

OCCUPATIONS FOR
TRAINED WOMEN
IN CANADA



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BY
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MASSEY



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PREFACE

SOME years ago, while engaged in work with young women in a University, I felt the need of definite answers to two important questions : first, what occupations in Canada are open to trained women ; secondly, what provisions exist for their training. In this handbook an attempt has been made to answer these questions.

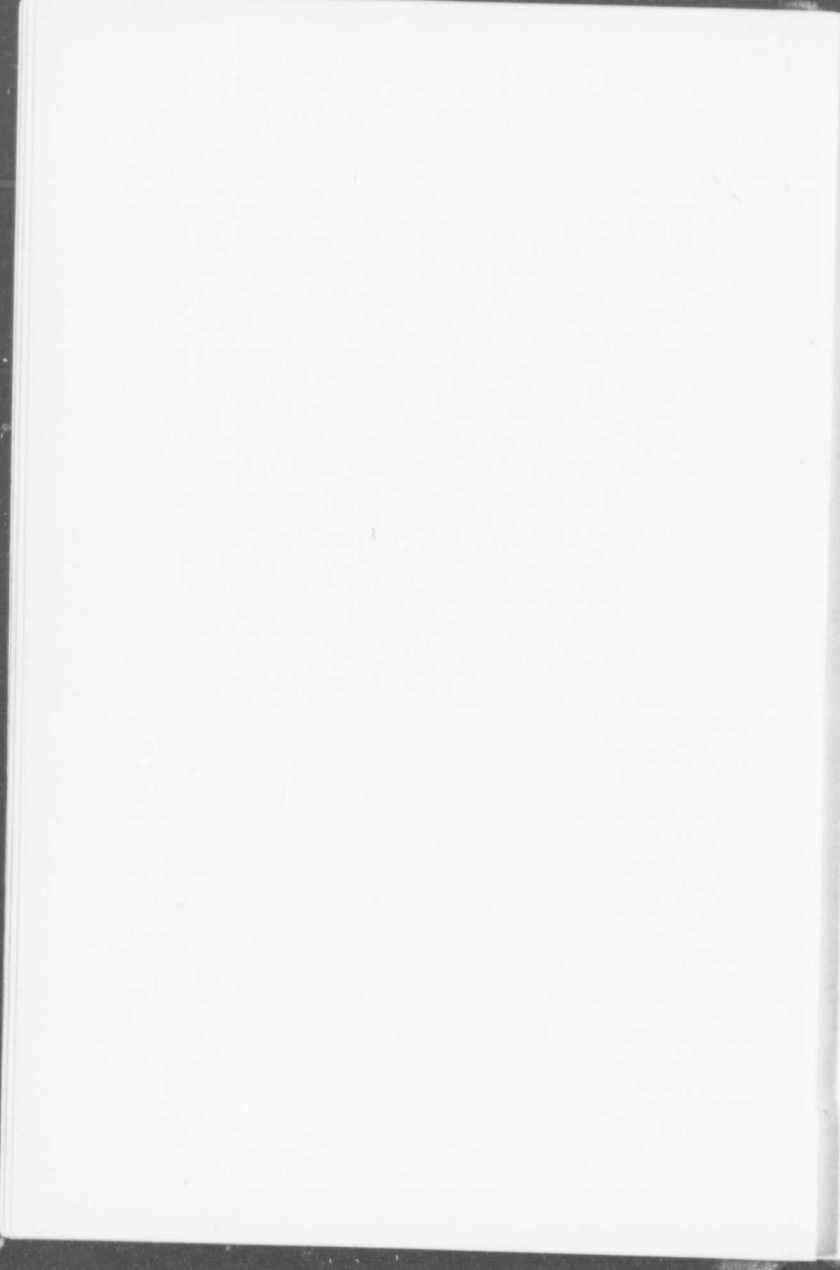
The information has been collected by means of *questionnaires*. Unfortunately it has been impossible to make a first-hand study of the institutions listed.

The statistics I have used were collected in 1919.

The readers of this book will inevitably discover errors in fact or judgment. It is hoped that these mistakes will be pointed out, and that the publication of this tentative summary may serve as a definite point of departure for a more exhaustive study.

My thanks are due to Miss Winnifred Harvey, who has been of great assistance in the collection of material.

A. V. M.



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OCCUPATIONS FOR TRAINED WOMEN IN CANADA

THERE is in Canada an increasing variety of opportunities for women to earn a livelihood. It cannot be too strongly urged, however, that every girl should take a thorough training in her chosen line of work. The untrained worker, however clever, will be left behind in the race for efficiency. A first-class general education, both at school and university, is an invaluable factor in developing the powers of every girl, but over and above this, most young women with a career in view should have specialized training.

If British girls are coming to Canada, this training should be taken in the country of their adoption. In some cases the course may not be quite so good as that given in the British Isles, in others it may be better. Local training courses, however, have been mapped out to fill Canadian needs, and no prospective immigrant

should willingly forgo this opportunity to understand Canadian life.

There are, of course, types of work in which it is impossible to get thorough training in Canada. Schools of physical education in Canada, for instance, are inadequate. Again, no thorough courses in librarianship or secretarial work are available. The result of this is that many capable Canadians go to the United States to study these subjects and never return to the Dominion.

This loss may be traced in part to another serious lack in Canadian life. There is nowhere in Canada a good Employment Bureau for educated women, and a continual wastage occurs through capable girls drifting into idleness for the want of information regarding types of work available. Hundreds enter the teaching profession not because they are specially gifted to teach, but because there is no means of finding other work suited to their gifts. Still worse for Canada, scores of its cleverest women are crossing the line and entering into employment in the United States, because there women's work is better organized and advertized than at home.

Canada needs the work of trained women as few men realize. The problem of women's place in industry, for example, will never be solved by men's direction. Trained women are badly needed in the labour world. In the United States and Great Britain the study of industrial problems has become a science, yet women who study these questions in Canada are greatly handicapped when they come to look for employment in any line of work. There is no means of finding out where there is a demand for their services. Again, throughout the country there is an urgent need for social workers, yet there is no central clearing-house through which trained women can hear of new opportunities. Business men are at a loss to find the exceptional secretary, for the typewriter agencies—the only clearing-house at present available—are not equipped to provide this type of worker. Yet there are gifted women wishing to find such work. American women are moulding business, industrial and social work. British women are counting in every sphere of activity. But to the average Canadian girl nursing, teaching and stenography cover the range of her choice.

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The needs of trained women must be met by an Employment Bureau especially created for them, under the direction of an educated personnel (preferably university graduates). It may be that this will eventually be developed by the existing Federal Employment Service. But in any case such a bureau must be established if trained women are to have opportunities in Canada and if Canada is to have the advantage of their services.

TEACHING

TEACHING attracts a large percentage of educated women in Canada. In secondary schools over 50 per cent of the staffs are women; in elementary schools the profession is almost entirely in their hands; there are, moreover, a number of private schools for girls, the staffs of which are mostly women. University teaching, however, is still almost entirely in the hands of men; at present only seventy-three women are teaching in eleven different universities.

University teaching: Where a member of the teaching staff is also head of a women's residence a fairly good salary may be attached to the position, \$800 to \$2000 and residence. If there is a department of Household Science or Physical Education, women hold the senior positions and are well paid. In the majority of cases, however, university appointments open

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to women are laboratory assistantships or minor lectureships. The following universities now employ women :

University of King's College, Windsor, N.S.	. . . . .	1
Acadia University, Wolfville, N.S.	. . . . .	1
McGill University, Montreal, Que.	. . . . .	7
Laval University	" " (religieuses)	23
University of Toronto, Ont.	. . . . .	26
Western University, London, Ont.	. . . . .	4
University of Manitoba, Winnipeg, Man.	. . . . .	1
" " Saskatchewan, Saskatoon, Sask.	. . . . .	5
" " Alberta, Edmonton, Alta.	. . . . .	2
" " British Columbia, Vancouver, B.C.	. . . . .	1

High School teaching in the different provinces offers a good career to women. The following table gives an estimate of the scale of salaries :

Salaries	P.E.I.	N.B.	N.S.	Ontario	Quebec (French)
Highest . .	No High Schools	\$ 1320	\$ 1200	\$ 2400	
Average . .		645	800	1161	
Minimum .				650	

<i>Salaries</i>	<i>Quebec (English)</i>	<i>Manitoba</i>	<i>Sask.</i>	<i>Alta.</i>	<i>B. C.</i>
Highest . .		Men and Women \$350	\$ 2100	\$ 2000	\$ 2100
Average . .		957	1297	1500	
Minimum .			1400	1000	

In all cases graduates in Honour Courses from a recognized university are given a preference.

