

plenty of fresh and interesting food on which to feed, it is inevitable that it will occupy itself with the less good. But a girl wearied with her day's work, will not set herself to definite study, unless very attractive courses are prepared, and probably unless it is woven in with other and lighter parts of the Association programme. For this reason sometimes lecture courses are part of the Club activities of some special group.

CLUBS.—The loneliness of a country girl who finds herself in a great city crowd is proverbial. Even if she joins a large Association she may lack for some time more intimate fellowship. Hence perhaps one of the reasons for the growth of the Club idea in the midst of the bigger membership. These groups are formed because of some congeniality of taste or occupation and many different ones may be affiliated to one City Association. All kinds of fantastic names betray or conceal their origin and purpose; some are overseas clubs, some are patriotic in character, others are formed from the cash girls in some large store or a group who made friends at a summer outing. Most of them accomplish more than the one purpose of good fellowship, for the programme of their weekly meetings is almost sure to cover many useful things. As they are very often self-governing clubs with officers elected from among themselves, they are also a splendid place of training for future leadership and many of us have sat by in amazement at the business-like conduct of their meetings.

INDUSTRIAL WORK.—Closely allied with these Clubs is the work carried on in factories where numbers of women are employed. On the staff of some of the larger Associations is an Industrial Secretary whose task it is to get into touch with employers of labour and, where possible, obtain leave to visit weekly their place of business during the noon hour. A varied programme, travel talks, music, etc., is needed to make such meetings welcome, but as a rule the response from the employees is warm, and it usually leads to the formation of a special self-governing Club, which may also elect to meet for an evening session of fun or education in the Association building. Even though at first the religious side of the Association purpose cannot always be emphasized (especially in factories with Roman Catholic and Jewish girls among the employees), yet if the workers are themselves women imbued with the spirit of Christ, insensibly it must tell. As a rule the girls themselves finally elect to weave the spiritual element into their very practical Club.