with ostentatious emphasis. "I resolve always to get up in the morning as soon as I am called, and without a single grumble; always to be amiable when annoyed; always to do what other people like, and what I dislike myself; always to be good-tempered with the boys, and smile upon them when they pull my hair and play tricks with my things; always to be cheerful, contented, lady-like in deportment, and agreeable in manner. What do you say? Silly? I am not silly; it's you two girls who are silly. If you are going to make resolutions at all, you ought to do it properly. Aim at the sky, and you may reach the top of the tree; aim at the top of the tree, and you will grovel on the ground. You are too modest in your aspirations, and they won't come to any good, but as for me—with a standard before me of absolute perfection——"

"Who is talking of perfection? and where is the tea, and why are you still in darkness, with none of the lamps lighted? It is half-past four, and I have been in my study waiting for the bell to ring for the last half-hour. What are you all doing over there by the fire?" cried a masculine voice, and a man's tall figure stood outlined in the doorway.

(To be continued.)

ON THE EMPLOYMENT OF GIRLS IN DAIRY-WORK AND OUTDOOR INDUSTRIES.

By LADY GEORGINA VERNON.

THE problem of how to obtain the most profitable and suitable employment for women of the upper classes is one which is daily pressing for an answer.

An absolutely new class demanding work and remuneration has sprung into existence of late years. Offices for the employment of women are thronged with applicants, young and old, culled from what not long since was known as the leisured class, but whose diminished, or indeed in many cases lost, incomes, have thrust them out into the large company of toiling women. A few years since when a girl undertook some definite work away from home, it was generally surmised either that she was unhappy at home, or for some reason was weary of social life, and sought interest and pleasure in the activity of some philanthropic scheme. But now, as we all know too well, the sad need to "make a living" is limited to no class or age; and yet, though I have said the word sad, it is through the ennobling influence of work that many a woman has cast off the trammels of her old fashionable life and risen to higher womanhood, proving herself capable of conquering difficulties, and through hard work and self-denial made a home for those near and dear to her.

It is greatly for the sake of such as these, whose early days have been passed in the sweet luxury of country homes, with out-of-door exercise, with their horses and their dogs, with their gardens, and healthy sports in the fresh air, that I desire now to speak, and to show that there is a sphere of what would prove most congenial work to many, but which has been so far greatly overlooked and neglected, and I believe in a great measure because it has not been put before women what interesting and absorbing work can be found in activities connected with agriculture, and I will preface what I have to say by the remark that all that I describe in the following suggestions is work suitable for an average strong and healthy woman.

Dairy-work first claims our attention, and here we can find not only work which pays well, but work with a special charm, and in which the quick instinct and neat, deft fingers of the cultured woman will find a field for exercise.

The first necessity for success in whatever branch of dairy-work is eventually taken up, is that the learner should be thoroughly grounded in the very first details, and in those things which might appear to many ladies as quite unnecessary for them to learn. I mean the keeping the floors clean and sweet, the art of thoroughly cleaning the dairy utensils, keeping every tin and pan bright and shining; spotless cleanliness is one of the principal secrets of all dairy success.

The work of a dairy is marvellously lightened in these days by the aid of machinery and the various appliances now in common use; for instance, the separator, which minimises the labour to such an extent that a dairy-maid, instead of spending half a day in scalding and washing and keeping the pans for the milk clean, can now finish the work connected with the milk, of even a large dairy, I mean from fifteen to twenty cows, in a couple of hours.

