

T H E S I S

on

THE PRESENT STATUS AND NEWER TRENDS

IN

WOMEN'S OCCUPATIONS

---

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## TABLE OF CONTENTS

	PAGE
I. Summary of Thesis-----	I-V
II. Introduction-----	1
III. The Economic Independence of Women-----	4
IV. The Present Day Need for Guidance-----	11
V. Women Workers According to the 1930 Census-----	18
VI. The Percentage Distribution of Women Workers in State Groups-----	22
VII. The Newer Trends in Women's Major Occupations-----	32
VIII. Extensive Fields Opening to the Trained Woman-----	46
IX. Some Unusual Fields Entered by Women-----	62
X. The Effect of the Depression on Women's Occu- pations-----	75
XI. Chart-----	83
XII. Bibliography-----	84

## DISCUSSION AND SUMMARY

## DISCUSSION

Great changes have taken place in the educational, economic, political, and legal status of women since the beginning of the present century. When labor is scarce women are encouraged to enter industry but when there is a surplus of labor, as during the present depression, many people will not employ women, especially married women. Yet women in jobs are consumers and make for employment of others just as much as men do. High school teachers often employ women as housekeepers and thus two women are employed instead of one.

The present economic conditions force many women to work outside of the home for they no longer manufacture the food and clothing for themselves and their families in their homes. Industry, with its mass production, has changed the family structure and the family budget. The modern family, especially the city family, needs currency with which to supply itself with the necessities of life. The industrial expansion has been the cause of much of the changing status of women's employment.

The last half century has seen a great influx of women into new occupational fields. Previously to this time there were few opportunities for even the educated woman except teaching and marriage. According to the last census, women have entered all but thirty of the 651 occupations. The most outstanding change has been the number of women who have entered the professions.

The problem of choosing a vocation is very important at all



times but it is especially important at the present time and is especially difficult for women. People have looked upon equality of education for boys and girls as the end of the responsibility of the public and of the school administration. This step of educational equality was a most valuable one away from the medieval position of the intellectual and social inferiority of women, but no thinking person of modern times has believed it to be the final step. The three great educational movements of the present century -- measurement in education, adult education, and educational and vocational guidance -- have done invaluable things although they are still in their infancies. All three are related vitally to the position of women in education, e. g., much of the present unemployment of women with its consequent social and intellectual evils is due to (a) faulty education that could have been corrected under a regime of good educational measurement, (b) a cessation of all formal or conscious education as soon as the pupil left the classroom and which could have been corrected by a good program of adult education, and (c) an education not consciously and definitely enough planned toward and related to some vocation. For too long people have stumbled into their jobs with casual guidance or no guidance. In order to avoid misfits in all forms of industries it is necessary to guide people into suitable vocations and to educate individuals to make proper adjustments to life situations and these are functions of guidance.

The figures in the 1930 census indicate that the barriers regarding women workers gradually are being broken down. Regardless of these figures, the fact still remains that there is a great

difference in quality between the vocational openings for women and for men.

In certain professions there have been prejudices against women for generations and these still exist. This may be because women have been considered, until recent years, inferior in mental ability. It may be due to the fact that at the present time it is impossible to predict their futures in some of the higher professional and leadership positions. Among these positions are those of surgeons, physicians, lawyers, and politicians.

Physical strength has been a barrier to women in a great many positions and will always continue to be even though they are capable of developing more physical strength than they now possess. It is improbable that women can develop as great a degree of physical strength and endurance as men. It is not necessary for women to enter fields that require much physical strength because there are enough other fields open to them.

The emotions of some women are unstable and they cannot, as well as men, face a great problem or crisis in business and professional circles or a series of taxing problems. Some realize when they are in responsible positions that it is necessary for them to control their emotions to succeed, while others fail. In the case of surgery women often fail because of their strong reaction to suffering.

Often women seek to use their personal allure instead of real worth when they are in responsible positions. They expect their employers to require less efficiency of them than of a man holding the same kind of position. They openly cultivate an attractive physical

appearance rather than broadening their background or advancing professionally.

The majority of women marry after having been employed for a few years and this leads to instability in their employment. Then in case of child-bearing there are breaks in employment and this may cause financial loss to their employers.

Women by tradition and necessity have been individualists, whereas men have tended towards organization. Men have had to fight the battles of the world with men and have learned that cooperation will win over personality. Often when women fail they do so because of too much subjective emphasis upon either themselves or their problems.

There are some social evils that result from the employment of married women. They have a tendency not to rear families and this often draws them away from family life. This may result in divorce. In case women workers do rear families they cannot, usually, give them the proper training or home environment. This often results in commitment of the children to the juvenile court or to other and similar agencies. Some of these social evils could be corrected if voluntary sterilization, especially for those lowest in scale of employment, would take place and compulsory sterilization for the very lowest. This would be beneficial to society from a moral and economic standpoint.

When both men and women work it may result in a lower wage for each and thus their income may not be much increased. The expenditure may increase because they lack the time for proper management of funds.



Often, when women work the husband does not realize his responsibility and thus he may become parasitic.

At the present time it is advocated by some people that women choose between marriage and a career in order that they may carry on in their particular fields more efficiently. Whether a woman can have both a career and a home is an unanswerable question in general. Much depends on the woman if she is to succeed at all.

In spite of these barriers women have entered employment fields. Following are some figures showing increases in numbers in particular fields. The number of women employed as office clerks, as distinguished from bookkeepers and stenographers, has increased since 1920 by a greater number than has any other pursuit -- with the exception of those employed as menials. The number of women engaged in all the branches of clerical work increased 564,805 from 1920 to 1930. The number of women operatives in clothing factories showed a net increase of 81,108 during the same period, but the three major sewing occupations in small establishments show a decrease of 117,108 women in the same years. Since 1930, however, there has been an increasing number of women who are engaged in one or all of those occupations in their own homes. There was a marked decrease -- 173,207 of women employed as farm laborers between 1920 and 1930. In 1930 the increase of women workers in all fields over 1920 was 2,202,605. This exceeded the growth in number of the female population. The total number of women employed, professional and non-professional, was 10,752,116. The number of girls and women classified as in domestic and personal service increased 993,569 between 1920 and 1930.

The types of work and the number of women employed in various groups of states varies. In the New England States 26.4% of the female population 10 years and over was gainfully employed, in the Middle Atlantic 23.8%, in the Pacific Coast States 21.4%. The smallest proportion was employed in the Mountain States, 15.8%.

The past decade's rush of girls into the high schools and colleges, with no occupational forethought on their parts or those of their educators beyond the vocational lines of least resistance, has flooded the major professions. Of these major professions there is an exceedingly large surplus of teachers, nurses, and stenographers. The states of Kansas, Iowa, Indiana, Florida, Oregon, and Wisconsin have reported the greatest surpluses of teachers in the usual fields. Even though this is true, there is a greater variety of opportunities in teaching than ever before for capable and trained teachers. The educational field now includes vocational schools, continuation schools, schools for adult education, and nursery schools, visiting teachers, psychologists, psychiatrists, and vocational advisors. Health teachers have been added to the staffs of many schools.

Much the same situation holds for trained nurses as for teachers, in that in general the profession is seriously over-crowded, yet there is a steady demand for nurses who have specialized in attendance upon people who have contagious diseases and chronic illnesses. In health work a variety of occupations such as physiotherapy, occupational therapy, and laboratory technology, indicate some possibilities.

During the past decade there have been some new and extensive fields opening to the educated or trained woman. The largest among

these are department store work, hotel work, radio work, and the field of dietetics and commercial food work.

Some occupations that are more unusual but show possibilities for educated and ambitious women are advertising, art, agriculture, horticulture, landscape architecture, interior decorating, chemistry, mechanical dentist, government service, insurance, and pharmacy. Each of these requires, however, ability, initiative, and special training.

As far as unemployment figures are available they indicate that the present depression has affected the employment of women more extensively than has any previous crisis. In April, 1930, the census of unemployment showed 370,324 women out of work. This is, of course, a very partial or fragmentary figure, but is useful for comparative suggestions. In the professional and semi-professional occupations there were 33,000 unemployed. In the fields of recreation and amusement -- which were especially hard hit -- almost 8,000 were unemployed. Those vocations serving primary needs, such as food and shelter, and those considered indispensable to the community's welfare offer the best security during a depression. The largest number of unemployables was among those listed as in the domestic and personal service group. This group showed a total of 122,178 unemployed. Women workers listed as in manufacturing and mechanical industries were cited as showing 108,838 unemployed -- the second largest group.

These facts point out that there is need for proper training among the unprofessional group as well as the professional group in order that they may find reemployment.



Guidance is relatively a new field and has little in it of an objective or scientific nature. The work of a scientific nature that has been done, has been done largely by people outside of the guidance field. There are, however, infinite possibilities for the scientific development of guidance in the future and for its service in the present by capable, understanding, and sympathetic workers. Guidance is not alone putting square pegs in square holes but should develop training individuals in adaptability. People having a broad understanding of human nature are particularly well qualified for this work. Eventually guidance will become an art based upon the discoveries of science. There are no definite and specific tests available at the present time in vocational aptitudes and, thus, the most valuable guidance work has to be done by people that have an understanding of human nature and a more or less systematic knowledge of the vocational fields.

#### CONCLUSIONS:

1. The vocational status of women has changed until now they have entered all but thirty of the occupations listed in the 1930 census.
2. Women now have equal educational opportunities with men.
3. There are still some barriers against women in industry:
  - a. prejudice
  - b. inferior physical strength and endurance
  - c. inferior emotional stability
  - d. reliance upon personal allure
  - e. marriage
    - (1) short and irregular tenure

- (2) lack of care for their children
- (3) lower wages for both workers
- (4) tendency to make husbands parasitic

f. individualism as opposed to cooperation

4. The number of women workers in all fields increased 2,202,000 in the decade between 1920-1930.
5. The largest increase in numbers took place among the women professional workers.
6. The number of women workers decreased in agricultural pursuits, in the three major sewing occupations, and in the manufacturing industry.
7. Women's major occupations have become overcrowded.
8. All or almost all occupations are open to educated and able women but department store work, hotel work, radio work, are entered most easily but are the most subject to fluctuation in demands.
9. Those vocations serving primary needs, such as food and shelter, and those considered indispensable to the communities are least affected by the depression but give smaller remuneration.
10. From the viewpoint of women there has been a great advancement in the vocational world as has been indicated from the increase of workers in the various fields. Whether it has been a progressive movement for society as a whole or not is to be seen in the future.

## INTRODUCTION

The purpose of this study is to make more easily available some facts pertaining to the present condition of women's occupations and the trends they have taken in the last few years.

The facts have been compiled from the census reports and other current reports that have been made during recent years. Some of the occupation, the conditions of these occupations during this crisis or depression, the major occupations that are over-crowded, the new fields in these occupations that show possibilities, some unusual fields of work that women are entering, the distribution of women workers in the various states, the necessity of entering newer fields, and the progress of women in the past fifty years in education and occupations.

It is hoped that this study will prove useful to high school girls and young women contemplating entering some vocation. This study shows that girls are not limited to a few occupations as has been the trend of thought of the majority of girls but the occupational field for them is almost as broad as it is for boys. During this time when competition is keen in every line of work and when every field of endeavor is over-crowded it is important that girls know the actual conditions of the occupational world so they can more thoughtfully choose their life work.

The writer desires to point out the necessity of choosing the



right vocation, having some particular vocational aim, and the necessity of being well prepared for whatever vocation one chooses whether it be that of a semi-skilled laborer or a professional worker.

