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No. 1

Women and War-Time Industries*

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Women Educational and Industrial Union, Boston

The world war with its enormous industrial demands upon establishments facing a shortage of men workers has given new significance to the problem of Women in Industry. Today the term, "Women in Industry" means not simply the employment of women in modernized forms of their traditional occupations, the sewing trades, textile industry, and personal service. It is coming more and more to mean the entrance of women into occupations hitherto practically closed to them, the undertaking of what have long been considered men's jobs by women workers.

In England and the warring nations of Europe this industrial replacement has been in progress since the early part of the war, until now it is assuming serious proportions. A report from the United States Commercial Attache at Copenhagen last June states that a special census taken in Germany in the first of March showed that in the classified industries of that country, the number of men at work was 3,962,625, and the number of women at work was 3,973,457, an excess of over 10,000 women.

The extraordinary increase in the number of women workers in Great Britain since the outbreak of the war, is shown by a recent number of the Labor Gazette which gives as the number of women employed in England July 1917 as 4,766,000 of which 1,392,000 are directly replacing men. A report on the employment of women in specific industries in England lists many that sound strangely unfamiliar in this connection: Engineering, and Ship building, Metal trades, Chemical industries, Transportation and Tramways, and Distributive trades.

Help wanted advertisements in the English papers are full of surprises. At first it comes with something of a shock to see such a notice as, "Lady hostler wanted", or "Wanted foundry women" of certain

weight and height. These surface indications are suggestive however of a momentous change in the industrial life of the day, a second industrial revolution coming a century and a half after the first epoch-making transition.

We are just beginning to face the problem here. Replacements are being undertaken cautiously and somewhat as experiments by the more radical firms. From time to time we read accounts of banks training a force of women employees, of street car lines introducing women conductors, of telegraph companies employing girls as messengers, of steel mills with women operatives.

The demands of the Federal Service Commission affords striking illustration of the replacements being effected here. An army of women clerks is being mobilized in Washington. Departments hitherto conservative in their attitude are welcoming the new recruits. The Bureau of Mines, the Army and Navy departments are opening their doors to women workers. There are calls for women draftsmen, women chemists, women way bills inspectors, radio accountants, fingerprint classifiers, and for sanitary bacteriologists.

Another indication of the transformation taking place before us is the number of war emergency training courses that are being offered for women by the schools and colleges. Colleges that have stood firmly for the classical tradition are now introducing vocational courses, and in some instances allowing credit for this new work.

These changes are exceedingly interesting from a social and economic point of view. They are also interesting from the library standard. For they bring additions not simply to the rapidly growing literature on the subject of women's employment, but a new type of literature, a literature exploiting new fields, new conditions of work, and the problems attendant upon them.

* Abstracts from a lecture delivered before the Library Class of the College of Business Administration of Boston University, Oct. 18, 1917.

Women's Work in War-Time

By W. IRVING BULLARD

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"Man power" is rightly accounted one of the decisive elements in the world war. But "Woman power" also must be included in any survey of the myriad forces enlisted in the tremendous conflict.

Such a war, summoning all the energies of nations, has revealed to the belligerent powers a huge reservoir of latent human energy in their women, and even their children. Women in the harvest fields had before now been a common sight in Europe; but to-day her toil has been almost infinitely multiplied in amount, scope and its sources of social origin. What Europe has achieved, and what mistakes Europe has made, are to-day of keen interest to the employers of America, now that we are ourselves in the war and are facing a steadily growing shortage of labor.

The "dilution" of industrial labor in Europe through the advent of women workers is now a commonplace. Women are not only the harvest hands, but to a degree the munitions makers, and in a host of the common processes of industry they have taken over vocational tasks that were generally assumed to be capable only of masculine performance. In manufacturing, transportation, commerce and finance the female fraction of the payroll has increased steadily to large proportions. The possibilities and the limitations alike revealed by this new order of things possess much significance for the American business man.

In England to-day about 1,256,000 women have undertaken work formerly done almost wholly by men, raising their employment total from about 3,282,000 to 4,538,000. This total employment does not include domestic servants, women in small shops or on farms, or nurses in military, naval or Red Cross hospitals. Slightly over 200,000 are now engaged in agricultural labor. Still more are employed in the great war-time industry of munitions-making. How vast that industry has become is indicated by the fact that the ministry of munitions is now employing 2,000,000 persons and is spending \$3,500,000,000 a year.

The same process of substitution of female for male labor has naturally been more marked in Germany, where in several major industries the proportion of total work done by women has risen from slightly under 18 per cent in 1914 to practically 60 per cent in 1917. In the past three years the number of women employed in the German metal trade has increased 325 per cent.

Practically universal tribute has been paid in Great Britain to both the spirit and the capacity of the women

workers in war time, their zeal and their deftness in a host of crafts being a subject of general comment. Dr. Wm. Garnett writes in "After-War Problems": "We have trained women to become skilled at mechanical trades which no woman had touched before, and an intensive system of training has revealed that we have tapped an almost limitless amount of emergency labor capable of doing what had hitherto been a trade mystery." Very recently Mrs. Lloyd George remarked: "Women are now doing highly skilled work. When I was in Dundee the other day I found nearly all the work done by young women and boys who were cheerful and happy, and were provided with a beautiful canteen for meals and rest."

Dr. Addison, former Minister of Munitions, said lately in Parliament: "The widespread employment of women has been attended with singularly little difficulty. From 60 per cent to 80 per cent of the machine work on shells, fuses and trench warfare supplies is now performed by women. They have been trained in aeroplane manufacture." The British attorney general, Sir F. E. Smith, also said in Parliament: "The contribution which women have made to the support and maintenance of the state was as necessary as that of the men themselves. A million women have taken the place of men, and when we return to the ways of peace it will be impossible to recreate industrial and social conditions unless we provide for reconciling women's labor with men's labor in all sorts of new directions".

As illustrating the adaptability of women workers, an optical training school for women has lately been operated by the British ministry of munitions in which excellent technical results have already been obtained, girls from 16 to 20 proving the best students in this enterprise of establishing a trade formerly monopolized by the enemy.

The extent to which educated women are being drafted into British home war service is evidenced by the call on October 3 for 1000 women wanted at once to train for engineering and other advanced forms of work in munitions factories:

How far the general idea of supplementing masculine by feminine effort has gone in Great Britain is evidenced by the formation of Women's Army Auxiliary Corps, with distinctive uniform, designed to employ women in semi-military functions on both sides of the channel wherever a soldier may thereby be relieved for more active war effort. Such women volunteers are to be used

as officers' and sergeants' mess clerks, tailors, cooks, librarians, storekeepers, butlers, bakers, checkers, packers, for unskilled labor, in motor transport, telephone and postal services, and in technical capacities with the Royal Flying Corps and Army Service Corps. The women enlist for a year or duration of the war, whichever is longer.

Naturally, however, all has not been smooth sailing in these new experiments and American employers may hope to profit from the mistakes as well as the achievements recorded abroad. The chief blunders appear to have been in not adequately recognizing feminine physical limitations—mainly along lines later specified herein,—in some degree of exploitation by individual and governmental employers, and in failure to provide clearcut governmental supervision of the new regime.

There may be a cue here for American employers against excesses or indiscretions in utilizing female labor. That the process will be watched jealously by organized labor is evident from the following recent quotation from the American Federationist:

"In Cleveland between 75 and 100 women are running Bradley hammers in one shop. Women are wiping engines in the running house at Akron, Ohio; many are running engines in the machine shops and doing other laborious work around large manufacturing plants. One woman has been employed by the Baltimore and Ohio railroad as a shop hand; she packs journal boxes, which are on the axles of wheels and must be filled with waste and oil. Flag women have appeared on railroads. Women are employed in the foundry trade, in machine shops and munitions plants. One lumberyard in Chicago is reported to be employing women to handle lumber. Truly there can be no justification for employing women with so little discrimination. We cannot disguise the fact that during the progress of the war women may be employed in constantly increasing numbers, but surely our nation has enough intelligence to see that women are not employed in handling Bradley hammers and doing the roughest sort of manual labor for which they are physically unfit."

As further developed by particulars given later, the matter of inspection and welfare supervision is one which deserves the employer's best attention. The war has taught English business many lessons, notably the value of research work and of technical training; and among the numerous investigating committees on such subjects has been one on welfare work—particularly among women and children—headed by Prof. Ashley of Birmingham University. It recommended, briefly, that welfare supervisors acquire the equivalent of social

study courses now being given in several of the British city universities, comprising industrial history, social economics, trade unionism, conciliation and arbitration, sanitation, hygiene, first aid, industrial law, business organization, etc., and that at least half the training be observation and practice work. In England, largely as a result of female employment, welfare work has attained proportions undreamed of a few years since.

In the United States as yet merely the fringes of the subject have been touched, and often more as a matter of project than of performance. If the war continues many months, however, it will become a lively topic, and such matters as welfare work, woman's safe working dress, readjustments of machines, movements, etc., shop rearrangement, regulation of hours, canteens, etc., will become commonplaces of business discussion as they have in England.

The railroads, operating under their new cooperative efficiency, have been perhaps the pioneers on this side. The Penna R. R. system is now employing nearly 2500 women in a great variety of what might be termed accessory employments, including some departments of shopwork. The Baltimore & Ohio R. R. Co. has met with notable success in this latter respect. On the other hand, some of the trunk lines have found it largely futile to expect women to stand up under section gang work.

In general industry the opportunities for female employment in this country should make especial appeal to American ingenuity and management talent. The government itself is here pointing the way. The war and navy departments—especially the latter with its "Yeowomen"—which before the war frowned on all employment of women, are now emphatically favoring their appointment to clerical positions.

In fact, the various administrative branches of the national government are now considering a definite program for feminine "dilution of labor"; and in connection with general plans for possible "conscription" of workers for necessary war work employment, a nation-wide labor census is being taken, in which women are included.

Wall Street has been even quicker than the "City" district of London to recruit women to fill many hundreds of positions made vacant by enlistment and the draft. In Boston, to instance but one city, young women are now conspicuous in the running of certain department store elevators, in charge of certain soda fountains, and in the operation of one large shoe-shining establishment. The Massachusetts and other trolley lines, taking a leaf from the British tramways, have made their plans for feminine employment in sundry capacities. And we are probably only at the opening of the chapter—From "Women's Work in War Time," by W. J. Bullard, Merchants National Bank, Boston, 1917.

New Jobs and Broken Customs

The quite different touch which women in assuming men's labor give to their work is repeatedly shown by the accounts gathered about women in industry, which indicates not only the tremendous sweeping change in women's positions throughout the world, but show unexpected developments of their newly assumed tasks. In most conservative countries a war regime has knocked many customs in the head. Necessity seems to be feminizing many fields. The sympathy women bring to their new work is apparently humanizing the occupations.

From the London News we hear of a unique venture for women. "Messrs. Macnamara, who employ about forty women drivers, have now put their horse-hospital entirely in charge of women. Mrs. Pary, the superintendent, says they have thirty to forty patients a day. She and three assistants do all cleaning, grooming, feeding, and administering of medicines prescribed by the veterinary surgeon. The animals, she says, are grateful and companionable, and she has no doubt that women will want to keep on with this work after the war. They do not "baby" the horses, as some think, but "somehow we reform the worst cases of temper, and the women can do anything they like with even fractious, nervous and suffering horses. The effect on the nerves of the horses and consequently on their value, is noticeable."

It may be less interesting to serve as a Paris post-woman than as an English horse-nurse. Nevertheless the first women taking the place of the Paris postmen, characteristically changed the character of the job. We hear they "started out from Central headquarters with gay bearing and smiling faces amiably greeting the passers-by. They wore long black coats, carried the box slung across the shoulder and wore waterproof hats. Being Parisians, they knew how to soften the uniform by a little lace at the throat. The women messengers or carriers, now a feature of Parisian life, have proved more dignified than the boys used to be."

Conditions of labor in various lines are interesting. The telephone girls of Paris are rejoicing in a new casque or head band to replace the frightful appliance that has been the sole cause of prevalent nervous troubles. Doctor Major Beauvallet is responsible for the change. Having had occasion to use one of the old casques himself, in military radiotelegraphy of his military unit, he was impressed with its many bad points, especially the way it pressed upon the temples. The most skilled operator could not endure this pressure for more than ten minutes without a pain that rapidly grew more violent. He evolved, in consequence, a casque that held on at the

back, in the way that surgeon's mirrors hold on to the head. Colonel Ferec, director of military radiotelegraphy, put a number of the new casques into service and reported favorably. The casques will probably be tested in the various telephone exchanges. "Doctor Beauvallet is to be congratulated on his initiative, and on the improvement this is likely to make in the telephone service," says *Le Matin*, but makes no further comment. It will occur to the American reader that perhaps there are other instances in which women get the credit of being too weak to stand business conditions, when as a matter of fact the conditions are not fit for anybody to stand, and the reason why this has not been discovered is that women have a fatal facility for enduring things too long.

Latest, not least, of the new jobs for women reported, is that of a tall lady clad in a painter's blouse who operated in the rue Etienne Jodelle, painting the street lamps with the well-known "municipal ochre" of Paris, cheerfully humming meantime

There is, so far as recorded, but one woman-blacksmith. She is at Berck-Plage, where the village farrier was early mobilized. His place was taken at once by his sturdy wife, who has since swung the hammer and shod the horses as well as he did, to the salvation of the agriculture in the district. She is in the rue de l'Imperatrice.