Public and Rural School teaching: As in all countries, however, the education of the vast bulk of the nation is carried on in the public common schools. There is no more important work than teaching in elementary schools. In "foreign" districts, on the prairies, in the mining camps and throughout the frontier regions. Women with the genuine missionary spirit cannot accomplish more effective work than here. Women's salaries are not high. The following figures will give an idea of the range of remuneration :

<i>Salaries</i>	<i>P.E.I.</i>	<i>N.B.</i>	<i>N.S.</i>	<i>Ontario</i>	<i>Quebec (French)</i>	<i>Quebec (English)</i>	<i>Manitoba</i>	<i>Sask.</i>	<i>Alta.</i>	<i>B.C.</i>
Rural Schools :		\$	\$	\$	\$	\$	Men and Women \$1000	\$	\$	
Maximum		495	600	1100	—	—	—	—	1200	
Average		390	350	580	178	281	619	846	900	
Minimum		—	—	300	—	—	—	—	840	
Consolidated or Continuation Schools :										For all schools.
Maximum		700	1000	1500				—	1200	Maximum \$2100.
Average		485	400	881				932	900	Average \$966.
Minimum		—	—	650				—	840	
Elementary Schools :										
Maximum		1030	1000	2200	—	—	3500	1200	1200	
Average		400	731	731	265	491	957	836	1000	
Minimum		—	300	300	—	—	—	—	800	

In the prairie provinces teachers' residences are supplied in "foreign" districts or wherever it is difficult to find suitable lodging. In Manitoba there are forty-five such residences. In Saskatchewan and Alberta also cottages for teachers in "foreign" districts are being built. Frequently married women accept these posts. Pupils from a distance often reside with the teacher.

Private School teaching: In addition to Government schools there are private schools all over Canada. These schools are private enterprises, are not under government inspection, and are absolutely free to construct their own curricula. To these schools go a large percentage of the well-to-do girls. Salaries vary from \$400 and residence to \$1000 and residence. Principals get from \$1000 to \$2000 and residence. A large proportion of the staffs come from the British Isles. The summer vacation lasts three months, allowing time for trips to Europe, or attendance at Summer Schools. In a few schools a "duty staff" is kept, freeing the teachers from work out of school hours. The following is a list of private girls' boarding schools in Canada :

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PRIVATE RESIDENTIAL SCHOOLS

<i>Name of School</i>	<i>Address</i>	<i>Religious Denomination</i>	<i>Principal</i>
NOVA SCOTIA :			
Halifax Ladies' College	Halifax	...	Mrs. J. S. Trueman
Edgehill	Windsor	Church of Eng- land	Miss Gena Smith
NEW BRUNSWICK :			
Mount Allison Ladies' College	Sackville	Methodist	Rev. Hamilton Wigle
Netherwood	Rothsay	...	Miss Susan B. Ganong
QUEBEC PROVINCE :			
Miss Edgar's and Miss Cramp's School	Montreal	...	Miss Edgar
Trafalgar Institute	"	...	Miss J. L. Cumming
Compton Girls' School	Compton	...	Miss Jol
Dunham	" "	...	Miss Wade
Berthier Ladies' College	Berthier		
ONTARIO :			
The Bishop School	Strachan Toronto	Church of Eng- land	Miss Walsh
Branksome Hall	" "	...	Miss E. M. Reid
Glen Mawr	" "	...	Miss J. J. Stuart
Havergal College	" "	Church of Eng- land	Miss Knox
Moulton College	" "	Baptist	Miss E. M. Whiteside
St. Margaret's College	" "	Presbyterian	Mrs. Geo. Dickson
St. Mildred's School	" "	Church of Eng- land	Sister-in-charge
Westminster College	" "	Presbyterian	Mrs. Gregory
Ottawa Ladies' College	Ottawa	"	Rev. J. W. H. Milne
The Carlton School	" "	...	Miss Smith
Ontario Ladies' College	Whitby	Methodist	Rev. F. L. Farewell
Albert College (Co-educational)	Belleville	"	Rev. E. N. Baker
St. Agnes School	" "	Church of Eng- land	Miss F. L. Carroll
Alma College	St. Thomas	Methodist	Rev. I. Warner
Bishop Bethune College	Oshawa	Church of Eng- land	Sister-in-charge

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<i>Name of School</i>	<i>Address</i>	<i>Religious Denomination</i>	<i>Principal</i>
ONTARIO (continued) :			
Kingsthorpe	Hamilton	...	Miss Bouse and Mrs. Kitchen
Ovenden	Barrie	...	Miss E. M. Elgood, Mlle. R. S. Shopoof & Miss L. J. Ingram
Pickering College	Pickering	Friends	Mr. Wm. Firth*
MANITOBA :			
Rupert's Land Ladies' College	Winnipeg	Church of Eng- land	Miss E. L. Jones
SASKATCHEWAN :			
Regina College (Co-educational)	Regina	Methodist	Rev. L. W. Stapleford
Church School	"	Church of Eng- land	The Sister-Superior
St. Alban's College	Prince Albert	Church of Eng- land	Miss J. Virtue
ALBERTA :			
St. Hilda's College	Calgary	Church of Eng- land	Miss Shibley
Alberta College (Co-educational)	Edmonton	Methodist	
Alberta Ladies' College	"	Presbyterian	Rev. Keith
Llanarthmey School	"	...	Miss Maddock
Mount Royal (Co-educational)	Calgary	Methodist	Dr. Kerby
BRITISH COLUMBIA :			
St. George's School	Victoria	Church of Eng- land	Mrs. Luttie
St. Margaret's School	"	Church of Eng- land	Miss M. Marton
Columbian College (Co-educational)	New West- minster	Methodist	Rev. A. M. Sanford
Crofton House School	Vancouver	...	Miss Gordon
Braemar	"	Presbyterian	Miss Ross
All Hallow's School	Yale	Anglican	The Sister Superior

* Closed temporarily.

Teaching in private families : There is a very limited demand for teaching in private families. At present this branch of work is standardized only in Montreal. In that city, university graduates or women educated in Europe are employed for a stated number of hours a day to teach children at home. The salary is \$65 a month and upwards.

In many cities one or two women who are proficient in languages and literature have worked up their own *clientèle* of private pupils.

Governesses in cases other than those cited above live with the family, and receive salaries ranging from \$30 to \$40 a month. Very often they have charge also of the nursery. In small towns in the West there is only a limited demand for governesses. Salaries range from \$300 to \$500 and residence. The latter sum is paid only if children from other families join in the lessons. Usually some household duties, such as an elder daughter would perform, are required. In Winnipeg, Victoria, and Vancouver, there is a small demand for good nursery governesses who can get \$30 to \$45 or \$50 a month and board.

Kindergarten : Special training for kindergarten teachers is provided only in Ontario, Quebec, and Nova Scotia. The demand for trained kindergarteners is small, except in the largest cities. Even Winnipeg employs very few. The larger private schools draw upon the English training colleges for this work. In Western cities, however, where the severe climate makes it difficult to send small children to school, a teacher living in a good residential district can work up a little school of her own.

The following table gives detailed information as to training schools for teachers :

TEACHING

<i>Institution</i>	<i>Certificate</i>	<i>Entrance Qualification</i>	<i>Length of Course</i>	<i>Fees</i>
PRINCE EDWARD IS. : Prince of Wales' College, Charlottetown	1st class	Grade XI standing	9 months	\$5
	2nd class	" X "	"	"
	3rd class	" IX "	"	"
	No kindergarten training			"
NOVA SCOTIA : Truro Normal School, Truro	1st class	Grade XI standing	9 months	None
	2nd class	" X "	"	"
	3rd class	" IX "	"	"
	Academic kindergarten training	Academic degree Grade X or XI	" 9 or 18 months	" "
NEW BRUNSWICK : Fredericton Normal School	1st class	Grade XI standing	9 months	None
	2nd class	" X "	"	"
	3rd class	" IX "	"	"
	Academic, no kindergarten training	Academic degree	"	"
QUEBEC PROVINCE : Macdonald College, St. Anne de Bellevue	Elementary Diploma	Grade X or Grade IX and experience teaching	27 weeks	Laboratory Fee, \$5 Caution money, \$5
	Model School Diploma Kindergarten Diploma	Grade XI or holder of Elementary Diploma, and 3 years' experience	27 weeks or 54 weeks	
Mc Gill University School of Pedagogy, Montreal	1st class	Matriculation	Part of the 4 years' course for B.A. degree	\$60 a year
ONTARIO : Faculty of Education, University of Toronto	1st class	Entrance Examination to Faculty of Education	9 months	
	1st class	"	"	
	2nd class	Normal School Entrance Examination	"	
Faculty of Education, Queen's University Normal Schools at— Ottawa, Toronto, Hamilton, Peterborough, London, Stratford, North Bay, Ontario				

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<i>Name of Principal or Person to whom to apply</i>	<i>Short Courses</i>	<i>Fees</i>	<i>Openings and Remarks</i>
S. N. Robertson " " " "			There are no High Schools in this province. Openings occur only in rural and urban elementary schools
David Soloan " " " " " "	Summer School in Agriculture and Physical Education		Teachers and Principals in public consolidated and rural schools High School Teachers must hold 1st class certificates
H. V. B. Bridges	Summer School in Agriculture at Woodstock		Teachers and Principals in public consolidated and rural schools High School Teachers must hold 1st class certificates
Dr. C. W. Parmelee, Dept. of Public In- struction, Quebec			All taking this course must teach three years in Quebec province High and Elementary Schools in Quebec province
J. A. Dale, M.A., Prof. of Pedagogy			
Dean Pakenham, Ph.D. Dean Coleman, Ph.D. The Principal of each Normal School	One month's course in physical education Art and various arts subjects		Holders of this certificate can teach in any school of the province. There are separate courses for those who wish to do (1) elementary teaching only, (2) secondary teaching only. Only University Graduates of Honour Courses rank as specialists