THE PRESENT STATUS AND NEWER TRENDS  
IN  
WOMEN'S OCCUPATIONS

THE ECONOMIC INDEPENDENCE OF WOMEN

Great changes have taken place in the educational, economic, political, and legal status of women since the beginning of the present century. The present day status of women is one of the most prominent changes that has taken place in the United States.

Social attitudes change in response to changing economic conditions, and the attitude toward the wage-earning woman is no exception. When labor is scarce, as during the war, the presence of women in industry is hailed as a sign of national strength and is encouraged by every possible means. The promotion of women's work in Russia today is the most striking current example of this attitude. When there is a surplus of labor, on the other hand, as during the present depression, many people will not employ women. There is nothing new in this changing attitude; the pendulum of popular opinion has swung back and forth during every period of labor shortage and labor surplus.

The fundamental forces which shape our economic life do not swing back and forth, however. There is, instead, a steady progress in our economic development. Why should there not be a steady progress of women workers?  
(1)

Let us consider the economic conditions that necessitate woman working. We must face realities. We cannot go back to the past when women made most of the goods for the family consumption by their own

(1) American Federationist, Department of Labor, March 1932, p 287.



firesides. Nor can we expect a sudden change of governmental guarantee of economic security to every family with all homemakers abstaining from paid employment. We must deal with the pressing problems of thousands of homemakers compelled to provide or supplement the family income in a period of mass production, labor-saving devices in the home, and higher standards of living.

Fifty years ago only a small proportion of our population lived in large cities, the majority living on small farms. The women of the family had an occupation in baking, making family clothing and teaching household arts to the daughters. Workers in large cities live in rented dwellings, and not in houses but flats and apartments. The food is all bought at the store. In the same way much of the family wardrobe is bought ready made, sometimes because it is preferred but often because it is cheap-  
(1)  
er than a similar article would be if it were made at home.

Thus drawn from without and driven from within the home by economic need, women have entered the wage-earning ranks in ever-increasing numbers until in 1930 the census showed approximately eleven million women in gainful occupations. Women have not been restricted to the factory industries but have entered many other  
(2)  
avenues of employment.

Women are not necessarily displacing men as workers. It is a

(1) The Journal of Home Economics, October, 1932, p 864.

(2) United States Occupational Census, 1930.

question of division of labor, of adjustment of the sexes to the work of the world. Women may have taken some jobs from men, but in the development of home industries into factory processes men first took these jobs from women, and today machines are taking jobs from both.

Machines are also relieving women of much household drudgery and enabling them more easily to enact the dual role of homemaker and breadwinner. Homemaking rather than becoming a lost art is becoming a job with a different technique. Many women must attend to home responsibilities before and after their day at a paid job. They make a double economic contribution to the family.

Thus modern industry with its mass production has not only changed the economic status of women and rendered them relatively less productive in the home, but it has changed the entire family budget. Money played a relatively small part in the income of the farm family which grew its own food and made its own clothing. Even the family in a small town is not entirely dependent upon a money income when it can count a house and garden among its assets. But in the large industrial city today, everything must be bought. The wage-earner must count on his pay envelope for shelter, food  
(1)  
and clothing.

In brief, in one matter after another the needs and interests of the working class family in a modern city have come to depend

(1) American Federationist, March 1932, p 864.



on ready cash with which the equivalent of the one-time home products can be purchased more cheaply. It is not the decision of the individual family that has brought about these changes but industrial interests at work in the perfection of a machine technique and the spread of mass production which have forced the worker to accept the new state of affairs. All he can do is to take life as he finds it and buy, instead of make, all that he uses.

For those who still feel that woman's place is in the home, there are two alternatives. They must choose either to give up the mass production of food, clothing and labor-saving devices and return to the village economy, or to increase per capita production of these things to a point where men alone can produce enough to support the women of the country in leisure.

Much has been written concerning the important place of women as producers in modern industry. Their place as consumers is more apt to be over-looked. It has been estimated, on the basis of recent census figures, that women workers together represented a purchasing power of more than five billion dollars in 1930. Just as industrial expansion has been a cause of women's employment, every employed woman has in turn created a new demand for shoes or washing machines or other factory made articles. It is because of this fact that the substitution of unemployed men for women workers would  
(1)  
not "solve" the present depression.

(1) American Federationist, March 1932, p 865.



The present economic situation has brought into view the fact that married women are far from being accepted as a permanent and natural element in the gainfully employed labor supply of the country.

Married women who are both wage earners and homemakers are the most criticized and the least understood of all groups of workers. The pressing problems of unemployment during recent months have caused married women workers to be the subject of much controversy. They are accused of taking jobs from men and single women.

Most of the employed married women are found in domestic and personal service, agricultural pursuits, manufacturing and mechanical industries, and trades--on the whole, occupations in which women seek employment from economic need rather than from the desire for a career. Nowadays, marriage is often found to bring to women, not the economic security of former days, but greater financial responsibilities, a fact proved by the Women's Bureau investigations. A detailed study of 113 families in 1920 whose income for the year was ascertained showed that 60% of the families would have had their income drop below \$500 had the wife's earnings been excluded.  
(1)

More recent data as to the economic importance of the employed woman to her family are furnished in a survey by the Wharton School

(1) Women's Bureau, Department of Labor, Washington, Bulletin Number V.

of Finance of the University of Pennsylvania, published in December 1931. Of the estimated 34,000 families in Philadelphia having a married woman in full time employment almost 9,700 were reported to depend entirely on this woman for support. In about 1,600 other families all the employable members except the married women were either totally unemployed or employed part time.

The reasons for holding jobs given by perhaps nine out of ten married women interviewed on the subject in the Women's Bureau surveys may be summarized as follows: "To keep home and family together because of the husband's low wages, his unemployment, illness, or incapacity; to raise the family standard of living to a healthy and decent level; to give children a better education; to buy a home, or household equipment; to pay doctors and hospital bills; to support elderly parents or other relatives; to save for a rainy day." A study made by the American Association of University Women, 58.8% gave economic reasons for working.

The economic status of the married woman worker is rendered unstable because of the wide-spread tendency to challenge her right to work and to discriminate against her, a principle that causes hardships to herself and family.

Evidences of the movement against the employed married women are numerous. Much attention has been attracted by the mayor of Syracuse, who late in 1931 decreed the dismissal of all married wo-

men in the city's employ whose husband had a living wage. In June, 1931 the National Education Association received replies from seventy of the 93 cities listed in the 1930 census as over 100,000 in population. Of these cities, forty-six did not employ married women as new teachers. They were not limited to any one section of the country but were scattered from Norfolk, Virginia to Tacoma, Washington and from Boston, Massachusetts to El Paso, Texas. Thus far no amendments or proposals to this effect have become law. (1)

(1) School and Society Magazine, August 20, 1932, p 140.



THE PRESENT DAY NEED FOR GUIDANCE

#### THE PRESENT DAY NEED FOR GUIDANCE

When women first entered the business world, the teaching profession was considered the one occupation that was adaptable to woman's mind and this opinion is still prevalent among a great many. As a result of this opinion, the teaching profession has become overcrowded with women who are not fitted for the profession.

Now there is a more general assertion of their 'right to labor' in many fields. But if some were told it was their duty to develop any talent they might possess and learn to do something the world needed, there would be many rebuffs waiting for them who attempted to break into occupations hitherto closed to women. Public sentiment is still against it although it is rapidly changing.

The last half of the past century saw great advancement by women, so far as entrance into new fields was concerned. There were decidedly few opportunities for educated women and they were generally denied the necessary training except in the case of teaching. By 1845, there were 75,710 women, and but 55,828 men, employed in the textile industries of the United States. But it is significant that women were more numerous only as employees, not as employers. The secret of the large number of women employed in the factories lay in the lower wage for which they labored. One case may be given to illustrate. Lynn, Massachusetts, in 1850, employed 3,729 men and 6,412 women in shoe factories. Although women were nearly twice as

numerous they received but \$37,000 a month, while the men were paid  
(1)  
\$75,000.

In addition to large numbers of women employed the large number of different occupations in which women are entering is even more noticeable. According to the last census (1930) out of the total occupations women have entered all but thirty of these occupations.  
(2)

The most outstanding change in women's occupations has been the number of women who have entered the professions in the last decade. This indicates that women are realizing the importance of education. To this increased appreciation of educational values they add an increased sense of spiritual values. The stories that come in about community projects with which business women have allied themselves, show that they are earnestly endeavoring to bring higher standards of living and a higher measure of development into the American community. Women are constructors, planners, organizers. The moment they have the opportunity, they work together for common ends. They have organized the Red Cross, Women's Christian Temperance Union, Federation of Women's Clubs and various other organizations.

In the past the big jobs have usually gone to men who had advantages of higher education. Now that women also have college

(1) Woody, Thomas, A History of Women's Education in the United States, The Science Press, New York, 1929, Vol.II, p 9.

(2) Occupational Census, 1930.



and university training we find them in important positions.

Women at the present time have equal opportunities with men in education. In the field of secondary education girls have had equal educational opportunities with their brothers for many years. It is noteworthy that the enrollment of girls has tended to exceed that of boys since the eighties of the last century. In Bulletin 39, issued by the United States Bureau of Education in 1927, the number of girls enrolled in public secondary schools in 1925-26 is given as 1,971,083 while the number of boys is 1,786,383. This difference is perhaps due to the earlier entrance of boys into paid occupations.

Since there are thousands that leave the high school each year, some by graduation and others for work, the question of what is to follow high school is on the minds of a greater percentage of people now than ever before. Although high school pupils are, as a group unusually intelligent wherever surveyed, nevertheless the group is now almost surely less unusual than was the case twenty or thirty years ago. Not all those that graduate from high school should attend college.

The idea that anybody can do any kind of work if his will-power can be sufficiently aroused, is no longer advanced by those who know at first hand the results of psychological researches made in recent years. When tests of aptitude are given to workers in different occupations, it becomes clear that there are very great differ-

ences among the scores made by typical members.

The professions and modern business management tend strongly to exclude all but a few, that is, all but about fifteen to twenty per cent of the adolescents who are at any given time ready to begin vocational preparation or experience. It is thus of great value to know that average adolescents are well adapted by nature to the kinds of work which the world most demands--work concentrated upon the provision of food, clothing and shelter.

Intelligence is not the only factor of importance in determining a vocation. Many other traits, such as emotional disposition, special talents, physical appearance, health, sensory defects such as color blindness, are of great importance, also. (1)

The girls leaving the high school or college for a place in the working world are facing the occasion with an inward emotion that is half excitement and half fear. Their families have somewhat the same feeling. They realize that a courageous start toward a happy, satisfying life work may mean everything to them.

The problem of choosing a vocation seems more important than ever. Most people are looking at life with a new seriousness now, searching out the values that really count. In this atmosphere and at a time when stimulating work is becoming increasingly important to a girl's happiness--a young girl at the beginning of her career needs wise guidance to help her choose the right vocation.

(1) Parent's Magazine, June 1929, p20.

These girls are all moving towards the same goal. They usually go at once either into further study or some productive occupation. The majority become successful, progressive citizens, but not always contented with their work. Dr. Kitson indicates in a survey that a considerable number of persons in all vocations are dissatisfied with their work. Another group settle down to a routine job, usually of the blind alley variety. A smaller number finally join the part-time class, the chief source of the army of the unemployed. The fourth group is still smaller but growing alarmingly in recent years. These are the people classified as criminals and dependents.

