

stretched a range of sand-hills, bare as those of the desert but for patches of scanty grass here and there.

"Where are you now?" said the Queen, making Daisy look straight before her.

"Ah!" laughed Daisy, "I hear the sound of the waves behind me, and I spy some houses and trees in the distance, so I am sure we are not in another desert."

"These little hills are called dunes," said her guide. "They are also the work of the wind, which, finding an exposed shore, has been constantly driving the sand inland. In many cases woods, houses, and, indeed, whole villages have been buried in this way, and even here, where the wind is not so powerful, it is only those pine-woods, of which you catch a glimpse, that prevent the sand from encroaching still further. A little way along the coast, however, the sand has invaded a marsh, and there grass has grown up over the dunes, and prevents the wind from blowing them away."

"The grass is useful, then?"

"Yes; it protects the land from both wind and rain, and would be able to protect it still better if it were not for some very industrious little creatures. Come and see!"

"Whose garden are we in?" asked Daisy, looking rather timidly round her when they again alighted.

"No one can see you through your veil," said the Queen reassuringly. "I brought you here to look at these little brown spots on the lawn."

"The worms made those, didn't they?"

"They did. This garden covers about an acre of land, so there must be, speaking roughly, fifty thousand of them at work in it bringing up earth to the surface. In a corn-field of the same size there would be about half the number."

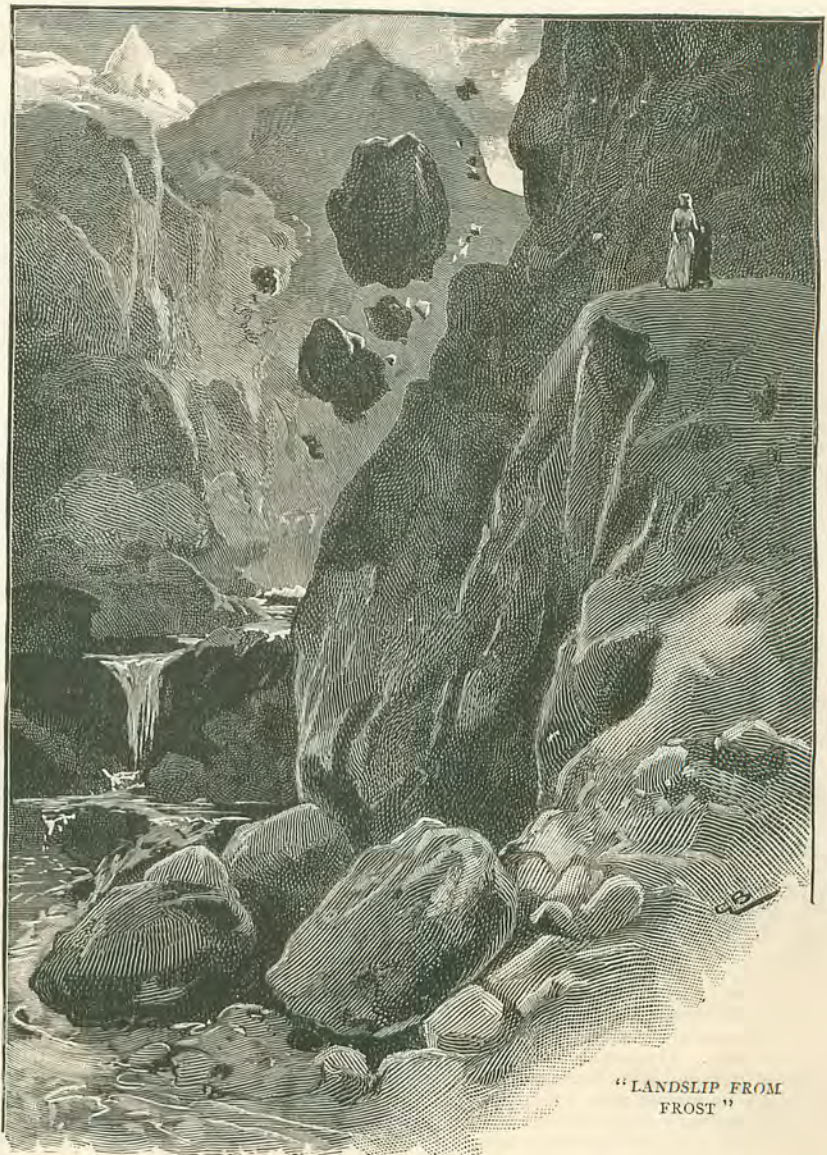
"What good does that do?" asked Daisy.