Japan is feeling the sweeping change too. "The development of industrial activity in Japan would open many careers to women if their general education had not been so neglected. The last examination of the Imperial University has seen the first two Japanese women bachelors, Chihe Huroda and Baku Makita. One of them proposes to study chemistry three years to become a doctor of science. The practice of medicine is much in favor among Japanese women. Three hundred and thirty-six women are in practice there and earn up to two hundred dollars a month. Among thirty-nine candidates at the last medical tests in Tokio, twenty-seven were women. The theatre is another opening, for women in Japan have only just begun to act in the theatres. The education required for the execution of the great national historical dramas is given at special schools, annexed to the public theatres. Commercial houses, especially those in foreign trade, need an increasing number of typists, who begin at twenty-five yen (\$12.00) a month and reach forty-five yen (\$22.00) in two years. In primary schools for girls a woman teacher gets ten to fifteen yen a month, in upper schools for girls a woman may get fifty or more."

A Russian correspondent in Petrograd says that the Provisional Government authorizes the admission of women in all services of the state on the same conditions as men. Countess Panine is named Secretary on state matters of the Ministry of public instruction.

Turkey, too, is "in the van." The Government of Constantinople has begun to use in the bureau of the State an increasing number of Musselman women. In the last examinations of seventy young women who passed, fifteen were engaged by the Government. The Minister of Finance, needing twenty-five employees, announced through the papers that the places were reserved for women who should qualify in public examinations. This sort of encouragement seems to have strengthened women's assertiveness, for an article about the German influence in Turkish countries tells how the general unsettling of the

war has so thinned the veils, shortened the skirts and enlarged the activities of the Musselman women that a Government manifesto was recently issued giving three days' time to the innovators to get back into "proper" clothes. Before the three days were over, another announcement in the newspapers regretted that through the interference of some elderly woman, a young subordinate had taken it upon himself to issue the offending note which was thereby rescinded. Evidence is not lacking that the subordinate in question was invented for the purpose of taking the brunt of disapproval stormily expressed, from all ages of women, and that the order was withdrawn to conceal the fact that it would have been defied.—From News Letter No. 8, Nov. 10 1917, issued by the Publicity Department of the Woman's Committee of the Council of National Defence.

REPLACEMENT SURVEY IN BOSTON.

An illustration of the way college women are taking up the replacement problem, is the investigation under way by the Appointment Bureau of the Women's Educational and Industrial Union and a volunteer committee from the Association of Collegiate Alumnae during the summer and fall of 1917. It is an investigation on a miniature scale, for it has been confined to firms in central Boston, two hundred and seventy in all, but it shows the way to secure accurate information and while it brings no startling revelations, it has some interesting results.

The study is being made under the direction of Miss Florence Jackson, director of the Union Appointment Bureau. The principal investigator is Mrs. William H. Healy, who conducted the study through personal interviews with the members of the firms selected. The object of the investigation is to discover to what extent women are being employed to take the place of men who have been drafted, and to learn what opportunities there are for women in these new positions and what chances for apprentice training are offered to women with good general education but no specialized training.

Among the businesses represented are banks, brokers, druggists, chemists, insurance, and real estate firms, department stores, and a number of miscellaneous commercial firms. About half of the firms interviewed, one hundred and thirty-five, were not affected by the draft. This is because so large a number of their employees before the outbreak of the war were women or men outside the draft age.

Of those affected by the draft, eighty nine expressed themselves as willing to take women for positions previously filled by men. The firms expressing most willingness to employ women are those engaged in the real estate and insurance business and later the banks. At first the banks were conservative in the matter. When interviewed in November, however, they had decided to accept the innovation and were employing a number of high school girls who would be trained for clerical positions.

The opportunity for college women of ability and attractive appearance is particularly good at the present time.

A full account of the work to Dec. 1, 1917 will appear in the January number of the *Journal of the Association of Collegiate Alumnae*.

WAR EMERGENCY COURSES *

List prepared by *Ethel M. Johnson*, Librarian, Women's Educational and Industrial Union, Boston

ARIZONA UNIVERSITY, TUCSON, ARIZONA.

Conservation course.

One year course in Department of Home Economics.

Special emphasis on conservation of food and textiles. Required of all first year women students.

From "The University of Arizona and the war," Sept. 1917.

BOSTON UNIVERSITY.

Ten war emergency courses offered by different schools of the University are listed in the Transcript, Sept. 26, 1917.

They are: *Navigation, Education, Special Hygiene, Training for Christian leaders, Normal course for commercial teachers, Special Emergency course for dependent wives and kin-women of soldiers in active service, Traffic and transportation, Library Administration, Salesmanship and Military Drill and Science.* The last is confined to men.

College of Business Administration is offering the following special courses, open to women.

*Elements of navigation.**Nautical astronomy.*

Evening courses, 1917-1918.

War emergency course in *office routine* and general business training to prepare women to fill office positions left vacant by men.

Will start Nov. 1917, and be continued through the year, one meeting a week. Similar to summer course with addition of banking practice. Instruction free.

College of Liberal Arts is giving a special course in *hygiene* to meet demand for sick room assistants this year.

Part of the work will be at the college, part at the laboratories of the School of Medicine. Instruction will be given in food preparation, first aid, and care of infectious cases. Intended to train college women to assist nurses or to care for sick in absence of nurses.

BOSTON UNIVERSITY AND STATE COUNCIL OF GIRL SCOUTS.

Extension course for Girl Scout Leaders,

beginning Oct. 10, 1917. Program includes *recreational activities for girls, marching tactics and drill, first aid, home nursing.*

BROOKLYN LAW SCHOOL, BROOKLYN, N. Y.

Lecture course in *elementary law* to be established for women, in recognition of the extraordinary opportunities and responsibilities now confronting women.

(Notice in Monitor, Nov. 1, 1917).

BROWN UNIVERSITY, WOMEN'S COLLEGE, PROVIDENCE, R. I.

Social work in times of war.

Three periods a week. Given by department of Social and Political Science.

CHICAGO UNIVERSITY, CHICAGO, ILL.

War courses.

History. Background of the Great War. Credit course, open to under-graduates and graduates.

Social welfare. The care of needy families in their homes. Spring quarter.

Home economics. House sanitation. Emphasis on health of household as affected by war conditions. Winter quarter.

Use and conservation of food. Spring quarter.

Food for the family. Winter quarter.

Food production.

War-time problems in practical marketing.

First aid courses (for women only).

Red Cross courses. Certificate Winter quarter.

These special courses are offered to prepare women to cooperate in food conservation and similar movements and are intended for those who may not be regular students. Fees vary from \$5. to \$16.

COLBY COLLEGE, WATERTOWN, MAINE.

Military French.

Special course offered by French department, includes discussion of war problems. College is co-educational.

Announcement in Transcript, Dec. 5, 1917.

* What the Colleges Are Doing to Prepare Women for War Service, as Shown by Reports From Some Representative Institutions.

No attempt at completeness is made in the list. It is merely suggestive of the important service the colleges are rendering the country. While the list is chiefly confined to colleges, a few technical schools are included.

MILWAUKEE-DOWNER COLLEGE, MILWAUKEE,
WISCONSIN.

Red Cross course in First Aid offered 1917-1918.

Course in bookkeeping. 15 lessons.
Series of lectures on *conservation of food, fuel, textiles and clothing*, given in fall semester.

MONTANA STATE COLLEGE OF AGRICULTURE AND
MECHANIC ARTS. BOZEMAN, MONT.

Emergency course in business for women-students, one year course beginning fall of 1917.

Secretarial subjects, including *shorthand, typewriting, office practice*, with possibility of work in *accountancy*.
Information from "School and Society" Oct. 13, 1917.

MOUNT HOLYOKE COLLEGE, SOUTH HADLEY,
MASS.

War courses for 1917-1918.

Business and secretarial.
Bookkeeping, typewriting, stenography.
Home Economics.

Emergency courses in cooperation with Mass. Agricultural College and Holyoke school department in *food conservation, dietics.*

Red Cross courses in:

Elementary hygiene and home care of the sick.

First Aid course.

War Relief.

Course in relief work with dependent families of soldiers and sailors in cooperation with Red Cross and local charitable agencies.

Gardening.

Structure and treatment of soils, cultivation and harvesting of crops.
Circular on Emergency course, Aug. 25, 1917.

NEW YORK SCHOOL OF PHILANTHROPY, NEW
YORK CITY.

Some of the courses for 1917-1918 of special interest at the present time are included in a circular issued by the School, July 1917: "Training for Social Work in War Time."

This course includes:

Case work and family welfare; child welfare, industrial conditions; social and living conditions; statistical method; hygiene and disease, education and recreation; the immigrant; crime and punishment; social economy.

NEW YORK UNIVERSITY, NEW YORK CITY.

Laboratory course for preparing workers for laboratory war service.

Three months course beginning Nov. 12, 1917, given in cooperation with the City Health Department

Open to women who have had preliminary training in science in a regular college course or its equal. Fee \$75.00.

From letter from Assistant Registrar, Oct. 30, 1917.

The School of Commerce and Finance is emphasizing this year special training for women who will take the place of men in business.

142 courses in 14 different fields will be open to women.

Announcement from School, Sept. 7, 1917.

OBERLIN COLLEGE, OBERLIN, OHIO.

Emergencies course (*First Aid*). Given during fall semester.

Letter from registrar, Dec. 8, 1917.

RADCLIFFE COLLEGE, CAMBRIDGE, MASS.

War Relief.
16 lectures.

Food.

5 lectures.

Non-credit work. Open only to Radcliffe students.

VASSAR COLLEGE.

American *Red Cross* Institute for home service.

Second semester. 24 lectures, 4 weeks field work. Red Cross certificate. Supported by students.

From notice in Transcript, Dec. 10, 1917.

VASSAR COLLEGE. POUGHKEEPSIE, N. Y.

Tentative program for second semester.

Home nursing; Surgical dressings; and First Aid; 2 points.

Agriculture; 2 points.

Relief work, 3 points.

From report of President for year ending July 1, 1917. A separate leaflet, issued by the Bureau of Publications on War Work at Vassar, describes activities of student war work committee

WHEATON COLLEGE, NORTON, MASS.

Stenography and typewriting.

College Bureau of Vocational Opportunities is organizing war course. It is to be extra-curriculum.

Notice in Transcript, Dec. 8, 1917.

WISCONSIN UNIV. MADISON, WIS.

Factory inspection and welfare work.

Special class arranged for women by College of Engineering.

Course embraces technique of factory machinery, and phases of economics related to labor problems.

Notice in Transcript, Dec. 6, 1917.

COLUMBIA UNIVERSITY COLLEGE OF PHYSICIANS AND SURGEONS. NEW YORK.

Bacteriology.

Course for laboratory assistants. Open to women.

COLUMBIA UNIVERSITY, NEW YORK.

Course for teachers of *occupational therapy*.

Winter and spring sessions, full year session for those desiring it.

Work begins Oct. 9, 1917.

University Extension Teaching department is offering a large number of courses in *business subjects*, stenography, typewriting, business administration; also with Teachers College in household economics.

Letter from Secretary of Barnard College, Oct. 29, 1917.

DREXEL INSTITUTE, PHILADELPHIA.

A new *secretarial course* for women to meet demand for educated technically trained women in replacement work.

A one year course open to college graduates.

Training in stenography, typewriting, accounts, commercial organization, office management, statistical information.

Information from letter and announcement, Sept. 13, 1917.

Institutional work.

The School of Domestic Science offers 1917-1918, a one year's course for women interested to fit themselves for positions in institutions, cafeterias, diet or soup kitchens.

HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY.

Training course for *health officers*. Open to women.

Announcement from Transcript, Sept. 20, 1917.

HARVARD UNIVERSITY AND TUFTS COLLEGE.

Training course for *dental hygienists*. Offered 1917-1918 to meet the present emergency.

Open only to women. 30 weeks beginning Nov. 15, 1917. Tuition \$100. Given at Harvard Dental School.

Announcement, Oct. 1917.

HUNTER COLLEGE, NEW YORK CITY.

Wireless training classes.

Afternoon and evening classes. Six months course, open to women preparing for commercial license.

HUNTER COLLEGE, NEW YORK CITY.

Emergency courses offered women in day and evening sessions include:

Bacteriology; Analytical chemistry; Dietetics; Domestic science; First aid; nursing; Stenography and typewriting; Wireless telegraphy.

HUNTER COLLEGE, N. Y. C.

War relief courses for women. Offered in evening session

First aid to the injured.

Home nursing.

Foods and dietetics.

Household economy in war time.

Wireless telegraphy.

Commercial courses are offered in *stenography, accountancy, and secretarial bookkeeping.*

From Bulletin of Information, Evening courses for women, 1917-1918.

LELAND STANFORD JUNIOR UNIVERSITY.

Through a student committee, volunteer classes in *wireless telegraphy, mechanics of the automobile, dietetics, and Red Cross work* have been planned.

These are conducted as private classes and carry no credit

From letter of dean of women, Nov. 3, 1917.

MASSACHUSETTS AGRICULTURAL COLLEGE,

AMHERST, MASS.

The College is offering a number of special courses for 1917-1918, intended to fit students for work arising from the war. All are open to both men and women. They include:

Market gardening, conservational and economic zoology, marketing, agricultural club supervision, preservation of fruits and vegetables, bee-keeping, elementary agricultural chemistry, soil fertility, control of insect pests.

