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What Shall I Do Now?

How to work for Canada in Peace.



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WHAT SHALL I DO NOW?

How to work for Canada in Peace.

To find the best employment is part of our war readjustment. Sometimes it seems to us now as if it had been easy to make a choice of work in war. Choosing an employment in peace may appear sometimes more difficult. But Canadian women as the result of war activities are endeavoring to fix a new standard of national service in all their employments, and this can be done without sacrificing the best interests of the individual.

Canada needs the service of her women workers. The productive worker and the necessary worker are in reality national servants. This principle possibly has never been realized by nations as it ought to have been. A brief review of important employments for women may enable the munition worker, the woman in other war activities, the girl entering employment from school, and women workers in general, to take each her own individual part in the great work of reconstruction.

The munition worker. The majority of munition workers came from other employments. Numbers of women, however, earned their first pay in war plants. Many were from country homes; others were married women. Thus there are several classes of munition workers. Numbers have rejoined their former occupations and are satisfied. Country girls in many cases have gone home. The majority of married women who were munition workers probably are looking after their homes and taking care of their children. No other work that a woman can do is as important to Canada as making a home and taking care of children. Still, a certain percentage of former munition workers either do not wish to return to any employment in which they were prior to the war, or, having worked for the first time in munitions, they desire to continue in paid employment.

A word of advice to munition workers: Keep a certified statement of your service in munitions. This official record is your due, and is an honor to you. It may prove of assistance when you are looking for employment.

Women workers and men's wages. No course of action should be taken by women workers which will lower men's wages. Women at work believe in a square deal for everybody. Men's wages are fixed at a rate which considers the home. The best defence of the home depends on every worker choosing an employment in which he or she can work successfully and in which he or she can earn the highest wages. Since there seems to be at present an over-supply of men workers for machine shops, it would not appear to be fair or good judgment for women to seek to enter this industry when there are a number of other employments open to them.

The woman who is happier working with machinery than she is in any other employment, and who is more successful in this than she is in other kinds of work, is justified in wanting to continue machine work, provided that she sees a reasonable prospect of employment. The high wages paid in war time do not warrant us in believing that machines must be provided for women workers unless there is some necessary work which must be done. If a woman has the physique required and mechanical aptitude, there are some forms of tool making which she can undertake successfully, but women in this class are exceptional and few in number, and should not be satisfied unless they become highly skilled workers. A few women workers are employed in making and "assembling" the small parts of various manufactured articles.

Thousands of necessary workers are in factories. The factory worker is adding to the wealth of the country, because she aids in production. Thus she is helping to raise the standard of living for herself and others. She should look for employment with the best employer she can find. The factory where she works should be clean, airy, sanitary, and her wages should be the best in the market, provided that she is a diligent, efficient, dependable worker. Her rate of payment should depend on her skill, after a minimum has been obtained which is required for a fair average living. Employers should recognize a responsibility for varying monotony in work, and affording workers opportunities for acquiring training and skill.

To develop art in industry. There are a number of different kinds of workers in factories. Much of the progress of Canadian industry depends on the way in which their work is done. Designers and those who adapt designs for Canadian use are beginning to realize that their work is of national importance. Already a Designers' Club, the membership of which is composed wholly of women workers, has been formed in one city. This may become the beginning of a new era in Canadian industrial design.

The house worker. The recognition of the house worker is emerging as one of the results of reconstruction in women's employments. The health, comfort and physical well-being of a household are largely in her

hands. The betterment of her employment should be a matter of conference between workers and employers. Workers organize with advantage; so do employers. Many employers and workers have already arranged good conditions. But the inefficient worker should not receive the same wages as the efficient worker. Training, organization and standardization are the watchwords of reconstruction for domestic workers.

How the country women of Canada helped to win the war. In one country neighborhood, a survey of the farmers' wives and daughters in the summer of 1918 showed that seventy per cent. of the country women of that district were working in the fields. This remarkable change in the customs of Canadian country life is greatly to the honor of our splendid women. The production of food, the care of food, its preparation, any work which has to do with the food supply, is of the greatest importance to women.

Will you be a farmerette this summer? Undoubtedly the work which girls have done on farms has helped to feed the world, and has given these girls standing as responsible and necessary workers. Housing, board, and conditions of work should be wisely looked after by public and private authorities. Bands of workers should organize for companionship, recreation and better working conditions. These are wise and necessary steps for all workers. Above all, girls who work on the land should be careful of their health, both now and for the future.