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<i>Institution</i>	<i>Certificate</i>	<i>Entrance Qualification</i>	<i>Length of Course</i>	<i>Fees</i>
MANITOBA : Winnipeg Normal School	1st class	2nd class professional standing and one year's teaching	This course is ex-mural, and examinations are held in July and Dec. 6 months beginning Jan. and July, 38 wks. including 4 wks. at Agricultural College, beginning Sept. 1	\$25
	2nd class	Grade XI or XII Entrance to Normal certificate		
	Elementary Diploma	Grade XI certificate	15 weeks	\$10
Brandon Normal School	2nd class	Grade XI or XII certificate	38 wks., including 4 weeks at Agricultural College	\$25
	Elementary Diploma	Grade XI certificate	15 weeks	\$10
Portage la Prairie } Manitou } Dauphin }	Elementary Diploma	"	"	\$10
Free Kindergarten, Winnipeg		Kindergarten assistants	1 year	
SASKATCHEWAN :				
Regina Normal School	1st class	Grade XI or XII	33 weeks	\$15
Saskatoon " "	2nd class	" X	"	\$10
(Normal School training for elementary schools is held at several points in the province in winter months)	3rd class	" IX	15 weeks	\$5
ALBERTA :				
Calgary Normal Sch.	1st class	Grade XII	8 months	\$15
Camrose Normal Sch.	2nd class	" XI	"	\$10
BRITISH COLUMBIA :				
Victoria Normal Sch.	Academic Cert. 1st class	B. A. degree Senior Grade, High School Course	33 weeks	None
Vancouver Normal School	2nd class	Intermediate Grade, High Sch. Course		
	3rd class	Advanced Course, Junior High Sch. Course		
	Temporary			

TEACHING

<i>Name of Principal or Person to whom to apply</i>	<i>Short Courses</i>	<i>Fees</i>	<i>Openings and Remarks</i>
Apply direct to Dept. of Education, Winnipeg, Manitoba			A 3rd class certificate only is issued until two years of approved teaching have been completed. A 2nd class certificate is then given. Winnipeg specializes in urban teaching. Candidates holding an elementary certificate must complete their course after two or three years' teaching
"			This college gives certificates on the same terms as Winnipeg, but specializes in rural schools
"			The 15 weeks' course is given in these three towns, but teachers holding this diploma must complete their course at Winnipeg or Brandon after teaching two or three years. No demand for kindergarten teachers at present
T. F. Perrett J. A. Small "			Students taking 15 weeks' course may complete their course beginning in January of any year
E. W. Coffin W. A. Stickle			
D. L. MacLaurin William Burns			No Course Certificate granted till June 30, and not renewed

PHYSICAL EDUCATION

In Government Schools: Realization of the importance of employing teachers thoroughly trained in physical education is shown by few School Boards. In the Maritime Provinces the Strathcona Trust provides the training of teachers in drill and simple gymnastic work. In Ontario all students at the Faculty of Education (and Normal Schools) must take one and a half hours a week in physical exercises. This, together with two Summer Schools of one month each, entitles a teacher to specialist standing in this work. The danger of allowing instructors ignorant of anatomy to conduct large classes of pupils, and the waste of time when the teacher does not understand the effect of the different movements are not sufficiently recognized by our educationists. Graduates of Colleges of Physical Science in England or the United States can therefore find employment only under the Protestant School Board in Quebec Province, and in large schools such as

the Toronto Technical Schools, and in Winnipeg. In these few cases salaries range up from \$700.

Private Schools: The above state of affairs does not exist in the private schools. An increasing number of fully trained teachers are being put in charge of the physical education of the pupils. These teachers have charge also of the sports and recreational work. Salaries range from \$400 and residence to \$750 and residence. Fees for dancing lessons may materially increase the salary.

In Universities: In McGill University there is a School of Physical Education with a small staff. It is inevitable that other universities will follow suit. At Toronto at present there is only one appointment in this work.

In Social Work: Graduates in Physical Education are in demand for settlements, Y.W.C.A. branches, and in factories and shops as welfare workers. Salaries range from \$300 and residence to \$600 and residence. Industrial establishments in Canada are only just beginning to see the advantage of having welfare workers. Initial salaries are at about \$900 a year.

Playground Supervisors: Every summer positions can be found in the larger cities for play-

ground supervisors. This work does not command good salaries; \$20 a month to \$60 a month for July and August represents the range of pay.

The following table gives further information regarding existing schools of physical education:

PHYSICAL EDUCATION

<i>Institution</i>	<i>Entrance</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Principal or Instructor</i>	<i>Openings</i>
McGill University : 1. Teacher's training 2. Massage and remedial gymnastics	Matriculation	1 year 1 year		Miss E. M. Cartwright	Physical instructors in schools and colleges Welfare work in shops and factories Y. W. C. A. secretaries Settlement work Private dancing lessons Corrective work in hospitals
University of Toronto :	Matriculation	Part of Arts course and teacher's course. Also 6 wks. Summer Schools		Miss Coventry	
Margaret Eaton School of Expression : Toronto, Ont.	Good general education	1, 2, or 3 years		Mrs. Nasmith	
Alberta provides a summer school in physical education (Deputy Minister of Education, Edmonton, Alta)					

HOUSEHOLD SCIENCE

THE demand for Household Science graduates is very much greater than the supply. Every year the excess of the number of positions over the number of applicants increases. The choice of openings, therefore, and range of salaries are exceptionally good. Girls gifted in this line of work cannot choose a better profession.

Dietitians in Hospitals : In Civil and Military Hospitals the demand for thoroughly trained dietitians is so great that members of a graduating class in Toronto can often get appointments without putting in a year as pupil dietitian. This condition is the result of the large number of new hospitals opened for returned soldiers. All the hospitals under the Soldiers' Civil Re-establishment employ trained dietitians. Applicants should write to Miss V. M. Ryley, Department of Soldiers' Civil Re-establishment, Ottawa. When the hospitals were under the late Military Hospitals Com-

mission, dietitians were employed, but these are now replaced in nearly all hospitals by quartermasters. In civilian hospitals salaries range from \$60 to \$100 a month with board, room and laundry. Those graduates who have taken the four years' course and have, therefore, spent much time on the chemistry of foods, naturally are more sought after than those holding the diploma of a two years' course in an Agricultural College. So great is the need, however, that competent dietitians who seek this branch of work are sure of positions.

Dietitians in Schools, Residences, Hotels and Restaurants: Private schools, college residences and similar institutions are employing Household Science graduates to take charge of the house-keeping. This involves catering and marketing, direction of servants, and usually finer cookery. Salaries are from \$500 and residence to \$800 or \$900 and residence. Hotels, restaurants and the lunch-rooms of big firms in a few cases are employing women in this same capacity. Salaries in these cases begin at \$1200 and board; in hotels rooms also are provided.

Teaching positions: Up to the present it has not been possible to supply the number

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of Household Science teachers called for in Government and private schools. Salaries for this subject are often higher than those of any other member of the teaching staff, other than the principal of the school. The range is from \$700 to \$2000.

Lecturing Appointments: As the demand for Household Science graduates increases more appointments are made to the teaching staffs to instruct in connection with Women's Institutes, Home Economics Clubs, and the establishment of classes in Household Science in rural districts. Salaries in these cases are from \$480 and travelling expenses to \$2000 and travelling expenses.

Research: There are a limited number of appointments for research in Household Science. Salaries are about \$500 or \$600 a year.

Analysts: Graduates of the four years' Household Science course in Toronto, graduates of Guelph, and of the Chemistry course at the Toronto Technical School are holding positions as analysts in the laboratories of manufacturing firms, large departmental stores, Public Health laboratories, private laboratories of physicians, etc. The average salary is \$1000.

Tea-rooms, Inns and other private enterprises : Many women are making a success of running tea-rooms, lunch-rooms and diet-kitchens. There is scarcely a town of any size or a big summer resort but has its flourishing tea-rooms. On the main motor-car routes a combined tea-room and inn can be made to pay well.

Social work : Many graduates in Household Science take posts as Y.W.C.A. secretaries settlement workers, etc., and make a success of social work.

In the following table will be found further information on the subject of Household Science :

HOUSEHOLD SCIENCE.