For too long Americans have looked upon equality of opportunity in education as necessitating the grinding of all the children of the land through the same mill, regardless of their interests, their capacities or their future occupations. Our schools have devoted very little attention to the social, political, economic, spiritual or cultural value that an education might possess. As a result the present generation has been required to only learn facts, most of which are forgotten. They should be trained to think in terms of the present day problems. The present day education often prevents children from learning to reason.

Education not kept closely in touch with human life is vain. The aim of education should be to bring life and education together. The mere process of accumulating knowledge is not sufficient. A great deal of human waste takes place in education because pupils



are not directed along the right channels and are unable to make the proper adjustments in life one must be trained in an institution which is nearly identical with the world in which the individual lives. In order to avoid misfits in all forms of industries it is necessary to educate individuals to make proper adjustments (1) to life situations.

James Ramsey Mac Donald says that: "The finest education is the education that has been acquired by daily labor, by saving, not so much money but what is still more precious--time and opportunity. It is those moments that pass by us, almost unconsidered that should be used in attaining to that great satisfaction of mind, that peace of conscience, which comes from making the very best of the opportunities that God has implanted in our midst. You never can acquire anything in this world without purchasing it; purchasing it by your own efforts, your own work, your own sacrifice. It will never come to you as a gift. Let us all value education. Let us all appreciate it as something more than mere knowledge, because after all, knowledge is a sort of outward ornament. The education that is real is the education that means our being of finer temper, more adaptable, more flexible. Let us assimilate knowledge until it becomes ourselves, showing itself in character, reliability, straightforwardness. That is the end of education."

One of the great problems confronting the modern industrial life

(1) Balance Sheet; Gregg Publishing Company, October 1932, p70.

of the present time is to establish a systematic vocational guidance program that can meet the needs of all the people in school and out.

Vocational guidance for women is faced by these great problems: the analysis of individual capacities; analysis of the occupational world; and the development of such educational means whereby the individual may satisfactorily fit into it. Brewer has said that guidance involves six things: "(1) laying a broad foundation of useful experience, (2) studying occupational opportunities, (3) choosing an occupation, (4) preparing for the occupation, (5) entering upon work, (6) securing promotion and making readjustments."

After a girl chooses the right job in the right vocation, there is still something else needed to make her successful. She must keep learning and growing. She must live a full, well-rounded life.

WOMEN WORKERS ACCORDING TO THE 1930 CENSUS



#### WOMEN WORKERS ACCORDING TO THE 1930 CENSUS

The figures in the 1930 occupational census indicate that the barriers regarding women workers are being gradually broken down. Regardless of these figures the fact still remains that there is a great difference in grade between the openings for men and for women, not only in industry but throughout the occupational world. So far, the majority of high positions are held by men for they have proved their success.

It is perfectly evident that men have an advantage over women in obtaining the higher executive positions for men have been competing for centuries and women are relatively new to gainful pursuits. All women's rivalries have been of a personal and individual nature. Women by tradition and necessity have been individualists, whereas men have tended towards organization. Men have had to fight the battles of the world with men and have learned that cooperation will win over personality.

Women, when they fail in executive positions do so because of too much subjective emphasis upon either themselves or their responsibility. Women are objectively better equipped than men to direct the details of commerce; and when a woman succeeds in freeing herself of her traditional handicap and rises to such a position of leadership she is outstanding, even among some of her male competitors.

Regardless of some of the handicaps that confront the women

workers they have made great strides in the occupational fields both in number and type of work as compared to previous times.

The greatest change in the occupations of women appears to consist of a redistribution within the occupational fields rather than any tremendous influx of new workers. The census of 1910 listed 165 occupations in which 1,000 or more women were engaged; 10 years later the number had increased to 191, and in 1930 it was 208.

The number of women employed as office clerks, as distinguished from bookkeeper and stenographer, has been augmented since 1920 by a greater number of women than has any other pursuit, with the exception of those employed as menials. The number of women engaged in all the branches of clerical work increased 564,805 from 1920 to 1930. The number of women operatives in clothing factories showed a net gain of 81,108 during the period between 1920 and 1930, but the three major sewing occupations have experienced a decrease of 117,108 in the same years. Since 1930, there has been an increasing number of women who are engaged in one or all of these occupations in their own homes. Also a marked decrease of 173,207 women employed as farm laborers during 1920 and 1930. In 1930 the increase of workers in all fields was 2,202,605, which exceeded the growth of the female population. The total number of women employed, professional and non-professional, was 10,752,116. The number of girls classified as domestic and per-

sonal service workers increased 993,659 from 1920 to 1930.

Figures, selected in part from the 1930 census returns and in part from the United States Department of Labor show that professional women workers have made a numerical gain of one-half million between 1920 and 1930. Among the total women employed 1,526,234 were classified as professional workers. The largest group consists of teachers which numbered 852,967 and second in number were trained nurses with 288,737.

Hairdressers and manicurists is a fast growing occupation and by 1930 it had reached the 100,000 class. Women engaged in beauty culture are more than three and half times as numerous as they were in 1920 and five times as numerous as they were twenty years ago. It has become one of the leading industries today.

Other professions in which the number of women practically doubled between 1920 and 1930 are librarians; authors, editors, and reporters; college presidents and professors; and lawyers, judges, and justices.

Women employed as attendants and helpers in professional service numbered 55,625 in 1930, approximately the same as those engaged in semiprofessional pursuits. Nearly half of this group were assistants in physicians' and dentists' offices, while such occupations as librarians' assistants and attendants and theater ushers also are included.

These figures indicate that women have made great strides in



the clerical occupations, in the professions, and in the field of business.

DISTRIBUTION OF WOMEN WORKERS

in

STATE GROUPS

#### DISTRIBUTION OF WOMEN WORKERS IN STATE GROUPS

There is a wide difference of choices in the occupational groups between sections of the United States. For example in the New England States the largest number of women are employed in the manufacturing industry and in the South East Central States the largest number is employed in agriculture. While in the Southern States agriculture ranks highest among the occupational groups, in the New England States agriculture ranks seventh.

The following tables tend to show that women enter the occupational field which is most prominent in their section of the country. This is caused to a great extent by geographical conditions which influences the pursuits of the people. Since there is such a great influx of women in the main occupation it is essential that they enter new and specialized fields in order to avoid great surpluses of labor.



TABLE I

THE NEW ENGLAND STATES--including the following states: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut.

TOTAL NUMBER WOMEN EMPLOYED IN THE NEW ENGLAND STATES--941,681.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE NEW ENGLAND STATES--Rhode Island, 29.6%; Massachusetts, 29.2%; Connecticut, 26.3%; New Hampshire, 25.9%; Maine, 22.2%; Vermont, 20.1%.

ARRANGED ON THE 100% BASIS

Manufacturing and Mechanical Industries	31.1%
Clerical Occupations	23.6%
Domestic and Personal Service	21.5%
Professional Service	13.6%
Trade	7.3%
Transportation and Communication	2.1%
Agriculture	.7%
Public Service	.1%

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TABLE II

THE MIDDLE ATLANTIC STATES--including the following states: New York, New Jersey, and Pennsylvania.

TOTAL NUMBER WOMEN EMPLOYED IN MIDDLE ATLANTIC STATES--2,636,509.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE MIDDLE ATLANTIC STATES--New York, 25.6%; New Jersey, 24.3%; and Pennsylvania, 21.6%.

ARRANGED ON THE 100% BASIS

<u>Domestic and Personal Service</u>	<u>28.5%</u>
<u>Clerical Occupations</u>	<u>21.7%</u>
<u>Manufacturing and Mechanical Industries</u>	<u>18.3%</u>
<u>Professional Service</u>	<u>15.1%</u>
<u>Trade</u>	<u>10.9%</u>
<u>Transportation and Communication</u>	<u>3.0%</u>
<u>Agriculture</u>	<u>2.2%</u>
<u>Public Service</u>	<u>.2%</u>

TABLE III

THE EAST NORTH CENTRAL STATES--including the following states: Ohio, Indiana, Illinois, Michigan, and Wisconsin.

TOTAL NUMBER WOMEN EMPLOYED IN EAST NORTH CENTRAL STATES--2,065,404.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE NORTH CENTRAL STATES--Illinois, 22.5%; Ohio, 20.6%; Wisconsin, 19.1%; Indiana, 18.8; Michigan, 18.7%.

ARRANGED ON THE 100% BASIS

Domestic and Personal Service	28.5%
Clerical Occupations	21.7%
Manufacturing and Mechanical Industries	18.4%
Professional Service	15.1%
Trade	10.9%
Transportation and Communication	3.0%
Agriculture	2.2%
Public Service	.2%



TABLE IV

THE WEST NORTH CENTRAL STATES--including the following states: Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, and Kansas.

TOTAL NUMBER WOMEN EMPLOYED IN THE WEST NORTH CENTRAL STATES--946,225.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE WEST NORTH CENTRAL STATES--Missouri, 20.5%; Minnesota, 20.2%; Iowa, 17.9%; Nebraska, 17.7%; Kansas, 17.2%; North Dakota, 15.1%; South Dakota, 15.1%.

ARRANGED ON THE 100% BASIS

Domestic and Personal Service	30.3%
Professional Service	23.4%
Clerical Occupations	16.2%
Trade	10.7%
Manufacturing and Mechanical Industries	8.5%
Agriculture	7.2%
Transportation and Communication	3.3%
Public Service	1.4%

TABLE V

THE SOUTH ATLANTIC STATES--including the following states: Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, and Florida.

TOTAL NUMBER WOMEN EMPLOYED IN THE SOUTH ATLANTIC STATES--1,363,514.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE SOUTH ATLANTIC STATES--District of Columbia, 36.4%; South Carolina, 30.1%; North Carolina, 23.9%; Maryland, 23.4%; Delaware, 21.3%; Virginia, 20.7%; West Virginia, 14.4%.

ARRANGED ON THE 100% BASIS

Domestic and Personal Service	33.5%
Agriculture	16.1%
Manufacturing and Mechanical Industries	16.1%
Clerical Occupations	13.4%
Professional Service	11.9%
Trade	6.7%
Transportation and Communication	2.1%
Public Service	.2%

TABLE VI

THE EAST SOUTH CENTRAL STATES--including the following states: Kentucky, Tennessee, Alabama, and Mississippi.

TOTAL NUMBER WOMEN EMPLOYED IN THE EAST SOUTH CENTRAL STATES--827,744.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE EAST SOUTH CENTRAL STATES--Mississippi, 27.4%; Alabama, 24.8%; Tennessee, 20.4%; Kentucky, 16.2%

ARRANGED ON THE 100% BASIS

Agriculture	32.2%
Domestic and Personal Service	31.6%
Manufacturing and Mechanical Industries	10.6%
Professional Service	10.5%
Clerical Occupations	7.9%
Trade Industries	4.9%
Transportation and Communication	1.6%
Public Service	.2%



TABLE VII

THE WEST SOUTH CENTRAL STATES--including the following states: Arkansas, Louisiana, Oklahoma, and Texas.

TOTAL NUMBER WOMEN EMPLOYED IN THE WEST SOUTH CENTRAL STATES--861,667.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE WEST SOUTH CENTRAL STATES--Louisiana, 23.5%; Texas, 19.1%; Arkansas, 17.8%; Oklahoma, 15.6%.

ARRANGED ON THE 100% BASIS

<u>Domestic and Personal Service</u>	<u>35.4%</u>
<u>Agriculture</u>	<u>25.0%</u>
<u>Professional Service</u>	<u>12.5%</u>
<u>Clerical Occupations</u>	<u>10.7%</u>
<u>Trade</u>	<u>8.2%</u>
<u>Manufacturing and Mechanical Industries</u>	<u>5.8%</u>
<u>Transportation and Communication</u>	<u>2.3%</u>
<u>Public Service</u>	<u>1%</u>

TABLE VIII

THE MOUNTAIN STATES--including the following states: Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, and Nevada.