Country girls in city employments. City employments offer opportunities of work to many country girls. The country girl was a splendid munition worker. Positions in factories, stores, offices, schools, hospitals, and in every other establishment which depends on the work of women, are held by numbers of country girls. These girls are a living link between the town and country. The country girl who is looking for work should write to the Government Employment Bureau for advice. Various other organizations also, such as the Young Women's Christian Association, will advise with regard to training, board and lodging, and the amount required for living expenses. There are many country girls who would prefer to stay at home if they could find some way of earning money. They should consider specializing in one of the lines of work for girls which appear under the heading "Work for the Girl at Home," in the list of occupations printed in this pamphlet. Partnership of father, mother, son and daughter in the business of the farm belongs to the new era in agriculture.

Have you heard the call for nurses-in-training? Provision for the work of hospitals both now and in the future is receiving serious consideration from those who are responsible for hospital management.

The need for nurses has never been so great in the history of our country. The key note of to-day is the conservation of the life of our nation. Graduate nurses are needed in rapidly increasing numbers in

preventive public health work. More pupils must be trained to make this possible.

If you have any inclination to become a trained nurse this is an employment which is especially advantageous for young women of education and ability. Hospitals are now considering the establishment of the eight-hour day for pupils. Standards of training have been established by law in most of the provinces of the Dominion.

The outlook for nursing has never been brighter than at present, and pupils are needed in increasing numbers.

V.A.Ds. and S.O.Ss. The girls who have learned how to nurse, to assist in household cleaning and management, and in the cooking and providing of food, in the great hospitals during the war, and in the influenza epidemic, have learned at the same time to be better home makers. They should continue their work in dietetics, health, sanitation and nursing, either in the homes of Canada or in paid employment. The best employment for any woman is in home making. The highest skill, training and ability are required in the home. Paid employment as nurses, food experts, and health workers are among the best employments for women, both on account of natural endowment and for national welfare.

Who is the first worker of the nation? The Mother. The Governments of Canada, Provincial and Dominion, should recognize that the greatest service of women is motherhood. A woman who has the care of three, four, five or six little children, without any help, is the hardest worked person in Canada. Her work is the most important. Measures should be taken to establish a home-help employment of trained workers, who will assist and relieve the mother during part of the day.

Are you a business girl? The young woman with office training is becoming always a more important factor in business life. If she has the gift for organization and management, positions of importance are open to her. Her special qualifications on the other hand may fit her for secretarial work. Such work also leads to promotion. There are few employments in which girls of average training and ability show themselves at a greater advantage than in business life. The demand for competent workers is not only constant, but it is increasing.

Carefully prepared statistics show the importance of training to the business girl. The advantage of three or four years at a High School, before entering a business college, means that she will receive a higher salary from the beginning of her business life, and that her salary will advance more rapidly. The girl who leaves school after passing the entrance examination and then takes a business course, in many cases receives only ten dollars a week in her first position. The average girl, who has University

matriculation standing with a business training, begins at fifteen dollars a week. At the end of three years the public school graduate is likely to receive only thirteen or fourteen dollars a week, while the High School graduate in all probability is receiving twenty dollars. A young woman who is a University graduate with business training generally obtains eighteen dollars a week in her first position, and at the end of three years is practically certain to receive from twelve to fifteen hundred dollars a year. In most cases the University graduate after three years of business experience holds a position in which she dictates her own correspondence and is preparing for higher executive work. Such workers possess a high average of ability and training. Girls and their parents should realize what an excellent investment a good school training is.

The department store and salesmanship. This large employment for women is steadily advancing in standing. Special instruction promises to make the saleswoman a highly skilled worker. The Department Store offers employment not only to shop assistants, but to writers, artists, nurses, vocational teachers, employment experts, and social welfare workers. In a few instances, competent business women have undertaken the highly responsible work of foreign buying.

Special opportunities for University-trained women. It had become evident even before the war that courses in Economics and Social Welfare Work were preparing women graduates to enter special positions in the large employments of women. The study of women's employments is one which should be undertaken especially by women graduates. Factory inspecting, welfare work, nursing, banking, journalism and library work, chemical industry and actuarial work, as well as other occupations, offer fields where the highly trained minds of women students may be engaged with advantage, not only to the individual, but to the community. There are numerous openings in the business world, both in management and organization, which afford employment to University graduates. The University graduate, with business training, is at a great advantage in finding responsible and attractive work.

