; not good as art alone, but good as mere work. The ostensible object of binding is the preservation of the book, and book-

buyers demand such workmanship as guarantees the fulfilment of that object. We will take it for granted that all potential women-binders can design (although that, while advantageous, is not absolutely necessary), but unless they can also bind a book just as well as a man can, they will never be able to compete with men, or earn what men can earn. There are hundreds of highly-skilled men-workers, so far as technique is concerned, producing bindings of the most exquisite quality of workmanship; bindings which no one, either man or woman, can hope to surpass, so far as workmanship is concerned, and these bindings are being bought by the wealthy amateurs of England and America. Here is an example of such work. You will notice how freely the sides move on the back to which they are hinged, and how they touch, when allowed to fall. The corners of the inside borders are so deftly joined that the most sensitive thumb fails to detect the line of contact. The gilding is of a permanent brilliance. Here is an inferior binding, also by a man-binder. The sides remain midway in the air, and will not fall. The "forwarding" is clumsy, the gold cheap. The first possesses the technical qualities which the best class of buyers require, and it is the class of work which you must produce if you wish those buyers to purchase your work. This involves the necessity of learning in the same school in which the men-binders have learnt.

You must go into their workshops and learn side by side with, and from them, and in no other way is it possible satisfactorily to learn. I know that there are "classes" and "courses of lessons" in which women, by attending a few hours weekly, are supposed to become proficient; but you may as well throw your money into the sea as spend it trying to profitably learn binding, from the bookseller's point of view, by such methods. Demonstrations as to how the work is done are useless. You must actually *do* the work, if you are to learn, and must do it unceasingly, day by day, and all day. Then you will become women-binders. That binding can be done by women for which critical book-collectors will pay handsomely, has been amply proved.

In selecting an occupation women have always to reckon with physical conditions; a consideration which does not impede a man's choice. Fortunately binding offers no obstacle in this respect. It necessitates no work more laborious than the average woman is capable of, or can train herself to do. The manipulation of some of the tools with which the gold

tooling is done requires some little strength of wrist, but that strength comes with practice and proper handling, and it is precisely in acquiring proper methods that the novice needs to spend a twelvemonth in actual work under competent teachers. The screwing-up and unscrewing of the big press also requires some muscular effort, but it is done as much by acquired knack as by strength, while, if a hydraulic press is used, a child can operate it.

One of the most important elements of success consists in one's occupation being congenial. Your work is then likely to be much higher in quality than if you do it because you must. It is one of the most encouraging features of the case that all women-binders whom I have met are enthusiasts, with a love for their profession which grows in proportion to the time they have been engaged in it. The work is devoid of monotony when every book has a separate design, and the cultivation of the art of design should surely be, for women of education and refinement, one of the most agreeable accessories of income-earning. Every day one originates or works upon something new, and the mind, instead of stagnating, as in some occupations, is continually stimulated by fresh currents of thought. The decoration of the printed works of great minds is a calling which no lady need hesitate to follow.

Again, the utility of binding renders it far less precarious than many occupations. The fashion for chair-backs may change, people cannot live up to poker-work for ever, and they may tire of painted fans, sabots, and tambourines; and so with many other things which are mere matters of passing fads or fancies, but as long as books are printed there will be work for binders, and such workers as produce the most original and the best bindings will illustrate once again the doctrine of the survival of the fittest.

The inquiry is often made, "What can be earned by women-binders?" The question is difficult to answer, for the reason that, as in almost everything in life, much depends upon the individual. If two persons be equally well endowed with brains, but one have an energetic and the other a phlegmatic temperament, the former of the two will, of course, earn the larger income. Or of two persons equally energetic one may have the greater brain power, when the same rule will apply. Some can strike out original styles and methods of their own, and thereby make twice or thrice the income of the ordinary worker. Hence it is impossible to say what one can earn. All that I will say is that the Guild of Women-binders is now

establishing agencies for the sale of its work in every important town in the United Kingdom, and that a twelvemonth hence there will be plenty of profitable employment for women who can bind books in the way *we* want them bound. The exact amount of the income rests with the character, individuality, and circumstances of the worker.

I am often asked whether I will recommend any one to become a woman-binder. My one reply is that my opinion of the prospects of the craft is best expressed by the fact that my eldest daughter is a bookbinder, while my wife and a second daughter are about to commence a course of training, and that three other daughters will follow in their steps when their education is finished.

I shall be delighted to show many very beautiful examples of women's work in connection with binding, to any who may care to call at the depôt of the Guild of Women-binders at 61, Charing Cross Road.

We have been fortunate enough to secure space at the Paris Exhibition, to show bindings by women.

Cabinetmaking.

Fröken Sophie Christensen (Denmark).

(*Read in her absence by Fröken Mygdal.*)

ALLOW me to introduce myself as an intimate friend of Miss Christensen, who, I am sorry to say, on account of the present labour difficulties in Denmark, is prevented from attending this meeting as she had promised, and to which she had been looking forward. She begs you, however, to excuse her and to accept me as her mouthpiece. Being well acquainted with the facts at issue, I shall be most happy later to give you all such information as you may desire.

In Denmark we have, as yet, not got so far as to have female bricklayers and carpenters, but, the house once built, we are able to furnish it exclusively by women's work.

We have female cabinetmakers, carvers, engravers, chasers, gofferers, draughtswomen of patterns for jacquard weaving, weavers, ornamental draughtswomen, constructors of electric lamps, saddle-makers, glaziers, portfolio-makers, locksmiths, watchmakers, china-painters, xylographers, photographers, bookbinders, paintresses who adorn our walls, lady-artists who

in ceramics produce vases and jars for comfort and ornament, not to speak of innumerable needlewomen in all branches, from the most simple to the finest work of art.

Admittance to all these professions has never been very difficult in Denmark. The "Women's School for Drawing and Applied Art," founded twenty-five years ago by the "Danish Women's Society," and during all these years managed by Mrs. C. Klein, has surely greatly contributed thereto, giving women who would become artisans a technical and partly practical preparation which greatly facilitated admittance to the workshops. A number of capable women have passed through this school and are now working as engravers, chasers, china-painters, etc.