For detailed information regarding the course, see Supplement to the Catalog, Sept. 25, 1917.

Correspondence instruction in *agricultural subjects*. Offered this fall beginning Oct. 1.

Instruction is offered in fields crops, dairying, fruit growing, vegetable growing, bee-keeping, forestry, poultry raising, and home economics.

"Monitor, Sept. 13, 1917".

MASSACHUSETTS STATE BOARD OF EDUCATION. UNIVERSITY EXTENSION DEPARTMENT.

French conversation, for benefit of those who go to France with the American forces. See also University Extension Dept., State Bd of Education, p. 5.

MASSACHUSETTS NORMAL ART SCHOOL. BOSTON.

Elementary mechanical drawing. Evening course. Monday and Wednesday evenings, 7-9 P. M. October-March. Open to women over sixteen years. Requires high school education. Tuition free.

SUMMER COURSES

Much of the emergency training has been offered through summer courses, so much in fact, that even a partial summary of what the colleges are doing would be unfair without

BOSTON UNIVERSITY.

Office routine and business training
Industrial nursing.
Navigation.

CALIFORNIA UNIVERSITY, BERKELEY, CAL.

During the summer of 1917 a number of emergency courses were given, in *community warfare, civilian relief, Red Cross, training for social workers, dietetics, field cookery, telegraphy, telephony, wireless telegraphy, automobile construction, and public health work*; also *first aid*.

"No special courses are being offered the fall semester, the emphasis is placed on phases of work in Home Economics and Agriculture which pertains to conservation."

From letter of dean, Nov. 1, 1917.

CHICAGO UNIVERSITY.

First aid courses.
Lectures on war time social work.

COLLEGE OF PHYSICIANS AND SURGEONS. N. Y.
NEW YORK CITY

Course in *bacteriology* for laboratory assistants.

CORNELL UNIVERSITY, ITHACA, NEW YORK.

Course in agriculture.

COLUMBIA UNIVERSITY, NEW YORK CITY.

Through Department of Extension Teaching, and Teachers College. Classes in *gardening, dietetics, emergency cookery, bacteriology, emergency courses for volunteer health visitors, and visiting nurses aids, emergency courses for clerical work.*

GOUCHER COLLEGE. BALTIMORE, MD.

Courses in second semester, 1916-1917.
Agriculture, accounting, nutrition and food values, clinical work, foreign languages, mechanics of automobile, typewriting, wireless telegraphy.

HARVARD UNIVERSITY, CAMBRIDGE, MASS.

Navigation; social ethics.

HUNTER COLLEGE, NEW YORK CITY.

Course for training of teachers in *wireless telegraphy*

KENTUCKY, STATE UNIVERSITY, LEXINGTON, KENTUCKY.

Automobile engineering.

To teach women how to drive and take care of motor ambulances.

Wireless telegraphy.

Both courses given by the College of Mechanical and Electrical Engineering.

NEW YORK STATE COLLEGE OF AGRICULTURE.

Extension courses in *agriculture.*

NEW YORK UNIVERSITY, NEW YORK CITY.

some mention of these special courses.

Among the institutions that have offered such courses in 1917 are:

War course in *draftsmanship* given during summer session.

PRATT INSTITUTE. BROOKLYN, N. Y.

ST. LAWRENCE UNIVERSITY, CANTON, N. Y.
Courses in *agriculture.*

SIMMONS COLLEGE.

Course in *canning and preserving, food economy, office practice, laboratory assistants.*

SYRACUSE UNIVERSITY, SYRACUSE, N. Y.

Courses in 1917 in:

Agriculture, Home nursing, First aid, and conversational French adapted to the needs of those going to France.

SCHOOL FOR SOCIAL WORKERS, BOSTON.

Course for policewomen. For students taking the regular course of the school (One year's work) and wishing to specialize in protective work with women and girls. Tuition \$125.

Two courses in work with the *physically and mentally handicapped*, and in *Citizen's Service in Relief* will be given during the evening at 18 Somerset St. The last mentioned course, beginning Oct. 30, and continuing 12 weeks. Fee \$5.00.

SIMMONS COLLEGE.

Medical Laboratory methods for nurses' aids.

15 weeks extension course beginning Oct. 18, 1917.

Intended to supplement Red Cross in Home Nursing. Tuition \$15.

Dietetics.

Course in food economy, for social workers.

Another brief course, also confined to social workers Oct. 31-Jan. 25. Fee \$6.00.

Other emergency courses offered by the College this year, are in *kitchennette cookery* to teach business women the preparation of nutritious and economical food.

Telegraphy 1917-1918

Includes instruction in telegraphy and typewriting, and if desired, French or Spanish. Fee \$20. French or Spanish, \$10.00 in addition. Part of the instruction in telegraphy will be given by trained operators from the Western Union Telegraph Co.

SMITH COLLEGE, NORTHAMPTON, MASS.

Hospital Laboratory Technic.

Intended to prepare students for assistants to physicians in war hospital laboratories.

- A one semester course offered in fall, and to be repeated in second semester. Open to students with training in chemistry, and botany or zoology. Counts toward degree.
From letter of Registrar, Oct. 24, 1917.
- Two non-credit courses listed in Transcript, Nov. 24, 1917, are:
Scientific cookery, year course, selection, purchase and preparation of food. Cooperates with Food Administration.
War Relief work, six weeks. Emphasizes the organization and management of war relief work in small communities.
- TUFTS COLLEGE. *See Harvard University and Tufts College.*
- UNIVERSITY EXTENSION DEPT. STATE BOARD OF EDUCATION.
Conversational French for persons wishing to enter war or relief work in Europe. Fee, \$1.00 for text-book.
Work is conducted by Department of University Extension, cooperating with Boston Metropolitan Chapter, American Red Cross.
20 lessons. Evening sessions 1—3 times weekly.
Course in *Household management* intended to teach economy in maintenance.
Coal conservation course.
No charge in any course save for text-books and supplies.
Elementary dietetics.
Course of 12 lessons to be given by correspondence or in class.
Emphasizes food conservation. Work starts in fall 1917.
- VANDERBILT UNIVERSITY, NASHVILLE, TENN.
Red Cross Work.
Course for women students. Will count towards degree.
From Special announcement for session 1917-1918.
- VASSAR COLLEGE, POUGHKEEPSIE, NEW YORK.
Preparedness courses for first semester, beginning Oct. 15, include:
Personal hygiene, preliminary Red Cross work, shorthand and typewriting, work with aliens in translation, censorship, and conversational courses in modern languages.
Red Cross courses are planned for the second semester, also work in home economics when Mr. Hoover's plans for colleges are formulated.
From Transcript, Oct. 2, 1917.
- WELLESLEY COLLEGE, WELLESLEY, MASS.
Nine special war courses are being offered at the college to meet the increased demand for women workers. They include *First aid.* Red cross courses, given first and second semester
- Home nursing.* Red cross courses, given in second semester.
Statistics and filing.
Stenography, typewriting, and book-keeping.
Special history course on struggle between autocracy and democracy in Europe.
Household economics
Through the year.
Gardening.
Dec. to April.
Wireless telegraphy.
Second semester. One and one-half hours credit.
With the exception of the last two courses, the work does not count towards a degree. A nominal fee, not over \$5. is charged
From announcement of war courses, Oct. 16, 1917.
- WHEATON COLLEGE, NORTON, MASS.
Food conservation and economic conditions
Series of ten lectures, five on food conservation, five on economic conditions of the country, given under the direction of the Department of Economics and Household Economics. Alternate weeks, November 12, to April 8.
Open to the public as well as to students and faculty of the college
- WISCONSIN UNIVERSITY, MADISON, WIS.
Industrial Arts design; practical course intended to meet the loss of designers due to war service.
Summer and fall. 1917 courses.
Home nursing.
A one-credit course in addition to the regular work in this subject, given under the direction of the Physical Training Department.
First Aid.
This is one of the regular courses **always** offered by the University.
Wireless telegraphy and telephony.
A three-credit course offered by the Physics department.
Open to seniors and graduate students.
- In preparing the list, letters were sent to the following colleges and universities:
- * Barnard College.
 - * Bates College.
 - * Brown University.
 - * Bryn Mawr College.
 - * California University.
 - * Chicago University.
 - * Cincinnati University
 - * Colby College.
 - * College of Physicians and Surgeons, N. Y.
 - * Colorado University.
 - * Columbia University.
 - * Connecticut College for Women.
 - * Cornell University.
 - * Goucher College
 - * Hunter College.
 - * Indiana University.

- * Jackson College.
- * Kentucky State University.
- * Leland Stanford Junior Univ.
- * Mass. Agricultural College.
- * Mass. Institute of Technology.
- * Michigan University.
- * Milwaukee-Downer College.
- * Minnesota University.
- * New York University.
- * Oberlin College.
- * Radcliffe College.
- * Reed College.
- * Russell Sage College.
- * Smith College.
- * Syracuse University.
- * Teachers College
- * Vassar College.
- * Wells College.
- * Wheaton College.
- * Wisconsin University.

Returns were received from those starred (*).

Several of the colleges stated that their students are enrolled in war courses conducted by local organizations.

Others, while offering no definitely new war courses were emphasizing work in household economics or business subjects of particular interest at the present time.

In other cases, the war courses are represented by Military instruction, Ordnance or Quartermaster work, intended for the men students

For information as to what the industrial and technical schools are doing in the way of emergency training, consult the bulletin of the National Society for the Promotion of Industrial Education. The August, 1917, issue is devoted to "War demands for Industrial Training" Another source for current information is the Industrial Arts Magazine, which has started a section "The war and the schools."

REPLACEMENT PROBLEM INCLUDED IN THE PROGRAM OF THE NATIONAL SOCIETY FOR PROMOTION OF INDUSTRIAL EDUCATION.

If proof were needed of the importance of the questions of war employment and war training for women, the inclusion of these subjects in the program for the annual convention of the National Society for the promotion of Industrial Education would afford such evidence. The meeting will be largely devoted to war time problems. The program, as tentatively announced in the November bulletin, will give prominence to the following subjects:

Vocational Education for the war service, with the larger outlook of equipping men for useful vocations which may be followed after the war.

The contribution which Vocational Education can make to the reconstruction and readjustment following the war.

Preparation of women for Industrial opportunities resulting from the scarcity of labor.

Vocational Education of the handicapped and incapacitated.

SPECIAL LIBRARIES QUESTIONNAIRE.

The Intercollegiate Bureau of Occupation, New York City, has sent out a questionnaire for special librarians with the purpose of learning the duties of specific positions, what and where the opportunities are, and from what other fields and with what training women enter special library work. This is to enable the Bureau to give more definite and authoritative advice to young women interested in this field. They state that they are receiving a surprising number of requests as to how the transition from public to technical and special library work may be made.

The questionnaire is not printed here because of lack of space. The following is a copy of the letter which is sent out with each blank form.

"In order that this Bureau may give more definite and authoritative advice to young women who are or may become interested in special library work, we are anxious to enlist your co-operation and that of other women who are in a position to give us valuable information along this line. We have a surprising number of requests for information as to how the transition may be made from public to technical and special library work.

"We would like to find out the duties of specific positions, what and where the opportunities are, from what other fields and with what training women enter special library work. While we would not place too great a burden upon you, a full and frank expression of your opinion on these and other points in the enclosed questionnaire would be greatly appreciated by us and by those to whom we are thus enabled to pass on discriminating information.

Very truly yours,

Compiler of Vocational Information."

PUBLICATION DEALING WITH WOMEN'S WORK IN WAR TIME.

The Woman's Committee of the Council of National Defense is issuing a News Letter which contains notice of what the state committees are doing as well as many interesting items regarding women's work and war organizations in foreign countries. Number 10, the first printed issue, is dated November 28, 1917. It is the official organ of the Committee, and is conducted by the Publicity Department of which Miss Ida M. Tarbell is chairman.

A feature of the News Letter is the section from the Foreign News Service, which represents part of the work of the News Collection Bureau, of which Mrs. May Pemberton Becker is chairman. The Bureau will gather material of "heroic, romantic, and economic nature which concerns women in war."

Women—War-Time Occupations and Employment*

List of References Compiled by Ethel M. Johnson, Librarian Women's Educational and Industrial Union, Boston.