TOTAL NUMBER WOMEN EMPLOYED IN THE MOUNTAIN STATES--235,350.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE MOUNTAIN STATES--Colorado, 20.1%; Arizona, 18.1%; Utah, 17.0%; New Mexico, 15.5%; Montana, 14.9%; Nevada, 13.8%; Wyoming, 13.7%; Idaho, 13.7%.

ARRANGED ON THE 100% BASIS

<u>Domestic and Personal Service</u>	<u>34.0%</u>
<u>Professional Service</u>	<u>22.6%</u>
<u>Clerical Occupations</u>	<u>15.2%</u>
<u>Trade</u>	<u>10.9%</u>
<u>Manufacturing and Mechanical Industries</u>	<u>7.5%</u>
<u>Agriculture</u>	<u>6.1%</u>
<u>Transportation and Communication</u>	<u>3.2%</u>
<u>Public Service</u>	<u>.5%</u>

TABLE IX

THE PACIFIC COAST STATES--including the following states: Wash-  
ton, Oregon, and California.

TOTAL NUMBER OF WOMEN EMPLOYED IN THE PACIFIC COAST STATES--765,172.

TOTAL PER CENT OF WOMEN TEN YEARS OLD AND OVER EMPLOYED IN THE PA-  
CIFIC COAST STATES--California, 22.3%; Oregon, 19.8%; Washington,  
19.1%.

ARRANGED ON THE 100% BASIS

<u>Domestic and Personal Service</u>	<u>29.7%</u>
<u>Clerical Occupations</u>	<u>21.2%</u>
<u>Professional Service</u>	<u>18.9%</u>
<u>Trade</u>	<u>13.6%</u>
<u>Manufacturing and Mechanical Industries</u>	<u>10.0%</u>
<u>Agriculture</u>	<u>3.3%</u>
<u>Transportation and Communication</u>	<u>3.0%</u>
<u>Public Service</u>	<u>3%</u>



THE NEWER TRENDS IN WOMEN'S MAJOR

OCCUPATIONS

THE NEWER TRENDS IN WOMEN'S MAJOR  
OCCUPATIONS

The vocational plight of the educated woman today is not mainly a disease of the depression, and is not to be cured by its passing. The depression has merely hastened the crisis. Suddenly, after half a century of insidious, unobserved advance, the malady brought on by her own lack of foresight has overcome her. She has found herself at the moment with the occupations which were traditionally over-crowded. And if she is to get her daily bread, she must make her way as never before in the man's world.

The past decade's rush of girls into the high schools and colleges, with no occupational visions on their part or that of their educators, beyond these vocational lines of least resistance, has already flooded the feminine white-collar labor market. Progress into other vocations, halted these fifty years by women's own timidity and the tabus of an ancestral code, suddenly opens up as their one way of economic survival. And we are near a show-down as to whether educated women generally can successfully force their way in the footsteps of their peoneers, into business and professional positions still preempted by men, or whether they can create for themselves new and peculiarly feminine occupational opportunities. (1)

Ten years ago a teaching job was an all but inalienable right of every woman college graduate as well as of every girl who could

(1) New York Journal, November 20, 1932, p4.

spend two years in a normal school. Today, according to the Smith College personnel office, there are practically no paid positions teaching or otherwise, "open to the graduate who possesses only her A. B. degree."

Women cannot turn to the public library for a paying job. For the first time in the forty-five years since library work became a profession, with special training schools, there is no more room for their graduates. "In one year, or at most two," writes an official of the American Library Association, "the library profession has changed from one in which a properly prepared librarian would always get a position almost immediately on completing her library school course to one which is seriously overcrowded." The last census found more than twice as many women on duty in the libraries of the country as there were ten years ago. (1)

The stenographer is affected by these evil days, not only because of the depression but even in good times there are too many applicants for the jobs. In the spring of 1930, before unemployment became widespread, the census showed 35,546 stenographers and typists out of work, more than half of whom have been estimated to have been the victims of oversupply under normal conditions. Moreover, since that time, with fewer and fewer jobs open, thousands of new business school graduates have come into the market, until now, in the experience of the Girl's Service League of New York, only the best trained and most competent have even a chance of finding work.

(1) New York Times, November 20, 1932, p4.



Twenty years ago there had come to be five women to every man stenographer; today the ratio is twenty-two to one. Either, it would seem that women do have single-track aptitude or single track minds--so that where one finds a foothold, all must flock--or else, tabus in all but a few occupations have been so severe that only an occasional hardy peoneer could combat them.

In the flood of half a million additional women who have swept into the professions in this country in the past decade, mainly swamping the occupations of teaching, nursing, and library work, more than a hundred thousand have turned into the less frequented channels.

No less impressive is the evidence of future trends in the college girls' new vocational choices. In surveys made it has been shown that girls are preferring some of the newer occupations. (1)

College presidents and vocational counselors and parents are beginning to see that there is more to helping a girl in her choice of a job nowadays than merely shoving her off into one of a half-dozen standardized, ladylike occupations to which she least objects.

Seasoned vocational guides are advising girls not to ask themselves, as they have for the past century: "Where can I get a job with the least difficulty and prejudice?" but "Where do I really wish vocationally to go?"

Out of the overcrowding of the older businesses and the professions may thus come, it is believed, wider opportunities for women workers and greater development of their individual skill. (1)

(1) New York Times, November 20, 1932, p 4.

Even though a great amount is printed regarding the over supply of teachers it is only partially true, for while there is an over supply of undertrained teachers, and of teachers in some subjects, there is always a demand for well-trained teachers of certain subjects.

Despite an oversupply of teachers there exists throughout the country an actual shortage of 7,500 well-trained instructors, according to a survey of "Teacher Demand and Supply" made public by the National Education Association, whose headquarters are in Washington.

The survey covered the entire nation, although detailed figures were obtained from only thirty-three States. As measures to deal with the problem, the association urged continuous nation wide surveys of conditions and close cooperation between State officials, Federal officers of education and teachers: groups to raise the standards of qualifications and to effect a better distribution of good instructors.

Twenty-four of the States reporting declared that they had in 1930 a surplus of 31,736 teachers, licensed but unable to find positions. An aggregate of 4,250 teachers was reported by a small group of states.

A census of teachers possessing what is regarded as "minimum preparation" disclosed an entirely different situation. A "trained teacher" was defined by the association as follows: "A teacher

has met the minimum training when he has completed two or more years of specified preparation in an institution supported or approved by the state for teacher-training purposes."

In this category eighteen of the thirty-three States showed a shortage of 17,185 of the more competent and better prepared instructors and the rest of the group reported a surplus of 9,737 teachers. The latter figure represents those of the 27,500 surplus teachers who are considered to be well-trained.

Many States "borrow" trained teachers from other commonwealths. More than 50% of the teacher demand of Arizona and Connecticut was supplied by other States which provided the training.

Shortages of teachers, who hold licenses, as distinct from the smaller, well-trained group, were reported by only seven states. The largest surpluses of certified instructors were reported, in the order of Kansas, Iowa, Indiana, Florida, Oregon, and Wisconsin. New York State as a whole shows a shortage of 3,461 teachers, but the city has a waiting list of several thousand.<sup>(1)</sup>

Even though the supply of teachers is great there is a greater variety of opportunities in this field than ever before. Since the War, public education has developed rapidly. The educational system has extended its scope to include vocational schools, continuation schools, schools for adult education, and nursery schools. Visiting teachers, psychologists, psychiatrists, vocational advis-

(1) New York Times, December 6, 1931, p 20.



ors, and health teachers have been added to the staffs of many public schools. Special classes for the mentally deficient, for the blind, the crippled, and the hard of hearing, as well as for children who are especially gifted, have been organized.

In addition to this there has been a steady growth of progressive methods in private schools, and both this country and abroad many interesting experiments in education are taking place at the present time. To keep up with the new demands and changes, every year thousands of teachers attend the summer session of the universities and colleges and take courses in psychology, mental testing, and methods of teaching.

Today a young woman who is thinking of becoming a teacher should note these conditions and prepare to meet keen competition. She should plan to go to college and to take a certain amount of her work in education. There are many colleges that prepare teachers for elementary-school work. To teach in high school it is usually considered better to have degree from an academic college, with a major in the subject to be taught. Frequently a master's degree or some specialized graduate work is also required.

Although there are still States in which it is not necessary for elementary-school teachers to be college graduates, the tendency is in this direction. A woman who intends to become a teacher and who wants to remain in the profession and to make progress in it

should get the best possible educational preparation.

Beginning salaries for teachers are better than those paid to beginners in many other fields of work, but in general maximum salaries are somewhat lower than those which may be attained by women in other professions. Salaries vary in different localities, and to some extent they fluctuate with the supply and the demand. Many of the larger cities have standardized salary schedules, with automatic increases. In certain school systems a teacher who has been satisfactory for two or three years establishes what is known as "tenure of office," and cannot be removed except for specified causes.

In addition to the necessary educational preparation a woman who decides to make teaching her profession should have unfailing enthusiasm for and interest in new ideas and knowledge in general. She should like young people and understand their point of view and be able to get on well with them. She should resolve not to spend all her leisure hours with people in her own profession, but to have friends in other lines of work. In this way she will avoid one of the criticisms frequently made of teachers, which is that they get into a narrow groove and lose touch with the point of view of people who are concerned with affairs outside the classroom.

Much the same situation holds for trained nurses as for teachers, in that in general the profession is pitifully over-crowded, yet there is a steady demand for some specializing in contagious

diseases and chronic illnesses.

Paul Komora of the National Mental Hygiene Association says that Margaret Eliot and Grace E. Manson of the University of Michigan in cooperation with the National Federation of Business and Professional Women's Clubs report that the demand for nurses specializing in mental cases, too, far exceeds the supply, that enrollments are far below capacity in most of the schools for psychiatric nursing, and that psychiatrists in private practice and executives of institutions for mental disease have considerable difficulty in obtaining competent assistance. He reports about 5% of the nursing profession have had psychiatric training, yet there are more patients in mental hospitals than in all general hospitals combined. One of the most recent courses added at Vassar College is a  
(1)  
course in psychiatry.

If one plans on becoming a nurse one should not be satisfied with anything but the most thorough training. Find out all about the school that you are planning to enter. First and foremost find out whether it is recognized by the State and whether its graduates are eligible for the title of "Registered Nurse" (R. N.). One should inquire as to the professional standing of graduates of the school as a great deal depends on the ratings that are given the graduates. If former students or graduates have prominent positions all over country, the school is likely to have good traditions of training. The National League for Nursing Education makes this  
(1) Pictorial Review, Vocational Bureau, New York City, August 1932.



statement: "There is only one way to become a recognized member of the nursing profession, and that is by graduation from a good training school."

In health work there is a variety of occupations open to the person who has the proper training. The field of public health, though cut during the depression, is one which surely will develop and with need for more executive positions women with college background will be in demand. (1)

Miss Anna L. Tittmen, who is in charge of placement and vocational counseling for the National Organization for Public-Health Nursing, says that she has never had any difficulty in finding a position for a nurse with superior training and the right personal assets. Special courses in public health nursing available in most states are open to graduates of accredited schools of nursing. In the field of institutional nursing there is also a scarcity of properly trained applicants for such positions as principal or director of a nursing school, assistant superintendent, supervisor, head nurse, instructor of nurses, and inspector of training schools.