The two greatest female master artisans of Copenhagen are Miss Horsböl and Miss Sophie Christensen. They are both master joiners and fellow apprentices. Each of them has now her own good business, employs from twenty to twenty-five men, and has an annual turnover of about two thousand pounds sterling. Both of them have been apprenticed for five years and have made public probation work. They have now been in business four years. They run their workshops with men, there being, as yet, no "journeywomen," but both of them have female apprentices in their shops. Only few women will become cabinetmakers, on account of the hard bodily labour during the term of apprenticeship. As master the principal thing is to have good administrative capabilities.

The usual apprenticeship term is five years in most of the professions. The working-hours are ten hours a day. Female apprentices usually receive no wages, nor do they, as a rule, pay anything for their admittance. Women seeking livelihood as artisans generally belong to a higher class than the industrial one, and this plays an important part as regards the discipline in the shop, and after the apprenticeship these women are better able to start for themselves instead of remaining "journeywomen" all their lives.

When the apprenticeship is over monthly wages ranging from 40 to 150 kroner (from about £2 to £8 10s.) may be earned, all dependent upon the different professions and greater or less efficiency. The masters are a deal better off, but have, besides the risk, much versatile work.

As regards the working together of men and women in the same shop, it may be said that our journeymen are so civil that no inconvenience has been experienced. The journeymen take up exactly the same position towards the female masters

as towards the male ones, which may best be proved by the general lock-out declared in Denmark at present. It is the disciplinary question that is the point of contest. The masters have their organisation and the journeymen theirs, and all points of difference are settled between these two powers. All personalities are thereby avoided, and the contest is easier carried on where so many are involved.

As regards the clients, it was to be thought that the women would especially support their own sex, but that is not the case. As a rule women have but little buying ability, and must therefore buy cheap. One thing that speaks highly in favour of our female artisans is that they do not cut down the prices, but, on the contrary, raise the value of the work, so that, instead of competing with the men by small prices, they compete by excellent work, and this procures them friends among the men instead of antagonists, and greatly contributes to the progress of and respect for female artisans in the country.

If anybody should desire more detailed information about the different professions, I shall be most happy to acquaint them with what I know.

Discussion.

Mrs. Catherine Weed Ward, joint-editor of "The Photogram," said she had devoted her life to the progress of photography, not only in portraiture, but in the ever-increasing field of applied photography. She urged every woman to enjoy some of the benefits and pleasures which such an opportunity gave.

Mrs. E. Riddle, of Belfast, called attention to a society which had been established in Ireland called the "Ulster Ladies' Work Depôt." The chief object of its inception was to help in some practical way the ladies who had been reduced to moderate circumstances. Before a lady could join the society she had to give detailed particulars of her past life, after which her goods were received and sold at the various depôts of the society.

Mrs. Howard, of California, appealed to all present to give her some particulars of women's industries, that she might take back information which would help women there to do the same work as was being done in England by the International Women's Congress.

Fröken Anne-Margrette Hamilton, Stockholm, gave some account of the art of weaving in Sweden. She stated that it had proved a great blessing to the country, for it had led women to decorate their homes.

WOMEN LIBRARIANS.

(A) TRAINING OF WOMEN AS LIBRARIANS.

(B) OPENINGS FOR WOMEN AS LIBRARIANS.

SMALL HALL, WESTMINSTER TOWN HALL,

TUESDAY, JULY 4, MORNING.

DR. GARNETT, late Keeper of the Printed Books at the British Museum, in the chair.

Dr. Garnett strongly urged women not to accept too low remuneration for library work, pointing out that not only was this unjust to themselves, but would be likely to produce opposition to their employment in libraries on the part of librarians in general, whose salaries were very inadequate as it was, and who would naturally object to their scale of wages being lowered still further by competition. He eulogised the general fitness of women for employment in libraries, and particularly mentioned the pleasure he had always received from the frequent visits of American lady librarians to the British Museum.

The Training of Women as Librarians.

Miss Mary W. Plummer, Librarian of the Pratt Institute Library and Training School (United States).

THERE is no training for women librarians which might not with equal propriety be called training for men librarians; and

indeed, the four Schools of Library Training in the United States admit men to their classes, though the majority of their students are women. The reasons for the latter fact are not far to seek. The library-student must be well-educated and well-read, and women who are so equipped gravitate toward the professions and the arts rather than toward business-life. Librarianship is regarded by them not only as a profession but as an agreeable one, and they elect it while still in college, or renounce in its favour the more wearing occupation of teaching. It appeals to those to whom social standing is a matter of importance, the librarian of the town or village being considered, as a rule, the social equal of the best among the townspeople. To those women who are fond of books, the prospect of a life passed among them, even if the situation be somewhat comparable to that of Tantalus, offers a strong attraction. The salaries of head-librarians are on about the same scale as those of professors in colleges and teachers of high school and grammar grades, varying according to the size and importance of the library to be administered. Women are willing to accept more modest salaries than men, if the wage seems a just one for the work. They do not ask to be paid for being women. Fewer men enter the library schools, partly because the attention of young men of scholarly tastes is not sufficiently called to the field, partly because the energies of most American men seem to tend naturally toward commercial life, and partly because young men as a rule are not willing to accept the salaries offered to beginners. The result is that the men of the profession are largely librarians by experience rather than by training, and that they hold nearly all the best-paying positions, while the trained women occupy positions under them or take the headship of libraries of somewhat smaller size and importance. The relations of the men and women of the profession are in nowise inharmonious, and the leading spirits among the men are most active in the effort to advance the salaries of women. When boards of library directors shall be more generally composed of both men and women, the opportunities of women librarians to show what they can do in positions of the first rank will perhaps be more frequent.