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List of references on women and banking. 5p. type. (1917?).
2. **Bryn Mawr College**
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3. **Bureau of Railway Economics Library**
List of references to articles relating to the employment of women on railroads and street railways. (Special Libraries, Oct. 1917. p. 119-121).
References chiefly to Great Britain and United States.
Entries to Sept. 21, 1917.
4. **Detroit Public Library**
Selected list of references on women workers in war. 4p. Type. April, 1917.
Books, pamphlets and periodical literature. English and U. S. publications.
5. **Insurance Library Association. Boston**
References to aid in forming a bibliography of women in industries, particularly as occasioned by the present World War; comp. by D. N. Handy, Librarian. 4p. Type. June, 1917.
Includes references to newspaper and periodical articles. English and United States.
6. **McBride, Christine, and Kingsbury, Susan M.**
Social welfare in time of war and disaster. (Survey, Oct. 27, 1917. p. 94-96, 100-101)
Classified and annotated list of English publications Sections on Women's Services in War Time, Industrial Adjustment in War Time, and Employment. Articles of special interest are starred.
7. **New York Public Library**
References on war employment of women; compiled by E. B. Gearhart, Economics Division, 5p. Type. (Oct.?) 1917.
Chiefly English material. Includes a few French and German references.
8. **United States. Labor Statistics Bureau**
Additional references to labor in foreign countries as affected by the war. (Bulletin 223. Wash. April, 1917. p. 117-121).
Sections on women in industry; Labor conditions and legislation; Wages; Employment; Industrial fatigue; and Welfare work.
9. **United States, Library of Congress**
List of references on woman's work in the European war. Sp. Type. April 18, 1917.
English, French and German publications included.
10. **United States. War College Division**
Monthly list of military information. Fort Leavenworth, Kansas, 1915-date.
Each issue has section on women.
EMPLOYMENT GENERAL
11. **Abbott, Edith**
The war and women's work in England. (Journal of Political Economy, July, 1917. p. 641-678).
Takes up the question of the effects of war; unemployment; relief work; extension of employment of women; working conditions in cities from English reports.
12. **Addams, Jane**
War times challenging woman's traditions. (Survey, Aug. 5, 1916. v. 36: 475-8)
13. **Addison, Christopher**
Women's work and mobile labour. (British workshops and the war. London Unwin, 1917. p. 35-37).
14. **Adler, N.**
Women's industry after the war. (Living Age, Jan. 22, 1916. p. 2 07-213).
15. **Alec-Tweedie, Mrs.**
Woman's army Great Britain. (English Review, London, England, 24:d 39-48. Jan. 1917.
Women as munition workers; hours, wages, conditions of employment.
16. **American Review of Reviews**
Women in British industry. (Issue for March 1917. p. 311-312)
A brief account of women's work in the projectile factories in England, with brief mention of their work in other industries.
17. **American Society of Mechanical Engineers Journal. N. Y.**
Employment of women in Great Britain. (Issue for Dec. 1916., vol. 38: 1044-5.)
18. **Amy, L.**
England in arms; woman and the war. (Canadian Magazine, May, 1917. p. 3-10).
19. **Anthony, K.**
New Brunhilda: German women and the war. (Outlook, Feb. 9, 1916. v. 112: 333-335).
20. **Arbuthnot, C. C.**
Women's economic service in time of war.

* No attempt is made to include newspaper material, which represents much of the United States literature on the subject.

Nor has it seemed possible in a list of this sort to evaluate the articles included. A good deal of the material is naturally of the popular type. There is doubtless considerable duplication, as many of the American articles are simply reviews of English ones. While there is profusion of material in the American magazines, there is as yet little that is based on actual investigation of the situation in this country.

- (Western Reserve University Bull. Vol. XX, No. 3, Cleveland, Ohio. April, 1917. 16p.)
Replacements in England, with some consideration of American problems.
21. **Bianquis, G.**
Les femmes allemandes et la guerre. (Revue des deux mondes, Mar. 1, 1917. 6. per., v. 38: 182-204).
 22. **Billington, M. F.**
Woman's share in the war's work. (Living Age, March 18, 1916) v. 288: 739-747. (London Quarterly, review, Jan. 1916, v. 124: 70-83.)
(Overland Monthly, June, 1916, n. v., v. 67: 485-492).
 23. **Blackwood's Edinburgh Magazine**
Behind the firing line; some experiences in a munition factory. (Issue for Feb. 1916. v. 199: 1912 07).
 24. **Blatch, Mrs. Harriot Stanton**
English and French women and the war. (Outlook 113: 483-490. 1916). Fitting of women in industrial scheme.
 25. **Board of Trade Labor Gazette**
Work of the Board of Trade Local Advisory Committees upon Women's War Employment—finding women for industrial work in Great Britain. (Issue for Nov. 1916. p. 403). Work of the Women's County Agriculture Committees—finding women to work on farms in Great Britain. (Issue for Feb. 1916 p. 43; Dec., 1916, p. 447).
 26. **Brodney, Spencer**
Woman's invasion of British industry. (New York Times Current History, April, 1916, v. 4: 52-55).
 27. **Bullard, W. Irving**
Women's work in war-time. 85p. Boston Merchant; National Bank, 1917.
A valuable contribution to the literature of the subject. A survey of English conditions for the purpose of enabling American industries to profit by their experience. Introductory sections on Welfare work in war-time and Replacement of men by women in industry in Great Britain, are followed by brief outlines of the operations in the principal industries where women have replaced men.
 28. **Chamberlain, M.**
War on the backs of the workers. Survey, July 24, 1915. v. 34: 373-377).
Same. (Literary Digest, Aug. 14, 1915. v. 51:301-302).
 29. **Cosens, Monica**
Lloyd George's munition girls. London, Hutchinson & Co., (1916). 160p.
 30. **Craftsman**
Demeter's daughters: the women of the field. (Issue for Nov. 1916, v. 31: 116-122).
 31. **Current History Magazine.** New York Times
British women in war service. (Issue for May, 1917. p. 3 51-352).
Women and war. (Issue for May, 1916. v. 4:209-210).
Women doing men's work. (Issue for Aug. 1916, v. 4: 784-788).
 - French women as munition workers. (Issue for May, 1916, v. 4:321-322).
 32. **Current Opinion**
Women as the source of the Frenchman's strength in the test of war. (Issue for Aug. 1916. v. 61: 113-114).
 33. **Davis, Richard H.**
War-time changes in England. (New York Times Current History, April, 1916, v. 4: 70-71).
 34. **Diack, William**
Scottish women farm workers. (English-woman, March, 1915. v. :2 10-2 23).
 35. **Dowding, W. E.**
Registration act and women. (English woman Sept. 1915, v.: 193-2 05).
 36. **Economic World**
Employment of women in Great Britain owing to the war. (In issue for June 10, 1916)
 37. **Engineer**
British association-Labour after the war—Employment of women. (Issue for Sept. 24, 1915. v. 12 0:2 92-293).
 38. **Employment of women on munitions of war.** (Issue for Feb. 11, 1916, v. 121:123).
 39. **Women as shell makers.** (Issue for Oct. 20, 1916, v. 122:358-359).
 40. **Women in work shops.** (Issue for Feb. 11, 1916, v. 121:133-131).
 41. **Women workers in Great Britain.** (Issue for Jan. 5, 1917, v. 123:4-5).
 42. **Engineering Magazine**
Women on munitions work. (Issue for April 1916. v. 51:118).
 43. **English Review**
A woman's night in Furnaceland, by Mrs. Alce-Tweedie. (Issue for May, 1916. v. 22 :4 63-46 9).
 44. **Fawcett, M. G.**
Women's work in war time. (Contemporary review, Dec. 1914. v. 106: 7 76-782).
 45. **Gerard, J. W.**
What the German women have done. (Ladies Home Journal, Nov. 1917. p. 83).
 46. **Great Britain**
Extension of employment of women in Great Britain in 1916. Tables. Monthly Reviews 4:3 47, March 1917.
 47. **Report of the chief inspector of factories and workshops for 1916.** 10p. London, 1917).
Conditions of women's employment in war time.
 48. **Report on the increased employment of women during the war, with statistics relating to July 1916.** 28p.
Takes up increased employment of women and replacement of men by women, and includes account for the principal industries other than manufacture of munitions.
 49. **Great Britain. Board of Agriculture,**
The French agricultural labour problem. (Journal, Apr. 1916, v. 23: 1-16) The work of the French peasant woman: p. 1-2.
 50. **Work of women on the land.** (Journal Dec. 1916 v. 23:876-879).
See also the following issues: Jan. 1916,

- p. 1006; May, p. 139 and 143; July, p. 349; Aug. p. 462, and 492.
51. **Great Britain. Board of Trade**
Importance of the employment of women in industry in Great Britain during the war. (Labor Gazette, March, 1916. p. 83).
 52. Memorandum for the guidance of local committees; issued by Advisory Committee on women's war employment (industrial) 4p. London March, 1916.
Statistics of war employment, organization of the demand for women's labor, organization of the supply of women's labor.
 53. **Great Britain, Factory Inspection**
Substitution of women for men: tabular reports by H. M. Inspectors of factories, showing the present position in industries other than munitions industries. Jan. 1917. (2-216p.)
The extent to which substitution has been carried to the end of 1916; how far the work now being done by women is considered suitable for them in normal times; changes made in method of work to facilitate the employment of women; how far the employment of women has proved satisfactory; degree of skill required; reasons militating against the employment of women in any process; replacement value.
 54. **Health of Munition Workers Committee.**
Employment of women. Memorandum No. 4, 10p. Jun. 1916.
 55. **Home Office and Board of Trade**
Pamphlets on the substitution of women in industry for enlisted men. (1916?)
Each pamphlet is one of a series of notes relating to various industries issued by the government with the object of making available for manufacturers the fullest information as to the processes in which and the methods by which temporary substitution of women for enlisted men is being successfully carried out in their trade.
Includes such trades as pottery, paper-making, wool industry, wood working, leather tanning, chemical industries, sugar refineries, printing.
 56. **Ministry of Munitions**
Notes on the employment of women on munitions of war with an appendix on the training of munition workers. 94p. ill. Lond. 1916.
Summary in U. S. Monthly Review, Sept. 1916. p. 105.
 57. **War Office**
Women's war work in maintaining the industries and export trade of the United Kingdom. Information officially compiled for the use of recruiting officers, military representatives and tribunals. 94p. 1916. Ill. Plates.
Detailed list of processes in which women are successfully employed. Such as: Chemical trades; Clothing trades; Munitions work; Food trades; Non-industrial occupations; Agriculture.
 58. Same. See pp. 5-8; 81; 91; 93 for agencies to be consulted in the employment of women in Great Britain.
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The work of the women. (New York Times Current History, May, 1916. v. 4:3 58-9).
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 65. Position of the woman worker after the war. (Economic Journal, June, 1916. p. 163-191).
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Britain's industrial revolution: its lessons for America. (Issue for Aug. 1917. p. 625-629).
Considers some of the elements that may be foreseen in the coming industrial readjustment in the United States.
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Women's "mobilization." (Living Age, May 15, 1915. v. 285: 438-440).
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 73. **Jones, J. E.**
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Training, wages, hours, character of work, industrial conditions, in Lyon, France.
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91. War and women. (Issue for Dec. 30, 1916)
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92. Longstaff, Henry
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Lists some colleges, banking institutions, and industrial companies. Reports their experiences as to employing women in place of men.
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Why we are replacing men with women. (Factory 13-16. March 1917).
104. **Osborn, C.**
The war and women's employment. (Charity Organization Rev. n. s. vol. 36, p. 2 79-289).
105. **Outlook**
Canadian women and the war, by Richard Spillane. (Issue for May 10, 1916. vol. 113: 96-101).
106. **Parker, Grace**
How the resources of women are being used in England's crisis. National League for Women's Service, 1917
Describes the work for the sick and wounded, military work, social and welfare work, industrial and agricultural work.
107. **Woman power of the nation.** (Independent, Feb. 19, 1917. p. 305:306).
Refers to types of work—social, industrial, military, etc., for which women will be needed in the United States during the war.
108. **Porter, Harry Franklin**
Detroit's plans for recruiting women for industries. (Industrial Management Mag. Aug. 1917. p. 654-659).
Report of a survey of the possibilities of employing women in the city's industries. Includes reports on standards of working conditions, on recruiting and placing applicants, and on education.
109. **Publicity Department of the Woman's Committee of the Council of National Defense News Letter.**
The weekly news letter, which the Publicity Department under Miss Ida Tarbell is issuing, contains interesting notes regarding women's employment in Europe and the United States.
110. **Publicity Department, cont.**
"New jobs and broken customs" in the Nov. 10, 1917 letter notes some of the changes in England, France, Japan, Russia, and Turkey.
111. **Rackham, Mrs., and James Haslam**
War service for women. (Englishwoman, July, 1915, v. 22-38).
112. **Railway Age Gazette**
Go slow in hiring women workers. (Issue for 1917, vol. 63: 405-6, sect. 7).
113. **Railway News**
The extension of women's employment during the war. (Issue for Oct. 21, 1916. vol. 106, No. 27 55)
114. **Richard, G.**
A propos du salaire feminin (R. Polit. et Litt. Sept. 29, 1917. p. 589-591).
115. **Robins, E.**
War service at home. (Nineteenth Century 76:1113-1133. 1914).
Describes the work of the British Women's Emergency Corps in finding work for the unemployed.
116. **Round Table**
The problem of women in industry. vol. 6, p. 253-84).
117. **Russell, Ruth M.**
Doing the work of men. (Life and Labour, Oct. 1917, p. 159).
118. **Scientific American**
Woman in the industries, how far can she go, and what does her presence there mean? (Issue for Feb. 3, 1917. vol. 116: 127).
Gives special reference to women in automobile factories in the United States
119. **Women workers of France, by Martin Wells.** (Issue for March 4, 1916. vol. 114: 233-339.)
120. **Scientific American Supplement**
New Work for women created by the war. (Issue for March 31, 1917. vol. 83: 200).
Discusses the employment of women in mechanical work.
121. **Shaner, E. L.**
Filling the thinning ranks of labor. (Iron Trade Review, Cleveland, 1917. vol. 60, p. 1391-5).
122. **Standing Joint Committee of Industrial Women's Organizations**
Report on the position of women after the war. (Women's Industrial News, July 1917. p. 5-7).
Summary of report.
123. **Stone, Gilbert, Ed.**
Women war workers. 32 Op. N. Y. Crowell, 1917.
Accounts contributed by representatives workers of the work done by women in the more important branches of war employment.
Includes: munition work, agriculture, post-office work, banking, transportation, nursing, and welfare work.
124. **Steel and Metal Digest**
How Great Britain is meeting the labor problem. (Vol 7, p. 302-7. New York, 1917).
125. **Survey**
Hand of militarism in industry; English-women at men's posts. (Issue for Jan. 20, 1917. p. 464-66).
126. **Supervision of women's war work.** (Issue for June 30, 1917. vol. 38: 292-2 93).
Tells of the study of women's war work begun by the National League for Women's Service to determine the fitness of various classes of work for women.
127. **War, women, wages and munitions.** (Issue for 1916. Vol. 35: 692-693).
Discusses the effectiveness of the rules formulated by the Munitions Labor Supply Committee and the recommendations of the Health of Munition Workers' Committee, Great Britain.
128. **Women munition workers and their pay.** (Issue for March 10, 1917. p. 665).
129. **Toeplitz, Jean**
German woman's work in war time. New York Times Current History, 4:315-322. 1916.)
Discusses the industrial and professional work of German women.