"Can't you guess? The soil is protected by this grassy covering until the worms throw it up into little heaps, and then the wind can blow it away, and the rain can wash it down the slopes."

"I never thought worms were of any use, except for birds to eat," said Daisy.

"They are useful in a multitude of ways. Wherever there is a thin layer of earth, there they are at work, acting as little ploughs, and keeping the soil in order for the plants to grow in."

(To be continued.)



"LANDSLIP FROM FROST"

## HOW FRENCH GIRLS ARE EMPLOYED.

By HELEN ZIMMERN.

A BOOK of remarkable interest, especially for women, has just been published in Paris. It is called "The Young Girl's Practical Guide in the Choice of a Profession," and is compiled by Madame Paquet-Mille. It has been furnished with a preface by M. Jacques, the deputy for Paris. From these pages may be learned more than one hundred methods by which Frenchwomen may earn an honest livelihood in the city of Paris as well as in the provinces. These occupations are classed by the industrious compiler under the heads of—

1. Liberal professions.
2. Teaching.
3. Employment in public administration.
4. Private employment.
5. Trade, strictly so-called.

These are again sub-divided into—A, needlework; B, work connected with the household; C, printing work; D, professional trades; E, industrial trades; and F, artistic trades.

A few occupations, such as the cultivation of silkworms and the manufacture of steel pens, belong exclusively to the provinces. All the information given is in a clear, practical, and exhaustive form, and after perusing the book one cannot help feeling a thrill of admiration at the enormous amount of skilled labour it shows to exist in Paris, and the industry and intelligence that it must require. So many women, too, are employed in trades wholly feminine in their nature, but which demand, of course, a luxurious class for their maintenance, such as the manufacture of stuffs for furniture, brocades, etc., as well as the *articles de fantaisie*, which need continual invention to keep up with the fashions. Where would socialism place all these industries? one cannot help asking, and feeling more than ever how, if that system were introduced on the lines proposed by its advocates, a larger number of persons than they imagine would be thrown out of work.

Truly this book should form a very *vademecum* for Frenchwomen, who can find here information regarding every profession and trade open to them; information carefully arranged, and accurately specifying the methods of instruction, the prices paid for work, and the periods of interruption which occur in the same. They will also learn with what documents they must be furnished.

The liberal professions consist of artists, doctors of medicine, health officers, druggists, dentists, midwives, professional nurses, lady inspectors of charitable institutions, hospital assistants, herborists, stenographers, and inspectors of work in manufactories.

For musical artists there exists the Conservatoire, which is the best preparatory institution of the kind on the whole continent. The list of studies is: (1) Solfeggio, oral harmony, study of the piano, and of easy dramatic rôles; (2) Singing; (3) Lyrical declamation; (4) Piano and harp; (5) Stringed instruments

to be played with the bow; (6) Wind instruments; (7) Counterpoint, organ, and composition; (8) Dramatic declamation. The instruction is entirely gratuitous. For admission to the classes the candidate must be not less than nine years old and not more than twenty-two, and must register her name and deposit a copy of her certificate of birth and of vaccination. There is only one entrance competition each year, and the number of places in each class is limited, except in the case of choral solfeggio. The duration of study when there has been some previous instruction is from two to three years. A sum of 600 francs a year is offered for competition, to enable the successful scholar to continue her studies. Every pupil who misses two classes in a month is copped out of the books, and no pupil can appear in public without permission from the director. They are further obliged to promise not to take any engagements until their course of studies is finished, and to give aid if required at any one of the subventioned theatres. Ten pensions of 600 francs and twelve of 1,200 francs are given annually, as adjudged by the examining committee, to the pupils in the classes of singing and declamation. These pensions can be withdrawn by the same authorities if for special reasons they think it desirable to do so. The candidate who gains the first prize can remain in the class for another year. For the second and third prizes silver medals are awarded. Two trials are necessary for admission to the class of dramatic declamation—a scene chosen by the aspirant—and if she succeeds well in this she is allowed to pass to the second trial, and recite a scene chosen by the jury from a list prepared by the candidate. The Conservatoire is open to foreigners, which, with a few exceptions, is not the case with the other trades and professions.