The idea of a school for the training of library assistants was in the air for some time before it was finally embodied in the School of Library Economy at Columbia College, New York. This school opened its doors in January, 1887, to a class of nineteen or twenty, chiefly young women, and con-

tinued its sessions until June, 1889, when it was transferred to the New York State Library, at Albany, the chief librarian of Columbia College, Mr. Melvil Dewey, who was head of the school, having been appointed to the State librarianship and required to take up his residence at the capital city.

From this parent school, three other schools, under the charge of three of the earlier graduates, have arisen—that of Pratt Institute, in Brooklyn, New York, in 1890; that of Drexel Institute, in Philadelphia, in 1892; and that at Armour Institute, in Chicago, in 1894, this last being now transferred to Illinois State University.

The schools have developed differences of practice as they have advanced, though the theoretical part of the training is the same. The parent school, connected as it is with the large reference-library of the State and with the Board of Regents of the State University, has at its service the machinery of these institutions, a large collection of illustrative material, and a large staff of instructors whose time is wholly given to the work of the school. It conducts a summer school for six weeks, in the early summer, for librarians or library-assistants, who can take that length of time to improve themselves in the knowledge of their work and then return to their libraries. It offers to conduct correspondence courses also. It gives the preference among applicants to college graduates, and accepts the college diploma in lieu of an examination. It has a one-year course, at the end of which students who have done especially creditable work are admitted to special courses in the second year, if they desire.

The Pratt Institute School is connected with an almost unique professional school, and at the same time does the work of a free circulating and free reference library for the city of Brooklyn, thus offering its students the opportunity of practice in all departments of the work before going out to take positions. It does not accept the college diploma in place of an examination, regarding general information, culture, and personal qualifications as the gifts most necessary for the librarian and believing that the college diploma does not guarantee these. Its entrance examinations and personal interviews are designed to test the applicant in these particulars, and the college diploma is regarded only as an added qualification. The student of its first-year course goes out equipped with an all-round knowledge of and practice in library technique, and it offers at present a choice of two special courses in the second year, one for the training of

children's librarians, and one, as yet not given in the other schools, called the historical course, including the cataloguing of early printed books, the study of MSS., &c.

The Library School at Drexel Institute is also connected with a professional school, and is at the same time free to the citizens of Philadelphia. It has a one-year course, similar to that of the first year at Pratt Institute.

The school at the University at Illinois has been made one of the regular schools of the university, which students, after a two years' course, may elect to study in, though encouraged to take the full four years' course of the university.

As the comprehensive character of public library work in the United States brings to light the needs of various classes of the public and the lack of means to meet these needs, the library schools, fully abreast of the situation, present new fields of training for the student who would be a specialist; for instance, the opening of separate departments for children in a few libraries, and the announcement of the problems peculiar to these departments, set the schools at work at once selecting those students most likely to succeed in the work with children and preparing courses of study and training for them.

The success of the schools in meeting a need of the profession is undoubted. Even where local prejudice is so strong that a library dares not employ a trained outsider on its staff, the fact that other libraries have trained assistants has been the means of introducing competitive examinations for filling library-positions, and procuring a higher level of intelligence in the local staff. And frequently, when the establishment of a town library is in prospect, the local candidates for positions who are far-seeing go to a library school for instruction, and are able thus to present themselves as applicants for the library positions with the weight of both training and local candidacy to aid them. Had no library schools been founded, the increasing needs of students and the growing tendency of women's clubs toward study would have necessitated a higher grade of library assistant than the average one of the past, appointed to and perhaps kept in his position by political influence, and the schools would have been forced into being. With the introduction of school training salaries have advanced, vacations have lengthened, hours have shortened, and all the consideration due to brain workers is gradually being conceded.

A feature of the training of the schools is its resemblance to seed sowing. There is a vitality in it that keeps alive and

growing in the graduate at work the enthusiasm and interest of the student. The practical problems that meet her at the outset prove that everything has not been learned in the school, that there are emergencies the school did not and could not provide for, and she realises that she is still in school and still learning; and the sheer interest of the daily work carries her on even after the impetus of the school training may have lost its force.

In the early days there was some doubt as to the consequences for the actual library assistant of an influx of trained workers into the ranks each year. But so far the number from the four schools is limited to about a hundred graduates per year —a number soon absorbed among the many libraries of the country, without any disastrous effect upon the assistants already in service. For those who cannot leave their positions to take the year of training there are local library clubs, the library periodicals, staff meetings, and other agencies of self education, and the wise assistant or librarian avails herself of them, recognising the signs of the times and trying to adapt herself to the new occasions which require new duties.

No demand upon the schools is more constant than that from the town or village library, organised and carried on by hit-or-miss methods, for trained help to come and reorganise the library, set it going in the proper way, and incidentally train those in charge of it to continue the work. So much of this training and organising has been done that it has seemed at times as if students might specialise in normal methods and devote themselves to this branch of work.

If anything, it is the small or medium-sized library that realises most keenly its deficiencies, and is most likely to want assistants from the schools; but so practical have been the teachings of the schools and so adaptable the graduates, that even the prejudice of the older and more conservative libraries has given away. The college and reference-libraries have been among the last to admit the new influence. One graduate introduced into a doubting library and successful in her work means more conviction of the value of the schools than anything that their advocates can say.

This is more than a technical question.

The special adaptation of well-educated, refined young men and women to a particular educational work, such as we now recognise the work of libraries to be, means raising the level of a whole calling, making it really what it has only pretended to be—a profession. It means putting at the service of the

scholar, of the student, of the lettered and unlettered, of the young people and children, an army of cultured persons whose delight it is to serve and to make themselves ever more fit for serving.

Discussion.

Miss M. H. James (Great Britain) having read a brief paper* on Indexing as a field for women, the discussion was continued by **Miss Petherbridge** (Great Britain) who said that she had indexed records and books; she had too much business of her own to do much indexing now; her head indexer did it for her. She thought that no woman ought to expect to make a living out of piece-work the first year. She must not expect to do it, though she might do it—unless she had a great deal of influence and knew beforehand that work was coming to her. She might say that the lowest fee for indexing was two guineas per thousand entries, the highest five guineas. One publisher offered ten shillings a thousand, but the work would be very poorly done.