(Continued on page 19.)

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THIS ISSUE.

The compiling of most of the material in this issue is done by Miss Ethel M. Johnson, librarian of the Women's Educational and Industrial Union, Boston, and associate editor of *Special Libraries*. Miss Johnson is especially well qualified to undertake an assignment of this sort and her work speaks for itself. The leading article, the brief notices of interest, the compilations of war courses, and the excellent list of references are all timely and up to date. This issue deserves wide publicity and should be called to the attention of those interested in the subject but who are not members of the Association.

COMBINED NUMBER.

At the present time it seems advisable to combine the issues of February and March. If you do not receive your February number on time you may assume that it will appear on March first as a combined number.

EXECUTIVE COMMITTEE.

The Executive Committee of the Association met in New York December 7th. Among other important matters considered was the question of securing new members in the Association.

IMPORTANT REFERENCE.

The list of references on commercial and other books descriptive of the materials used in the arts, manufacture, and commerce, in this issue, compiled by Mr. Meyer should be of wide spread interest. Since its compilation several months ago it has caused considerable favorable comment. It is a study in an entirely new field. Nothing of the sort has yet been compiled.

"The Fall of the Ax" is the title of an interesting lecture delivered Thanksgiving Day by Dr. G. James Jones. It contains material on the World War and has been reprinted in a pamphlet of 24 pages.

Useful Things in Print

"Financing modern warfare", a pamphlet of 26 pages, has been issued by the Association of American Railway Accounting Officers, Woodward Building, Washington, D. C.

The University of Illinois Library School has issued a two page mimeographed list of maps published by the departments of National and State Governments. It was used in a High School Conference where the various maps were exhibited to bring to the attention of high school teachers the existence of many sorts of useful maps.

Mother's Magazine, Elgin, Illinois, has moved to New York City and will be first issued from the new location beginning with the February number. Published by George E. Cook Company.

"List of subject headings for information file," compiled by Mabel E. Colegrove and Margaret A. McVety, is a recently published addition to the "Modern American Library Economy Series," edited by John Cotton Dana. This list of subject headings will be very useful to special libraries, not only for the vertical file but for general use in cataloguing. A most useful feature of the volume is a list of 119 important reference books containing current information. (Published by The Elm Tree Press, Woodstock, Vt.)

The Westinghouse Lamp Company, New York, has published a book of 54 pages on "Modern Methods in Textile Mills," by Eugene Szepesi. It shows the need and economy of efficient lighting in textile mills.

Municipal Reference Library Notes for Nov. contains a lengthy and carefully compiled list of references on the West Side Problem.

American Foundryman's Association has issued a classification of foundry literature.

"An Atlas of The World War", 16 p. contains colored maps to illustrate not only the actual battle fronts but also some of the more general aspects of the World War. "Turkey, a Past and a Future" by A. J. Toynbee, paper, 85p., and "A War of Liberation" paper 45p., are also publications obtainable through Prof. Dixon, 8 Buckminster Gate, London, if the supply is not exhausted.

"Office Appliances" for November has an illustrated article on the New York Business Show

The Boston Transcript, beginning with its issue of November 21, published on five consecutive Wednesday numbers annotated list of books on the war, children's books, fiction, history, biography and miscellaneous volumes.

The American Wire and Steel Company has among its publications "American Wire Rope Catalogue and Handbook,"—an illustrated, cloth, 234 p.

Wm. Morris Imbrie and Company, N. Y., issued a monthly folder "The Condition of the Country—summarized monthly for investors". It is compiled under the direction of Miss Elcanor Kerr, statistician.

The Irving National Bank, New York, has recently published a book of 183 pages, "Trading with Latin America, by E. B. Filsinger, author of "Exporting to Latin America." It contains practical information of conditions in South America, details of American trade with them, government aid, mail order work, catalogues, etc. It has a good index and several forms are included in the body of the book.

Grit is a new publication published in Chicago Edited by Harry Daniels, formerly of Fashion-Art.

The Capital Times is a new evening newspaper at Madison, Wisconsin, first issues of which will appear about January first edited by Wm. T. Ewyne.

The British Library Association has issued an "Interim Report of the Council on the Provision of Technical and Commercial Libraries" which discusses a department of scientific and industrial research, scientific and technical libraries, commercial libraries, and that much discussed question of training of special librarians.

"Classification and arrangement of Books in the Library of the Surgeon-General's Office, Washington," by Col. McCulloch, librarian has been reprinted from the Bulletin of the Medical Library Association, April 17, 11 pages.

(Continued from page 16)

130. Toksvig, S. K.
Women volunteers. (New Republic, May 5, 1917. p. 18-29).
131. Travelers Insurance Co., and Travelers Indemnity Co., Engineering and Inspection Hartford, Conn.
Women in our industrial army. 11p. Ill. (The Travelers Standard, Sept. 1917).
Conditions of women's work with machinery, hours of labor, kind of work, and necessity of employing women.
132. United States, Consul
A series of reports on substitution of female labor in British textile mills, from the American consuls in different parts of England; by the American Consulate General. 40 p. type.
Discusses changes brought about by the war, number of women employed, wages, industrial conditions, processes, extent of substitution, character of work.
133. United States Consul. Leeds, England
Report on the substitution of female for male labor in the Leeds woolen and worsted district. Oct. 1917. 10p. type.
Gives a complete list of processes in which women have been found successful substitutes for men, as well as a discussion of the work, character of training needed, whether work of women is satisfactory or not.
134. Agreements between employers and work people with regard to the substitution of female for male labour in industries other than the manufacture of munitions (reported to the ministry of labour up to May 1. 1917. 9p. May, 1917.
Deals with the woolen and worsted industries. General and sectional agreements.
135. United States. Labor Statistics Bureau
Employment of women and juveniles in Great Britain during the war. 121p. Bull. No. 233, Wash. April, 1917.
Made up of reprints of official and quasi-official documents, giving the experiences of Great Britain and other foreign countries in dealing with labor conditions resulting from the war.
136. Employment of women and juveniles in Great Britain during the war. (Monthly Review, June 1917. p. 878-879).
137. Extension of employment of women in Great Britain. (Monthly Review, June, 1917. p. 879-882).
138. Hours, fatigue, and health in British munition factories. 145p. Bull. No. 221, Wash. April, 1917.
Reprints of the Memoranda of the British Health of Munition Workers Committee.
139. Extension of the employment of women in Great Britain. (Monthly Review, Oct. 1' p. 38-42).
Same number contains article on replacement of men by women in French industries, p. 42-43.
140. Industrial efficiency and fatigue in British munition factories. (Bulletin No. 230 of 1917).
Sections on female labor and inquiry into the health of women engaged in munition factories.
141. Migration of women's labor through the employment exchanges of Great Britain.
142. New plan for labor substitution in munition factories of Great Britain. (Monthly Review of the United States Bureau of Labor Statistics, July, 1917. p. 25-28).
143. Plans for mobilization of female labor in time of war. (Monthly Review, June 1917. p. 1002-1004).
Activities of bureau of registration and information of the National League for Womens' Service.
Policy outlined by U. S. Secretary of Labor regarding employment of women.
144. Women in industry in Great Britain during the war. (Monthly Review, March 1917. p. 335-46).
145. Women's wages in munition factories in Great Britain. (Monthly Review, Aug. 1917. p. 119-128).
146. United States. Library of Congress
Women in the war, Great Britain. (The United States at war. Wash, 1917. p. 101-102).
147. Osborne, Mrs. H. M. comp.
Women's work in war time; a handbook of employments. Lon. Werner Lowrie, 174p.
Preface by Lord Northcliffe.
148. Vorse, Mary H.
Sinistrees of France. (Century magazine, Jan. 1917. v. 93: 445-450).
149. Walter, Henriette R.
Munition workers in England and France. 48p. N. Y. Russell Sage Foundation, 1197.
A summary of reports issued by the British Ministry of Munitions.
150. War Work for American Women
(World's Work, June 1917. p. 142-44).
How they can serve their country most effectively—increasing the production of food and economizing in its consumption their first duty—other helpful things they can do.
151. Warwick, Frances E.M. G., countess of
A woman and the war. N. Y. Doran, (1916) 270 p.
Contains a chapter on "Woman's war work on the land."
152. Wells, M.
Women workers of France. (Scientific American, Mar. 4, 1916, v. 114: 233-239).
153. West, Rebecca
Mothering the munition worker. (New Republic, Oct. 13, 1917. p. 298-300).
154. West, R.
Women of England. (Atlantic monthly, Jan. 1916, v. 117: 1-11).
155. Wilhelm, Donald
Mobilization of women. (Good House-keeping, June 1917. p. 45-46).
Question of what women can do, as answered by leading women when question was put by author.
156. Williams, May B.
Industrial Amazons. (Sat. Evening Post, Nov. 17, 1917. p. 28).

157. **Wilson, M. M.**
British women in the war. (*Outlook*, July 26, 1916, v. 113: 703).
158. **Woltok, M.**
Welchen Beruf wahlit die Kriegswitwe? Die wichtigste Lebensfrage der heutigen Zeit fuer alle erwerbenden Frauen. Eberhard u. Resstorff Verlag, Berlin. 1915. 29p. pap.
159. **War work for trained women**
(*Journal of the Association of Collegiate Alumnae*, Juen 1917, p. 705-706). Editorial.
Women's part in war and work.
(*Annalist*, April 16, 1917, p. 525).
Same issue has article on women clerks in Philadelphia banks. p. 532.
161. **Women's Trade Union Review**
Questions in parliament, women in munition works, wages, hours; women in the civil service. (Review for Oct. 1916. p. 13-29).
English conditions.
162. **Women's Trade Union Review**
Position of women after the war; report of the Joint Standing Committee of Industrial Women's Relations. (Issue for April 1917. p. 7-9).
163. **Women's Wear**
Will war increase women's spending? (Issue for Nov. 22, 1917. p. 17, 20, 21).
Survey of women's occupations in Ohio, and Iowa, of the replacing of male by female labor, and of the changes in wages. Tabulation of new employments.
164. **Women's War Work in maintaining the industries and export trade of the United Kingdom**
War office. September, 1916.
165. **Yates, Margarita**
French women in war time. (*English-women*. Nov. 1917. p. 122-130).
Attitude towards employment before and during the war.
166. **Zangwill, Israel**
The war and the women. N. Y. metropolitan magazine co. 1915. 19 p.
Also in *Grande revue*, Oct. 1916. v. 90: 587-601.
167. **Zepler, Wally**
Krieg und Frauenberufearbeit. Sozialistische Monatshefte, Nov. 4, 1916. v. 22: 1131-1137.
168. **Zeys, L.**
Les femmes et la guerre. (*Revue des deux mondes*. Sept. 1 1916, 6. per., v. 35: 175-201).
169. **Zey, Louise**
Les petites industries feminines. (Societe d'encouragement pour l'industrie nationale. *Bul. Paris*. 1914. Annes 113, p. 565-87. vol. 121). Illus.
- *OCCUPATIONS
170. **Aghionby, A. Mary**
Women's work on the land and its possibilities. (*British Review*, Dec. 1915. v. 12: 357-366).
171. **Albes, Burton H.**
Women as successful master plumbers. (Domestic Engineering. Chicago, 1915. vol. 72, p. 71-2).
172. **Allingham, H. W.**
Automobile factories should use more female labor. (*Automobile* 35: 816-18, Nov. 9, 1916.)
173. **Ashford, E. B.**
Women in distributive trades. Displacement study. (*The Women's Industrial News*, April 1916 p. 9-14).
Some of the new employments open to Englishwomen since the war.
174. **Automobile Engineer**
An exhibition on women's work in the engineering industry. (London, 1917. Vol. 7, p. 96-8) Illus.
175. **Bankers Home Magazine**
Women and banking. (Nov. 1917, p. 9-10)
Discusses absorption of women clerks into the banking and trust companies' service. Deals also, briefly, with subject of women's training for banking service.
176. **Broad Arrow**
The employment of women as grooms and riding masters. Three horse depots run entirely without men. (Dec. 24, 1915. vol. 95: 701).
177. **Chubb, I. Wm.**
Women and machine tools. (*American Machinist*. New ork, 1916. Vol. 44, p. 1057-62).
178. **Colvin, Fred H.**
Women in the machine and shops. (*American Machinist*. N. Y. 1917. vol. 47, p. 507-12).
- 179.
180. **Dalrymple, J.**
Women as railway conductors. (Aera 4: 1016, April, 1916.) (8 W. 40th Street, N. Y.)
- 181.
182. **Dawson, F. E.**
Women war-time clerks. (*Englishwoman*, Nov. 1917. p. 104-112).
Statistics on employment sources from which clerical workers are drawn; after-war problems.
183. **Eruera, Henry**
The war and women in government. (*Bulletin of the League for Business Opportunities for Women*, June 1917. p. 1-2).
Civic opportunities for women. The same number of the Bulletin contains brief articles on the replacement problem, and Prophylactic dentistry as a new vocation for women.
184. **Carpenter, E. J.**
Women as army camp cooks. (*Women's Employment*, Nov. 3, 1916. p. 4).
185. **Deutsch, Babette**
Replacements fact or fiction? (*Bulletin of the League for Business Opportunities for Women*, July 1917. p. 1-2).
Some of the new openings for women resulting from the war, and opportunities for special training.

