

WOMEN AS WOMEN'S EMPLOYERS

By ISABEL WILDER

THE wage-earning woman is pretty well aware of her importance to society in the modern world, but the wage-paying woman seems, for the most part, entirely unconscious of any necessary connection between herself and the world outside her home. The expression "employer" brings to mind the few women of these modern days who, by very unusual ability, have become directors of large business enterprises, rather than the great number of housewives, who are the employers in an important occupation. Domestic service is an occupation in which, in this country alone, over 3,000,000 wage earners are engaged; it is not only the consumer of the products of large numbers of other important industries, but its products or achievements serve the most vital interests of society.

The employer owes it to society to make the occupation in which he employs others an efficient means of satisfying some human need in a way that shall be conducive to the economic welfare of society. The obligations of the employer imposed upon him by this position in the social order may be put into three classes: to those he employs, in the regulation of wages, standards of efficiency, etc., and in maintaining proper conditions for the preservation of health and social welfare; to other employers, in the same occupation, in regulation of wages, class of service and standards of efficiency, and to the employers engaged in the production of supplies for this occupation, in the stability and character of the demand; to those whose needs the occupation supplies, in reliability and quality of supply.

In domestic service, in which women figure as workers and employers in overwhelming majority, there are unique conditions, which make it an interesting problem to unravel the purely economical relationships from the tangle of closely related social and personal ones.

In the first place, the products or achievements are such as cannot be defined in terms of the market. The selection and preparation of the food of the world and the cleaning and sanitary care of its dwellings is the work of the occupation, and the products of necessity found in the quality of the bodily life of the community. Then, too, those who needs this occupation supplies—the "consumers"—are members of the employer's immediate family, bound to him by the closest and tenderest ties, and the employees, more often than not, are dwellers under the same roof, thus making of employer, consumer and employe one household group, with a mixture of personal, social and economic relationships that no lawyer, Philadelphian or otherwise, not to speak of any "mere woman," has ever been able to adjust satisfactorily.

From the nature of the case the obligations to the "consumer" have received the bulk of attention given to domestic service. Long centuries of isolation have bred in women its characteristic evil of selfishness and obligations to her family not only appear to her as her first duties, but, in the majority of cases, have obscured all other. Though this obligation of maintaining the healthful and comfortable conditions of the home is so completely recognized, the fact that it is most imperfectly met is lamentably evident. This is commonly attributed to the inefficiency of the available supply of employes and, at first glance, would put the whole responsibility for the evils in the present to the workers in it. The methods of the preparation of food in the modern family are for the most part governed by tradition, based upon the more or less intelligent experiments of a long line of female ancestors, or the fads and fancies generated in idle brains or by misused stomachs, rather than any knowledge of the value for support and upbuilding of human bodies based upon scientific experiment.

From the position of the employe in the employer's household the existence of obligations to them is generally recognized, but any general idea as to the definition and scope of these obligations is extremely vague. Right here is a very delicate adjustment of the personal and economic relations. The training that men have gotten in the business world, where the distinctions between personal and business relations are sharply drawn, has been almost unknown to women in the past and their propensity to mix sentimentality, prejudice and personal caprice with all their business transactions is notorious.

In the economic relation the employer owes to the employe a definite, reasonable wage for a definite amount of service, and, since she is also the educator, she owes such training as shall bring efficiency. She is also under obligations to maintain proper conditions in the occupation for the preservation of health and social welfare. Such obligations certainly include a place to sleep, having the requisite amount of air space and sunlight, with comfortable and wholesome bed and proper facilities for bathing, etc. But this has been so entirely ignored that our homes have been built with "the girl's room" invariably in the most uncomfortable part



of the house and rooms that will be considered impossible for any other human being even casually spending the night in the house. They are frequently bare of even common necessities.