Then there is the butter washer, which obviates the handling of the butter, and instead of the old laborious process of washing and turning and squeezing the butter-milk from the butter, by a few quick turns rapidly cleanses the golden mass of sweet, fresh butter from the butter-milk and makes it ready for rolling into marketable shapes. Then also the charming little Victoria churns without beaters, which are so easily scalded out and kept sweet. Indeed like most work, this has been greatly simplified, but none the less does it require care, attention and cleanliness. There is a good deal in the care of the milk and the cream, which should be thoroughly mastered. For instance, the knowledge of the proper time to keep cream and the amount of acidity or ripening required for first-class butter-making, this and a great deal else must be learnt, and it is want of attention to these matters which has given our English butter a less good name in the market than the Danish or Normandy butter. But I can assure those who will take the trouble and spare no pains to ensure perfection, that English butter, when really good, can always command a higher price in the market than the foreign produce.

The whole labour of butter-making is clean and dainty; eminently women's work, and can be made a very profitable industry. I should, however, strongly urge all those who are thinking of embarking in dairy-work, that they also learn to make cheese. I am not an advocate for women making the large English cheeses, such as Cheshire or Gloucester, because for these a man would be required to lift the heavy vats of milk during the process as well as each day during the turning and ripening of the cheeses, but I should urge women to take up more thoroughly and definitely than has ever been done yet in our English dairies, the making of what are known as soft cheeses, the *fromage mou* of France, which is daily becoming more popular in England, and for which I foresee a great future if we could bring these easily made little cheeses quickly into the market at reasonable prices. I know that efforts have already been made in this direction, but more in an amateur way. Here and there a few Camembert or cream cheeses are being made, but the work of production is not carried on seriously and on a large scale. At one time I hoped to see Camembert brought to perfection in England, but for some unknown reason, whether it is the climate or the pasture of the cows, or whatever it is, no one has been able to do this. Camemberts have been made and are made, but they just miss that captivating flavour which one finds in these little cheeses in Normandy. Still, if I were starting a factory for soft cheeses I should not despair, but I should go straight to the home of the cheese, which is not far from picturesque Lisieux in Normandy, and I should learn the whole system there. Doubtless the great stumbling block is the varying temperature of our English climate, and the consequent exceeding difficulty of giving these capricious little cheeses not only the warmth (which may be achieved by stoves or pipes) but the right quality of pure, fresh air which they demand. Still I should urge another serious trial of making these cheeses. Then I may mention there are a whole list of easily made and easily ripened soft cheeses, and I desire so especially to call attention to this industry, that I must dwell rather more fully upon it.

The simplest of all, the old-fashioned English napkin cheese or cream cheese, needs no comment, it is no trouble to make and sells for nearly double what the cream composing it is worth. Gervais is another highly popular cheese, much used, I believe, in clubs, very easily made, and fit for the market in three days. Bondon takes longer to make, but it may be made from skimmed milk, and thus can be used to work up the milk from which the cream for the richer cheeses has been taken. Livarot is a cheese which is also made of skimmed milk, but it is so strong in flavour that I do not think it will ever become a very favourite cheese here, still it has the advantage of using up the skim milk. Pont L'Evèque is a charming cheese, rather larger than those named before, and in France is very often sold green or unripe and ripened by the purchasers in their own cellars, and this is a great advantage to those who have not large and suitable cellars for the ripening. The same advantage belongs to the various cheeses known as Brie, which are firm enough for the market at the end of a fortnight. I can confidently name the varieties of the Brie and Coulommiers cheeses as easy to make, and very profitable to sell.

The plant required for the making of all the six soft cheeses which I have named is also of the very simplest kind. There are none which could not be made in any ordinary dairy, and I do not hesitate to say, would repay the maker fifty per cent. for the worth of the milk or cream employed.

If the difficulties of a journey to Normandy, where all these could be learnt, are too great, I can speak with pleasure of the excellent teaching given in this branch of dairying at the British Dairy School at Reading, where it has been made a special subject.

I wish what I say on this subject to be so purely practical, that I have refrained from dwelling on the fascinations of cheese-making, but I can truly say that to those who embark on the work it soon becomes a passion, and I have often watched the creator of one of these interesting products stand breathless with anxiety as the first plunge of the taster is made into the tender sides of the little cheese, and the verdict awaited for with the keenest emotion.