Painting is taught in professional schools and in private studios, there being no Government institution for the teaching of painting open to women. The "Association des Femmes Peintres et Sculpteurs," founded by Madame Berteux, offers to its members the best chance of success in this profession.

Since 1868 women have been authorised to study medicine under precisely the same conditions as men. They are also permitted to be health officers, and here too the conditions are the same as for the male candidates. The school of pharmacy requires for the diploma of chemist either a Bachelor's degree or a teacher's certificate. The course lasts six years, of which three are passed in practical work in a pharmacy. For dentists there is a school of odontology, founded in 1884, and here too women are received under the same conditions as men. Midwives must be furnished with the diploma of first or second-class. At the *Clinique d'Accouchement* women from eighteen to forty may attend the weekly practical lectures. After ten months' course of study an examination for the second-class diploma is held. The pupils leaving the Maternity usually possess a first-class diploma. All licensed midwives must possess a first-class diploma. From among these are chosen the nurses who reside at the hospital. These receive in payment 800 francs the first year, 1,000 the second, and 1,200 the third year. Seventy-five wet nurses are attached to the children's department of the *Clinique d'Accouchement*, and there are also certified wet-nurses attached to the other hospitals. They are paid 300 francs a year.

For the position of lady delegate no conditions are exacted. These ladies receive from 1,800 to 2,000 francs a year. The sick nurses can rise to be under-inspectors and even head-inspectors of their wards. These sick nurses must also be furnished with diplomas, but that given by the municipal schools is held sufficient. They receive from 230 to 500 francs a year with lodging, and from 1,500 to 2,200 without. There is no regularly established

school of nursing in France, though it is probable that one will ere long be established. The prices for private nursing are the same as in other places.

Herborists learn their profession by following the botanical classes in the school of pharmacy.

There is no Government school of stenography—it must be learned under private teachers. France is probably the only European country enlightened enough to allow the post of stenographer to the Chamber of Deputies to be open to women. For their services in the Chamber they are paid 3,500 to 6,000 francs a year. Stenographers who report lectures, congresses, or conferences, are paid 60 francs an hour, each hour implying eight hours of transcribing. So far the method of Prévost Delaunay is the one most used.

Women are also chosen in France as inspectors of work of women and children in factories. Here there is a limitative age; they must be over 30 and not more than 45. They must pass an oral and written examination in the text of the laws bearing upon the subject, and they must prove that they have lived for at least five years in the Department of the Seine. They have 150 establishments to visit in a month, and concerning these they must report to the Prefect. They are all sworn in. To these posts there are no pensions attached, and the salary is about 1,800 francs a year.

As might be anticipated, the teaching profession is much overstocked. For private teaching no diploma is required, but practically it is needed, for a diplomaed teacher is always preferred. Ladies are sometimes attached to large scholastic establishments solely for the purpose of receiving the relations of the pupils. For their offices they are paid 50 francs a month and their board.

Secretaries and readers are paid from 100 to 300 francs a month: their hours are long and their duties fatiguing. Interpreters get two francs an hour. For the post of interpreter the candidate must get herself into good relations with the hotels, for it is here their services are chiefly required.

In a lower class of life, respectable women can earn 10 or 15 francs a month by taking children out for a walk every day, and thus relieving hard-worked mothers, and saving them the expense of a nurse. These women are not, properly speaking, teachers, but they often talk some foreign language, and are often required to do so, in order that their little charges may gain practice.