There was an increasing opening in indexing work. She was at present engaged in classifying the records of the East India Company. There was a lot of work to be done, but it had to be dug up. They were only pioneers; the work was lying underground. Blacks, the publishers, had most of their work done by printers' readers. That was the sort of thing which wanted altering. It would be altered here as it was in America. It was, however, no use taking it up as a means of livelihood until there was something in view. Mr. Harmsworth had two women engaged in this work on the *Daily Mail*, but they had got their posts through influence, at least one did, and the other got on through her. She refused to train women in this work unless they had enough money to live upon meanwhile. The fees were high; she charged twenty-five guineas, and nine months had to be devoted to it. It was hard to take a pupil's money if there was nothing behind, for it was only reasonably possible to earn thirty pounds the first year. People ought to be careful; they should not pick it up as their only hope unless they had something else in view. She advised only those women who had a small income to depend upon, if only fifty pounds a year, and those who wished to take up library work to go to some public library as a voluntary assistant for six months or more. The work in such libraries was particularly arduous at certain times of the day; at other

* For Miss James's remarks see Appendix, p. 232.

hours it was less exacting. A good assistant ought to know every book. There was an enormous lot to learn, for there were two kinds of cataloguing, the brief and cursory, and the exhaustive. She recommended those women who wished to enter libraries to try in the country rather than in London, for in the country they had more control over the people. The work was paid quite as well, and the librarian was more in touch with the readers than would be the case in London.

Mrs. Francis Hardin Hess (United States) pointed out the mistake existing among many people, that money was to be earned in a profession without a long period of preliminary training. It was not. What was frequently wanted by a business house was a good system of indexing correspondence, and of the mechanical parts of machinery. A head of a department asked for a letter about a certain boiler or something which had been sent out, but it often took a quarter of an hour to find it. In every American house, correspondence was properly indexed, and a letter could be referred to at once. There was work for women here. Of course every business house could not afford to give an indexing expert a permanent post, but they could call one in for a time, as one called in a doctor in time of sickness, and have the method of arranging correspondence thoroughly reorganised. Such work had to be done in a faithful way, because men, least of all Britons, did not like to be told that a system to which they had grown accustomed was unutterably bad. She might say that the correspondence in most offices was deplorable. It was well to remember that a better standard for librarians was required now than was the case in the old days. Messrs. Harpers were now cataloguing their books—name, pages, subject, &c., and the custom was likely to spread.

A lady from Hungary whose name did not transpire, referred to the manner in which mutual help was conducted in her country. The poor woman who could not at the time make enough to keep her would be "dined" each day by a number of different friends. "I have no money, but come to dinner on Mondays"—that would be the form, and such assistance could be accepted without loss of self-respect. Better times could be waited for more easily.

Dr. Garnett said that within the last two years he had written three books, and each of them required an index; the publishers were not, they said, inclined to put the work into the hands of the printers' readers; higher-class work was required, so they made him do it. He thought that he could secure the services

of some qualified person, preferably a lady, but nothing of the kind. The publishers wanted the index done, but they did not want to pay for it.

Miss Petherbridge had referred to the enormous stores of documents not indexed lying in the public offices. She herself was engaged in work for the Secretary of State for India. There was no public department which had not got such a lot. The British Museum, to which he lately belonged, was included here, and the different departments were full of them. There were enormous stores, but it was exceedingly difficult to bring the authorities who have to incur the expense to take up the matter. The lady under whose presidency they met, the Countess of Aberdeen, had influence, and it was by influence that this work could be taken up. A woman, he thought, would not be wise to follow the profession of librarian unless she had a small independence. If she had means and the necessary qualifications, was a hard worker and a lover of books, she might after some years look forward to something satisfactory. But she could not dream of starting on the lowest rung of the ladder. In the British Museum, at any rate, this would be impossible, for the lowest work there would mean work which no woman could perform, and to some extent the same conditions prevailed in other libraries. But once employed he felt little doubt as to the capacity of most ladies to perform the duties of librarian. Of course, he could not recommend the employment of many ladies in the same library or there was no knowing what might not happen (laughter). There was no sphere in which women were better qualified to act. As a librarian, too, a woman could be more helpful and serviceable to young people than a man. The possibilities of good work in this respect were infinite. Her influence over an unruly class of readers would be greater than that of a man. That was the experience of Bristol, and that was one reason why ladies should be encouraged to come forward. He held that ladies who wished to take up this work as well as other work should set their faces against the idea of working at a lower rate than men. In the compilation of the catalogues of second-hand booksellers again there was work to be done. They had noticed how frequent were the errors in foreign languages.

Women and their Future in Library Work.

Miss M. S. R. James, Librarian of the Library Bureau, Boston (United States).

It has frequently been urged against the inhabitants of Great Britain that they are not quick at the uptake, and it is stated that in the matter of education Great Britain is still lamentably behind other countries, and particularly so in the matter of technical training of all kinds, though recent years have developed a marked tendency in all directions to lessen the reproach. Technical or secondary education has come to be regarded as an essential continuation of the training in elementary schools and is a potent factor in causing the realisation of the imperative necessity for providing students with books which, owing to obvious reasons, they are unable to purchase for themselves. Hence the increasing establishment of libraries in manufacturing districts, towns, and communities, all over the world. That the best of tuition is required both for elementary and secondary education, and that the standard expected is high, is not to be wondered at, but that such service should be in a majority of instances inadequately remunerated, partly from lack of funds, partly from the inability of governing bodies to appreciate the far-reaching effects of such service, is greatly to be deplored. The public library and librarian of any community or educational institute, should be regarded as part, and a very important part, of the machinery of technical, secondary, and higher education. Carlyle says, "Libraries are the universities of the people," and this being so, the library committee, librarian, and staff cannot be too carefully selected. If the best professors and instructors are not too good for a university, the best educated, most widely-read, and highly-cultured persons cannot be too good for library work, which in its requirements is kaleidoscopic, and in its demands on the literary resources and the brains of its librarian, variable and sudden. It is, unfortunately, impossible for most library boards, of public libraries under the Acts, to command the services of highly-educated librarians or assistants, owing to the small incomes produced by the rate, and until recently it has not been generally considered necessary for a librarian or an assistant to have any particular qualification for