*Articles that emphasize more industrial conditions, wages, hours, have, so far as possible, been placed in the General Section, rather than Occupations, which considers more the vocational side.

186. **Diack, William**
Women and farm work. (The English-woman, April 1916. p. 1-12). Existing
Existing conditions and needs.
187. **Drucker, Amy J.**
The new farm labourer. (The English-woman, July 1916. p. 49-56).
Amusing account of the experiences of a visiting harvester organizer of the Women's Relief Corps.
188. **Emerson, A. N.**
Women as co-operative farmers. (Women's Employment, Nov. 6, 1914. p. 4).
189. **Electric Railway Journal**
Employment of Women on tramways in Great Britain. (Dec. 4, 1915. v. 46: 1136).
190. **Motorwomen a success in Rome, Italy.** (New York, 1917. Vol. 50, p. 351-2) Illus.
191. **Women as drivers.** (New York, 1917. Vol. 50, p. 303. Illus.)
192. **Women conductors for London.** (Nov. 6, 1915. v. 46: 962).
193. **Women conductors in Berlin.** (Oct. 2, 1915. v. 46: 675).
194. **Women fast taking the places in tramway service of men needed at the front.** (July 3, 1916, v. 46: 1120)
195. **Engineer**
Employment of women as machinists. (Sept 3, 1915. v. 120: 218).
196. **Employment of women in engineering workshops.** (Engineer, Aug. 20, 1915, v. 120: 181-182).
197. **Employment of women on munitions of war.** (Feb. 11, 1916. vol. 121: 123).
189. **Engineering**
Women war munition workers. (London, 1917. Vol. 103. p. 372).
199. **Englishwoman**
The cook-house. (Issue for Feb. 1916, p. 107-114).
Work and pay of women in war camps and hospitals as clerks, laboratory assistants and cooks.
200. **In either case.** (Issue for November 1915. p. 115-121).
Some of the changes effected and proposed in the employment of women.
Need for women in aeroplane factories, commercial offices and banks.
201. **Englishwoman**
The need for police-women. Issue for Nov. 1916. p. 103-111).
Police-women and prejudices appear in the April 1916 issue under "Problems of the day", p. 22-28.
202. **Forester, Emily L. B.**
Analytical chemistry as a profession for women. (Englishwoman, Aug. 1916, p. 120-134.)
Some of the opportunities in the field of science opened to women since the war.
A brief article on the same subject is in the Women's Employment for June 19, 1915.
203. **French Women as Munition Makers**
New York Times Current History, May 1916. 4: 321-22.
204. **Gas Engineers Magazine and Gas Industries**
Gas works—substitution of women for en-
listed men. (Vol 32, p. 276. Birmingham, 1916.)
205. **Gas Journal**
Women in gas offices. (Vol. 138, p. 620-22. London, 1917).
206. **Gillespie, Harriot Sisson**
Where girls are really doing men's jobs. (Ladies Home Journal, Nov. 1917, p. 83).
207. **Glover, Katherine**
War crisis liberates the potential powers of women. (League for Business Opportunities for Women. Bull. May 1917. p. 1-2).
Refers to work of National League for Women's Service in opening training courses for women to fill positions in banks and trust companies. In the same issue: Women and wireless. War opens a new field.
When women replace men called to arms.
208. **Gradenwitz, Alfred**
American, N. Y. 1917. Vol. 116, 313, Illus.)
Women chemists in war-time. (Scientific April 7, 1917).
209. **Great Britain. Agriculture, Board of**
Successful employment of women on the land. (Journal, Apr. 1916, v. 23: 75-76).
Women's work in agriculture in peace and war. (Journal, Dec. 1915, v. 22: 859-866).
210. **Great Britain. Secretary of State for Home Department**
Employment of women in retail stores. 10p. London 1915
Reports of the Shops committee appointed to consider the conditions of retail trade which can best secure that the further enlistment of men or other employment in other national services may not interfere with the operations of that trade.
Survey in U. S. Monthly Review, July, 1916. p. 162-163.
211. **Hardcastle, F. E.**
Dairy work for women. (Women's Employment, March 19, 1915, p. 4-5).
Qualifications and training.
212. **Harmon, Dudley**
What are these war jobs for women? Where they are and how to get them. (Ladies Home Journal, Nov. 1917).
Explains in what occupations there is chief demand for women, and how this demand is being met. Lists some of the kinds of factory work where women are needed.
213. **Hartmann, C.**
Die Frauennarbeit in der Metallindustrie wachrend der Kriegszeit. Soziale Prazis, Aug. 12. 1915.
214. **Hewes, Amy**
Women as munition makers. A study of conditions in Bridgeport. (Survey, Jan. 6, 1917. p. 379-385).
215. **Women as munition makers.** N. Y. Russell Sage Foundation, May 1917. \$.75.
A study of conditions in Bridgeport, Conn.
216. **Indian & Eastern Engineer,**
Women's work in British engineering shops. (Vol. 41. p. 5-7. Calcutta, 1917. Illus.)
217. **Industrial Canada**
Women in the munitions industry. (Vol. 17, p. 622-2. Toronto, 1916. Illus.)

218. **Iron Age**
Women employees in British steel works. Responsible work in making munitions and machine tools—classification of their capabilities as a result of the war. *Illus.* (*Iron Age*, N. Y. 1917. Vol. 100, p. 196-7).
219. Women in the German metal trades. (Vol. 100, p. 21. N. Y. 1917).
220. **Iron and Coal Trades Rev.**
Women workers in the iron and steel industry. (Vol. 95, p. 91. London, 1917. *Illus.*)
221. **Iron Trade Review**
Women coremakers in Massachusetts foundries. (Vol. 60, p. 673-4).
222. **Labour Gazette**
Women's war-time work in the German metal trades. (Issue for July 1917, p. 235-36). Statistics gathered from investigation made in towns and villages in Germany. The severity of such work for women, the hours of employment and the wage rates are compared with male workers.
223. **League for Business Opportunities for Women**
Outlook for women in the banking world. (*Bulletin*, July, 1917. p. 3, 8). The July issue is largely devoted to a survey of the replacement of men by women in business and industry.
Other articles are:
New opportunities for the trained woman in civil service. Drafts women wanted. How the demand is being met. Replacements; facts or fiction? Women doctors in war service.
224. War, women and banks. p. 5.
225. Electrical engineering for women, p. 9.
Both articles in *Bulletin* for Oct. 1917.
226. Wider outlook for women in scientific fields due to war conditions. (*Bulletin*, Sept. 1917, p. 5, 11.)
227. **Literary Digest**
Employment of women on railway work in Great Britain. (Issue for June 26, 1915. 50: 1533.)
228. Wireless for women. (Issue for Oct. 21, 1916. p. 1028-1029. *Illus.*)
Taken from the *Electrical Experimenter* for Oct. 1916.
229. **Machinery**
Women war munition workers. (Vol. 23, p. 915. *Illus.* N. Y. 1917).
230. **Martineau, Alice**
An assured future for women on the land. (*The Englishwoman*, Aug. 1915. p. 128-134)
Demand for women to replace men in market gardening, poultry farming.
231. **Merchants National Bank, Boston**
Munitions work successfully undertaken by women in temporary substitution of male labor. 10 p. Type. 1917.
A summary of the various processes of munition work in which women are engaged.
232. **Motor Age**
The woman behind the maker, does her bit in making motor cars plentiful in the land. (Vol. 31, p. 28-9. Chicago, March 8, 1917. *Illus.*)
233. **Municipal Journal**
Labour organization and the war. Women for tramway service. (Issue for May 7, 1915. Vol. 24: 419. London).
234. Women in tramway service. (Issue for Sept. 17, 1915. v. 24: 848. London).
235. **Murray, Jessie MacDonald**
Woman in the banking world. What it means to her and to it. (*Journal Canadian Bankers Association*, July 1916).
236. **Newman, Thomas C.**
Women in banks. (*Englishwoman*, April 1917. p. 42-45).
Discusses aptitude of women for work and opportunity in England after the war.
237. **Oil and Colour Trades Journal**
Employment of women in chemical works. (Vol. 50, p. 523-5. London, 1916).
Women clay washers in Cornwall. (Vol. 50, p. 1200-1. London, 1916).
238. **Paper-Maker**
Women clay washers at work in Cornwall. (Vol. 52, p. 339. London, 1916).
239. Women workers in Cornish China clay mines. (Vol. 52, p. 53-55. Lond. 1917. *Illus.*)
240. **Perry, Alice F.**
Engineering and its possibilities for trained women. (*Women's Employment*, Sept. 17, 1915. p. 4-5).
241. **Peto, D. O. G.**
The training of women police and women patrols. (*The Englishwoman*, Oct. 1916, p. 22-27).
Writer is director of the Bristol Training School for Women Patrols and Police.
242. **Pott, Gladys**
Women in agriculture. (*The Women's Industrial News*, July 1916. p. 27-35).
Conditions and openings in England for "War service of women on the land".
243. **Railway Age Gazette**
Efficiency of French women as railway workers. by W. S. Hiatt. (Issue for Nov. 19, 1915. vol. 59: 943-945).
244. Employment of women in the war emergency. (Issue for June 22, 1917. p. 1407-1411).
Generalization of employment of women on railroads with detail as to schools, the skilled and unskilled work at shops, and the English experience.
245. Women railway employees in England. (Issue for May 28, 1915. vol. 1120).
246. **Railway Gazette**
Women workers and locomotive building. (Issue, vol. 26, p. 632-6. Lond. 1917. *Illus.*)
247. Women workers in railway goods sheds. Midland Railway. (Vol. 26, p. 660-5. Lond. 1917. *Illus.*)
248. **Rawson, P. E.**
Fruit farming for women. (*The Englishwoman*, Sept. 1915, p. 227-231).
Need for women on the farms.
249. **Review of Reviews**
Women in the Krupp works. (Issue for Sept. 1916. vol. 54: 337-338).

250. **Richardson, Dorthy M.**
Policewomen. (Women's Employment, Jan 15, 1915. p. 4.)
251. **Robertson, Archibald**
Women drivers. (Tramway & Railway World. vol. 42, p.33-35. London, 1917).
252. **Scharlieb, Mary**
Medical women and the war. (Women's Employment, Jan. 1, 1915. p. 5.)
253. **Smith, Rosamond**
Women and munition work. (Women's Industrial News, April 1916. p. 14-20).
254. **Stebbing, E. P.**
The employment of women in forestry. (Englishwoman, June 1915. p. 215-223. Dec. 1915. p. 241-246).
Considers the openings for women in both the manual part and in the executive side.
255. **Stephenson, G. H.**
Pharmacy and dispensing. (Women's Employment, Feb. 18, 1916.)
Demand for trained women to take the places of men.
256. **Still, F. R.**
Women as machinists. (Industrial Management, August. 1917. p. 650-654).
Treats of transformation that has taken place because of women's entrance. Transportation methods, class distinctions. Sources from which American women may be drawn and suggestions as to their treatment.
257. **Tarpey, J. T. Kingsley**
Toy-making. (Women's Employment, June 2, 1916. p. 4-5).
One of the English "War industries" for women.
258. **Tramway & Railway World**
The woman conductor; possibility of her permanent employment. (Vol. 39, p. 275-6 London, 1916).
259. **Women in motor works.** (Vol. 40, p. 440. London, 1916).
260. **United States. Labor Statistics Bureau. Monthly Review**
Women recruits for work on farms in Great Britain. (Issue for July, 1917. p. 28-31).
Tells of the work of the Women's National Land Service Corps.
261. **Women's war-time work in German metal trades.** (Issue for Sept 1917. p. 134-5).
262. **Williams, Mary Brush**
The clerk's innings. (Saturday Evening Post, Sept. 29, 1917. p. 26, 28, 30, 33, 35, 37, 38. Ill.)
Some of the war occupations of Englishwomen.
263. **Women's Employment**
Dental mechanics, a new profession for women. (Issue for March 3, 1916. p. 8).
264. **Medical women and the universities.** (Issue for July 2, 1915. p. 4-5).
New demand for women physicians.
265. **War work for women.** (Issue for April 7, 1916. p. 4-6).
Outlines briefly demand for women in various occupations, with mention of requirements and training.
266. **Women signallers.** (Issue for Nov. 17, 1916. p. 4).
Volunteer work for women.
267. **Women's Industrial News**
War-time clerk. (Issue for Oct. 1917. p. 2-3).
English conditions.
268. **Women clerks in war time.** (Issue for Oct. 1916. p. 60-68).
English conditions.
269. **Bankers Magazine**
Bank training for women in Wall Street. (Issue for Oct. 1917. p. 493-494).
270. **American Association for Labor Legislation**
Labor laws in war time. N. Y. 1917. Special Bulletin No. 1, April 1917. No. 2, June 1917.
Outlines program for protection of industrial standards.
271. **Chamberlain, Mary**
Women and war work. (Survey, May 19, 1917).
Discusses national plans on foot to protect women workers in the United States during war time from over strain and over fatigue. Advocates federal regulation and supervision of hours of work.
272. **Comite Intersyndical d'Action contre l'Exploitation de la Femme**
French trade unions ask international action on industrial reforms. (Life and Labor Nov. 1917, ps. 179-180).
Objects and methods of Committee in protecting working women.
273. **Consumers' League of Massachusetts**
Women's work in war time, 4 p. Bulletin No. 14 Nov. 1917.
How the League is trying to safeguard the interests of working women and maintain existing labor standards in the stress of war demands.
274. **Diack, William**
Women farm workers and a minimum wage. (Englishwomen June 1917. p. 190-195).
275. **Englishwoman, October 1917**
Overworked woman by M. L. G. p. 1-12.
276. **March 1917.**
Women in the munition courts, p. 213-221.
277. **Great Britain. Board of Trade**
Free Saturday afternoon for women in clothing trades. (Labor Gazette July 1917. p. 238).
Abstract of new French law concerning women workers.
278. **Ministry of Munitions**
Interim report on industrial efficiency and fatigue by Health of Munition Workers Committee. London 1917.
279. **Welfare supervision Memorandum N. 2 of Health of Munition Workers Committee 7 p.** London 1915.
280. **Markham, Violet R.**
Women trade unionists and the war. (Women's Trade Review, July 1915. p. 10-17).
Same number contains questions in Parliament regarding women's war work.
281. **Program for Labor**
New Republic, April 14, 1917. p. 312-313).
Need for protecting labor in the United States as shown by English experience.
282. **Spencer, Edna Lawrence**