Physiotherapy is one of the newer branches of hospital work and is a branch of the healing art which limits itself to the treatment of injury, disease and deformity by the use of physical measures such as electricity, light, heat, water, exercise and massage. The need for well-trained physiotherapy technicians in private

(1) Women's Work and Education, The Institute of Women's Professional Relations, December, 1932.

practice and in the physiotherapy departments of general hospitals (which have increased in number from 100 to 3100 in the last three years) exceeds the supply, and women have in many of them more than an equal chance with men. (1)

A license based on a course in physiotherapy in an accredited school is required in many States. These courses are given in the physical education or medical departments of some universities and in special schools. Physiotherapy includes hydro-therapy, diathermy, massage and medical gymnastics.

The courses given in universities may be combined with the general four-year collegiate work leading to the degree of bachelor of physiotherapy. Equipped with this degree and some experience in a hospital, a girl may get a position as director of a hospital department of physiotherapy, where she may earn as much as \$200 a month and maintenance. Trained workers (who lack degrees but have taken special courses, usually a year in length) may find employment as assistants in hospitals and doctor's offices, and earn from \$20 to \$30 a week.

Courses in physiotherapy are offered in the following schools: Columbia University, College of Physicians and Surgeons, New York; New Haven School of Physiotherapy, New Haven, Conn.; New York Polyclinic Medical School and Hospital, New York; Northwestern University, Medical School, Chicago, Ill.; Stanford University, School

(1) Pictorial Review, Vocational Bureau, N. Y., Bulletin No. XIV.

of Medicine, Palo Alto, California; University of Iowa, College of Medicine, Iowa City, Iowa; Tulane University, Graduate School of Medicine, New Orleans, La.; University of Pennsylvania, Graduate School of Medicine, Philadelphia, Pa.; University of Wisconsin, Medical School, Madison, Wisconsin. (1)

Occupational therapy is a branch of health work which consists in teaching sick and handicapped persons some craft or trade which will keep them interested during their long convalescence, and in some cases will help them to earn a living. The work is done under medical supervision, and involves much more than under medical supervision, and involves much more than the mere teaching of handicrafts. Dr. Herbert Hall, one of the early presidents of the national organization of occupational therapists, defined occupational therapy as "scientifically organized work for invalids." (2)

Because of the nature of the work, personal qualifications are especially important. Sensitiveness to people's feelings, a pleasing manner, a sense of humor, and ability to make things interesting to grown-ups are essential characteristics. Those who are depressed by being with people who are sick should avoid this occupation.

There are three types of training available for those who wish to become occupational therapists; independent schools, courses con-

- (1) Vocational Bureau, Pictorial Review, New York, Bulletin Number XIV.
- (2) Vocational Bureau, Pictorial Review, New York, Bulletin Number XIII.



nected with colleges and universities, and postgraduate courses in hospitals. College and university courses are usually combined with collegiate work for the bachelor's degree. The minimum training in the accredited special schools and hospitals is nine months of theoretical and technical work and nine months of practice training.

Occupational therapists frequently have a background of training in home economics, art teaching, or nursing, and some knowledge of psychology and psychiatry is most desirable.

They are employed in hospitals for crippled children, sanitariums for mental and nervous cases, and in most first-class general hospitals.

Due to the present economic depression the United States Government has eliminated the occupational therapy work in some of the government hospitals, and a few other hospitals have made similar retrenchments. This has resulted in considerable unemployment among occupational therapists. The present situation, however, is unusual and is undoubtedly temporary in nature; and there ought to be a large field and a good future for trained, qualified workers in this profession.

Courses in Occupational Therapy are offered in the following schools: Boston School of Occupational Therapy, Boston, Mass.; Philadelphia School of Occupational Therapy, Philadelphia, Pa.; Milwaukee, Wis.; St. Louis School of Occupational Therapy, St. Louis, Mo.; Sheppard and Enoch Pratt Hospital, Towson, Md.; Bloomingdale

Hospital, White Plains, New York, New York; Washington, D. C.; Roberts Brigham Hospital, Boston, Mass.

(1)

The amount of education and training necessary for laboratory work depends upon the particular kind and grade of laboratory work which one may desire to undertake. Such simple tests, for example, as are required of a doctor's office assistant may not require a college degree nor even a special course of training. For the more advanced fields of laboratory technology a college degree in the sciences is almost prerequisite and specialized graduate training is desirable.

Trained laboratory technicians find opportunities for employment in public or private labor stories such as those maintained by the life insurance companies, the larger dairies, ice-cream factories, and firms manufacturing or canning food products.

Trained physicians are frequently put in charge of hospital laboratory work; and women are well-fitted for work as technicians. A good many nurses are attracted to this field for it affords steadier employment and better incomes than private duty nursing. Courses in laboratory technology vary in length from six weeks to four years or more.

In order to succeed in any branch of laboratory technology it is essential to keep alert to the advancements in the medical sciences. Promotion comes to those, who, by constant study, are able to make

(1) Vocational Bureau, Pictorial Review Company, New York City, Bulletin Number XIII.

their work more interesting and more valuable, thus creating real positions for themselves.

Courses are offered in the following schools: Stanford University Medical School, San Francisco, California; Army Medical School, Washington, D. C.; University of Chicago, Chicago, Illinois; State University of Iowa, Iowa City, Iowa; University of Kansas, Lawrence, Kansas; University of Louisville, Louisville, Kentucky; Michigan State College of Agriculture and Applied Science, East Lansing, Michigan; University of Missouri, Columbia, Missouri; Creighton College of Medicine, St. Joseph's Hospital, Omaha, Nebraska; Women's Medical College of Pennsylvania, Philadelphia, Pennsylvania; Marquette University School of Medicine, Milwaukee, Wisconsin. The length of the courses varies from six months to four years.



EXTENSIVE FIELDS OPENING

to the

TRAINED WOMAN

### EXTENSIVE FIELDS OPENING TO THE TRAINED WOMAN

During the past decade there have been some new and extensive fields opening to the educated or trained woman, the largest among these are department store work, hotel work, radio work, and the field of dietetics and commercial food work.

The possibility of finding a satisfying vocation in department store work has not occurred to many college women. It is probably true for the country at large that the attitude of a generation ago toward "the shop girl" is only gradually being dispelled. Many women with a good education have had to brave the disapproval of families to make the department store an accepted and even preferred field of endeavor for the college graduate of today. So recently as ten years ago there were comparatively few college women to be found in the field and not a great number of college men. With the change in attitude store work we have acquired a new vocabulary. The shop girl or clerk has become a  
(1)  
saleswoman.

During the past few years, merchants and merchandise organizations have been manifesting a growing interest in the employment in retail selling organizations of women with education, and these women, on the other hand, are experiencing a new and lively interest in department stores and the great opportunities which they offer. Both tendencies are due directly to the newly

(1) Women's Work and Education, The Institute of Professional Relations, Greensboro, N. C., October, 1931, p 4.

awakened professional spirit in the business of retail selling, to the more scientific attitude towards its problems which progressive merchants throughout the country are showing.

There are four main divisions of department store work: 1. Merchandising; 2. Publicity, Advertising, and Sales Promotion; 3. Store Service; 4. Recording and Control.

The merchandising section of department store business includes the merchandise managers, buyers, stylists, comparison shoppers, department heads, heads of stock and sales force. To work up to an executive position in this division the usual route is to begin as a sales person or as a stock-boy or girl, and to earn promotion step to step. This is especially true of buyers who always begin their careers as a member of the sales force. Courses in retail merchandising such as are given in some high schools and colleges help a girl to earn advancement more rapidly. But before she can possibly qualify as a buyer she must work behind a counter where she learns about her stock and where she comes in contact with the tastes of the buying public. From saleswoman, the nearest step is to the position called head-of-stock, and from that to assistant buyer, and finally buyer for the department. Department buyers earn excellent salaries, and their opportunities for developing their business connections are limited only by their own intelligence and energy. (1)

(1) Pictorial Review, Vocational Bureau, New York, Bulletin Number X.



Many an intelligent, energetic woman is finding in this field an exciting and stimulating life, full of variety and of interesting human contacts. The buyer has the greatest single responsibility in the store--he is blamed if his sales-people make stupid errors, if messengers mislay invoices and for many other things. On rare occasions only does a tiny work of praise filter through.

In much the same way, the department store stylist works her way up through one channel or another. Sometimes a girl with original ideas and artistic training, or ability can advance to this position through the comparative shopping department of a store. Training in interior decoration, in merchandising, costume designing, history of furniture and in the applied arts is helpful.

It is the work of the stylist to originate new designs, discover new fashions well in advance and adapt them to the tastes of the customers of the store. The successful stylist earns a good salary, but her work is exacting and requires exceptional ability. During the present depression, when people are not buying so freely, her position is an especially precarious one, and unless she can actually show results she is likely to be laid off as a non-essential luxury. It is better therefore, for a stylist to have another field to turn to at the present time.

In the Publicity and Advertising Departments there are the advertising manager, copy-writers, advertising illustrators and display experts. For work in this department specialized training is

necessary and in some cases the worker serves an apprenticeship. The illustrators must have technical training in commercial department.

The Store Service section includes the personnel department, which is the department in charge of employing and training and of all health and recreational activities of the store employees.

In a large store the personnel department administers insurance and pension systems, gives tests to prospective employees and conducts classes to improve the efficiency of the workers. A dental, medical and nursing staff, a librarian, recreational directors and social workers may be maintained by this department. The store service section also includes special shoppers, heads of the adjustment department, fashion advisors, and store guides.

The department of Recording and Control includes the bookkeepers, auditors, controllers, credit managers, and statisticians.

Certain jobs such as accounting, social and health work, and all specialized fields require professional training. Aside from these, there are no hard and fast educational requirements, but in the larger stores there is a growing tendency to train college girls for the executive positions.

Most universities and some high schools now have courses in retail training. The best known training courses for store executives are those at New York University; the University of Pitts-

burgh; and the Prince School of Education for Store Service affiliated with Simmon's College in Boston. These courses include training in styling, merchandising methods, personnel problems, and supervised practice in store work.<sup>(1)</sup>

The changing attitude regarding department store workers has been evident in the project that Antioch College is working out.

Antioch is a small co-educational and co-operative college in Yellow Springs, Ohio. The president Arthur E. Morgan, believes that college students learn too exclusively from books; that their education should provide for their participation in the "tradition of the common life" with its lessons of self-knowledge, responsibility, patience, and teamplay.

With this end in view, the 625 students enrolled at Antioch, two hundred of whom are women, are growing up in work relationships that connect them with 170 organizations in twelve different states. This part of the Antioch program is administered by the staff of the Extra-mural School. Students alternate five or ten week periods of classroom campus study with equal periods of practical work. This plan, initiated by the University of Cincinnati in 1906, is distinctive at Antioch in its application to all vocational fields.

Co-operative work opportunities in department stores have

(1) Vocational Bureau, Pictorial Review Company, New York, Bulletin Number XII.



been increasingly available for Antioch students. The turn-over in most stores is large in the high executive positions as well as in the ranks. For this reason Antioch undergraduates are in many cases welcomed as members of the store's contingent force or as a supplementary group from which its personnel may be recruited. Their youth and lack of that self-importance which sometimes goes with the first blush of a college degree makes them quickly assimilated in the organization.