The public schools are divided into primary, secondary, and superior. In the primary the best positions to be obtained are those of inspectors. There are five inspectors of boarding schools and five of infant schools. The salary is a minimum of 4,000 francs a year, and a maximum of 5,500, with a biannual rise of 500 francs. The inspectors also receive 500 francs a year for extra expenses. In Paris itself there are six inspectors of girls' primary schools, and three of infant schools. The salary is 6,000 francs a year, including expenses. There is also an inspector of the class for book-keeping and modern languages, in which the salary, together with the expenses, amounts to 7,200 francs; and one post of inspector of schools for dressmaking and cutting-out. These schools are in the suburbs of Paris, and the salary is 3,000 francs a year. The postulants must be thirty years of age at least and thirty-five at most, and must hold the highest diploma. They can all receive pensions, calculated after the rules applied to the *employées* of the Préfecture of the Seine—that is, after thirty years' service they have the right to a pension equal to half their salary. This sum is deducted from their salaries at the rate of twenty per cent. The teachers in primary schools must also hold the highest diplomas, except in the infant schools, which require a simple diploma

and certificate of aptitude. Here the salaries for the teachers are from 1,500 to 2,500 francs, for the directresses from 2,750 to 3,800 francs. Promotion can only be obtained after three years of service, and becomes a right after five. Good posts are those of adult school teachers, there being seventeen schools for adult women in Paris. There are sixty drawing schools throughout Paris and the provinces, but the salary of the teachers here is not fixed by Government. These schools are excellent, and are the best places in which to begin the study of art.

It is pretty evident that teachers in France are by no means ill-paid. In the professional schools the instruction given is entirely free, but the number of pupils admitted is limited. The ages range from thirteen to eighteen, and only candidates of French nationality are permitted. In these schools the pupils cannot live on the premises. The scholars are taught trades, such as fine white sewing, ironing, stay-making, artificial flower-making, millinery, dressmaking, and so forth, as well as household work. There are also classes for cooking and washing, and the pupils are further taught how to market with advantage. The number of pupils varies in the different schools, but none admit more than 200 at a time. To these professional schools commercial classes are attached, which are held in the evening. Here book-keeping is taught, and double entry. The school for the professional education of young girls, founded by Elise Lemonnier, has produced excellent results. In the Philo-technique association a section named after Victor Cousin is also open to women. The classes are held in the evening, and no formalities are necessary for entrance.

The high schools for women comprise the normal school at Sèvres, twenty-six lycées, (of which two are in Paris), and twenty-six colleges. The educational curriculum differs from that given to boys. For entrance the highest French diploma is required, or a foreign one that answers to it. The candidate must not be less than twenty-one years of age, and must submit to the preliminary trials fixed by the law of 1860. The salary of the directresses is fixed at a minimum of 6,500 francs, and that of the under teachers at 1,400. For the schools in Paris the salary is slightly higher. The stewards, or rather clerks of the high schools, must pass two years' apprenticeship in one of them, and must produce a certificate. Five years' service is necessary before they can receive promotion. At Sèvres the mistresses have board, lodging, and washing free. The teachers of drawing receive from 1,600 to 3,000 francs a year, in return for which they must give sixteen hours' teaching a week. They are paid extra for supplementary lessons. The teaching of gymnastics is also confided to ladies in the girls' schools. They must have a certificate of competency, and give at least twelve hours' lessons a week. The salary is from 1,600 to 2,000 francs, and sixteen hours' service may be required of them every week without extra pay. The date of the *concours* of these posts is fixed every year by the Minister of the Interior. Besides the usual documents, aspirants must produce a medical certificate of their physical capacity. The examinations are in general the same as in other countries. The average salary of a governess is from 1,200 francs a year; but as this is a private matter, it of course varies according to the generosity of the particular family in which she is employed.