- The industrial emergency and how to meet it. (Massachusetts Club Woman. Oct. 1917. p. 8-10).
 What Massachusetts is doing and can do to maintain protective standards.
283. United States. Bureau of Labor Statistics. Measures of protection for working mothers in France. (Monthly Review, July 1917. p. 39-41).
284. Sanger, Sophy. Health of munition workers. (Women's Industrial News, July, 1917, p. 12-18).
 Reviews the reports of the Health of munition Workers Committee.
285. Survey, October 27, 1917. Keeping up industrial standards p. 97.
 Massachusetts war emergency committee.
286. United States. Bureau of Labor Statistics. Maintenance of industrial standards. (Monthly Review, June, 1917. p. 807-809).
 Resolution adopted at meeting of Executive Committee on Labor as approved by the Advisory Committee of the Council of National Defense.
287. Protection of labor standards. (Monthly Review, May, 1917. p. 647-661).
 Organization and individuals interested in safeguarding existing labor standards. Membership of Committee on Labor of Council of National Defense, Labor laws in war time. Recommendations of American Association for Labor Legislation, Children's Bureau, and National Consumers League.
288. War time raids on Labor, Literary Digest, June 16, 1917. p. 1813.
289. Women and the Munitions Act. Women's Trade Union Review, July, 1917. p. 7-10.
 Same issue contains sections on Reconstruction of factory life, Factories and workshops in 1916, and Questions in Parliament regarding the employment of women
290. Women's Trade Union Review, July 1916. Wages of women munition workers p. 6-16.
 Also Questions in Parliament on women munition workers.
 (To be continued)

List of References on Textile Industry

Compiled by ERNEST L. LITTLE

Secretary, Textile Department, Merchants National Bank, Boston.

Continued From December Number.

- WOLEN AND WORSTED MANUFACTURE.
147. Cone Drawing—Buckley. A complete explanation of worsted cone drawing. The explanations are made clear by the use of many excellent illustrations. Complete calculations. 48 pages; 15 illustrations—flexible cloth.
148. Cord Cloths—Thomas Oliver. This is a short monograph dealing with the structures of cord cloths, particularly those used by the British Army. Complete directions are giving for the manufacture of a large variety of this style fabric. It is a booklet of particular interest to manufacturers engaged in the production of cord cloth of any description.
149. Faults in the Manufacture of Woolen Goods and Their Prevention—Reiser. This book covers not only faults in weaving, but in all the processes, including selection and preparation of material, washing, carbonizing, drying, dyeing, spinning, weaving and finishing. All subjects are treated systematically. 172 pages; 63 illustrations; cloth.
150. Finishing of Textile Fabrics—Beaumont. The scarcity of recorded knowledge on finishing makes this book of exceptional value. It takes up the finishing of woolen, worsted, union and other cloths, explaining the processes and machinery thoroughly and with the use of 150 excellent illustrations; methods of finishing various woolen, worsted and union fabrics are described; useful tables and notes. 250 pages; cloth.
151. How to Make a Woolen Mill Pay.—Mackie. This book gives insight into the methods of English manufacturers which will be interesting. The subject is covered from mixtures to placing goods on the market. 66 pages; cloth.
152. Manual of Cloth Finishing.—This is a well written and elaborately illustrated work on cloth finishing which manufacturers and finishers of woolen, worsted and union fabrics will find of great value. By the Editors of the "Dyer and Calico Printer," 300 pages; profusely illustrated; cloth.
153. Manufacture of Woolen and Worsted Yarns.—Radcliffe. In one volume the author gives concise but comprehensive accounts of the machinery and processes in both carded woolen and worsted yarn manufacturing. The descriptions are clear and the work is excellently illustrated. 340 pages; cloth.
154. Practical Loom Fixing.—Ainley. A handbook containing 47 chapters, each of which deals with a practical phase of fixing woolen and worsted looms. A valuable book for loomfixers and overseers. 88 pages; cloth.
155. Principles of Wool Combing.—Priestman.

- A valuable up-to-date book on the preparatory processes for worsted, through combing. To worsted men this column represents an almost invaluable reference and instruction book. 272 pages; 81 illustrations; cloth.
156. Principles of Woolen Spinning.—Priestman. No recommendation is needed for this book. Those who have read Priestman's other books will want this work. All operations and machines from wool washing through spinning are thoroughly explained with excellent illustrations. 325 pages; 100 illustrations; cloth.
157. Principles of Worsted Spinning. Priestman. A treatment of worsted spinning along new lines, and with its companion book, "Principles of Wool Combing," forming a series that ought to be in the possession of all worsted men. Includes drawing, Open and Cone; Spinning, Twisting, Winding, Reeling and Warping. 300 pages; 110 illustrations; cloth.
158. Scribbling and Carding.—G. R. Smith, Relating to the Carding and Spinning position of the woolen industry, beginning with selecting the materials and following it through the various machines. It is written particularly for overseers from a commercial point of view. Throws light on many of the difficulties which confront overseers. In an appendix illustrates and describes machines for testing yarns and cloths.
159. Structure of the Wool Fibre.—Bowman. The first edition of this book was published in 1885. It was immediately accepted as the standard work on the subject. The present work is a revised edition covering all the ground in relation to the wool fibre up to 1908. 475 pages; 80 illustrations. cloth.
160. Weave Room Management. Ainley. A useful handbook not only for the overseer of weaving and the loomfixer but for the superintendent and those who desire to fill any of these positions. 60 pages; cloth.
161. Wool.—Hunter. A general work taking up the wool and worsted industries, but omitting technical detail. A book for the student. 118 pages; illustrated cloth.
162. Wool Carding and Combing.—Barker & Priestly. This book is meant to supply the place in literature on wool carding and combing held for many years by McLaren's book. The first half of the book is devoted to wool and the rest to scouring, mixing, carding, preparing and combing. 260 pages; 100 illustrations; cloth.
163. Woolen and Worsted.—Beaumont. The manufacture of woolen, worsted and union yarns and fabrics is covered in one large volume. Beginning with the raw materials there are chapters Wool Sorting; Scouring and Blending; Carding, Spinning and Twisting; Worsted and Worsted yarn Construction; Fancy Twist Threads; Fabric Structure; Weaves; Warp Preparations; weaving; Weave Combination; Drafting; Pattern Design; Color Applied to Weaves; Compound Fabrics; Fabric Analysis and Calculations; Finishing of Fabrics. It is one of the most notable works on textile manufacturing published in several years. 640 pages; 500 illustrations; 40 plates cloth.
164. Wool Growing and the Tariff.—Wright. This book is a study of the economic history of the United States and deals primarily with the growth of the wool growing industry. Some interesting information also is given on the growth of wool and worsted manufacturing, tariff schedules and importations. 360 pages; cloth.
165. Wool Industry.—Paul T. Cherington. This book is the first in a series of studies of the principal American Industries. It is a complete treatise on buying and selling problems of the wool industry and also discusses conditions in the distribution of cloth, the interaction between markets and the problems of the mill. Contains 256 pages.
166. Wool Year Book.—In one volume are given outlines of woolen yarn manufacture, worsted yarn manufacture, on both English and French system, weaving and finishing. There are numerous useful calculations, tables, recipes and notes. 400 pages; green flexible leather.
167. Woolen Spinning.—Vickermna. A complete work on wool spinning from the fibre to finished yarn. Grades of wool are included. Well written and illustrated, with necessary calculations. 352 pages; 67 illustrations; cloth.
168. Woolen and Worsted Finishing.—Timmerman. The methods and machinery used in finishing practically all classes of woolen and worsted goods are explained in a practical manner. On account of the scarcity of books on the subject this is an exceptionally valuable book. 332 pages; 100 illustrations; half leather.
169. Woolen and Worsted Spinning.—Collins. Beginning with the grades of wool every process in the manufacture of woolen and worsted yarns is explained. There is also a chapter on felts. The book is well illustrated and written in a simple manner. 320 pages; 175 illustrations; half leather.
170. Worsted Overlooker's Handbook.—Buckley. A book of calculations, rules and tables for worsted drawing and spinning overseers primarily, but of value to all worsted men and students of worsted manufacture. 83 pages; flexible cloth.

AGRICULTURAL LITERATURE *

By Charles R Green, Librarian Massachusetts Agricultural College

THE INSPIRATIONAL OR LITERATURE OF COUNTRY

LIFE.

Greek.

Hesiod, B. C. 850-824
 Xenophon, B. C. 375.
 Theocritus, B. C. 283-263.

Roman.

Cato, B. C. 100
 Pliny, B. C. 23-79.
 Varro, B. C. 82-36.
 Columella, 1st century.
 Virgil.

British.

Burns, 1759-96.
 Goldsmith, 1728-74.
 Thompson.
 Wordsworth, 1770-1850.
 Blackmore, 1825-1900.
 Haggard.
 Hardy, 1840.
 Walton, 1593-1683.
 White, 1720-93.

American.

Bailey.
 Bryant, 1794-1878.
 Lanier.
 Whitman.
 Thoreau, 1817-62.
 Burroughs.
 Frost
 Grayson.
 Mitchell.
 Roe, E. P.
 Sharp, D. L.

Fiction.

Allen, James Lane.
 Ollivant.
 Minister, Mrs. Edith May; Natupski.
 Neighbors.

* Brief outline of a lecture the library class of the College of Business Administration of Boston University, November 22, 1917.

TECHNICAL OR BUSINESS MATERIAL.

Historical.

Anthony Fitzherbert, 1748-91.
 Thomas Tusser, 1524-80.
 Samuel Hartlib, 1599-1670.
 Jethro Tull, 1674-1741.

Advertising.

International Harvester Co.
 German Kali Co.
 Railroads-N. Y. Central.
 Sherwin Williams Paint Co.

Periodical

Agricultural Index.

Instructional or Text Books.

Judd Co
 Ginn and Co.
 Lippincott.

* Brief outline of a lecture before the library class of the College of Business Administration of Boston University, November 22, 1917.

Macmillan.

Webb Publishing Co.

Government Publications.

State

Agr. Colleges.
 Boards of Agriculture.
 Societies-Agr. and Hort.

Federal

Commr. of Corp.
 Fed. Trade Com.
 U. S. D. A.
 F. and Dept. Bulletins.
 Periodicals-seed rep.
 Experiment Station Rec.

BUSINESS LIBRARY INSTRUCTION

Boston University

The first lecture of the year was by Mr. George W. Lee, librarian of Stone and Webster, who spoke on "Library Service." In the absence of Mr. Power, Mr. Lee was introduced by Mr. Ernest L. Little, secretary of the textile department, Merchants National Bank.

Other lectures have included: Mr. John A. Lowe, of the Massachusetts Public Library Commission, spoke on "Library Commissions." "The Literature of Women in Industry," a section of the work under bibliography, was conducted by Miss Ethel M. Johnson, librarian of the Womens Educational and Industrial Union.

Mr. H. B. Meek, chief clerk of the West India Oil Company, Port-of-Span, Trinidad. B. W. I., spoke on "Popularizing the Library".

A resume of the work of the Special Libraries Association and the growth of special libraries was told in "The Special Library Field," a lecture by Guy F. Marion, librarian of the Pilgrim Publicity Association, and former secretary of the Association.

The State Librarian of Rhode Island, Mr. Herbert O. Brigham, spoke about "Government Documents—Their Importance and Usefulness."

Simmons College

The entire senior class of the Simmons College Library School goes to the library of the Womens Educational and Industrial Union for part of their practice work. Each student goes for three afternoons and is assigned some special work, as assisting on the book lists or legislative index. The work is prefaced by a talk on business libraries and the work of each student is criticized by the director of the department and reports sent to the College. Several seniors in the Secretarial School are also receiving part of their practice work in the same library.