During 1930-31 forty-one Antioch students were employed on the co-operative plan by twenty-seven department stores in Chicago, Cleveland, Dayton, Detroit, Fort Wayne, Indianapolis, New York, Pittsburgh and Rochester. Sixty-three more were used temporarily for the rush seasons of Christmas and Easter. The largest number of the combined groups were selling--thirty-two women and thirty-eight men. Other students wrapped bundles, cared for stock, ran elevators, delivered goods. One fortunate youth was allowed to enter the advertising sanctum; three girls gained valuable experience as personnel shopper, section manager and member of the personnel department staff.

The store experience has often led to permanent vocational choices, sometimes in kindred fields, as in the case of the young woman whose personnel office experience has been effective preparation for Y. W. C. A. vocational counseling. Ten graduates, how-

ever, are in a wide variety of positions of responsibility in department stores. Among them are statistical research workers, a buyer, manager, publicity director and a director of personnel. Seven of these returned after graduation to firms with which they  
(1)  
had undergraduate connection.

There are opportunities in hotel work, and field is a growing one. The positions in connection with hotels are many and various. In general they may be divided into three groups: (1) those having to do with the serving of meals, including such workers as the chef, dietitian, waitresses, and food checkers; (2) the business office, including the auditors, bookkeepers, cashiers, stenographers, telephone operators, and office managers; (3) the house-manager group, including the house-keeper, with one or two assistants, inspectors, linen-room girls, floor clerks, hostesses, cleaning maids, and chamber-maids.

The duties of a housekeeper in a large city hotel include the supervision of the chamber-maids, parlor-maids, bath-maids, cleaning women, seamstresses, linen-room girls, and other domestic employees concerned with the care and upkeep of bedrooms and public rooms. These are duties that demand capacity for endless attention to small details, such as seeing that each guest room is supplied with ink, blotters, fresh soap and towels. The ability to judge textiles, work out pleasing color schemes, buy efficient cleaning

(1) Women's Work and Education, The Institute of Women's Professional Relations, Greensboro, N. C. p 7.



materials, as well as an understanding of the principles of accounting, and a knack for handling all kinds of people are essential. A college major in home economics or years of practical experience in large-scale housekeeping give a good background for this work. Appointment to this important position usually follows an apprenticeship, as secretary to the housekeeper, as a "front-office" clerk, or possibly as a linen-room girl, followed by experience as assistant housekeeper.

The position as floor clerk is usually held by older women, usually not under thirty and preferably between forty-five and fifty years of age. No special training is required, and the supply exceeds the demand. Therefore salaries are low, usually not more than \$60 and \$70 a month, with meals. The floor clerk is on duty night or day. Her duty is to supervise over the floor, receive guests pleasantly, secure information, and perform such emergency duties as may arise.

Hostesses are employed in summer and winter-resort hotels and in some apartment and residence hotels. The qualifications vary with the individual positions. Sometimes home economics training or college education is required. In any case, a knowledge of hotel life, a background of varied interests, good health, plenty of energy, tact, patience, good taste in dress, and a willingness to go to no end of trouble to make people comfortable and happy



are essential. Added to this the hostess must have good business sense and the ability to manage such other employees as may be under her direction. She must be well versed in various kinds of games and entertainments, know the latest bridge rules, and be able to manage a dance.

The duties of the hotel hostess may include such widely divergent tasks as arranging Sunday evening musicales, afternoon teas, bridge parties, dances, securing nurse-maids for women guests traveling with children, directing guests as to sight-seeing trips, supervising the library, hospital, children's playroom, shopping for guests, and introducing guests to each other at parties and dances.

Experience as a floor clerk, stenographer, or information clerk sometimes leads to promotion to the position of hotel hostess. Women without previous hotel experience are sometimes engaged for this work, usually, however, only when they are personally known to the hotel manager.

In the restaurant, cafeteria, or tea-room there are possibilities for trained dietitians, hostesses, managers, and assistant managers, as well as for routine workers.

Even for the executive positions hotel managers of "the old school" still prefer employees who have worked up from the ranks. But the trend is toward demanding adequate training, as well as experience, for the higher-up positions. The general improvement

of the standards of hotel service all over the country has resulted in a corresponding rise in the standards of hotel service all over the country has resulted in a corresponding rise in the standards of the workers in this large industry. College women, especially those with home-economics training, as well as older women of excellent social background, are filling many of the more important posts.

The College of Home Economics at Cornell University, Ithaca, New York, gives a course in hotel administration through the cooperation of the American Hotel Association. This course, which is of university grade leading to a degree, embraces a four year curriculum of academic work and three summer periods of supervised work at regular pay-roll jobs in approved hotels. The prescribed course of study includes instruction in the sciences, economics, food handling and preparation, hotel engineering and hotel accounting, as well as a wide range of cultural subjects. The course is open to men and women who meet the personal and academic requirements set by the university.

A shorter, more intensive course of practical training in preparation for executive work in hotels and restaurants is given by the Lewis Hotel Training School, Washington, D. C.

The field of dietetics and food work (a branch of home economics) is a wide one and is still growing. Dietetics concerns the

scientific handling of food and diets. This subject came into general importance during the World War, and since then women have developed many new occupations for themselves, ranging from the operation of sandwich shops and road stands to the most delicate of analytical work in research laboratories.

A girl who chooses the field of dietetics and food work meets with little or none of the competition with men which she must face in other lines of work, for handling food is primarily considered "a woman's job." Further, her training prepares her for homemaking as well as for a business career, a real advantage for the girl who expects to marry, regardless of whether she continues in business or not.

This field includes: (1) Hospital dietetics; (2) Special diet for doctors; (3) Tea-room, restaurant, and cafeteria management, either privately or for hotels, clubs, institutions, and schools; (4) Research work in food chemistry for manufacturers of food products canning plants, merchants of foodstuffs, magazines, advertising agencies, and in Government and college laboratories; (5) Education and sales-promotion and demonstration work; (6) Teaching in high schools, vocational schools, colleges, and universities; (7) Consultation and lecturing on health education in nutrition clinics, social-welfare organizations, insurance companies, business organizations, and schools; (8)



Writing articles on food for magazines and newspapers, and preparing advertising copy regarding food products for firms and advertising agencies.

Dietitians in hospitals and institutions are classified as follows: chief dietitian, general dietitian, assistant dietitian, and medical dietitian.

Educational qualifications for work in hospital dietetics preferably include four years of university work in home economics plus from four to six months of supervised training as a student dietitian in a hospital. It is true that there are some hospital dietitians who have had only high-school preparation in home economics, but it is becoming increasingly difficult to get started without university training.

Experience required for hospital dietitians varies in different hospitals. Some require only that the applicant have completed her training in student dietetics in an approved hospital. Others require either teaching experience in home economics, field work in private clinics, or experience in dispensing food in a business enterprise.

She must have excellent health and capacity for hard work, for her hours are long and she is on her feet much of the time. She needs organizing ability, initiative, and self-confidence, for she must analyze, plan, and execute her work promptly and without hesitation.

Educational requirements for the positions of tea-room, restaurant, and cafeteria management range from high school education, including some courses in domestic science, to four years of university training with a baccalaureate degree in home economics.

The girl who plans to go into research work in foods and nutrition should take general courses in chemistry, bacteriology, and physics in addition to her college courses in home economics. Exceptional research workers take the degree, Doctor of Philosophy, involving three additional years of graduate work. She should be a careful, accurate worker, having much patience with detail, and enough imagination to use the data she assembles. If she plans to go into the field of research concerning diseases caused by nutritional disorders she may take some work in hospital dietetics and possibly in medicine. This is likely to be a growing field of scientific research. Doctors are becoming more and more interested in diet as a possible explanation of various diseases. Every year at the medical conventions there are reports of new discoveries regarding the relation of food and diet to the prevention and cure of disease. In addition to the work with doctors and in hospitals there are opportunities in health centers and sanitariums. There are also some opportunities for research workers in all state Agricultural Experiment Stations, conducted under the direction of the Bureau of Home Economics and the State Agricul-

tural College; in child-welfare research stations, nutrition clinics, and in the Government laboratories, in which food products are tested to see that they meet the legal tests as to purity. (1)

Another type of work in foods is that conducted in commercial food laboratories and by the educational departments of producers of canned goods, breads, cakes, and other foods. Many of the food producers maintain testing kitchens for working out recipes and preparing exact directions for labels. Advertising agencies which handle the advertising accounts of food producers employ women for this kind of work. Electrical and gas companies and manufacturers of stoves, kitchen equipment, and refrigerators also employ demonstrators, or Home-Service workers, as they are usually called, to show women how to use their products.

Women in any of the commercial food fields are almost without exception required to have completed a four year university course in home economics. In addition they usually have had at least three years's experience in home-economics teaching, and preferably some experience in one or more of the following: journalism, advertising, selling, business administration, social or community work. Sometimes a college graduate who lacks experience can begin as an assistant or as a secretary and work up to one of these positions.

Due to the current business depression Educational and Home-

(1) Vocational Bureau Pictorial Review Company, New York, Bulletin Number K.



Service work is being generally curtailed, and for the time being few additions are being made to the staffs of these departments. Here, as everywhere else, people who have jobs are holding on to them, which results in less "turnover" and less opportunity for new-comers to the field.

Personal qualities required for Home-Service work include excellent health, ability to talk convincingly, good taste in dress, a great deal of tact and patience, and the ability to make friends easily. It is not easy work, for it usually involves a great deal of traveling, which means practically living in trains and hotels and little leisure for a life of one's own.

Girls who plan to go into any of the commercial fields connected with food's work are advised to include economics, physiology, chemistry, nutrition, and public speaking in their program of studies. For teaching and laboratory work graduate work is frequently required. (1)

Radio, perhaps more than any of the other fields of industries has opened up new and fertile fields to women. It has given them opportunities not only in the most generally sought field of broadcasting, but in marine and aviation radio, in facsimile radio transmission, and in trans-oceanic radio. In all these it has offered opportunities in pure research, in radio technology, science, art, and industry.

(1) Vocational Bureau, Pictorial Review Company, New York, Bulletin Number X.

According to the 1930 census, 46 of the 4,909 radio operators in the field of radio communication were women; 1,819 were radio announcers, directors, managers, and officials and 180 of these were women.

Most people are interested in the department of broadcasting, but there are vast opportunities behind the scenes. These opportunities usually begin with routine jobs such as filing clerks, statisticians, stenographers, auditors, mimeographers, draftsmen, and general clerks, which have been the entering wedges for many of the most successful women in radio.

Other routes to the big jobs are through allied fields of news paper work, or publicity, or through a reputation made in some field such as music, dramatics, or writing.

(1)

(1) Pictorial Review, January 1933, p 50.

SOME UNUSUAL FIELDS WOMEN HAVE ENTERED



## SOME UNUSUAL FIELDS WOMEN HAVE ENTERED

There are some rather unusual fields that women have entered and if they have the perseverance to continue the work there are great possibilities.

### ADVERTISING

Advertising is probably the most remunerative of the fields of work for women interested in writing, and there is no other in which her position is so established, so essential, so acknowledged, nor in which there are more big jobs open to her. The best paths into advertising are through newspaper work, retail-store work, work in some specialized field such as cosmetics, food products, or fashions, or as secretary in advertising office.

The usual progression, unless you enter the advertising field after having established a reputation elsewhere, is from correspondent to copy writer to advertising manager in a retail store or manufacturing concern, or into an advertising agency as contact woman, research worker or manager, copy writer, production secretary, or advertising manager.<sup>(1)</sup>

A college education, while not essential, is helpful, as much for the experience it gives in human relations as for its academic advantages. Courses in journalism or in advertising, either in college, in extension work, or through one of the courses given, by advertising organizations throughout the country all help.