A normal percentage of women University graduates marry, and medical testimony is to the effect that they are successful mothers. A recent census of over 16,000 women graduates in the United States showed that 39 per cent. had married. Of the marriages 69.9 per cent. had children, averaging 2.1 per family. Of these children only 6.7 per cent. died, as against mortality rates of from 13.4 per cent. to 16.5 per cent. in well-to-do residential towns in New England and Pennsylvania, from classes of people of about the same financial and social standards of living. If any justification for the woman college graduate was needed, statistics such as these prove her value to the community.

Teaching as public service. In no occupation can women of the best quality work more effectively for the welfare of the country than in teaching. Undoubtedly, the woman graduate has in this occupation a special field of usefulness.

The importance of your training. Every girl or woman who means to work for self-support, and as a good Canadian citizen, should avail herself of every opportunity to train in school, college, university, and technical classes. Mr Meyer Bloomfield, the head of vocational training in the United States, sums up his observation of women's war work in Great Britain as follows:

"The war has taught them one important lesson. They have learned that the more training, the greater intelligence and the sounder physique a woman has, the quicker is her adaptation to new work and the more certain is her rise to a position of responsibility. Very few uneducated women hold important positions in Great Britain even in war work. This was no lack in democracy, but simply due to the fact that trained minds inevitably find their way to the top. It has proved an argument for better education and more preparation for one's vocation. It has brought about a new stress on general so-called cultural education."

One of the greatest safeguards against poverty and unemployment at any time in her future life which a woman can possess is experience and skill in some form of useful work.

The worker's health. Experts who have studied women in war occupations urge that it is necessary to issue a special warning with regard to the health of young girls, especially in heavy employments. When the girl is tired and worn out, or suffering from headache or over-strain, she is doing herself positive injury if she resorts to the use of medicines or drugs. The only way for the worker, especially the young worker, to maintain her health is by rest, good food, proper clothing and fresh air. When she is over-tired, she should depend on these natural remedies. At the same time, the young worker should remember that relaxation and suitable enjoyment are essential to good health. No industry is so necessary as to require the sacrifice of the health and well-being of the girls of the country.

What will we do for our children? The question is asked in the present survey of occupations for women because child welfare and the care of children offer opportunities for study, employment, and social betterment which have not yet by any means been fully realized.

Have the women of the nation financial responsibility? Until we regard both spending and saving from the point of view of national well-being, women who are home makers and those who are in paid employments

cannot realize the great extent of financial investment for which they are responsible. The money we spend and the money we save effect national credit, employment, progress and solvency. It is impossible to over-estimate the importance of our spending and saving. If Canadians, like the people of France, were to regard each financial transaction from the standpoint of national safety, we also would be able to show consistently our attachment to our national ideals.

Our duty to our workers. Canadian women are urged to do everything in their power to retain young Canadian men and women in Canada and to secure for them positions of opportunity in industry, art, science, and all allied occupations. The loss to the community in talent, genius, training, skill and inspiration will constitute an incalculable injury, should young people not find every opportunity for varied and responsible employment here.

Points to remember when choosing an occupation. Choose an employment in which you are at an advantage. Necessary occupations ensure steady employment. Food, health, clothing, household management, thrift, teaching, child care, and nursing offer traditional employments to women. The average woman can look to these necessary occupations with a fair certainty of earning an honorable and comfortable livelihood. If you prefer an exceptional occupation, and are qualified for it, do not be discouraged by initial failure. This is the age of the woman at work. The oldest and largest employments are constantly showing new and interesting developments in work for women. When the merchant begins a business, he selects commodities to sell for which there is a demand. The worker should choose an occupation which offers steady, useful and well-paid employment. There seems no reason why many girls should not find employment in their father's business. Lady Rhondda is an example of the daughter who was her father's partner.

Statistics of Women's Employments in Canada, 1910 These statistics show that by far the largest numbers of women find employment in old and well-established occupations.

	1910
Factory operators.....	94,918
Domestics.....	94,984
Professional workers, other than teachers and nurses, including those engaged in artistic pursuits.....	6,394
Teachers.....	34,063
Trained nurses.....	5,476
Office workers, stenographers, typists, and book- keepers.....	32,867
Saleswomen.....	24,321
Hotel and boarding house keepers.....	3,845
Boarding house and hotel employces.....	11,672

	1910
Housekeepers.....	6,762
Laundresses.....	8,267
Nurses and nurse maids.....	3,144
Seamstresses.....	1,874
Telephone and Telegraph operators.....	5,114
Charwomen.....	2,532
Merchants and dealers.....	4,069

In the census returns for 1910 dressmakers and milliners are included in the total for manufactures.