<i>Institution</i>	<i>Entrance Qualifications</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Principal</i>	<i>Short Courses</i>	<i>Fees</i>	<i>Openings</i>
Truro Normal School : Truro, N.S.	Grade IX standing	1½ years	None	David Soloan Miss Mary Moxon			Teachers of Household Science in public, high and technical schools. Lecturers in Normal Schools, women's institutes and home economics clubs. Organizers of Household Science teaching in rural schools. Analysts in food factories. Dietitians in hospitals, clubs, schools, residences, settlements, &c. Housekeepers in hotels. Owners of tea-rooms, restaurants, inns, fancy laundries, &c. Housekeepers in private families. Through training in Montreal Foundling and Baby Hospital : Infants' nurses, milk station nurses.
Mount Allison Ladies' College, Sackville, N.B.	Matriculation or Grade XI standing	1 & 2 years	Charges varying from \$3.50 to \$12 per term for each subject studied	Miss Gladys Borden			
Montreal Foundling and Baby Hospital, Montreal, Que.	Good general education	1 year	Free board, room, uniform, and \$5 a month given	Miss Phillips			
Macdonald College, St. Anne de Bellevue, Que.	Good general education	1 & 2 years	Farmers' daughters free, \$75 to other Canadians, \$100 to others than Canadians	Miss A. Hill	3 each year ; 3 months in length	Farmers' daughters free, \$25 to other Canadians	
University of Toronto, Toronto, Ont.	Matriculation	4 years	\$36 a year	Miss Laird			
Technical School, Toronto, Ont.	Entrance to High School	3 years	...	Miss Davidson			
Macdonald Institute, Guelph, Ont.	Good general education	1 & 2 years	Free to farmers' daughters	Miss M. Watson	3 each year ; 3 months in length	Farmers' daughters free, \$25 to other Canadians	
Manitoba Agricultural College, University of Manitoba, Winnipeg, Man.	2 years home-makers course at Manitoba Agricultural College	2 years 3 years 5 years	Examination and degree fees only	Miss M. Kennedy			

NURSING

THERE is one training only for hospital nurses in Canada—a three years' course in a recognized general hospital. It is not wise to train in a hospital of less than fifty beds, and one of a hundred beds and over gives more varied experience. The probation time is usually three months, after this the nurse "gets her cap" and is accepted for the three years' course. Board, laundry and residence are provided, and either uniform and books or a small allowance to cover this outlay. A nurse, therefore, gets her training at very small expense. The following are hospitals whose graduates are recognized by the Canadian National Association of Trained Nurses :

Victoria General Hospital	.	Halifax.
Aberdeen, Hospital	.	New Glasgow.
St. Joseph's	„ . .	Glace Bay.
Protestant	„ . .	„
Royal Victoria Hospital	.	Montreal.

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Montreal General Hospital	.	Montreal
Montreal Western	” .	”
Montreal Maternity	” .	”
Hôtel Dieu	” .	”
Notre Dieu	” .	”
Lachine	” .	Lachine.
Sherbrooke	” .	Sherbrooke.
L'Hôpital Général de St. Vincent de Paul	. .	”
Brandon General Hospital	.	Brandon.
Royal Alexander Hospital	.	Edmonton.
General Hospital	. .	”
Misericordia Hospital	. .	”
Calgary General Hospital	.	Calgary.
Holy Cross	” .	”
Watt Hospital	. .	Lethbridge.
General Hospital	. .	Medicine Hat.

The nurses of Canada have formed an organized profession. The Canadian Nurses' Association is "Dominion-wide," holds annual meetings, and publishes *The Canadian Nurse*. The Association has fixed a minimum rate of pay for nurses, \$25 a week and board, and in many ways has improved conditions of work. In cities there are local associations, which

conduct a nurses' register. At present the nurses are urging the Government to establish registration of nurses to protect both the general public and the profession from those who are not qualified to call themselves registered nurses.

Private Nursing: Many graduate nurses take up work in private homes. This is exacting work, as the nurse passes from one case to another, leaving usually as soon as the patient is convalescent. It brings, however, in some cases opportunities for travel, and many well-to-do people engage a nurse when there is little critical work to be done.

Private Nurses in Hospitals: There are graduate nurses who are employed almost continuously nursing private patients in hospitals. The excellent equipment and regular hours make this a very satisfactory form of work. The rate is the same as that in private families, \$25 a week and board.

Head Nurses and Superintendents and other Hospital positions: These are the highest posts in the profession. Not only is good technical training necessary, but the nurse must be a capable organizer and able to handle a staff of

under-nurses. Salaries for head nurses range from \$600 to \$900 with board; for superintendents from \$720 and board to \$1800 and board. Usually a graduate nurse is employed in the operating-room at from \$600 to \$1200. Nurses have been appointed as anæsthetists.

School and Municipal Nurses: Many cities and towns employ nurses to care for poor families. This is direct social work; the nurse goes into the homes. Often one nurse will have charge of several cases, visiting each case once a day to care for the patient. This work demands some knowledge of the methods by which a family is re-established. Salaries for these posts range from \$900 to \$1200.

School Nursing: School nursing is very attractive to nurses who are fond of children and are interested chiefly in preventive work. There are few branches that nurses can take up as encouraging in its results as this. Almost every Province now employs school nurses. In most cases the local School Board pays the salary, supplemented by a grant from the Government. Salaries range from \$700 to \$1000, and in Ontario from \$1000 to \$1300. In Saskat-

chewan the Provincial Government pays the salary, which was \$1200 last year (1918). This will probably be increased. Applications in this Province should be sent to Miss Jean M. Browne, Director of School Hygiene, Department of Education, Regina.

Insurance Nursing: Many insurance companies employ a nurse to visit its poorer policy-holders and advise them concerning their health. A good nurse can save the Company many premiums. Salaries are from \$600 to \$1000.

Schools, Colleges and other Institutional Positions: Many residential schools and colleges employ a trained nurse as a permanent member of the staff to care for the health of the pupils. These positions are not very exacting and the surroundings are congenial. Nurses are also appointed as matrons in orphan asylums, old people's homes and similar institutions. Salaries begin at \$400 and rise as high as \$900 with board, room, and sometimes laundry service.

Social Work: The largest hospitals now each have their staff of social workers, and trained nurses are usually preferred. This is becoming a very important department. These nurses do

the follow-up work, both with in- and out-patients, instructing in diet, care, helping to find suitable employment and generally enabling the patient to resume his life occupation with a minimum of risk.

Settlements usually have one resident nurse, and milk stations are almost always in their care. Salaries range up from \$400 and residence.

Large department stores and factories are appointing trained nurses in their "welfare departments," often providing a small hospital of three or four beds. Salaries range from \$900 to \$1500. This work attracts women interested in the problems of the young girl who earns her own living.

The Victorian Order of Nurses: The Victorian Order is a national organization of Public Health nurses and employs a large number of nurses in the cities and towns, and in frontier settlements and hospitals. Nurses taking up work with the Order must be graduates of training schools in good standing with the Canadian National Nursing Association. In addition to this they must have taken a post-graduate course in Public Health nursing in one of the five training centres of the Order,

which are situated at Halifax, Montreal, Ottawa, Toronto and Vancouver. The course includes district work, child welfare, milk station work, school inspection, pre-natal and industrial nursing, with observation work in juvenile courts, settlement work, etc.

The nurse must provide the uniform of her training school, and a plain coat and hat. A salary of \$25 a month is paid throughout the course and maintenance is provided. If her work is satisfactory she is given a certificate for Public Health Nursing on the completion of the four months' course. This certificate is accepted in the United States as well as in Canada.

On the completion of the post-graduate course the nurse may either take up work with the Order or the same work elsewhere. The minimum salary offered by the Order is \$90 per month, maximum \$100 to \$125.

Capable women are needed as heads of the small hospitals established in sparsely settled districts, and there is an unlimited call for nurses in the rural districts. These nurses should have an especially good training in obstetrics as they often are placed at great

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distance from medical help. At present the Order is operating hospitals at :

Harrington Harbour, Cana-			
dian Labrador . . .		Quebec.	
Almonte		Ontario.	
Chapleau		"	
Cochrane		"	
Copper Cliff		"	
New Liskeard		"	
North Bay		"	
Minnedosa		Manitoba.	
Shoal Lake		"	
Swan River		"	
Athabasca		Alberta.	
High River		"	
Edam		Saskatchewan.	
Melford		"	
Yorkton		"	
*Vanguard		"	
Ashcroft		British Columbia.	
Ganges		"	

* Just opening.

Salt Spring Island . . .	British Columbia
Kaslo	”
Quesnel	”
Revelstoke	”
Windermere District Hos- pital, Invermere . . .	”
Enfield Nursing Home, Central Butte . . .	Saskatchewan.

TRAINING FOR NURSES

<i>Institutions</i>	<i>Entrance Qualifications</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Openings</i>
All general hospitals	In the best hospitals matriculation is required	3 years	Free board and room, uniform and books provided, or the equivalent	Private nursing, institutional posts in hospitals, school nurses, city nurses, workers in settlements, milk stations, infant welfare work, matrons in insurance companies, The Victorian Order, welfare work in factories and shops

LIBRARY POSTS

LIBRARY work attracts women far more because it is congenial and not too strenuous work than because a librarian can command a good salary. The general public does not yet understand the need of trained and well-paid workers in libraries, and all public libraries draw their funds from a municipal grant. As a rule, however, hours are not too exacting and the atmosphere is pleasant. In one or two cities the salaries are fairly good, and real progress has been made lately in British Columbia and Ontario.