the work. The librarians of these libraries have themselves to a great extent been instrumental in raising their status to its present position, which is not yet sufficiently high, it being obvious that if specialised knowledge is required of teachers before they can embark in the perilous venture of tuition, it is equally necessary to require at least some show of educational fitness from librarians, who are rightly expected to be well up in all works in modern science, industries, economics, and all branches of literature; to be able to recommend the best and latest editions of any subject; to suggest lists of books for purchase, and after approval to buy them, with some regard for business economy, and to classify and catalogue them so that they shall be promptly available; who, in addition to these requirements, must possess unfailing patience, tact, courtesy, executive ability, secretarial instincts, knowledge of accounting, an appreciation of humour, the keen perceptions of a good indexer, and unobtrusive ability to penetrate the minds of inquirers for the elucidation of their somewhat involved demands, together with the up-to-date-on-the-spot alertness of the man of business. It is, of course, possible to be a born librarian—there have been many instances, but even so, a practical working knowledge of library administration is simply an addition, and no detraction to its possessor. It is, however, not exceptions, but the general average for whom rules have to be made. The above-stated requirements simply tend to show that, from their possession of them, educated women are peculiarly fitted for such work, and it is a source of great wonderment to every one who has considered the subject that so few women have been employed in British libraries in really responsible positions. For some reason or another their employment seems only to have been contemplated as possible in connection with public libraries under the Acts (except the brilliant exceptions of Miss Toulmin Smith, librarian of Manchester College, Oxford, and Miss Guiness, of Holloway College), where, from the nature of things, as already explained, their services are limited and scope confined. Not that it is impossible for women employed in public libraries under the Acts to better their condition, but in the majority of cases very little can be expected from the class of women employed, executive ability last of all; and salaries, though almost at the sweating limit, owing to financial economics, are in a good many instances quite as much as the work is worth. Mr. McFarlane, in his "Library Administration," page 23, says of women assistants that "there seem to be no objections to them

other than those commonly alleged against women's work," and writes that they are "specially useful in a juvenile department"; at the same time speaking of the cheapness of their labour, he adds, "that there is as yet no serious question of employing women in the more scholarly libraries," though he goes on to tell of a lady who assisted in the arrangement and cataloguing of the Tapling collection of postage stamps in the British Museum.

Women are, I believe, employed in catalogue and index work at the Royal Society; one of them to my knowledge was a graduate of Newnham College. At Dr. Williams's library in Gordon Square, W.C., women are employed; a Miss Abbott was for a long time librarian at Hampstead subscription library. A Miss Stamp was head of the Notting Hill library before it came under the Acts, and she is registered as one of the few women members of the L.A.U.K. who attended meetings of that association in its early days. For some time women have been employed in libraries in London and elsewhere, though in what capacity it is difficult to discover, and there must doubtless have been others in country towns and districts. Indeed, at the present day a woman of the old school is employed as librarian of a country library presented to the little town of Woodbridge, Suffolk, by one Thomas Seckford, of old time charitable inclination; and a woman is employed at the subscription library in the "Ancient House," Buttermarket, Ipswich, Suffolk; in addition to one employed by Mr. W. Palmer in his library at Reading, to which post she was appointed in 1879, I believe. An American woman, Miss Hattie Johnson, was employed for a year or more as cataloguer in the National Library of Dublin, Ireland; she has given her experiences before the New Hampshire Library Club. (See *Library Journal*, February, 1899, page 69.) Women generally manage their college libraries, though it does not appear to be done with any great degree of system, or technical or practical knowledge. Women are also to be found in subscription and society libraries. I can, however, find only nineteen English libraries employing women as chief librarians, and their salaries appear to average £45 to £80 per annum. What is expected for this, or what other compensation there may be, if any, I am unable to state. With a view to saving the time of any one sufficiently interested to go into the matter, I have at the end of this paper appended a list of references to various English and American periodicals and papers. Manchester Public Library began to employ women as assistants in 1871,

and found them "specially good in dealing with boys." The applicants, who were numerous, were recruited from among the daughters of tradesmen and shopkeepers, and received at first from 10s. per week to £80 a year, according to experience and ability. Manchester employs women as heads of branch libraries as well. Battersea, Chelsea, Clerkenwell, Derby, Oldham, St. Helens, Salford, Blackpool, Paisley, Liverpool, Bristol, and many other libraries have followed suit, and now require an elementary entrance examination before appointment, which is a step in the right direction. Aberdeen employs women who have a university certificate, but the value of this statement is considerably lessened when we learn that their remuneration was only 10s. per week at commencing, a sum, even taking into consideration the cheapness of provincial life, utterly insufficient for a well-educated, refined, self-respecting woman, no matter how economical. The status of the librarian is all the time being raised, more is expected, and rightly, for it is a position of great responsibility and one of unlimited possibilities and far-reaching influence on future generations, an exaggerated statement, you think, perhaps—but run it down and it will be seen to be emphatically true. Unfortunately, up to the present in Great Britain it does not appear to have been realised that the labourer is worthy of his hire if he or she proves this by the quality of their work. In foreign countries we find the employment of women not much more extensive. In Italy Signorina Sacconi (now Signora Sacconi-Ricci) of the Marucellian Library, Florence, distinguished herself by her work, inventions, and report on libraries, and though no longer actively employed she still takes a great interest in all matters pertaining to library work. In Norway we find Fröken Valborg Platou, who has been employed as chief librarian at Bergen for over fifteen years. She receives about £124 a year, and employs a woman assistant, whose hours are five and a half per day, who receives £22 per year; there is also a woman caretaker, whose hours are six per day and remuneration £28 per year—a significant statement! In Sweden, women have been employed as assistants for some years. In Austria, at Vienna, they are employed as assistants, and in the Ottendorfer Library at Zwittau, Germany, the librarian is a woman. In Switzerland, at the Fribourg Cantonal Museum, a woman is director. In France there appears to be no record of the employment of women, but every one knows of the finished work of Mlle. Pellichet, of 30, Rue Blanche, Paris, as a cataloguer of the incunabula in the National Library of France. She is now travelling all over

France obtaining data for a catalogue of further collections. In Honolulu, Sandwich Islands, a Miss Mary Burbank presides over the library. In Canada women are extensively employed, though I have not found many as chiefs. In Australia, where, I am told, there are openings, a few women are employed as assistants, and there are a few in South Africa: one from Cape Town attended the International Conference of 1897.