(1) Pictorial Review, September 1932, p 50.

## AGRICULTURE

The 1930 census reports 262,645 women as farm owners and tenants, while 963 are farm managers and foreman. They are represented, in all the branches, in general farming, stock raising, truck gardening, fruit growing, as well as in teaching the various agricultural specialties. (1)

Beekeeping, dairy farming, poultry raising, and canning and preserving make a particular appeal to women as they require less capital and less work and have fewer labor troubles than some other lines.

If girls desire to prepare for farming they should take courses in horticulture and landscape architecture for they include most of the phases of farming. Horticulture includes not only the raising of fruits, vegetables, nursery stock, seeds, and plants, but the operation of nurseries, supervising of school gardens, pruning, spraying, and even forestry. All of the schools and colleges of agriculture gives courses in these branches.

Forestry work may prove interesting to the person who is interested in outside activities. Very few women have entered this branch of agriculture. Miss Margaret Stoughton, of Asheville, N. C. has the distinction of being among the first women (2) to pass a civil service examination in forestry.

(1) Occupational Census, 1930.

(1) Women's Work and Education, The Institute of Women's Professional Relations, Greensboro, N. C. October, 1931, p 1.

## ARCHITECTURE

Architecture requires a longer period of training and apprenticeship than landscape architecture, and the field is in general a crowded one. There are very few women employed as architects but it is believed that there is a fine outlet for women's special talents as architects for homes, clubs, inns, and other small buildings, which need the feminine touch. Dean E. Raymond Bossange of the New York University of Fine Arts says: "It is perfectly evident that women, because of their good taste, imagination and ingenuity and intimate knowledge of home life certainly have something to contribute to architecture." The New York University of Fine Arts is now offering a new course of domestic architecture, especially planned for women.

Miss M. S. Taylor has been appointed as assistant to the School of Architecture of the Royal College of Art. This is the first time that a woman had been given official recognition in this work. There has been a considerable increase during the last few years of women students in those schools of architecture which are recognized by the Royal Institute of British Architects. It is conceded that there is a definite place for women as assistants in architecture, but there has not been time for them to be judged as independent worker. The success of Miss Elizabeth Scott, who designed the Shakespeare Memorial Theatre at Stratford-on-Avon, has been a great encouragement to other women to take



(1)

architecture as a profession.

#### ART--INTERIOR DECORATING

It is easy to understand why so many girls want to be interior decorators. The wish to create beautiful surroundings is natural to almost every one. But just because this desire is so general the opportunities for a professional decorator are limited.

The first concern regarding the interior of any house is with its architecture, then with its decoration. Interior decoration, therefore, is inseparable from architecture. The professional decorator of today must be more than an upholsterer. The person must have training in interior architecture in order to plan harmonious decorations and furnishings.

For the practice of interior decoration a thorough course of training is desirable. Such a course should cover two or three years, and should include such subjects as drawing, both free- hand and mechanical; the principles of architecture; historical styles and their adaptations and applications; a study of form and color as they relate to the composition and decoration of a room; fabrics, woods, and furniture design and construction. Some of this work can be taken by correspondence. A decorator should also be well informed in other branches of art.

No course, however complete, will insure a position. Beginners( positions in interior-decorating establishments are few and are much in demand. Very often they are filled through social

(1) Women's Work and Education, The Institute of Women's Professional Relations, Greensboro, N. C. October, 1931, p 7.

connections. The salaries paid to beginners vary according to locality and the qualifications of the candidate. Many girls are glad to serve an apprenticeship at a very small salary, or even none at all, for the sake of the training and experience acquired.

In times of economic depression interior decoration is one of the first businesses affected. In normal times the successful decorator makes a good living. It often takes several years to build up a paying business, however, and in addition to art training the successful decorator must have definite business ability.

The time spent in studying to become an interior decorator is not time wasted even if it never be put to professional use, for this training increases the capacity for appreciation and understanding of art and culture. Training in interior decoration can also be utilized in other fields of work, such as the furniture and drapery trades, the broad field of styling merchandise, as consultant or designer in many firms manufacturing articles for home use.<sup>(1)</sup>

#### CHEMISTRY

Among the sciences, Chemistry has attracted the largest number of women, because it is fundamental for practically every science and because it offers the greatest variety of work for women.

(1) Vocational Bureau, Pictorial Review Company, New York, Bulletin Number XIX.

The Federal Government employs a great many chemists in various bureaus. According to the 1930 census the number of chemists employed in the United States are 1,905. The number of women chemists is steadily increasing but the prejudice against them is fading slowly.  
(1)

#### DENTISTRY

Women are well adapted to many types of dental work and have achieved success as practicing dentists, instructors in dental colleges, dental assistants, oral hygienists, and dental mechanics. The last three are almost exclusively women's occupations.

The mechanical dentist (or dental technologist) makes plates and inlays, does porcelain work and other mechanical work necessary in dentistry. This work is usually done in a laboratory rather than in a dentist's office, although some dentists prefer to have their own laboratories.

Many mechanical dentists learn their trade through apprenticeship, and as a general thing learning while working in a commercial laboratory is a good way to get started in this field. Recently, however, some of the dental schools are developing courses for dental mechanics; and there are several technical schools in the large cities that provide training. Among them are: the Mc Carry School of Mechanical Dentistry in Chicago, Illinois; School of Mechanical Dentistry, Los Angeles, California; Midwestern School of Mechanical  
(1) Occupational Census, 1930.



Dentistry, Cleveland, Ohio; and New York School of Mechanical Dentistry, New York.

A high school education is usually required for entrance to training courses in mechanical dentistry, although some schools require only that the student be able to do the work.

Apprenticeship has been the most common method of training for this field of work, and many dentists prefer to train their own assistants. Some of the dental schools, however, are beginning to provide courses of training for dental assistants, and in the larger cities there are short, inexpensive courses in which instruction may be obtained.

In addition to dental training of a routine nature the dental assistant needs to know simple bookkeeping, filing, and typing. The dental assistant's duties usually include making appointments, answering the telephone, sending out bills, keeping records, writing letters to the dentist's patients, assisting him at the chair, and sterilizing his instruments. High school education is desirable for this position and is required for entrance to the better schools.

The work of the dental hygienist is of two types: (1) practical treatment, usually in the office of a practicing dentist or in a dental clinic in a school or welfare organization: (2) teaching the care of the teeth and the best methods of preserving them. The practical treatment involves the removing of stains and deposits of tartar from the exposed surfaces of the teeth. This work must be

done under the direction of a licensed dentist.

Dental hygienists are employed for teaching and practical work by public schools in many cities, towns, and rural districts, and by hospitals, welfare clinics, and industrial plants.

There are thirty-eight approved dental schools in the United States. Women are admitted to all except four--Georgetown University in Washington, D. C.; Harvard University in Boston; Kansas City-Western Dental College, Kansas City, Missouri; and St. Louis University, St. Louis, Missouri.  
(1)

#### GOVERNMENT SERVICE

The government is constantly employing more women. In the fiscal year 1931, 7,976 women were appointed to positions in the Federal classified service. Of this number 1,041 were appointed as fourth-class postmasters, there were 107 post office clerks and 16 rural mail carriers.

Of particular interest to the educated women are the appointments of a woman as junior forester, associate commercial agent, assistant park naturalist, and three women custom inspectors. In the professional service there were appointed a woman biochemist, associate biochemist, associate economic analyst, senior educationist, associate civil service examiner in education, associate in historical research, senior librarian, expert in historical research,

(1) Vocational Bureau, Pictorial Review Company, New York, Bulletin Number XVI.

and supervisors of home demonstration.

The bulk of the appointments of women are for stenographers, typists, bookkeeping machine operators, calculating machine operators, telephone operators, file clerks, statistical clerks, translators, dietitians, nurses, teachers, and librarians. (1)

#### GIRL SCOUT ORGANIZATION

The Girl Scout organization is a field of activity practically untouched and offering an unusual opportunity to college women. It is one of the few jobs for which men cannot compete.

The minimum training for an inexperienced person is two months, requiring the general, troop management and tramping and trailing courses.

The director deals with five distinct groups, the Council, the leader, the troops, the community and National Headquarters in New York City. The Council makes the plans but their actual carrying out is put in the hands of the director. They expect her to keep them in touch with the needs of the leaders, the community and National Headquarters as well as furnishing them training in the handling of Council affairs. (2)

#### CHIROPODY

A Chiropodist is "one who examines diagnoses, or treats medically, mechanically, or surgically the ailments of the human foot,

(1) Women's Work and Education, The Institute of Women's Professional Relations, Greensboro, N. C. February 1932, p 6.

(2) Women's Work and Education, December, 1932, p 1.



and massage in connection therewith."

While there are many men in this profession, the work is equally if not more appropriate for women. The personal qualities necessary for success are much the same as those demanded in the field of medicine, namely, the ability to win the confidence of patients and to build up a good clientele.

Because of the growing interest in all phases of health education, "Foot Health" is receiving increased consideration; and it would seem that there is room for more well-trained people in this field.

Most States require two years of chiropody school training in addition to high school graduation. But the National Association of Chiropodists recommends that chiropody courses be three years in length; and leaders in the national organization are working toward an eventual standard of four years of professional training, with one year of college as prerequisite.

Chiropody education as outlined by the national organization includes some study of anatomy, physiology, histology, bacteriology, pathology, pharmacy, chemistry, dermatology, surgery, foot orthopedics, and shoe therapy, as well as actual clinic work. (1)

#### INSURANCE

The best opportunities for women in the insurance business are in the following types of work; selling, office management and

- (1) Vocational Bureau, Pictorial Review Company, New York, Bulletin Number XVIII.

statistical research. There are also some women medical examiners and a few actuaries.

The selling of insurance is to a large extent an independent occupation in which the individual agent is free to develop his business to the extent of his ability. There are some companies and some agencies with which one is not permitted to start selling without some preparation. Minimum training is usually six months, one month of preliminary study followed by five months of supervised practice in selling. The prospect is that the selling of life insurance will become less the pursuit of an unsuccessful business man or woman and more a profession in itself.

In the management end, women are employed as cashiers, office managers, personnel workers, and as managers of women's departments. Women statistical workers are employed in the research and actuarial departments.

Progressive insurance companies are interested in educating their policy holders in matters of health, budgeting, diet, housing, safety measures for the protection of life and limb, and in short, in all measures which tend to improve health and prolong life. This phase of the insurance business presents opportunities for women workers who have training in specialized fields such as home economics, health education, social service, and publicity.

The actuarial department establishes rates, evaluates the assets

and liabilities of the company; analyzes and distributes surpluses. Actuarial workers are employed not only in life insurance companies and in mutual benefit societies, state insurance departments, and workmen's compensation boards. They are also employed for the calculating of pension systems in industries, schools, and government offices. The profession is distinctly a scholarly one and yet there is in it every opportunity for the exercise of business ability. The work is especially suited to college women who have majored in advanced mathematics. The University of Michigan at Ann Arbor offers one of the few college courses in actuarial work.

Most of the large companies conduct training courses including instruction and supervised work. College courses in economics, psychology, sociology, and mathematics are also helpful. (1)

#### LAW

Women find it difficult to get started as lawyers either in private practice or as clerks in law offices, unless they can be assured of a start through connections or influence.

Some women lawyers as well as many men, do not practice, but go into a business where legal training is of value. The standards of the American Law Schools, require two years of academic college education and three or four years' work in the law school.