Public Libraries: Work in public libraries falls into several divisions. It comprises cataloguing, reference work, public distribution of books and the direction of children's departments. Girls of very different gifts are successful in different branches. Salaries in Toronto range from \$500 to \$1200 a year. In Montreal they run from \$420 to \$900 a year, in Ottawa \$400 to \$800, and in smaller cities are even less. In Ontario two librarians receive between

\$1500 and \$2000, twenty between \$1000 and \$1500, sixty-five between \$700 and \$1000. In the West, Winnipeg offers supervisors \$900 to \$1200, and the general clerical staff \$600 to \$850. In British Columbia salaries range from \$720 to \$2000. Most towns consider only local applicants, but a few cities have seen the need of trained workers and have accepted those coming from other places.

University Libraries: In universities trained librarians are preferred. Salaries range from \$500 to \$1200. This work is interesting, but it is unusual to appoint any but university graduates.

Legislative, Law and Medical Libraries: There are many positions in parliamentary libraries, law schools, medical libraries and other organizations. The Forest Products Laboratories employ a librarian.

On the whole, however, the remuneration is hardly adequate considering the high standard of education that is required.

Short courses are held in Toronto, Victoria and Winnipeg, but first-class courses can be obtained only in the United States or Great Britain,

TRAINING FOR LIBRARY WORK

<i>Institution</i>	<i>Entrance</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Instructors</i>	<i>Openings</i>
Training School for Librarianship held by the Provincial Department in Toronto	Matriculation standing	2 months	Travelling expenses and all books and equipment provided by Department	W. O. Carson, Inspector of Public Libraries, Parliament Buildings, Toronto	Librarians in Public, University, Technical and Private Libraries
Winnipeg Public Library gives a course for its own assistants					
Victoria Public Library Student apprentice course	Matriculation standing or its recognized equivalent	6 months	\$10 a month is paid to student for last 4 months of the course	Miss Helen G. Stewart	Junior positions in British Columbia libraries For senior positions training in the States is required

JOURNALISM

IN this branch of work no special training is offered in Canada. A thoroughly good education, an interest in human beings, lack of timidity and a capacity for hard work are necessary qualifications.

In newspaper work a girl usually begins as a reporter. Her success depends on her initiative, tirelessness and her ability to describe in a convincing way the things she sees. She may be called upon at any hour of the day or night. She must be resourceful in discovering interesting phases of ordinary activities. To the exceptional woman influential posts on the editorial staff are open. One or two women are now heads of departments other than those devoted to women's interests.

To magazine work there are several doors. Sometimes a special gift for writing for children, sometimes an understanding of the interests of the women in the farm-home will bring steady employment. Suggestive articles on household management are acceptable.

Women enter a publishing house as proof-readers and gradually pass into literary work.

Good short stories are wanted by Canadian magazines, as well as good book reviews.

There are women on the staffs of magazines receiving \$500 a year for writing one article a week.

In general the gifted woman can make a very good income in this line of work.

1. There is no training school for journalists in Canada.

2. A university "arts course" is advised.

SECRETARIAL WORK

THERE is perhaps no branch of work that now suffers to such an extent from the lack of a good employment bureau as secretarial work. The different typewriter companies have free employment bureaux, several of which place over 5000 stenographers a year. But if a woman has special qualifications—languages, knowledge of finance, or a university degree, it is difficult for her to get in touch with employers who need her particular gifts. In New York a large proportion of the successful business men, publicists, ministers of religion and scientists employ highly paid secretaries. Salaries vary from \$1000 to \$3500 a year. In Canada, however, because of the impossibility of finding exceptionally capable women, business men have ceased to look for them. It is difficult for a highly educated woman, therefore, to find the work for which she is qualified. The salaries are inadequate, and for the most part she must enter a business house at any salary she can get and work her way up.

In the East salaries are represented roughly by the following figures :

Beginners, \$5 to \$12 a week.

Good stenographers, \$14 to \$16 a week.

Very good stenographers, \$18 to \$25.

Only the exceptional worker rises above this.

Every year, however, the registrars of the different universities are asked to recommend secretaries to professors, scientists and others engaged in specialized work. Salaries seldom exceed \$1200, but the work is interesting.

In the business world competent stenographers can always find positions. The occupation, however, is flooded with ill-educated girls who are very incompetent and keep down wages. If business colleges established a recognized standard for an entrance qualification, it would become impossible for mere children from the public schools, who often cannot spell or write correct English, to lower salaries as they do at present.

Training obtainable :

1. In all towns and cities there are business courses of from three to six months or longer.
2. In many cities there are business courses given in the High Schools.

3. First-class training can be obtained only in the United States.

4. A University course is a great advantage in this line of work.

BUSINESS AND FINANCE

Insurance : Women have been appointed to the actuarial departments of a number of the best Canadian Insurance Companies. Graduates in mathematics begin at the same rate of pay as men, \$40 to \$45 a month. There are three examinations to be passed before a candidate is admitted as a member of the British or the American Actuarial Society. These examinations are usually written at the end of each of the first three years. Actuaries command salaries of \$1200 and upwards.

Women have also been appointed to sell insurance. The North American Life Insurance Company has a special department entirely staffed by women. Each worker receives the first premium as her fee for each policy secured. The head of such a department has received as much as \$3000.

Chartered Accountants : The law does not recognize women as chartered accountants. They cannot, therefore, accept work for which

a recognized accountant is required. There are, however, women doing a good business auditing books for business firms.

Banks: During the war women have been employed extensively by Canadian Banks. The highest position held has been that of teller. Probably an increasing number of women will be retained as clerks and ledger-keepers, but this is apt to be a "blind alley" occupation. Many begin at \$300 a year and few pass \$800.

Private Enterprises: Women have succeeded in many private enterprises. One of the best book-shops in Montreal is run by a woman. In Toronto there is a woman contractor, who is carrying on a good business. In the West women are running general stores in small towns. Such enterprises cannot be classified, and success depends entirely on personal initiative.

Industrial Organization: One new and very important development in women's work is the appointment of women superintendents in factories. This work is akin to, but not identical with, that of a "welfare worker." An efficient superintendent can introduce a great many ideas that improve conditions for workers. Her real work, however, consists in the scientific

employment of labour. She engages and dismisses all workers, assigns the different tasks, wages, rates for piecework and hours. There are one or two firms in Canada, other than munitions plants, now employing such experts, and more are certain to follow suit. Salaries are \$1500 and upwards.

Another similar post exists in large departmental stores. In a shop, however, the establishment of classes in salesmanship forms one important feature of the work. There are a few Canadian stores employing women on work of this kind. Salaries are \$1500 and upwards.

Shoppers: In one or two departmental stores there has been established a personal service department. Educated women are employed to assist shoppers or to fill mail orders for those who cannot come to town, and who do not see in catalogues what they want. Such positions are paid from \$750 to \$1000 and over.

In the following table is information as to training for business and finance :

BUSINESS AND FINANCE

<i>Institution</i>	<i>Entrance</i>	<i>Length of course</i>	<i>Fees</i>	<i>Openings</i>
University of Saskatchewan, School of Accounting	Matriculation	4 years	1st yr. \$40 2nd & 3rd yr. \$50 4th yr. \$60.	Actuaries
McGill University, School of Commercial Studies	Matriculation	3 years	\$58	
University of Toronto, Commerce and Finance	Matriculation	2 years	\$56?	Accountants Book-keepers
High School of Commerce, Toronto	Entrance to High School	1 to 4 years		Buyers Insurance, &c.
All Universities, Honour Mathematics Course	Matriculation	4 years	\$36-\$60	
All Business Colleges	None	Any number of months	Varied	
Banks	Train their own staff			

SCIENTIFIC WORK

THERE are few openings for women in scientific work in Canada, except in commercial houses, although there are women bacteriologists, analytical chemists, laboratory assistants and research workers. Women choosing this line of work, however, are in competition with men in a very limited field. Commercial houses, food factories, departmental stores, etc., are employing women as analytical chemists. In these cases salaries are \$900 and upwards.

Following are details as to courses of training :

SCIENTIFIC WORK

<i>Institution</i>	<i>Entrance</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Openings</i>
Mount Allison University, Sackville, N.B. : Science	Matriculation	4 years	Fees vary with course selected. Most are \$60	Analysts in laboratories, commercial houses, civil service. Bacteriologists in municipal and provincial boards of health. Research
University of New Brunswick, Fredericton	"	"	\$75	
University of Toronto, Toronto, Ont. : Applied Science	Pass matriculation with Honour Mathematics	"	1st year, \$100 2nd " \$110 3rd & 4th yr., \$120	
University of Manitoba, Winnipeg : Science Engineering				
University of Saskatchewan, Saskatoon : Civil Engineering	Matriculation		\$45	
University of British Columbia, Vancouver : Applied Science	"	5 years	No fee	

LAW, DENTISTRY, MEDICINE, PHARMACY

IN all the professions, success depends entirely on the ability and personality of the women. Women doctors can and do practice in every Province. Undoubtedly there is a large body of women who prefer to seek medical advice from members of their own sex, and women doctors are much sought after in cases of sickness among children. There are women doctors who have achieved so good a practice that men too come to them. In addition to ordinary practices women doctors have received appointments in departments of public health, and other positions of the kind will probably open.

Women are called to the Bar in all Provinces except Quebec. In the West women have been appointed judges—to sit in juvenile and women's courts. Women lawyers are developing good practices and are much needed for work among women.

In the West a number of women have taken

up pharmacy. This is not the case to the same extent in the East.