In the United States we find, as in other occupations, the elysium of women: it is almost the exception not to find women in libraries, where they have proved themselves indispensable as organisers, administrators, cataloguers, and indexers, and also in the management of the children's department—an increasingly important position. Their work as educators is respected and recognised, and their position is assured both as regards the public and the library board, excepting in cases, happily on the decrease, where politics are allowed to debase the value of public library administration and development.

Newspapers are coming to find that indexes are of great value to them; periodicals and magazines, etc., all ought to have indexes, and I feel sure that English publishers will begin to see with the eyes of their American competitors, that it pays to have some one who *knows* in this department of their work, and that educated, scientific, thorough work is essential to their businesses. Moreover, where there are village libraries to be organised, selected, classified, and catalogued, who so well fitted for this work as a woman? Then there are prison libraries, lighthouse libraries, school libraries, workhouse libraries, and ships' libraries. The average Atlantic liner's library catalogue would disgrace a child, despite its fine cover. In America women go out organising new, and reorganising old libraries with great success; they go to the library desiring to be put in thorough up-to-date order, spend a month or more as is required straightening things out, and then turn the reins of perfected government over to the local appointed librarian. There is no reason against, and every reason for, the same kind of work being done by Englishwomen, and many little libraries are sorely in need of revision on modern lines.

There are travelling libraries. I think Mr. Stead employs women in his venture, and in addition private libraries and museum libraries, so we see that if the present prospects are not exactly glowing, there are possibilities, and though we have seen that public libraries under the Acts do not afford such scope or opportunity as yet, there are others.

There is also bibliographical work, and I have an inkling

that there is a good deal to be done in palæography, and if all this fails, there is, as a *pièce de résistance* the catalogueless library of St. Petersburg, Russia, which is sorely in need of the services of a new cataloguer.

Discussion.

Miss Toulmin Smith, Librarian, Manchester College, Oxford, said: In considering what are the prospects for women in the profession of librarian we will cast a glance backwards for a moment, to get a true perspective of our subject.

Libraries we have had for centuries, hoards of treasured learning in manuscript and print, in cathedrals, inns of court, colleges and universities, and not least in some of the historic private mansions of old and wealthy families. Later on, academies, learned societies, and government offices, including the Houses of Parliament, made their collections, each having its own *raison d'être*. The irony of time and fate has brought about that the term of "minor libraries" is applied by some to these important adjuncts to scholarship, the pioneers of modern reading. They do not, as a rule, appeal to the "man in the street," but it is obvious that they led the way for the wider spread of book education and the consequent desire for libraries that should satisfy general wants. Then came the period of institutes, clubs, Athenæums, and circulating libraries maintained by shareholders and subscribers, many of which still have a vigorous existence. But with all these there was no *profession*, and no woman librarian (acknowledged) among them. That splendid institution, the library of the British Museum we must pass by; no woman can yet pass its portals, though a whisper of such a possibility was once heard. The public free library is, as all know, a creation of our own day; I well remember the great interest taken by my father in the opening of the Birmingham Free Library, one of the earliest of these, forty years ago. The great strides made, especially in primary education, and in the mental training of women, the changed aspects of civilisation, increased powers of locomotion and restlessness of social life, have made the public library in countries like England and America a necessity; a place where current knowledge of men and things may quickly be attained, where literature and history in their noblest and best forms may be easily reached by the mass of the people.

In the United Kingdom the number of public libraries under the Acts since 1845, together with about 40 other free and

public libraries, is 397, according to the Library Association Year-book for 1899. The full extent of the public libraries is not yet reached, their numbers will increase with local wants and powers. The 1899 Year-book gives the number of other miscellaneous libraries at about 813, while Mr. Greenwood's Year-book of 1897 puts the number of libraries not under the Acts at about 1,100. It is difficult to reach the exact figure, but we may take it that there are in all quite 1,450 libraries in these islands, excluding private collections. Our colonial brethren too are not behind, the number of their libraries, in Africa, Canada and West Indies, Australasia, and Asia, including India, in 1897 showed a total of 426, most of them being public.

As regards the professional position of women as librarians, we may remember that as a "profession" for men librarianship is but of recent date. The older libraries, save in exceptional cases, such as the British Museum, the Bodleian at Oxford, or the Advocates' Library at Edinburgh, did not call for a staff of assistants; with a moderate staff of books and a limited number of readers the post of librarian could be filled by a man of literary or antiquarian tastes with careful habits, who would learn his business as he went along, helped by a certain tradition. The formation of the Librarians' Association in 1878 showed the growing sense of responsibility among those in charge of the new public libraries, and it was but in 1882, not nineteen years ago, that Mr. Tedder, of the Athenæum Club, read a paper at the Cambridge meeting on "Librarianship as a profession," sketching in the leading qualifications and duties necessary for those who would seriously take up this walk in life. It was considerably later that the preliminary training courses were established, and that the Association obtained its charter, which gave this occupation a recognised and honourable status. The growth of the free libraries movement has given birth to the profession, the training and culture for which must affect, in their turn, the keepers of all kinds of libraries who would march with the times. If men therefore have so recently entered into their inheritance, women may bide their time in patience, confident of success before long.