The position of those employed in this service, as dwellers under the same roof with their employers, gives the latter no more right to interfere in their private personal affairs than with those of her tailor. When the service for which she pays is properly rendered, economic rights end. It may be her privilege to suggest or wisely guide in personal affairs, but it must be willingly granted her. Certain personal restrictions are necessarily imposed upon anyone living in another's household, but they must be only such as any self-respecting person would naturally comply with, or they become intolerable.

The housekeeper who does her whole duty to those who are members of the household—may her tribe increase!—rests serenely in the confidence of having performed the whole duty of woman. Nevertheless, every once in a while her home is invaded by the reprehensible methods of her neighbors, introduced by one of the nomadic host that forms the constant procession through our American kitchens, with uncomfortable and sometimes calamitous results; or a sudden demand for an increase of wages from a carefully trained and reliable maid reveals the fact that some other housekeeper in the neighborhood, in dire stress of circumstance, or for a less honorable reason has been tempted to offer higher wages. The good woman cannot understand how she becomes the victim of such unmerited disaster and wonders "why people can't mind their own business and let her alone," and she forthwith goes to the intelligence office and fills the place of the competent, intelligent maid with a wholly inexperienced and untrained emigrant, at the same rate of wages she paid for competency and the next order she sends to her grocer calls for an inferior quality of goods, because "such are good enough for an incompetent cook to spoil."

The whole course of human development has had a tendency to make woman the conservative, self-centered being that she is, and through that characteristic the home, her special province, became and remained a supposedly self-sufficing social unit. Here are enshrined the deepest mysteries and sanctities of human life, rightly protected from public interference. As the manufacturer is entitled to keep secret the processes wherewith he combines his raw materials into the finished product, but the plant and machinery may be matters of public interest, so in the home the life itself is a personal affair, but the machinery whereby it is carried on is a social affair.

In the days of simpler housekeeping the domestic wage earners were few in number and the ministrations of each individual were confined to one or at most perhaps a half dozen families, and it mattered comparatively little if the training consisted largely of unwholesome processes of cooking and unsanitary methods of cleaning, since the mischief was not disseminated through a whole community, neither disease germs nor other results of crude experimenting were carried from family to family by the constantly moving stream of domestic employes we have to-day.

The woman who raises the rate of wages in her own household compels every other employer in her neighborhood to do likewise, either absolutely or by accepting inferior service, and this result follows whether her motive in so doing was to raise a wage unjustly acquired through some other woman's careful training, or whether it was done in pure thoughtlessness. The woman who takes into her employ, in place of a competent and well-trained cook or housemaid, an inexperienced one, at the same rate of wages, because the girl, through natural stupidity or ignorance of the ways of her adopted country, "is not up to the tricks of girls in general," or because the housekeeper wants to

be able to "train her from the start," not only raises the relative rate of wages, but puts a premium on incompetency. She repudiates her obligations to her own family, for nowhere else is the employment of unskilled labor more extravagant than in domestic service, where processes are so intricate and varied and where routine counts for so little and unskilled experimenting can hardly produce the best conditions for bodily health and comfort. There are natural laws that govern the economic world inexorably, without respect to sex or person, and one of them is that the nature of the supply is governed by the demand.

The common expedient for balancing the extravagance of incompetent service is using poorer quality of materials and there again the same law holds; less price means less of something. For example, we hear housekeepers say, "Oh, yes, I know these extracts are perfectly pure and much superior in every way, but they are so expensive and the cook is no more careful about wasting them than the cheap ones, so I buy the cheap ones." The facts are that the cheap extracts, if really taken from the fruits or spices they represent, are so diluted that a much larger quantity must be used to get the same result. In the case of foodstuffs the lower grades have a smaller percentage of nourishing power—an unpardonable sin. Every housekeeper is by her demand influencing the quality of the supply for every other housekeeper. It is the demand of the economical (?) housekeepers that has made the problem of adulterated foods assume such proportions.