The Indexers of Chicago are starting immediately a special course for medical secretaries and librarians which will fill a long felt need. When space permits we shall publish a statement of the new work, its aims, etc.

IN THE FIELD

Miss Ruby M. Avery, Riverside, '17, has been appointed an assistant in the library of the Citrus Experiment Station of the University of California at Riverside.

Miss Olive Bramhall, is in the War Department office at Washington.

Mrs. Ethel R. Camburn, Wisconsin, '12, is acting librarian of the Mississippi Agricultural College.

Miss Ethel T. Collins, Riverside, '16-17, is in the employ of the Indexers, Chicago.

Mr. Whitman Davis, librarian of the Mississippi Agricultural College, is organizing the library at Camp Shelby, Hattiesburg.

Miss Majorie Flanders, Simmons '14-15, is an assistant in the Department of Agriculture Library at Manitoba.

Miss Alice J. Gates, editor of the "Catalogue of Technical Periodicals in New York Libraries" has resigned from the United Engineering Societies Library to become librarian of the Bankers Trust Company, New York City.

Mr. Frank Goodwin is with the library of the American Brass Company, Waterbury, Connecticut.

Mr. Charles E. Graves, N. Y. State, '13, has resigned from the University of Illinois Library and is now librarian of the Minnesota Historical Society at St. Paul.

Mrs. J. S. Greenway, N. Y. State, '08-'09 is indexing in the office of the Chief of Ordnance, Washington.

Mr. Daniel N. Handy, librarian of the Insurance Library Association of Boston, has been elected a member of the Women's Educational and Industrial Union Library advisory board.

Mr. Arthur B. Maurice, former editor of *The Bookman* is now in New York representative of Little, Brown & Co.

Miss Mary A. Hathaway, Simmons, '12, has resigned her position in the Milwaukee Public Library to accept the position of cataloguer on the Library Staff of the Portland Cement Association, Chicago.

Miss Jean M. Holt, head of the library department of Macmillan and Company, New York, is now with the H. W. Wilson Company.

Mr. Harry A. Hopf, manager of the planning dept., Phoenix Mutual Life Ins. Co., has resigned to take a similar position with the Du Pont Company, Wilmington. Mr. Hopf has a national reputation as an efficiency expert—using the term efficiency in its broadest sense.

Miss Theodora Kimball, librarian of the Harvard U. Sch. of Landscape Architecture, is a co-author of "An Introduction to the Study of Landscape Design."

Miss Hilda Lancefield, N. Y. State, '17, has been appointed assistant reference librarian of the Kansas Agricultural College, Manhattan.

Mr. John A. Lapp, it is reported, has

been appointed director of investigations of social insurance for the State of Ohio.

Mr. Guido Mariotti, N. Y. State, '16-'17, is an assistant in the library of the T. S. Bureau of Biology.

Mr. Joseph F. Marron, formerly legislative reference librarian, Texas State Library, has become assistant librarian of the Duquesne (Pa.) Public Library.

Mrs. Helen C. Mathews, Pratt, '03, is a cataloguer in the library of the Hispanic Society of America.

Mr. Arthur B. Maurice, former editor of *The Bookman* is now New York representative of Little, Brown & Co.

Miss Ada M. Nelson, has resigned from Grinnell College Library to be with the Minnesota Historical Society Library.

Miss Mabel Newhart, W. R., '06, is now with the Armour and Company Library, Chicago.

Miss Beth Pasko, L. A., '16, has been appointed librarian of the Southern California Edison Company, Los Angeles.

Miss Mabel A. Spear, Simmons, '13, was appointed November 15th secretarial assistant in the College of Business Administration Library, Boston University.

Miss Elizabeth W. Steptoe, Drexel, '14, has been appointed index clerk in the Bureau of Ordnance, Washington.

Miss Lavina Stewart, Wisconsin, '13, has resigned as reference librarian of the University of North Dakota to go to the library of the University of Wyoming.

Miss Dorthea Thomas, Pitt., '09, has been appointed librarian of the Farmer's Loan and Trust Company, New York.

Miss Isabel L. Towner, N. Y. State, '07-'08, is now librarian of the Federal Board of Vocational Education, Washington.

Miss Catherine S. Tracey, Pratt, '05, is with the H. W. Wilson Company as editor of the Cumulative Book Index.

Mr. E. D. Twcedell spoke on "Special Libraries" at a meeting of the Chicago Library Club.

Miss Katherine Warren, Simmons, '14, is with the library of the National Industrial Conference Board, Boston.

Miss Dorothy Watson, N. Y., '16-'17, has left the technology division of the New York Public Library to go to the library of the United Engineering Societies.

Miss Winnifred Wennerstrum, N. Y. State '16-'17, has been appointed reference librarian of the Trenton (N. J.) Public Library.

Mr. T. W. Koch, of the Library of Congress, at the annual conference of the Missouri Library Association spoke on "The Problem of Commercial and Technical Libraries in Great Britain."

Mr. J. C. V. Garrett has been appointed librarian of The Rowntree Company's Library in York, England.

NEWS NOTES

The Sociological Library of the Amherst H. Wilder Charity has been organized and is located in the Library Room on the Fourth Floor of the Wilder Building, Minneapolis, Minn. Social workers or other persons interested in social problems have access to this Library. Within the limits of the appropriation made by the Wilder Charity, the Executive Officers of the welfare agencies of the city are requested to make recommendations for the purchase of books relating to their individual subjects. Miss Josephine McPike, a trained librarian of experience, is in charge of the cataloguing work
From *Social Welfare*.

At a recent meeting of the British Library Association it was said that "Commercial libraries should be established in all great trade centers of the Kingdom as part of municipal library systems. Technical libraries ought to be in towns and made to fit into the educational system. Municipal reference libraries should collect data on local government in connection with municipalities." From the same country comes also the following. "It is in the interest of the domestic and foreign trade of this country to establish commercial libraries in libraries in trading and industrial centers which should be brought together to form special libraries."

The library of the Mass. Agricultural College during the past year lent 56 village libraries throughout the state on fruit growing, farm crops, poultry husbandry, home economics, rural sociology and farm machinery.

"The Council of the British Library Association is of the opinion that by organizing a body of special librarians within the Association and by including a section in the *Record on Special Libraries* (to serve the purpose of the American journal of that name) the members of the Association might be increased and the interest of members generally awakened to the advantage of specialization."

The library of the Women's Committee of the Council of National Defence contains newspaper clippings, all kinds of government documents, reports of Canadian and English governments and many allied relief committees. Other publications on the war question such as are issued by es-

tablished organizations, as the American Social Hygiene Association, National Child Labor Committee, etc. Most of the magazines of the day are indexed as to articles on women in war and like subjects in this country and foreign nations.

The Public, a weekly journal, on January first increases both its size and subscription price.

"A few libraries have made praiseworthy efforts to collect the data which our merchants and manufacturers will find necessary in the commercial struggle after the feeble flicker of enthusiasm for commercial libraries, or business libraries sprang up here and there. *** The opportunity is still here; but it calls for swift and decisive action; academic discussion is insufficient." From *The Librarian and Book World*, Oct. '17.

According to British library periodicals there is a movement on foot to establish a commercial library in Hull.

The Insurance Library Association of Boston is preparing a special 30th anniversary number of its library bulletin, which will be illustrated and contain a history of the Association, origin of library, and special feature articles by men prominent in the insurance world.

The Montana State Penitentiary Library has received \$1,000, for new books from the founder, W. A. Clark Jr., who originally gave \$25,000 for the library.

A Publishers' Advisory Board has been formed composed of the executive officers of constituent bodies. The membership includes; Authors League of America, Association of Religious Papers, Associated Business Papers, Periodical Publishers Association and the Agricultural Publishers Association. Offices are in New York.

Arthur D. Little, Inc. Boston, have abandoned their Canadian library and moved the equipment to the Boston office. The firm lately moved to their new commodious quarters in Cambridge building.

BOOK REVIEWS

Some Legal Phases of Corporate Financing, Reorganization and Regulation. By Francis L. Stetson and others, Macmillan Company, New York, 1917, 389 p., \$2.75.

This volume contains addresses delivered in 1916 before the Association of the Bar of the City of New York. Titles of lectures include: Preparation of corporate bonds and debenture indentures; Foreclosure of railroad mortgages; Reorganization of corporations; Sherman Anti-trust Law; Federal Trade Commission and the Clayton Act; Public Service commissions. There is appended a list of cases cited or discussed listed under the title of plaintiff and of defendant. Each lecture was delivered by a specialist. The average lawyer of to-day must have special training to undertake reorganization of corporations because it not only involves questions of law but also the services and advice of promoters or financiers. This is a combination difficult to find in attorneys. The book was edited primarily for the general lawyer and students and others interested in corporation finance, etc.

The United States Post Office. By Daniel C. Roper. Funk and Wagnalls Company, New York, 1917, 382 p., illus. 1.50 net.

This volume, written by a former First Assistant Postmaster General, sums up the history and the present condition of the postal service of the United States. Starting with the introduction in which the author refers to the postal service as the mightiest implement of human democracy, the book treats of the postal service and civilization; Colonial post offices in America; early development of the Federal postal system; the modern system; workings of a post office; railway mail service; parcel post; special services; postal banking; postal engineering; economic utility of the post office; foreign trade by post; the human element; the Post Office Department; and comparative postal service. The work is concluded by an interesting chapter on stamp-collecting and an appendix containing terms common in postal use, officials of the Post Office Department 1775-1917, a chronological list of postal events and a fair bibliography. Many illustrations are included.

How to Live—Rules for healthful living based on modern science. By Irvine Fisher and Eugene L. Fisk. Funk and Wagnalls Company, New York, 1917, 245 p. \$1.00 net.

First published in 1915 this volume is now in its 11th edition. It was published at the request of the Life Extension Insti-

tute, Inc. which was established by a group of scientists and business men to provide an institution of national scope devoted to the science of increasing human happiness. The key note of *How to Live* is not how to keep well but also how to preserve health, improve the physical conditions. The contents are divided into material on air, food, poisons, activity, hygiene in general, and special subjects each one of which is further subdivided. Statistical data and charts are scattered throughout the volume.

"**How to Choose the Right Vocation**" is a study of vocational self-measurement based upon natural abilities. It aims to meet the need of expert counseling in individual guidance in the choice of a vocation where actual personal counseling is not available. It presents a practical analysis and description of man's vocational mental abilities and characteristics, suggests numerous mental tests for self measurement, and cites the different mental abilities and characteristics specifically required in each of fourteen hundred distinctive vocations. The fourteen hundred vocations listed in the book include 362 professions, arts, and sciences; 344 commercial enterprises and businesses, 700 trades and skilled vocations, with 720 self testing questions.

"**The American Public Library.**" By Arthur F. Bostwick. New York, Appleton and Company, rev. 1917, illus., 396 p., \$1.75 net.

This is a new revised edition of Dr. Bostwick's book which first appeared in 1910. He has added considerable new material. The book avoids technical discussion and is for the general reader as well as library workers. Throughout the 24 chapters there are a good many corrections and additions from the first edition. There are, however, some corrections not noted. For instance the publication of *Special Libraries* is attributed to an address where the publication was issued in 1910.

"**The Educational Value of Museums.**" By Louise Connolly. Newark Museum Association, 1914 paper, 73 p., 50 cents.

This is made up largely of a report presented after a personal survey of many museums in this country. It tells of the need of city museums, their coordination with teaching, other educational agencies, and material of the Newark Museum. This report shows the trend of the development of the modern museum. As a supplement to the pamphlet an eight page list of references on the educational value of museums is included separately.

The Journal of Leo Tolstoi—1895-1800. Translated by Rose Strunsky. Alfred A. Knopf, New York, 1917, 427 p., \$2.00 net.

The 12th volume of the Borzoi Russian Translations is an intimate diary of perhaps the greatest of all the Russians

Although at certain periods and on certain occasions there was a seeming lack of harmony between Tolstoi and his children yet there existed the greatest bond of all between this teacher and his children. Thousands in Russia took his life as an example and left the vain glories of the city with all its false standards and went to live among the people. Tolstoi at last yielded to that "temptation" of which he speaks freely in his Journal to leave his home conditions. He wandered off on that last pilgrimage which ended in the little railway station of Osopova. His grave in the forest of Zakaz is the end of a sacred pilgrimage for the Russian youth. This volume covers only four years of the sixty in which he kept his Journal. It is published first because the editor has only the manuscripts from 1890 to Tolstoi's death in 1910. "The Journal of Leo Tolstoi" is a transcript of the thoughts of a great Russian which have so permeated his people that they are now being rewritten on the pages of Russian history. It is because the blood of his brother calls to him from under the ground, that the Russian has undertaken to advance one step nearer to the fulfilment of the great law to live together in harmony, to serve his

brother and to do the one work—which is the one work for all, to love. The ultimate meaning of the Russian Revolution which took place in March, 1917, can be best understood through the pages of the "Journal of Leo Tolstoi."

How to Choose the Right Vocation. By Holmes W. Merton. Funk and Wagnalls Company, New York, 1917, 302 p 1 50 net.

This volume also contains explanatory notes by V. S. Chertov, editor of the original Russian Editor, with a short sketch of the life of Tolstoi at the end of the nineties, a detailed list of his writings from 1895—1899 and a full index.

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