The Imperial Munitions Board estimates that the largest number of women employed in Canada at any one time in making munitions was between 35,000 and 37,000 in November and December, 1917.

LIST OF USUAL AND UNUSUAL OCCUPATIONS OF CANADIAN WOMEN

- ACCOUNTING**
- ADVERTISING**
- ARCHITECTURE**
- BANKING**
- BOOK-KEEPING**
- BEE KEEPING**
- CATERING**
- CHEMICAL INDUSTRY**
- CIVIL SERVICE**
- COMMERCIAL TRAVELLER**
- COMPOTOMETER OPERATING**
- CONFIDENTIAL CLERK**
- COSTUME DESIGNING**
- DEACONESS**
- DENTISTRY**
- DESIGNING FABRICS, WALL PAPERS, ETC.**
- DICTAPHONE OPERATING**
- DOMESTIC SCIENCE—**
Cook, special cooking, dietitian, manager of clubs, hotels, restaurants, tearooms and cafeterias, lecturer, teacher, writer.
- DRAUGHTING**
- DRESSMAKING—**
Designing, sewing, buying, machines operating, managing and owning.
- EMPLOYMENT EXPERT**
- EXPERT IN FLOUR TESTING**
- FACTORY EMPLOYMENT—**
Machine operators, designers, forewomen, stenographers, book-keepers, nurses, dietitians, welfare workers, travellers, managers and owners.
- FARM WORK FOR WOMEN—**
Farm managing, bee keeping, plant growing, flower growing, poultry and eggs, milk and cheese, vegetables, fruit growing.
- HOME MAKING**
- HOUSE DECORATING**
- HOUSE FURNISHING**
- HOUSE EMPLOYMENT—**
Cook, laundress, housemaid, children's nurse, seamstress, ladies' maid, companion, mother's help, housekeeper, household manager and organizer.
- ILLUSTRATING**
- JOURNALISM**
- LANDSCAPE GARDENING**
- LAW**
- LIBRARY WORK**
- MAP MAKING**
- MEDICINE**
- MILLINERY**
Making, designing, selling, managing, owning.
- NURSING—**
Institutional, private, military, public health, schools, superintendents of hospitals and training schools, managing and owning private hospitals.
- OFFICE EMPLOYMENT—**
Stenographer, typist, book-keeper, confidential clerk, secretary, billing clerk, cheque clerk, typing clerk, dictaphone operator, comptometer operator, librarian, manager.
- PHARMACY**
- PHOTOGRAPHY**
- POLICE WOMEN**
- PROOF READING**
- SALESMANSHIP**
- SEAMSTRESS**
- SHAMPOOING**
- SHOPPING EXPERT**
- SOCIAL WORK—**
Secretaries, statisticians, visitors, lecturers, dietitians, doctors, nurses, field workers, investigators, parole officers, officers of institutions, superintendents.
- STENOGRAPHY**
- STORE EMPLOYMENT—**
Messenger girls, parcel girls, markers, assistants, stenographers, shoppers, house furnishers, assistant managers, managers, assistant buyers, buyers, advertisers, nurses, dietitians, welfare workers, employment experts, owners.
- TEACHING—**
Public schools, high schools, colleges, universities, private schools, music, dramatic, domestic science, kindergarten, arts and handicrafts, lecturing, teaching handicapped children, manual training, sewing, millinery, dressmaking, physical training, gardening, commercial subjects, governess, tutor, secretary, supervising.
- TELEGRAPHY—**
Morse operating, automatic machines.
- TELEPHONE EMPLOYMENT—**
Operating, supervising, private switchboard operating.
- VOCATIONAL ADVISING**
- WELFARE WORK**
- WORK FOR THE GIRL AT HOME—**
House making, children's clothes, candy making, sewing, dressmaking, millinery, bread making, cake and jam making, pickles, marmalade, catering, shopping, embroidery, laundry work, mending, making underclothes, canning, raising fruit and flowers, poultry and eggs, vegetable growing, managing a leading library, teaching, mother's help, house work for neighbors, doctors' and dentists' secretary, visiting book-keeper, visiting housekeeper.

Additional copies of "What Shall I Do Now? How to work for Canada in Peace" may be obtained upon application to the Women's Department, Canadian Reconstruction Association, Royal Bank Building, Toronto.

Secretaries of organizations are requested to bring this pamphlet on the employments of women and girls to the attention of their associations.