I have advised a course of study for these soft foreign cheeses, but there are one or two kinds of English cheese—notably Wensleydale and Edish—which are small, easily handled, easy to make and very saleable; and for the making of them, or if it is wished to learn to make common, sound, English cheese, such for instance, as are known as Derbyshire cheeses, I should strongly advise a residence for three months or so during the summer, in a farm-house where this work is carried on; indeed, whatever special branch is adopted afterwards, I think there is no better grounding than is to be found in some of our well-managed large English dairy farms. The pupils would live with the family, work with the daughters of the house, and let me say would find in many of our English farms most refined and kindly companions. The life is healthy, full of interest, and the expense would be slight. I think I may safely say that for the three months, a pupil could be received and trained and taught for £6 for her board and lodging, and £5 premium for the teaching, and many a pale, delicate girl would find herself at the end of the three months a rosy-cheeked and healthy being.

When once dairy-work has been thoroughly mastered, there are many doors of lucrative employment open. Teachers are now required and highly paid by County Councils in connection with the schemes for technical education. Then I think with a little enterprise and energy anyone who had been initiated into the mysteries of French cheeses could make a very good living by giving lessons at farms on this subject; or again, dairy-maids are in continual demand and are highly paid. A short time since I knew of an offer being made to one girl who was thoroughly qualified in all branches of dairy-work, to take the management of a large dairy with servants under her, and her salary was £100 and a house.

I know there are not many such places as that, but it is a very common thing on large estates for a dairy-maid to have a house or rooms, and a salary varying from £30 to £50.

I think that if one or two girls could join together in a small dairy farm, they could, with energy and care, make a good and pleasant livelihood, but in this case, of course, capital would be required to start it. I should not advise embarking in a large business which would entail a number of men for the care of the cows, but on what in the Midlands is known as a "little place," that is a small house and land for two or three cows; there are few external expenses, and these small places pay in proportion infinitely better than the large farms; and I should like to add here, that a very profitable industry can, with very little trouble and a minimum of expense, be combined with other work, and that is an apiary. We read of tons of honey brought over yearly from Switzerland, while in many districts in England you hardly find a bee-hive. There are few more purely lucrative employments than bee-keeping, for when once the hives are provided the cost is almost nil. Bees will often be given by some kind neighbour who entertains the happy superstition, that it would direly affront her bees if she were to sell any, and thus your bar-framed hives can be stocked free of expense. A really good hive and all appliances necessary can be bought for £2. The work connected with the care of the bees is very light, and no one need be afraid of stings, as the only time when bees are apt to sting is when their honey is being taken, and this is so easily accomplished with the little sections which are slipped on and off the tops of the modern bar frames, that a pair of thick woollen gloves and a veil are quite sufficient protection. The work that most amateurs dread is hiving the bees when they swarm, and certainly the large dark mass of little insects hanging from some branch or hedge are formidable in appearance, and sometimes heavy to lift, but at such a time the bees rarely, if ever, interfere with the person who hives them. Many of the women near my home turn up their sleeves to be free in their movements, and bare-headed and bare-armed, work amongst the thronging insects without the slightest fear.

With respect to profit, one may calculate in a tolerably good year, on one large hive giving a yield of from forty to fifty pounds of honey, and this, if sold in the comb, will generally fetch a shilling a pound, or if extracted, the run honey will command a ready market at about ninepence, or if sold wholesale in large quantities about sevenpence. Therefore one year's return will more than pay for any initial expense.

I have spoken of the apiary in connection with the dairy-work, because it can be so easily and profitably kept upon a small farm.