There are also a number of successful women dentists. This work is well suited to women.

The following table gives information as to training in the above subjects :

LAW, MEDICINE, DENTISTRY, PHARMACY.

<i>Institution</i>	<i>Entrance</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Principal or Instructor</i>	<i>Openings</i>
Dalhousie College, Halifax, N.S. :					
Law	Matriculation & 1 yr. of arts.	3 years	\$75	D. A. MacRae, Ph. D., F. R. S., D. C. L.	
Medicine	Matriculation 8 subjects	5 years	\$100-\$110	D. A. Campbell, M. D., C. M., L. D.	
Dentistry	Matriculation 6 subjects	4 years	\$100	Frank Woodbury, D. D. S.	
McGill University, Montreal, Que. :					
Law	Matriculation	3 or 4 years	\$77	R. W. Lee, M. A., D. C. L.	Private practices as lawyers, doctors, dentists, druggists Juvenile and women's court lawyers and judges Government posts in jails, reformatories and other institutions Lecturing to Home Economics Clubs
Medicine	"	6 years	\$147	H. S. Birkett, M. D., C. B.	
Dentistry	"	4 years	\$125	A. W. Thornton, D. D. S.	
University of Toronto, Law Medicine Dentistry Pharmacy	Matriculation	5 years	\$150	Dean Hoyles	
Western University, London, Ont. : Medicine	Junior Matriculation with science options	5 years	\$120	Hugh A. McCallum, B. A., Ph. D.	
University of Manitoba, Winnipeg, Man. :					
Law	Matriculation	3 years	\$50	Principal of Law School	
Medicine	"	5 years	Apply to the Registrar	F. S. Popham, M. A., M. D., C. M.	
Pharmacy	"	2 years	\$8 for each course of study	H. F. Bletcher, Phm. B.	
University of Saskatchewan, Saskatoon :					
Law	Matriculation	3 years	\$30	Arthur Mixon, B. A., B. C. L.	
Pharmacy	3 yrs. apprenticeship in a drug store	1 year	\$50	Dean Ling	

The University of Alberta (Edmonton) has women students in all four of the above branches.

THE CIVIL SERVICE

THERE is established in Ottawa a Civil Service Commission, appointed to conduct examinations and make appointments in both the "inside" and "outside" Civil Service of the Federal Government. The Service consists of three divisions :

DIVISION I: Deputy ministers, specialists, scientific appointments. Salaries from \$2100.

DIVISION II: Specialists, e.g. engineers, statisticians, investigators, chemists, scientists, etc. Salaries from \$1600 to \$2100.

DIVISION III: Clerks, typists and stenographers.

Grade A

Grade B: \$1050 to \$1250.

Grade C: \$600 to \$800.

There are in the Civil Service a number of posts offering interesting work to women.

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Several departments employ statisticians. The archives and library need highly educated women. The Department of Labour employs a specialist on women's problems. Chemists and engineers are required. Women are gradually securing appointments in these lines. The majority of the clerical positions are held by women.

In Ontario, Manitoba, Saskatchewan, Alberta and British Columbia, also there are Civil Service Commissioners. In each case application must be made direct to the Commissioner at the Parliament Buildings. Manitoba is arranging to have the Provincial University conduct the examination; British Columbia is arranging for examinations similar to those in Ottawa; in the other two Provinces a personal application is desirable. Salaries may be found in the following table:

	CLERICAL POSTS		SPECIAL POSTS	
	<i>Maximum</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Minimum</i>
	\$	\$	\$	\$
Manitoba . . .	1080	540	2000	900
Saskatchewan . .	1200	720	3000	1500
Alberta . . .	—	600	1200	—
British Columbia .	1536	600	—	—

Women hold positions as chemists and bacteriologists in Saskatchewan; factory inspectors and librarians in Alberta; professors, censors, private secretaries, nurses, librarians and matrons in Manitoba, Quebec and the Maritime Provinces.

All positions in the Eastern Provinces are awarded by patronage, with the exception of a few specialists. A notable exception is the appointments in the labour bureaux.

TRAINING FOR THE CIVIL SERVICE

<i>Institution</i>	<i>Entrance</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Openings</i>
All Business Colleges	Good general education	6 months		Clerks, Stenographers, Ottawa Statisticians, Analysts, Research, etc.
Universities	Matriculation		\$24-\$60	

RELIGIOUS WORK

EACH of the four largest Protestant denominations in Canada trains women for social service, parochial visiting and missionary work. Graduates of the deaconesses' homes and training colleges are in many forms of social work. There are, however, two or three well marked divisions. (1) Parish work or minister's assistants; (2) teachers in Indian or foreign schools, and (3) matrons in orphanages, homes for the aged, etc.

The Methodist Church has the following Mission Schools :

Port Simpson, B.C.	Miss Deacon	Indians
Kitamaat, B.C.	Miss Butcher	„
Victoria, B.C.	Miss Smith	Chinese & Japanese
Wanstao, Alberta	Miss Chace	Ruthenians
Smoky Lake, Alberta	Miss Chrisholm	„

There are at present fifty-eight Methodist deaconesses employed in Canada and thirty-six women engaged in home missionary work. Initial salaries for deaconesses are \$275 with car-fare and board and room. There is no

maximum set. The uniform salaries for home missionaries is \$700.

Accurate information regarding openings and salaries was not furnished by any denomination except the Methodist Church.

The work of the Y.W.C.A. is fundamentally religious. So many of its activities, however, resemble openings in social work that all information regarding it is listed under that head.

Information as to training for religious work follows:

RELIGIOUS WORK

<i>Institution</i>	<i>Entrance</i>	<i>Length of Course</i>	<i>Fee</i>	<i>Instructor</i>	<i>Openings</i>
<p>ANGLICAN : Deaconess Training School, Gerrard St. E., Toronto</p>	None	1 year		Miss Connell	Deaconesses, Pastors' assistants, Church visitors, Teachers in Indian, Chinese, Japanese and Ruthenian Schools
<p>PRESBYTERIAN : Deaconess Training School, Grosvenor St., Toronto</p>	"	1 year		Miss Grant	Matrons of homes
<p>METHODIST : National Training School, St. Clare Ave., Toronto</p>	None, except for deaconesses and missionaries, who must pass entrance to High School	2 & 1 yr.		Rev. Hiram Hull	W.C.T.U. Travellers' Aid, Police work and juvenile courts Matrons in girls' refuges, orphanages, Mission nursing and many other forms of religious social work
<p>UNDENOMINATIONAL : Toronto Bible College</p>	"	2 & 3 yrs.	\$4	Rev. John McNichol	

SOCIAL SERVICE

Social service is in a unique position at present in Canada. The need for trained workers is extremely urgent; the number of trained women available is very small, yet these few workers find it hard to find openings. This is due to the fact that the bodies controlling social work are not yet alive to the need of trained women and will not offer salaries which will command their services. The majority of charitable and philanthropic institutions are still conducted by women with no training in economics, sociology or psychology. Their work is good, but seldom goes to the cause of the evil they are combating. There are signs, however, that boards of directors are seeing the need for greater training in social work, and before long the demand for the trained worker must increase.

The work is varied and only outstanding types can be cited.

1. *Settlements* : Specialists in recreation work, domestic science, nursing, milk-station requirements, gymnastics and educational work are all needed in a settlement. A knowledge of foreign languages and methods of family rehabilitation is important. Salaries in settlements begin at about \$400 and residence and run to \$1000.

2. *Police-women in Women's Courts* : These appointments are usually municipal. Women of marked strength of character and judgment are needed. A thorough understanding of mental deficiency is essential. This work is very trying and the results are often discouraging, but its importance cannot be over-estimated. Salaries are usually \$900 and upwards.

3. *Probation Officers in Juvenile Courts* : This work requires thoroughly trained women. It is difficult and often discouraging. Many of the children brought up in Court are mentally deficient. The work, however, appeals strongly to those who are fond of children. There are only a few Juvenile Courts in Canada. In the West, however, this work is progressing, and more than one woman has been appointed judge of a Juvenile Court. The work done by

these, however, is so excellent that other cities will probably follow suit. The probation officers are paid by the municipality, and salaries run from \$750 up.

4. *Police-women* : Two Western cities, and also Montreal, have appointed police-women. This is very important in connection with work among women and children. Salaries are \$1000 to \$1200 and up.

5. *Matrons* in "refuges," detention homes, reformatories, industrial schools all have the same problem before them in different degrees. It takes much tact and faith to accomplish results, but results can be obtained by skilled workers. Salaries in these cases are paid by Province, municipality or private society and vary greatly. Those teaching in Industrial Schools usually get the same pay as Public School teachers. Others get from \$400 and residence to a possible \$1000 and residence in one or two cases.

6. *Children's Aid Societies* : Many Children's Aid societies do not realize the need of trained workers. It is seldom that the placing of children in homes is in the hands of experts. The shelters are often run by women of little education. There is perhaps no branch of social

work that needs scientific handling as urgently as this work in Canada. Salaries now range from \$500 upward. One or two workers get \$1200.