Large numbers of industries are dependent upon the home for the consumption of their products—the market gardener, the dairyman, manufacturers of grocers' supplies and all the multitude of industries engaged in the production of supplies for house decoration and furnishings, and every change in the economic conditions there is registered in some disturbance throughout this whole system of dependent industries.

The real worth of the decorative and esthetically valuable things lies in the artistic skill put into them, in combination of colors, design or workmanship, and the degree of intelligence necessary in the proper care of them is in almost direct proportion to such value. When such intelligence is lacking in the housemaid the care of these things falls upon the mistress of the house and the wise woman of to-day very often comes to the conclusion that her life and time have too many more important demands upon them to be used up in the way that ownership of many of these valuable things makes necessary. Consequently the demand for the really high-class commodities falls off and those of cheaper quality, imitations, etc., take their places and the skillful and artistic employes are supplanted by cheaper and untrained workers. As a rule, low-class labor can be employed profitably only upon the cheaper grades of products. The competency and intelligence of those employed as cooks and housemaids has an important influence upon the quality of the supplies demanded by the housekeeper and it depends upon these demands whether the employes in the production of these supplies, who furnish honest, first-class quality and pay good wages to a high class of workers, shall be able to prosper or whether the market shall be monopolized by the low-grade products.

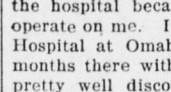
These are some of the responsibilities that the housekeeper assumes when she becomes an employer. To study them and meet their demands would not only lead to the solution of that modern riddle of the Sphinx, the domestic service problem, but would help conditions throughout the industrial world.

The thoughtful women of the country should become actively interested in these questions. The great need is for general organized effort among intelligent women to put the one industry exclusively controlled by them into its proper place in the social order.

IN HOSPITAL FOR NINE MONTHS.

Awful Tale of Suffering From Kidney Trouble.

Alfred J. O'Brien, Second St., Sterling, Colo., says: "I was in the Baltimore Marine Hospital for nine months. I had a dull pain in the small of my back that completely wore me out. The urine was in a terrible state, and some days I would pass half a gallon of blood. I left the hospital because they wanted to operate on me. I went to St. Joseph's Hospital at Omaha and put in three months there without any gain. I was pretty well discouraged when I was advised to use Doan's Kidney Pills. I did so and by the time I had taken one box, the pain in the back left me. I kept right on and a perfect cure was the result."



Remember the name—Doan's.
For sale by all dealers. 50 cents a box. Foster-Milburn Co., Buffalo, N. Y.

In New Hampshire. That irresponsible Manchester Union man gave himself a surprise party by going to church last Sunday and this was the result: "On this first Sunday of Lent, while George Bailey of the Houston Post is sacrilegiously fishing for eels in a Texas bayou, and the (married) paragrapher of the Kennebeck Journal is tapping his boots, and the Ging-Ging Goochus of the Springfield Union is playing seven-up, we, in common with other good New Hampshire people, shall dutifully attend church.—Springfield Union.

Resinol is a Perfect Remedy for Pruritus and All Itching Skin Troubles. Have used Resinol with the utmost satisfaction. A case of Pruritus Vulvae which seemed to defy all known remedies was at once relieved and promptly cured. It also acted in a like manner in a severe case of eczema that had almost driven the patient crazy. It is indispensable to this day and generation.

F. C. Imes, Philadelphia, Pa.

National Tuberculosis Sunday.

Presentation indications point to a general observance of National Tuberculosis Sunday in more than 200,000 churches of the country on April 24. Reports from heads of local anti-tuberculosis associations, health officers, pastors, mayors, governors, and numerous interdenominational bodies show much enthusiasm over the movement. The National Association for the Study and Prevention of Tuberculosis has prepared an outline for a tuberculosis sermon for use on April 24, which will be sent free of charge to any clergyman applying at 105 East Twenty-second street, New York. Thousands of these outlines are being sent out weekly to all parts of the country.