Next in order of importance to dairy-work, as a most fascinating and paying industry, I shall place gardening. This is a branch of work which could so easily be carried on by ladies in their own homes and their own gardens. I think it is terrible when one sees how many splendid gardens are left almost to go to waste, because in these days the number of gardeners that used to be kept has had to be reduced, till one or two have to do the work that formerly was accomplished by six or eight men; but here we have ground already cultivated, probably hot-houses, or at least green-houses, all capable of producing good crops. This is so evidently a source of income lying absolutely unused, that it appears to me one of the most obvious ways in which ladies with reduced incomes can employ themselves, but I should like strongly to emphasize the fact that, if it is to pay, it must not be carried on in the fashion of too many amateurs, being attended to one day and not the next. A garden to be profitable demands knowledge of horticulture and constant care and attention, and I should advise a course of instruction at the Horticultural College at Swanley in Kent, if this occupation is to be taken up seriously. The cost of such a course would be £70 a year, and two years of instruction are required before a diploma is granted.

This appears at first sight a large outlay, but this diploma would fit a student either to cultivate her own home garden with profit, or to take a situation as head gardener. I hear that there are now many ladies working in this capacity and receiving good salaries, and that there are openings for many more, as many ladies with large estates and gardens to manage prefer to have a lady to deal with, and one who can help her in various matters, such as the arranging of flowers and table decorations, which are a heavy tie to any person with much business on hand, and which can be more tastefully and better carried out by an educated lady than by the average gardener.

There are many parts of Ireland so singularly well suited for carrying on gardening and the production of fruit and vegetables on a large scale, that it is sad to know how little is achieved in this direction. Doubtless one difficulty has been to obtain a good and regular market, but from what I have heard of this, I think the English market must be looked to, and with the reduced charges for freight of agricultural produce the cost of carriage need be no bar to this scheme. But a vigorous effort should be made to extend the same cheap rate of freight from the interior of Ireland, which I believe has not yet been done.

A ready sale can always be obtained very easily in our large towns for fruit and vegetables. Careful packing is required, and this must be learnt, and is an art that could soon be acquired by a few lessons from a market gardener, or if the Swanley course is taken, it is made there a regular branch of instruction.

I have not dwelt upon the details of this work, as so much depends on whether a lady takes up the work as a paid gardener, or undertakes it upon her own account; if the latter, and unless she has a large garden at her command, then I am strongly of opinion that she will find the growing of flowers and plants for sale more profitable than vegetables. Our markets are now so full of imported vegetables from France and the Channel Islands that the remuneration is very small, but by a system of advertising, and the aid of parcel post, small plants, cuttings, early flowers, even those of the commonest kinds, obtain a ready sale, and I know that many ladies add to their small incomes in this way; but there is in gardening the possibility of a good return for the labour, and there is no pursuit more absorbing in the daily interest, from the promise to its fulfilment, than the sowing and the gathering of a garden brings.

One more industry must be mentioned on my list, or it would be sadly incomplete, and that is poultry keeping. I have placed it last, because in our English climate there are so many risks of failure, and also if poultry rearing is carried on upon a large scale, it rarely succeeds for more than one or two years in the same place, on account of the ground becoming tainted. For this reason if poultry keeping is taken up, I should advise that the object aimed at should be the production of eggs and not the rearing of chickens.

Upon two acres of grass land, with a few good cheap wooden structures, 100 fowls could be profitably kept, and if the plan was adopted of dividing the run and changing the fowls monthly from one side to the other, with a yearly dressing of a little lime, there would be no fear of disease amongst the poultry.

The first outlay in buying the stock of good laying hens should not be more than £10, and the erection of the houses required another £5. The cost of keeping poultry is supposed to be a penny per head each week, and the 100 fowls should on an average, in the summer months, give 24 dozen eggs a week, at prices ranging from 1s. 2d. to 1s. 6d. a dozen—here I am speaking of the London market. In the winter rather more food is required, and we should put the cost of 100 fowls at 10s. per week, but the eggs, now perhaps only 10 dozen a week, would be worth from 1s. 6d. to 2s. a dozen, and still leave an ample profit. I think if poultry keepers would devote their energies more to this question of supplying the markets with eggs than to rearing chickens, they would find it a more certain profit. There is such an unfailing demand for eggs. Here again, comes the necessity of careful packing and regular supply, but this is no real difficulty, and only requires care and attention.