7. *Associated Charities* : All our largest cities are organizing "associated charities" to prevent overlapping and to direct relief work intelligently. This work calls for a good secretary, a good record keeper, and a number of trained case-workers. In Toronto salaries are \$1000 a year; in Montreal they go as high as \$1200; in Winnipeg \$1800 is reached. A sound knowledge of economics, good judgment and strong health are essential. This branch of work is necessary in any large town, and the number of positions must increase.

8. *Exchange Registers* : Akin to the Associated Charities, and just as essential, is the Exchange Register. A woman interested in social problems, accurate, and possessing a good memory can find intense interest and great usefulness in keeping the records of all the societies for the town in which she lives. This does not call for personal contact, and often suits well the woman who is shy when meeting other women. The Exchange Register is essen-

tial to the scientific handling of relief work. Salaries vary from \$750 to \$1200.

9. *Traveller's Aid* : Now that so many women are crossing the ocean, some returning home and others coming to Canada for the first time, the importance of the Traveller's Aid has grown enormously. Depots are being opened at the ports. The government is assisting the work with grants. It is essential that the women now coming to the Dominion should be sent to their homes safely. This work is shared by the Y.W.C.A., Women's Christian Temperance Union, and other local bodies. Salaries vary from \$275 with board to \$900. The port organizers receive a larger sum than this.

10. *Hospital Social Service* : The largest Canadian hospitals now have social service departments. These are staffed in some cases by nurses who have taken a training in social work. In other cases trained social workers are employed. It is their duty to visit in their homes those who have just left the hospital, or those who are attending the out-patient departments. The diet, medicine, living conditions and employment all need supervision. Often a patient on the road to recovery loses

all the ground gained in the hospital through ignorance and lack of proper care after his discharge. This department, therefore, is essential to a good hospital.

Welfare Workers in Stores and Factories: Those who wish to succeed in this branch of work should study modern methods of factory improvement, and above all they must be interested in the working girl. Usually this position is difficult unless the worker is also employment officer. A woman of personality may win her way without being an integral part of the factory machinery, but she is apt to be viewed with suspicion. The chances for effective educational work in these posts is unlimited. Salaries range from \$900 to \$1500 or even higher. A successful worker of this type is invaluable to the firm which employs her and can demand adequate return for her work.

Factory Inspection: There is a growing need for women factory inspectors in Canada—women who will not only see that the laws are enforced, but who understand the many problems of labour. Their advice can often alter for good the policy of the factories they visit. Efficiency in the use of the human power in industry is a

new science, and a competent factory inspector can do much good. They are employed by the provincial labour departments, and salaries range from \$900 to \$1680.

Y.W.C.A.: This organization calls for workers of very varied gifts. The council employs organizing secretaries for student and school work, industrial study, finance, traveller's aid, etc. The different city organizations need office help, instructors in gymnastics and swimming, household science, club organizing, employment work, cafeterias and luncheon-rooms, etc. Salaries for a general secretary vary from \$600 to \$1800. Those of physical directors rise as high as \$1200. Other posts command from \$380 to \$1000.

Other Types of Social Work: There are endless other openings—anti-tuberculosis work, "Big Sister Movements," orphanages, research positions, crèches, playgrounds—all need trained workers.

It must be emphasized again, however, that although the need for trained workers is great the demand as yet is small. Often the appointment of one trained woman convinces each board that more effective work can be

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done by those who have studied scientifically these problems. But as yet the change is slow, and those who train must face possible disappointments for a few years.

The following table gives information as to available courses in Social Service :

SOCIAL SERVICE

<i>Institution</i>	<i>Entrance Qualification</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Instructor</i>	<i>Openings</i>
Acadia University, Wolfville, N.S., Course in Sociology					Settlement workers. Charity organization secretaries
McGill University, Montreal, Que.	Good general education	1 year	A fee for each subject	Prof. H. T. Falk	Factory inspectors Employment bureaux in-workers
University of Toronto, Toronto, Ont.	Good general education	2 years	\$40	Prof. MacIver	Social service department of hospitals Children's Aid workers
Y.W.C.A. Dominion Council	Good general education	3 months		Miss Una Saunders.	Probation officers Matrons in detention homes, etc.
Queen's University, Kingston, Ont.		20 lectures throughout year	\$2.50	Prof. O. D. Skelton	Women's Court officials Industrial research Welfare workers in factories
Victorian Order of Nurses, at Ottawa, Montreal, Toronto, Winnipeg, Vancouver, Halifax	Good general education	4 months	\$25 a month & board provided by Order	Mrs. Hanington, Ottawa	Y.W.C.A. secretaries Immigration posts

AGRICULTURE

THE Canadian farmer as a whole prefers men to women as hired help. For this reason it is difficult for women to get even the one year's experience necessary for entrance into an Agricultural College. Scarcity of labour, however, during the war has forced the employment of women, and in some types of farming they have been used extensively, as the following will show.

I. EASTERN CANADA

Mixed and Grain Farms : A few of this type employed women sent from the cities during the spring and summer months. These women drove machinery, e.g. disc harrow, harrow, mower, rake, hay-loader, hay-fork and wagons. One or two drove binders. Several women worked on threshing gangs and silo-filling gangs. Wages were \$20 to \$30 a month and board. However, some of the girls doing this work felt it too heavy to be kept up year after year.

Dairy Farms : Women were employed with great success on dairy farms. Where large herds

are kept the women worked entirely in the barns and milk house. Their work consisted of feeding, cleaning, milking, care of calves, care of milk and delivering milk. In some cases from three to nine were employed on the same farm. Wages ranged from \$20 to \$40 and board.

In small farms, in addition to feeding, cleaning, milking and other chores, from three to six hours are spent in the fields, hoeing, "stooking," or driving teams.

Fruit Farms: Women have been employed for years as fruit-pickers. At one time squaws, "Polacks" and Chinese had practically a monopoly of this work. Since the war, however, many city girls have harvested the fruit. Probably 10,000 is a conservative estimate of the number that took up this work in 1918. The work is seasonal, and the wages on piecework range from \$7 to \$15 a week. The success of this movement has led the fruit-growers to consider the employment of women the year round. The work on a fruit farm, however, is heavy. It consists of pruning, planting trees and digging up dead ones, ploughing and cultivating and spraying. A few fruit growers keep bees.

Poultry : There are very few poultry farms in Canada. Few women are employed ; one or two women, however, are running their own farms. There is very little demand for poultry specialists who understand no other branch of farming.

Bees : A few women have made a success of apiaries. As in the case of poultry, they own their own farms. There are very few positions to be had on large bee-farms, and men are preferred.

Individual Enterprises : Many farmers' widows in Eastern Canada are running their husbands' farms by hired help. A few farmers' daughters are working their fathers' farms themselves. Women have bought farms and have succeeded in poultry, beef-raising, fruit, vegetables and bee-keeping. If general farming is undertaken, the women must employ at least one man, and it is not easy to secure reliable help. Dairy farming is well suited to women, but at least one man is necessary unless the soil is very light.

Land in different parts of Eastern Canada varies very much in price. In the Niagara Peninsula it is \$1000 an acre. In some parts excellent farms with fair buildings can be had

for \$50 an acre. A small cash payment is all that is necessary in many cases. It is important, however, that women get good machinery, and poor stock is always a bad investment. It is unwise, therefore, to undertake farming unless a woman has at least \$2000 over and above the money paid for land.

EQUIPMENT

Bees: Necessary capital is small. A very small piece of land is all that is needed, and this can easily be rented, as farmers and fruit-growers welcome bees. The only necessary precaution is to ascertain that there is no large apiary within three to five miles. Districts growing alsike clover are good, and Northern Ontario is a very good field. The profit per hive has varied from \$8 to \$100. At the present time one hive and a colony of bees would cost \$25, and the number of hives can be doubled each year. It is impossible to generalize about profits, but an expert can make a good living.

Poultry: Usually the advice given is to specialize on one breed. One successful farm of thirty acres, with very simple houses, has 1400 leghorns. By hatching early and getting

eggs from the pullets before the hens stop laying, a fairly even production is maintained. This enables the owner to ship regularly direct to the consumer, and a very prosperous business has resulted. Other farms make money by breeding prize birds; many people who have undertaken this line of farming have failed; but it is possible to succeed even with small capital—\$1000 over and above the land should enable one to make a good beginning.

Fruit and Market Gardening: Suitable land for this line of work is apt to be expensive. It must be situated near a city or have good railway service. Women are succeeding in growing small fruits, tomatoes, vegetables, greenhouse stuff, and flowers. Only a small outlay is necessary, once suitable land is secured—\$1000 should suffice. Bees can often be successfully combined with this.

Dairy Farming is well suited to women, provided male labour is also employed. The handling of the herd and the care of the milk is often done better by women than men. Considerable outlay is, however, necessary. Good cows, a pure-bred sire, and well-equipped, convenient buildings are absolutely essential. Unless most

of the feed is raised on the farm, profits will be very small. This requires good horses and machinery. It would be unwise to undertake this line of work unless \$5000 can be invested, in addition to the purchase of the farm.

Beef Ranches are also suitable for women with a good business head and a real gift for managing animals. Several women have found it profitable to buy cattle in poor condition and fatten them. Considerable capital or good credit is necessary for the initial outlay.