Libraries may be divided into two classes, the first comprising the public free library, where any one of the neighbourhood may not only read but may borrow books for home reading; the second various, including college and special libraries of all kinds not open to the general public, but

each meant for a certain circle of readers; many gathered to illustrate special lines of study, some of them ancient rather than modern. For women the first class has at present offered the most opportunities in this country; the work is regular and well-ordered, some of it is mechanical or departmental, much demands the resource and intelligent interest of the worker. In the second class but few women have yet found admittance, though some of these have been good appointments, and for competent women there seems no reason why a considerable opening should not gradually arise in various institutions.

The capacity of women for library work, and their particular aptness for it, have not now to be proved. Mr. Tedder, who from the beginning has warmly encouraged their employment, spoke of their success as a "recognised fact" years ago, pointing of course to the American as well as to the English experience; and Bodley's present librarian told me the other day that "women's work is absolutely as good as that of men." But while the latter gentleman dissuades women from becoming librarians because, as he says, there is no opening and they are so poorly paid, Mr. Tedder thinks otherwise. "I have always been of opinion," he writes me, "that there is a fair prospect for women in library work, but they must make themselves competent. They should procure experience and professional training, especially in the difficult art of cataloguing. Good catalogues are scarce. . . . There is fair prospect for them, provided they are not afraid of work and possess a good preliminary education." I find a point greatly in their favour is the influence which they possess for quiet and order. Alderman H. Rawson, of Manchester, speaking at the International Library Conference of 1897, said, "Their services in the reading-rooms set apart for boys are especially valuable, exercising a restraining influence over the lads, and conducing to quietness, order, and decorum." And the effect of replacing men by women in St. Phillip's Library at Bristol, formerly subject to nightly disturbances, has been quite remarkable (W. S. Selby in the *Librarian's Assistant* for June, 1899).

It is perhaps hardly fair, with differing circumstances, to compare the position of the English to the American women in libraries, but more has been done in England than is commonly supposed. In Bristol since about 1875 or 1876, in Manchester since about 1879, "young women have been selected for the public library service"; at both places they

are required to pass an elementary examination; the ages on appointment vary, in Bristol from 15 to 18, in Manchester from 16 to 23. At present the salaries at Bristol range from £26 to £60 a year; the branch librarians at Manchester receive £60 to £90 a year, the assistants 10s. to 21s. a week. At Bristol 35 women are employed, in the four grades of junior and senior assistants, branch sub-librarian, and branch librarian; and their duties embrace the entire work of a public library, including binding. At Manchester there are 85 women, of whom five are heads of branch libraries, each with a senior assistant, but otherwise not classified. I asked my kind informants, Mr. E. Norris Mathews and Mr. Chas. W. Sutton, the chief librarians of Bristol and Manchester, whether any women trained by them had been sent to other libraries; both replied in the negative, thus indicating that the demand for women ready qualified has not yet been large (a recent advertisement for a lady assistant with experience in public library work shows, however, that it is beginning). Women join the Library Assistants' Association, as well as participate in the examinations instituted by the Librarians' Association.

In an excellent paper printed in the *Library* (journal) for 1894, Miss Richardson, of St. Helens Public Library, rightly says, "As women prove their capability for this kind of work better appointments than those they now fill will be thrown open to them." She gives a list of places in the United Kingdom where women were then employed; at 14 libraries in England and four in Scotland women were assistants; at 18 libraries in different towns besides two or three branch libraries in Manchester women were the librarians, in several cases with a female assistant. These did not include the two ladies at the People's Palace (London), Miss Black, succeeded by Miss James, the latter of whom had three assistants, all college women (from Newnham and Lady Margaret's). The most recent statistics on the subject, gathered and printed in the *Library Assistant* (June, 1899) by the editor, Mr. B. L. Dyer (to whose courtesy I am indebted for the advance sheet) are fairly encouraging. He gives the following figures (with details which I omit):—

Of rate-supported libraries, 28 have women librarians; 16 branch librarians in four places are women; 48 employ women assistants, to the number of 255 altogether.

Mr. Dyer omits eight libraries in Miss Richardson's lists, but altogether 81 public libraries (branches included) now employ women, against 37 in 1894.

Of non-rate-supported libraries little published information is available; Mr. Dyer notes 11 with women librarians and 13 with assistants; 24 in all. Besides these I may mention Dr. Williams's Library, London, where are two women assistants; a highly capable woman is librarian to the Education Department; the Newcastle College has a woman librarian, and another has been librarian at the Yorkshire College, Leeds, for fourteen years, discharging the ample duties for seven hundred students and their professors with the help of a woman assistant. Recently, too, librarians are being or have been appointed to some of the women's colleges, as Holloway, Somerville, and Newnham, and doubtless other women's colleges will follow the example.

Competence on the part of women, and the power of library authorities to offer fair salaries seem to be what are needed to develop further openings.

Mr. B. L. Dyer (Editor of *The Library Assistant*, and hon. sec. of the Library Assistants' Association) regretted to find the women working as librarians and assistants in British rate-supported libraries unrepresented at the meeting. Library assistants had been described as deplorably ignorant and ill-educated, and as being mainly drawn from the uneducated classes. Cultured college women had been invited to an easy victory over them, and to thrust them from their uneducated leisure by a six months' voluntary service. He would assure them that assistants came mainly from the same class as the elementary teachers and the civil servants of the second division, and that the education of the men and women was not below that level. Reference had been made to the success of two ladies, who had never worked in a library, at a bibliography examination conducted last year by the Library Association, but he would ask women not to expect too easy a victory over these so-called board-school boys, because only just recently two assistants had scored 100 per cent., and two others 90 per cent. in a similar examination. He deplored an attack on a class of public servants who were doing a useful work, and he had to ask why this triumph over early difficulties by means of the educational means of the day was not mentioned. When the educational ladder was complete, he hoped to see girls from the board schools attain as high places as boys had done at Oxford and Cambridge, and he would ask if it were a matter of shame to that Kensington board-school lad who just recently obtained a senior wranglership that the rudiments of his education were obtained in a board school?