The Bank of France employs a very large number of women as accountants in the classification of bills, in the classification of coupons, and in the department of printing and binding. The ladies employed in this category are called *dames titulaires*. They are paid three francs fifty centimes a day, and are required to pass a preliminary examination in

writing, spelling, and arithmetic. The limiting age is from eighteen to thirty-five. In the printing office an apprenticeship of two years is required as *brocheuses* (pamphlet sewers). These women work in the same shop as the men, and are paid at exactly the same rates. After twenty years' service they are retired with a pension of 400 francs. Recommendations from influential persons are requisite for obtaining positions in the Bank of France.

In order to obtain employment in the administration of the railways it is necessary to be either the daughter, wife, or widow of an *employé*. Nearly 500 ladies are thus employed in the railways. Indeed, at French railway stations the ticket officers are nearly all women. In the railways there is not the same just payment as in the other State departments; here the women are paid just half as much as the men, while working quite as well.

The *Crédit Foncier* employs about 2,000 women on its staff; the entrance is by examination, and the limit of age sixteen to thirty-five. Candidates must produce good conduct certificates, both official and private, and must receive at the examination a maximum of marks—that is to say, twelve out of twenty. The salary in the first stage is three francs a day, rising to 1,700 francs a year. A tax of four per cent. levied upon the salary gives the right to a pension after twenty years' service.

In the *Crédit Lyonnais* women are also employed. For their entrance in this department the rules are not yet fixed. A cashier receives the salary of 2,000 to 2,500 francs a year, and a clerk from three to five francs a day.

In the Post, Telegraph, Telephone, and Postal Savings Bank Departments women are employed as follows: First, as auxiliaries in bureaux of secondary importance; secondly, as *employées* at the telegraph and telephone offices in Paris and other important towns; thirdly, as clerks in the Savings Bank and book-keeping department of Paris; fourthly, as receivers. The *personnel* is recruited from the auxiliaries, who must be sixteen years of age, and free from any weakness which would prevent their being employed in any branch of the service. These *aides* are under the direction of the receivers, and rise by examination. Postulants must prove that they have lived honourably in company with persons of their own families. Age for entrance, eighteen to twenty-five. The relatives of *employées* have the right to come up first for examination. The value of the appointments varies from 800 to 1,800 francs a year, rising at the rate of 100 francs at a time. Posts in the Savings Bank are reserved as far as may be for the wives, daughters, daughters-in-law, and sisters of public servants and officers of the army and navy.

There is no continental country in which women clerks are more employed than in France. Indeed, it is rare to enter a French shop and find a man in the post of accountant. Book-keepers are paid from 1,000 to 3,000 francs a year, and accountants much the same. In the commercial houses, where women clerks are also employed, they are often accorded an interest in the business.

In trades properly so called the apprenticeship is regulated by contract, and in most cases French nationality is held indispensable. The limit of hours of work for women is fixed by law at eleven daily after eighteen, and at ten for children under thirteen. There are seventeen institutions in Paris alone for the

teaching of different trades. Those that are dangerous to health are forbidden to young children. The term of apprenticeship naturally varies according to the nature of the employment. Some trades are very intermittent in their times of work. The compiler gives an exhaustive list of these, from which it is interesting to cull a few examples. Thus: Basters do not work during January and April, and are paid about thirty-five centimes an hour. In embroidery no work is done in June, July, and August; if skilful, the workwomen are often paid at rates varying from three to twenty-five francs a day. Embroidery in silk and wool is especially well paid. The making of soldiers' linen is remunerated at the rate of from thirty, forty, to forty-five centimes an hour. Corset-makers for nine hours' good work receive an average of four francs a day. Dressmaking is very well paid, and so is the sewing of furs, and the making of costumes for the theatres. Ready-made clothes for export can generally be worked at home, and sometimes mantua-makers and ready-made dress makers can also take their work to their own abodes. The aspirant for employment in the mantua-maker's trade must learn the art of trying-on, and if possible must know one foreign language. For these the salary is from two to four francs a day. In this trade it appears that there is no intermission all the year round. Plain white sewing is not well paid owing to the competition of the large warehouses; but *articles de haute nouveauté*, on the other hand, are often remunerated at the rates of twenty, thirty, and sixty francs per garment. In men's cravat-making there is also excellent steady work, as well as in lace-making and glove-making. The trimming of bonnets, the making of bows for shoes, umbrellas, and parasols is intermittent, and so is the making of trimming of all kinds, this being dependent upon fashion.