Requirements for admission to the bar vary with different

- (1) Vocational Bureau, Pictorial Review Company, New York, Bulletin Number XVI.



States, and they as well as those for the different law schools. Law is excellent training for any women entering the business world.

This study shows that women have taken their place beside men in practically all industries with the exception of a few that require great physical strength. Women are proving their abilities which is indicated by the great advance among them in professional occupations.

Among the women usually at work a gain of 2,202,605, or 25.8% is in evidence, compared with an increase of 5,013,067, or 15.2%, among the employed men. This pronounced expansion in the number of working women during the recent decade has lowered the ratio of 387 employed men per 100 employed women in 1920 to 354 men per 100 women in 1930.<sup>(1)</sup>

Women are now in increasing numbers becoming an integral part in industrial, economic, educational and social work.

(1) Women's Bureau, United States Department of Labor, Washington, D. C., Number 104.

THE EFFECT OF THE DEPRESSION

on

WOMEN'S OCCUPATIONS.

#### THE EFFECT OF THE DEPRESSION ON WOMEN'S OCCUPATIONS

Every depression which has occurred in the history of the world has been characterized by unemployment and it is one of the greatest problems that confronts the business world today. The great productivity of our country, as a result of the improved machinery, has produced goods so abundantly that the people in the past few years have had luxuries before unknown to any human race.

The perfection of certain types of machinery has resulted in eliminating whole categories of heavy labor to which human beings formerly were subjected. This has made it possible for women to take their place beside the men in a great many factories. Labor saving machinery which is fatal to those who toss shovels, and push wheelbarrows, is creating clerical and white collared ones which can be filled by women. Thus improvement in industrial processes, division of labor, and specialization have brought millions of women into competition with millions of men for the same wage-paying and salary-paying position. Because women are willing to work for less or dare not ask for more they are entering places formerly held by men. Men and women work together in fields which are more and more being limited only by aptitude.

As far as unemployment figures are available, they indicate that the present depression has affected women more extensively than has any previous crisis. With the increasing number in in-



dustury and with somewhat more diversified fields of employment, this was to be expected.

The hardships of unemployment fall heavily upon women in many ways. No generalizations on the subject can be made that will cover the cases of all women, since different groups are affected variously. There are women who must share the effect on the family of their husbands' loss of jobs, women who must assume the burden of support of themselves and sometimes of others also.

In a recent study of families known to settlement workers in 32 cities in all parts of the country, case after case is given of women who had gone to work because the husband had lost his job. None of these were in families in which unemployment was caused by illness or incompetence, but in all cases the man had been an effective--often a skilled--worker, and he was willing and anxious to take any kind of job he could get.

While a larger proportion of men than of women are likely to be placed by employment agencies, there are times when relatively more women than men can get jobs. In new York a number of non-commercial employment agencies exchange record sheets daily in order to make available to others the jobs they can not fill themselves. In January, 1929, and again in June, 1930, the proportion of the persons applying to these agencies that were placed was somewhat higher for women than for men.

But where women can get jobs and men cannot, the reason for

this is that women usually are paid less, and if they must assume the family support it means a definitely lowered living standard for the family, already likely to be existing on too low a wage to permit saving for the emergencies of illness or unemployment.

In a recent study the Women's Bureau made of the tobacco industry many women were found permanently out of work because machines that required fewer operators than before had been installed and factories had, in consequence, been closed in the smaller  
(1)  
places.

As to the full extent of unemployment, only estimates can be made, based upon such information as has been collected in various places. Of course, the number of unemployed changes from week to week and from month to month and is never wholly stationary. It is estimated that even in the most prosperous times there are more than a million unemployed, and the recent tendency to displace workers by installing improved machinery may greatly increase the number that always will be found out of work.

The American Federation of Labor reported that about one-fifth of the trade-union members in the country were out of work in the first half of 1930. And the Secretary of Labor estimated that the new industrial workers on the market every year amount to about 2,500,000, the largest groups of these persons moving from farms and small towns to cities and boys and girls coming to working

(1) Women in Industry, United States Department of Labor, Washington, 1930, Bulletin Number 91.

age. In a number of cities in which surveys of the situation were made prior to the 1930 census about one-tenth of the working population studied were employed.

The census of 1930 made an attempt to count the number unemployed on a day in April of that year. By about the middle of September, 1931, the results of this survey had been printed in preliminary form for 42 States. In these States from about 1.5 to 11 per cent of the women who ordinarily were wage earners were ill or unable to work, and these form an additional large group of unemployed, many of whom are especially destitute. Furthermore, in 23 out of 32 States reported that had cities of 50,000 or over, the proportions unemployed in these urban groups were higher than in the State as a whole. A later count of certain cities made by the Bureau of the Census reported about 25% of the wage earners in 16 of these cities out of work or on lay off.

The largest proportions of women unemployed in the States as a whole--6% or more--were in Rhode Island, Massachusetts, Oregon, Florida, Michigan, and New Hampshire. In the cities the proportion of men and of women unemployed differed by less than 1% in 13 of the 42 States and by only about 2% or less in 16 others<sup>(1)</sup>

In April, 1930, the census of unemployment showed 370,324 women out of work. Their financial responsibilities are indicated by the fact that nearly one-tenth of them were heads of families; and



another one-fifth were classed as lodgers and thus, no doubt, forced to rely chiefly on their own resources.

About 10% of the entire number in certain of the food and textile industries were out of work, as were over 7% in clothing manufacturing, and between 4% and 5% in certain iron and steel industries and in printing, publishing, and engraving.

Surveys in various cities indicate the same trends. In Baltimore a house-to-house canvass in February or March in 1928, 1929, and 1930 showed that the proportion of women unemployed had increased at each date and in 1930 had reached 15.3%.

The federal figures for 1930 show 33,000 women in the professional and semi-professional occupations unemployed. Women in the fields of recreation and amusement were especially hard hit almost 8,000 of them or more than 6%, being unemployed. (1)

It is in the fields offering the greatest risk and demanding the most adventuresome spirit that the percentage of disaster has been highest. Women who ventured into business connection which paid from \$7,000 to \$10,000 annually have been the heaviest losers from unemployment. It is, of course, no surprise that in the lowest salaried groups, earning from \$1,000 to \$3,000, there was again a heavy unemployment peril (8.6%). (2)

(1) Census, Unemployment Return by Industrial Groups, United States Department of Labor, Washington, D. C. 1930.

(2) American Journal of Sociology, May 1932, p 956.

The American Woman's Association in February, 1931, made a detailed survey of unemployment among its members. This group represents the highly trained woman well placed in business and the professions in and around New York. In February 1931, 6.2% were unemployed. In manufacturing, commerce, transportation the proportion of unemployed was between 11.5% and 14.3%, while in non-commercial occupations it ranged from 0.0 to 4.2%. Those vocations serving primary needs, such as food and shelter, and those considered indispensable to the community's welfare and for which public funds are appropriated or endowments provided, offer security to the  
(1)  
trained woman in hard times.

According to census figures the largest number of unemployables were among those employed in domestic and personal service which numbered 122,178, next in number were those employed in manufacturing and mechanical industries which numbered 108,838,  
(2)  
next in number were those employed in transportation and trade.

The facts already point out the fact that there is need of proper training among the unprofessional group as well as the professional group in order that they may find reemployment in other lines or train them to be more efficient in their own line. The salvation of our country is through education--education for

(1) Women's Work and Education, Institute of Women's Professional Relations, Greensboro, N. C., February, 1932.

(1) Census, Unemployment Return by Industrial Groups, United States Department of Labor, Washington, 1930.

all the people of all ages and for all legitimate purposes. Every society must expect to carry some of its members on its back. The young, the insane, the criminal, the incompetent, and hordes of other incompetents are being added because they have no opportunity to become skilled in any occupation. The unskilled laborer should be given the same opportunity to become skilled in something that the physician, the engineer, and lawyer now have. Most women leave school or college with the conviction that the next year will find them happily at work earning a fair salary and independent. The majority of them are not prepared for any particular work. Many drift from job to job for years, never seeming to advance beyond the point where they began. Others strike an even stride of advancement, remaining in one position until a better opening occurs, making each experience count for something in the next. A person must settle down to one position with industry and determination. To go from one position to another is a great waste of time. Tenure in a position is an aid in holding a position. This is especially true during the present depression. (1)

It is doubtful, however, whether all the serious phases of present day depression can be remedied because, even though a tide of re-employment sets in, there will continue to be large numbers of persons whose employment problems will present even greater diffi-

(1) Journal of Adult Education, January, 1932.



culties than at the present time. There will be, keener competition for specific positions. It is because of this that the problems of personality will play a larger part in the employment of women in the future. This is demonstrated by the keen interest of personnel departments throughout the country in the past few years. Personality includes and involves the reaction of human beings in and extending through all phases of life. Young people must be capable of making adaptations to the stress and strain of life and not merely an industrial life in a machine age. High intelligence potentials do not carry with them the assurance of industrial success because our measures of intelligence at the present time give no insight as to industry, special ability, initiative, leadership, or other habits.

C H A R T

PROGRESS OF WOMEN

in

the past

FIFTY YEARS



# Progress of Women

## OCCUPATIONS

### Total Number of Women Employed

1870	1,836,288
1880	2,617,157
1890	4,005,532
1900	5,319,397
1910	8,075,772
1920	8,549,571
1930	10,758,116

### Occupation Groups

#### Agriculture

1870	396,918
1880	594,510
1890	673,523
1900	977,336
1910	1,806,629
1920	2,083,144
1930	3,033,351

#### Professional Service

1880	177,255
1890	311,687
1900	430,597
1910	737,752
1920	1,017,030
1930	1,526,234

#### Domestic and Personal Service

1880	1,181,500
1890	1,667,651
1900	2,035,445
1910	2,620,857
1920	2,186,682
1930	3,180,251

#### Trade and Transportation

1880	63,058
1890	228,421
1900	503,397
1910	587,036
1920	896,253
1930	1,243,884

#### Manufacturing Industries

1880	631,034
1890	1,027,928
1900	1,372,668
1910	1,820,980
1920	1,930,352
1930	1,886,307

#### Clerical Service

1910	588,609
1920	1,421,925
1930	2,784,830

### Total Number of Occupations

1870	338	75
1910	514	45
1930	628	30

### Number of Occupations Not Entered By Women

## Legislation

### Power to Make Will

1863	Wyoming	Minnesota
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### Control of Wages to Married Women

1879	Iowa	South Carolina
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### Control of Property

### Power to Make Will

### Limited Suffrage In 25 States

1900

### Suffrage In 4 States

1920

FULL SUFFRAGE IN ALL STATES

## Education

### Colleges

1863	Chester College
1863	Vassar College
1873	Wellesley College
1875	Smith College
1885	Bayn Mawr
1888	Gowcher College

### NORMAL SCHOOLS

### CO-EDUCATIONAL

1839	Massachusetts
1850	Connecticut
1852	Rhode Island
1853	Michigan
1855	Iowa + N.J.
1857	Illinois
1858	Minnesota
1859	Pennsylvania
1875	New York
1887	Virginia
1910	Mississippi

1850	UTAH
1856	Iowa
1866	Kansas
1868	Minnesota
1870	Michigan
1870	California
1870	Illinois
1870	Missouri
1871	Nebraska
1873	Ohio
1874	Wisconsin

### GRADUATE SCHOOLS

1890	University of Chicago
1893	Yale University
1892	University of Pennsylvania



## BOOKS ON WOMEN'S OCCUPATIONS

1900-1910

1910-1920

1920-1933

[illegible]



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