

aims to meet the needs of those girls who were anxious for self-improvement. And in 1886 a Young Women's Christian Guild was organized which aims at promoting the spiritual, moral, intellectual, social and physical welfare of young women. Those who organized it were anxious to work *with* not *for* the members. All young women of good character are eligible for membership on payment of a fee of \$1 per annum, paid annually or in quarterly instalments. After four years successful work the present parlours of the guild have become inadequate; and a large new building has been erected by the aid of subscriptions, on McGill Street, which is to be occupied in 1892. At present the active membership is nearly three hundred. A most important feature of the work, besides the regular meetings in which all the members take part, is the provision of a number of classes for instruction. Both teachers and taught are guild members, so that no fees are asked except for the gymnasium class, which is obliged to ask a fee of fifty cents. Classes exist in music, vocal and instrumental, in book-keeping, shorthand, dressmaking, drawing, painting, fancy work, and the various branches of an English education. The dressmaking class is particularly helpful to those who find it necessary to make their own dresses. There are several teachers in each department; and, as the work progresses, those who started as pupils assist as teachers. The only salaried office is that of the secretary, who takes charge of the parlours and attends to the business generally. Girls are assisted in finding employment and in obtaining boarding houses. The regular meetings have always some special feature of interest prepared for them—lectures, essays, missionary addresses, medical talks, socials, etc. The parlours are used by the members at all times of the day; members who cannot go home at noon from their places of business bring their lunch; and on Monday evening those who have not time to go home before the meeting have a tea in the parlours. The Silver Cross Circle of King's Daughters are all guild members. It is to them that the success of the boarding house has been due; and they also publish in connection with the Guild a monthly magazine called *The Gazette*, which is furnished to the members for twenty-five cents a year.

A branch guild has been started in the east end of the city for those living there, and it is to be expected that others will be needed as the work increases.

One reason for the remarkable success of the guild's work is that it satisfies that desire for self-culture and self-improvement which many have often been unable to satisfy for want of opportunity. It recognises no class distinctions. Those who have superior talents, wealth or leisure, use them for the benefit of those who have not; none are so poor that they cannot comfort and cheer less fortunate ones, and none so rich that they cannot learn lessons of self-sacrifice and patience from the lives of those less fortunate.

Where trades unions fail, such associations as this will succeed in advancing the cause of woman. The sisterhood of the society will extend itself to the work room; where too often, needless and harmful distinctions exist even between co-workers.

There is room for such guilds and associations in every town and village in Ontario, where they do not already exist. The methods of self-government and self-support among the girls themselves will do much to improve their condition in employment. They will learn how they can best promote their own interests and those of their fellow workers. Mutual benefit clubs and saving societies should form not the least important part of the work of the guilds.

CHAPTER VI.—THE FUTURE.

It is to such organizations as these guilds that those who are looking forward to an amelioration of the present condition of working women, turn for help. It is evident that much can be done by women themselves among themselves towards this end. If women are to improve their condition they must know what that condition is and why it needs improving; they must realise the position they occupy as wage earners, in the complicated and intricate structure of modern civilized society; they must ascertain what tendencies are