Specialists in raising squabs, mushrooms and luxuries of this kind, if skilful, are making a good living, and a very small outlay is necessary. Only a few, however, really succeed in these branches.

It is not advisable for women to attempt grain farming in Eastern Canada, unless they intend merely to direct the work of others. In this case also considerable capital is necessary.

One expert advises women to begin by raising sheep and potatoes, and a few pigs. Hoe crops take much work, but are fairly profitable.

Farming, like "business," implies a score of highly specialized trades, and it is impossible to generalize. Success is attained by developing along the lines naturally attractive to the farmer.

II. WESTERN CANADA

A few women have attended each of the Agricultural Colleges in the four Western Provinces. Farmers' widows and daughters often carry on farming, and there are women who have bought land and are succeeding in making a fair living. Grain farming in the West, however, is carried on with more horse-power than in the East. A woman must be able to handle four, six and eight horses. She should be able to run a tractor. The scale on which the work is done and the level fields bring it, in some respects, more within the power of a woman than the work with two and three horses on the rolling hills of parts of Ontario. The winters, however, are very severe. Men and women have been lost in a blizzard going from the house to the barns.

In spite of difficulties, however, women are succeeding on the prairies. Hog and poultry raising are valuable adjuncts to the grain farm. By hiring sufficient labour some women are making money in wheat.

The following table gives information regarding Agricultural Training Courses :

AGRICULTURE

<i>Institution</i>	<i>Entrance Qualifications</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Principal or Instructor</i>	<i>Short Courses</i>	<i>Openings</i>
Macdonald College Ste. Anne de Bellevue, Quebec	Matriculation exam. of McGill or equivalent, one season of practical farming. Knowledge of English, mathematics, history and geography; one season of practical farming.	4 years 2 years	Quebec students 1st year } \$5 2nd year } 3rd year } \$65 4th year } Other Canadians 1st and 2nd yr. \$55 3rd and 4th yr. \$65 Other countries 1st & 2nd yr. \$105 3rd & 4th yr. \$115	F. C. Harrison, D.Sc., F.R.C.S.	Short courses are announced each autumn, and are held in winter months	Inspectors Instructors Testers of cows, Up to the present only men have held these positions Research Practical farming Cheese factories Creameries
Ontario College of Agriculture, Guelph, Ontario	One year of practical farming	4 years		Dr. Creelman		
Manitoba Agricultural College, Winnipeg, and University of Manitoba	Two years' course at Agricultural College	2 years 3 years		J. B. Reynolds J. B. Reynolds		

AGRICULTURE—continued

<i>Institution</i>	<i>Entrance Qualifications</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Principal or Instructor</i>	<i>Short Courses</i>	<i>Openings</i>
University of Saskatchewan, Saskatoon	Grade XII. or Senior Matriculation; one season on a farm. Associate Course Matriculation (Degree) & one season on a farm	3 years 4 years	Residents of Saskatchewan, \$20; non-residents, \$36	Dean W. G. Rutherford	Short course in machinery is given during the winter	Inspectors Instructors Testers of cows.
University of Alberta, Edmonton, Alta.; Schools of Agriculture at Claresholm, Olds and Vermilion	Matriculation Good general education	3 years 5 years	None None	F. A. Howes A. E. Meyer		Up to the present only men have held these positions Research
University of British Columbia, College of Agriculture, Vancouver, B. C.	Matriculation	4 years	None except registration fee of \$10	Dean L. S. Klinok	Short courses are given in agronomy and animal husbandry, poultry, fruit growing	Practical farming Cheese factories Creameries
Agricultural College, Truro, N.S.		2 years	None	M. Cumming	Short courses given	

APPLIED ART

THERE is a limited but growing demand for commercial artists in larger cities in Canada. Engraving houses take graduates of art schools at a nominal salary of about \$4 a week, or train them as apprentices. If they are successful, promotion is rapid and salaries of \$20, \$30 and \$40 per week can be obtained. Large departmental stores employ commercial artists to design garments, etc. Salaries are fairly good; \$20 a week is typical.

Many firms are employing women as advertising artists. A girl with a clever pencil and ingenuity can make herself invaluable and can command as much as \$1800.

One or two firms are employing women as interior decorators with considerable success.

This field of work is varied but limited. The woman who can draw well and has also the business sense to make her gift count can succeed.

88 TRAINED WOMEN IN CANADA

There are women earning good salaries as designers of jewellery, and miniature painters, but everything depends on the talent of the artist, and it is impossible to generalize.

ART SCHOOLS IN CANADA

<i>Institution</i>	<i>Entrance Qualifications</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Instructor</i>	<i>Short Courses</i>	<i>Fees</i>	<i>Openings</i>
Victoria School of Art, Halifax, N.S.	None		\$2 term of 9 weeks \$5 3 terms	Mr. Lismer			Advertising and commercial artists
McGill University, Architecture	Matriculation	5 years	\$147 a year	Prof. R. Traguair			Designers of gowns, blouses, wall-papers, chintzes, etc.
School of Practical Science, University of Toronto, Architecture	Matriculation	4 years		Prof. Wright			Magazine illustrators Caricaturists Carving and plaster work
Ontario College of Art, Toronto	None	4 years	\$40 a term	G. A. Reid	Evening classes \$3 a week	\$8 a term	Fine embossing and printing
Toronto Technical School	Entrance to High School	3 years	None	Alfred Howell	Evening classes	\$2 a year	Landscape gardening Architecture
Winnipeg Art School							

MUSIC

THE majority of those who study music with the intention of making it a means of earning a livelihood take up teaching. A graduate of a good school of music can earn \$600 to \$5000 a year, according to her talent. In Toronto a number of graduates of the different conservatories of music are earning over \$1000 a year. There is a tendency, however, for musical students to remain in the larger cities, while better incomes could often be obtained where there are fewer teachers available.

Some Colleges of Music report that they cannot supply the demand from smaller towns for organists. These offer from \$300 to \$800 a year. A woman holding the post of organist will find that the position will bring her pupils.

Soloists in churches receive from \$150 to \$500 a year—or more in large congregations. Concert work is far too varied to be estimated.

The Musicians' Union regulates the wages of those playing in orchestras, in theatres,

restaurants, hotels, motion-picture theatres and other public places. In some cities women are being admitted to the union and work is assigned through the secretary.

TRAINING IN MUSIC

<i>Institution</i>	<i>Entrance</i>	<i>Length of Course</i>	<i>Fees</i>	<i>Principal or Instructor</i>	<i>Openings</i>
Halifax Conservatory of Music, Halifax, N.S.		3 or 4 years	\$8 to \$25 per term	Mr. Harry Dean	
Mount Allison Ladies' College, Sackville, N.B.	None	3 years	\$60 to \$28	Mr. Fritz Read	
Eastern Townships Conservatory of Music, Stanstead Wesleyan College, Stanstead, Que.		5 years	\$1 and \$1.50 an hour		Teachers of music
McGill University Conservatorium of Music, Montreal, Que.	Matriculation	3 years	\$150 a year partial students, \$35 and \$28 a term	Dr. H. C. Perrin	Organists
Canadian Conservatory of Music, Ottawa, Ont.	None	5-8 years	\$8 to \$70	Dr. Puddicombe	Professional singers in churches
Toronto Conservatory of Music, Toronto, Ont.	None	6-8 years	\$8 to \$70 a term	Dr. Vogt	Orchestral posts in theatres, cafes, hotels, motion-picture theatres
Canadian Academy of Music, Toronto	None	3-5 years	\$10 to \$70 a term	Alfred Bruce	
Hambourg Conservatory of Music, Toronto				Mr. Jan Hambourg	
Albert College, Belleville, Ont.		3-4 years	\$20 and \$15 a term	Mr. Vincent P. Hunt	
Alberta College, North Edmonton, Alta.		4-5 years	50 c. to \$1.25 an hour		

WORK IN MUSEUMS

WITH the desire to produce better objects for domestic use, better textiles, and to improve generally the standard of things in America, there has been introduced into museums a teaching service where instruction is given around the objects themselves. This has been of great benefit wherever it has been tried, and is rapidly spreading wherever the museum's resources can be brought to meet the salaries of such instructors. In connection with art galleries and art exhibitions also, it is at last being recognized that the general public, with a little help in the way of explanations, can get far more benefit than they otherwise would receive from a visit to the gallery.

In America, this work is largely being undertaken by women. The difficulty, however, has been to get women who had anything to teach. Numbers have pushed themselves in who had little or nothing to give to the public. Unfortunately, or perhaps fortunately, there is no

regular method of receiving instruction for such work, and unless the woman is prepared really to study the subject of the department in which she wishes to teach, the practice will be brought definitely into disrepute. In most museums, however, the staff are willing to answer questions, recommend books, and do everything in their power to assist those who wish to enter such work; but it is not an accomplishment that can be learned under a couple of years of study.

One difficulty is, of course, that museums are few in number, and it is not very advisable for those who have to earn their living to undertake such work as a career, unless some idea can be gained as to possible openings for employment. With such a position once secured, however, it is often possible to pass from the teaching staff into the care of a department, or even to the directorship of a gallery or museum, as so far women have been distinctly successful in museum work.

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