A woman can earn a decent livelihood by going out as a mender to those ladies who have not time or capacity to do their own household work. Restoration of embroideries and tapestries is sometimes paid as much as four francs a day, but this work is, of course, very uncertain. In pleating and ruching, no work is done in January and February. In tailoring, women are paid according to the quality of their work. All work for children is well-paid and steady, and this work includes the dressing of dolls.

Women also do mattress-carding, which in France is generally done in the house. Laundresses are paid by the piece. Bread carriers are paid from eighteen to twenty-two francs a week, according to the quarter and the custom received, besides two pounds of bread per diem. Printers, stitchers, and folders are paid from one to three francs a day. A fairly remunerative occupation is the colouring of playing cards. As lithographers, chromo-lithographers, as fillers and markers of ink-bottles, as compositors, as bookbinders, good workwomen can earn five francs a day. The *articles de Paris* are well-paid, but change constantly according to the fashion, and the work cannot be depended upon. The making of fireworks is subject to accidents.

Too many to mention are those other small industries for women, comprising the making of small balloons, flags, steel springs for stays, and buttons. The latter is an extensive and important branch. Fairly well paid too are barbers' and dressmakers' dummies, but they must, of course, be good-looking. Fan making in all its branches, from the simple fan to

the highly ornamented one, is a most important branch of woman's work in Paris, and in the case of artistic painting is often very highly paid. Well-paid, too, are the artificial flower-makers, for in this profession much natural taste is required. Strangely enough, some branches of this profession are unhealthy. For artificial flowers there is always a certain demand, but it fluctuates according to fashion. Some girls only make one species of flower.

In all trades connected with food women are, of course, largely employed. In biscuit-making they need to serve a somewhat arduous apprenticeship. The manufacture of shawls is very well paid, but is fatiguing. Taken as a whole there are not so many women employed in factories in Paris as in some other French towns. Sorting rags is a very unhealthy occupation; in this women are much employed, and receive in payment fifteen francs a week. Women are also employed in leather manufactories, preparing the leather, which is afterwards pressed in machines. In the making of military equipments women work equally in *ateliers* and in their own homes. Several large firms have the monopoly of this work, which is chiefly done by means of the sewing machine. In the making of perfumery, too, women are much employed; this and soap-making need but a very short apprenticeship. Tobacco employs 1,500 women a year out of 1,800 work-people. For this six months' apprenticeship is needed, and the lowest salary is three francs fifty centimes a day. Weavers of fine stuff for furniture often receive three francs a day. The weaving of galloons for carriages and ribbons for decorations is done entirely by women.

Among the artistic trades, that of pottery in its various branches requires special aptitude and a long apprenticeship. It is sometimes very hurtful to the health. It is paid according to quality. To the class of artistic trades belongs the colouring of fashion plates, lithography, photography, and so forth. Religious picture cards for first communion, and other small religious publications, are extremely well-paid, especially if the designs are original, and the illumination carefully done. It is not a little amusing to read that the imitation of autographs is a profession that is well remunerated; one would rather have thought that it would lead its author to prison. The engraving of music is also largely done by women. It is well-paid, but requires expensive tools. Engraving on paper is being largely driven out by photography. Painting on porcelain and colouring glasses are all taught at the professional schools.

Under the head of trades connected with printing is ranged the immense amount of work given out by journalists and publishers. The paper industries, too, give employment to a large number of women. The immense amount of work done for export only is very striking; also the great number of fancy articles manufactured, such as cotillon favours, which all require more or less taste and skilled handiwork. All these employments are well, that is evenly and steadily, paid, and are regulated in a sensible and considerate manner. The French habit of classification and arrangement makes it possible for anyone to choose from this bookful of useful trades and professions the one most suited to the natural aptitude of the candidate. Altogether, the perusal of these pages proves that it is not without reason that France claims to be in the front ranks of civilisation. There is no European country that has such a noble record of women's work to show.