I think that I may be charged with being an optimist in my view of the various out-of-door

industries open to women, but I have only stated facts, each one of which can be verified; I am sure that it merely needs that many of the women now living at home unoccupied, and therefore unhappy, should see that there is a sphere of work open to them, calling for merely average capacity, although certainly demanding business-like habits and energy, but which offers interest and a good livelihood; and we should have many more embarking in these various branches of work allied, if remotely, to agriculture. Above all I should like to urge upon our Irish sisters the voiceless petition of their richly endowed and beautiful country, that her resources should be called forth. Look at the rich garden land uncultivated, see mile upon mile of sweet pastures, which could support double and treble the number of cows, tread the hundreds of miles of sweet, heather-clad hills and moors, and see where are the bees to gather the honey distilling from the fragrant flowers. Surely Nature calls us not to leave her treasures wasting and uncared for, and richly will she reward those who, in the peaceful scenes of country life, find active employment and interests, and last, though not the least, the blessing of health, which is rarely denied to the worker in fresh air and out-of-door industries.

I have, in what I have said so far, only touched upon life in England and Ireland; but I desire very earnestly to call the attention of all those who are interested in this great question of employment for women to the useful work being carried on at the Leaton Colonial Training Home, near Wellington, in fitting young women in the most thorough manner for life in the colonies. Training in all branches of housework is given, as well as in dairy-work, the care of poultry and bee-keeping. There are many who feel that life in the old country offers a sense of home and rest which cannot be obtained elsewhere. But to those who feel drawn to the wider sphere of work in the colonies open to women, I would heartily commend the training given at the Leaton Home.

HOW WE FURNISHED OUR FIRST HOME FOR £150.

THERE are very few young girls who do not enjoy talking over and planning a possible home of their own.

Let me tell you who I have in my mind in writing this paper. Young people who because they are really in love, are prepared to sacrifice many unnecessary luxuries, who are not afraid while they are full of health and strength of helping to make their hard-worked husband's home lovable even although this result can only be attained by a good deal of hard work on their part.

Those of my readers whose marriage is in the near future may not have the necessary time at their disposal to buy one thing here and another there, until they find out where the most artistic and durable things are to be had for a moderate price. Two months ago when choosing furniture for a friend's flat in London, we discovered how enormously prices vary for the same piece of furniture. At one shop in the West End a Sheraton sideboard bookcase and table, were exactly double the price elsewhere.

Some rooms must be furnished inexpensively, but I have avoided everything which will not last. By all means have a strong kitchen table in the dining-room with a deal top, but it is a great mistake to have a very cheap carpet. Artistic art squares are to be had from 9s. 6d. to 24s. but they will be shabby in two years. Feather pillows can be had for 2s. 11d. each, but what sort of feathers do they contain? I leave one sitting-room unfurnished. The dining-room table and chairs will do admirably for this room when we are able to afford Chippendale ones upholstered in tapestry. Those who have time to look about can often pick up really good furniture for very little at an auction, but it is always safer to buy second-hand things at a gentleman's house rather than at a shop.