In a profession, as in a university, it mattered not where the raw material came from, but what it was developed into. A very optimistic view had been taken of librarianship as a profession; hundreds of persons sought to enter public libraries under the impression that posts in them were highly-paid sinecures for literary leisure. Those who thought that pursued an *ignis fatuus*. The work was hard, the hours long, and the pay miserably poor. High attainments were expected of a librarian, as well as administrative capacity; but the average salary paid to him was not £90 a year for some sixty hours per week. The average salary paid to an assistant for rather less hours was not £40. He knew librarians, and women librarians, who were practically on duty for seventy-eight hours a week for £50 a year; and he knew assistants who worked seven days a week, and had but a single evening off duty per week from year's end to year's end. The busiest hours of a library were the evening hours, and he would ask women to think twice before they lightly undertook the labour of standing four hours at a time continuously issuing and receiving books like a clerk at a railway ticket office. Even in London and other large towns evenings off were rare luxuries, and he could mention one town where a youth of twenty-six, in receipt of 15s. a week, had not had a night's holiday, except Sunday, for three years. Where was room for the influence of cultured college ladies here? Those who sought positions in the apparently genteel, but hard-worked and ill-paid profession should think twice if these desired a living wage or a leisured ease, owing to the very limited incomes of the great majority of libraries, and the long hours they were open. The commencing salary offered in London to library assistants was only seven or eight shillings a week, for forty-eight hours' work, and he could assure any woman voluntarily undertaking the duties of an assistant for six months without pay, as had been suggested, that after a much more prolonged period of drudgery in the routine of a library they would know very little of the literary side of the work. Optimistic theories of halcyon days of literary leisure were very pretty, but a few questions asked at the nearest library would reveal facts in strong opposition to these fancies, and would discourage all but those who had a real love for the work, and were willing to give laborious days for very little emolument.

Miss Margaret Windeyer (N.S.W.) said: In speaking of librarianship as a profession for women, and in considering the different courses of technical training which afford an oppor-

tunity of acquiring a knowledge of the minutiæ of library economy, it must not be forgotten that a librarian who shall be successful in the highest sense must have a personal fitness and inherent qualifications for library work. The value of an accurate knowledge within the sphere of library economy will be greatly enhanced if a librarian is equipped with tact, patience, discrimination, and executive ability; and to these attributes there must be added, not necessarily the scholarship that an earlier generation demanded of its librarians, but an even and persistent attention in the direction of newly published books, an alertness in acquiring knowledge of recent discoveries in science and the arts, and an insight into human character which will express itself in sympathy and goodwill. In a public library it depends largely upon the librarian whether the books read are those that will give a stimulus to a man's best energies, rest to a tired woman, a vision of fairyland to a lonely child.

A sympathy developed by contact with the world will help librarians in their daily work, as demonstrators in the laboratories of intellect, as libraries have been termed; an enthusiasm for their work will add interest to the details of shelf-listing, cataloguing, and of the lending department work; and executive ability will in many ways increase the usefulness of the library in their neighbourhood. Among the fundamental principles of successful management of free public libraries is the complete recognition of the relation of the library to the public as a centre for their educational development; and as a basis of literary organisation there should be the idea that a librarian is a public servant whose service is of the highest order. Women who recognise that librarianship is a profession adapted to the capacity and attainments of highly educated women will do all in their power to raise library professional standards among women to the heights of dignity and usefulness which have been reached by some women librarians.

Among the interesting developments in library school work in the United States has been specialisation in different departments by students, in order to fit themselves for those positions which require certain distinct qualifications. The student with a knowledge of philanthropic questions can become fitted to be the librarian in a college settlement lending library; the woman of wide attainments prepares for a position as reference librarian in a college library; and as librarians in the children's room, which is such an important part of a large public library, there is unlimited scope for the usefulness of

those who are fitted by temperament and inclination for their work, which will be of even greater value after special study; and the woman of enthusiasm will enjoy her work in any organisation which sends travelling libraries, boxes of carefully selected books, to sparsely settled districts, to a far greater degree if she has studied the history of library extension and development, and understands the scope and usefulness of such work.

When one considers the value and importance of public libraries in the community, and in view of the absorbing interest that library work has for those engaged in it, we must hope that many more people will become interested in librarianship as a profession for women.

APPENDIX.

(Note to p. 216.)

Miss M. H. JAMES (Great Britain), speaking on Indexing as a profession for women said: I regret that no other indexer has come forward to speak on this subject since my experience is chiefly personal and I do not train pupils. My own work lies chiefly in the indexing of books and of correspondence. For the former there is not, I think, at present a great demand for leading workers, and there seems a sort of determination on the part of authors to shift the responsibility to the publishers and *vice versâ*, while unless regularly employed by one of the latter, the difficulty is to know in time when such work is required. The critics are always in favour of good indices, and the author of a biography who purposely omitted to provide one for his book, was practically compelled by the outcry to furnish one to his second edition. The price which will pay the worker appears to frighten the employer, and it is often a book that cannot have a wide sale that most requires the indexes. Indexing, in common with all other work, must be sought for, and the search is the least pleasant part of it. The second class of indexing deals with correspondence and is invaluable, unfortunately too few people think so as yet. But I am convinced that if once it could be brought home to those whose correspondence while large, scarcely calls for the services of a secretary, that by employing a confidential visiting indexer, they need only avail themselves of her services for a short time per day or per week, the woman of education who should undertake such visiting work would make a good income and would fill a place of value and dignity in the working world. There will be a demand for copyists and these could, if observant, practically train themselves whilst transcribing, though, of course, such work cannot be highly paid. The work demands (as what work does not?) system, scrupulous accuracy, and a good general education, every shred of information comes in sooner or later, though the routine pursued must necessarily vary when employed by a single-handed worker or by an office in which many are employed while others are trained. I have heard of various prices charged by indexers, but, on the whole, there is a great concurrence of opinion as to them. And I would only add before concluding my few remarks, an earnest word of hope that underselling will be kept away from this comparatively new field for women workers.

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