

estates throughout Scotland. There was no attempt made to train the women technically in forestry work, but they obtained an opportunity of experiencing land conditions. It was found that the type of women willing to undergo this period of probation was a more intelligent one than those formerly dealt with. In addition she was more adaptable, more reliable, and gave better satisfaction to her employer. These women were drafted to various kinds of forestry work, e.g., seed collection, forest nursery work, planting work, draining, bark peeling, timber felling, brushwood burning, and bracken cutting.

The important feature of this system was that it allowed of the selection of suitable women for the kind of work to be undertaken. The matron in charge at Kilmarnock was able to tell within a few weeks which women were suited physically, and temperamentally for land work. Reports from the estates on which these women were placed indicated that they were of the right type, and were giving complete satisfaction.

It soon became evident, however, that for their work to be economic, and to warrant their being paid a reasonable living wage, they must be trained to some extent. In arranging for the placing of the women, it was found to be unsatisfactory to have to state that, although they were of the right type, and were reliable, they had had no previous training. In a word, this simply meant that their employer had to train them. An attempt was made by the Ministry of Labour to establish small training centres in different estates, to which to send the women. This attempt, however, met with only partial success, as the underlying principle of training and education is a concentration of the agencies and resources available, and not a decentralisation of these facilities.

A School for Apprentices.

Accordingly, the West of Scotland College of Agriculture, in conjunction with the District Committee of the Middle Ward of Lanarkshire,

instituted this year a training scheme at Hairmyres, near Glasgow. The advantages to be derived from such a scheme are at once obvious. The training centre, Hairmyres, is situated about eight miles from the College in Glasgow, and is easily accessible from the city. It is thus possible to keep in close touch with the teaching staff of the College. Intending students are interviewed at the College, and are thereafter drafted to Hairmyres. The facilities on the estate of Hairmyres for training in forestry are probably quite unique. A large forest nursery of some ten acres is in full working order, and there is a staff of skilled workers in charge. The head forester has direct control of the women in training, and supplements their practical work with special lectures and demonstrations. In addition, there is a considerable area of newly planted ground—drained and planted by women labour—also young plantations and old standing timber. By means of these agencies it was found possible to give the women a fair idea of the more important branches of forestry. They gained experience in draining, planting and fencing; nursery work of all kinds was engaged in—e.g., lining out, sizing, seed sowing, etc. Special facilities were also made available for training the women made available for training the women in timber work. A plantation in the neighborhood was taken over and was felled, snedded, and cross-cut by the women. Fig. 2 shows that women are well able to undertake a large amount of the work connected with timber cutting.

Female "Fellers."

Although the period of instruction is too short almost to warrant the term training being used, reports from the employers of these women show that the scheme has been more than justified. Since the inception of the course in April, about 150 women have been passed through it and drafted on to forestry work elsewhere. Their work has included draining, planting, fencing, nursery