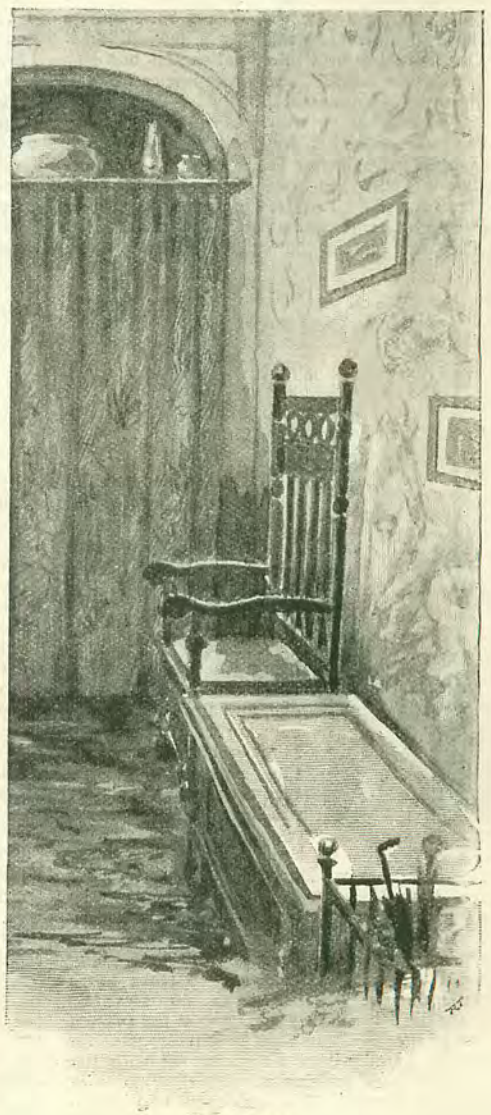
Space prevents my saying much about the all-important question of choosing a house. A vital point is of course the drainage. Ask for a sanitary certificate, and if there is none, it is money saved in the long run to pay a guinea to a competent inspector. Inquire if town's water is laid on. Well-water, where there are many houses near, is pretty certain to be infected. Remember sparkling water is often the most unsafe for drinking purposes. Clay soil means rheumatism to all predisposed to it. Where money is an object, never take a house on a repairing lease. Quite lately a friend took a house in London at £80 a year, and the compulsory papering and repairs, etc., come to that sum every three years. Many people do not realise how much is thus added to the rent. Find out who the previous tenants were, and whether there have been any cases of fever, etc., since it was papered, for germs are well known to remain on wall papers for years. Do not hesitate to go to several agents. The firm known to be the best in the neighbourhood may not happen to have exactly what you want. Calculate the cost of railway journeys to and fro before you decide on a house some way out of town, and recollect that a larger house generally means an extra servant. If possible the principal rooms should face south or west, although an artist must of course have a north light for painting. I must not omit to mention that it is wiser to buy rather than rent a house in a neighbourhood where the demand is greater than the supply, and property is increasing in value, for it is often a very good and safe investment. In any case arrange with the landlord that you shall choose your own papers, for colour is almost everything. Quite recently I went over a house in Kensington, the rent of which was £110 for a long lease, and the paper and paint were so hideous it would have been a constant eyesore to any tenant.

The rent of our house I have fixed at £50 in town and £40 in the country. There are three sitting-rooms, a bath-room and five bed-rooms; if a third sitting-room is wanted it must be up-stairs. We will now proceed to choose the papers, and here I will let you into a secret. Beautiful papers at 2s. 6d. the piece can often be had for 9d. if you are content with last year's patterns, many of which are prettier than the newer ones.

THE HALL.

If we live in the country we may be fortunate enough to find a "cottage residence" with a small square hall which of course makes all the difference to the appearance. These picturesque old houses however are few and far between for this rent, and in town we should only have a passage hall, if we were willing to pay double the amount.

If the house faces south or west, I would suggest pale green or soft china blue for the hall paper with a conventional pattern in a deeper shade, or plain paint would look equally well. Nothing is so restful as plain colour or so fresh and pretty as white paint. A pale olive green with a panelled wood or lincrusta dado painted white or a darker shade of green always looks well. The doors of the sitting-room facing the hall should be mahogany colour. The front door would look best painted a soft olive green. If you like a knocker, have one made for you, after an old pattern; the one I like best, is a thick large ring almost round in shape. There is a new kind of panelling for dados even better than lincrusta or anaglypta, made of very thin wood. I was told it was to be used instead of linoleum for a hall, and would have much the same effect as parqueterie, but I cannot



THE HALL.