Prominent churchmen, including bishops and heads of all the leading denominations, have expressed their approval of the movement.

Vindictive Cuss.

"Ugh!" spluttered Mr. Jones. "That nut had a worm in it."

"Here," urged a friend, offering him a glass of water, "drink this and wash it down."

"Wash it down!" growled Jones. "Why should I? Let him walk!"—Everybody's.

So Different.

"Mrs. Uppersett takes such great interest in her baby."

"Yes; she says she was delightfully surprised when it came, as she had obtained her ideas about babies from the comic supplements, you know."—Puck.

Studies in Still Life.

"I want a few colored illustrations of beets and tomatoes."

"Life size?" inquired the artist.

"Catalogue size," replied the seedsman, with a significant smile.—Louisville Courier-Journal.

ROSY COLOR
Produced by Postum.

"When a person rises from each meal with a ringing in the ears and a general sense of nervousness, it is a common habit to charge it to a deranged stomach."

"I found it was caused from drinking coffee, which I never suspected for a long time, but found by leaving off coffee that the disagreeable feelings went away."

"I was brought to think of the subject by getting some Postum and this brought me out of trouble."

"It is a most appetizing and invigorating beverage and has been of such great benefit to me that I naturally speak of it from time to time as opportunity offers."

"A lady friend complained to me that she had tried Postum, but it did not taste good. In reply to my question she said she guessed she boiled it about ten minutes. I advised her to follow directions and know that she boiled it fifteen or twenty minutes, and she would have something worth talking about. A short time ago I heard one of her children say that they were drinking Postum now-a-days, so I judge she succeeded in making it good, which is by no means a difficult task."

"The son of one of my friends was formerly a pale lad, but since he has been drinking Postum, has a fine color. There is plenty of evidence that Postum actually does 'make red blood as the famous trade-mark says.'"

Read "The Road to Wellville," four in pkgs. "There's a Reason."

Ever read the above letter? A real one appears from time to time. They are genuine, true, and full of human interest.

The Place to Buy Cheap
— IS AT —
J. F. PARSONS'



DOAN'S
TRADE MARK
CURES
RHEUMATISM
LUMBAGO, SCIATICA
NEURALGIA and
KIDNEY TROUBLE

"Doan's" taken internally, rids the blood of the poisonous matter and acids which are the direct causes of these diseases. Applied externally it affords almost instant relief from pain, while a permanent cure is being effected by purifying the blood, dissolving the poisonous substance and removing it from the system.

DR. S. D. BLAND
Of Brewster, Ga., writes:

"I had been a sufferer for a number of years with Lumbago and Rheumatism in my arms and legs, and tried all the remedies that I could gather from medical works, and also consulted with a number of the best physicians, but found nothing that gave the relief obtained from 'Doan's.' I shall prescribe it in my practice for rheumatism and kindred diseases."

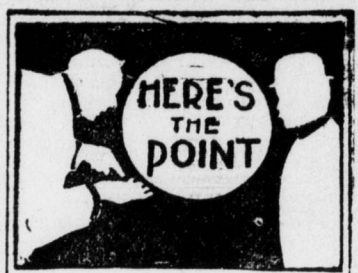
FREE

If you are suffering with Rheumatism, Neuralgia, Kidney Trouble or any kindred disease, write to us for a trial bottle of "Doan's," and test it yourself.

"Doan's" can be used any length of time without acquiring a "drug habit," as it is entirely free of opium, cocaine, alcohol, laudanum, and other similar ingredients.

Large Size Bottle, "Doan's" (500 Doses) \$1.00. For Sale by Druggists.

SWANSON RHEUMATISM CURE COMPANY,
Dept. 20, 160 Lake Street, Chicago, Ill.



If you are a business man, did you ever think of the field of opportunity that advertising opens to you? There is almost no limit to the possibilities of your business if you study how to turn trade into your store. If you are not getting your share of the business of your community there's a reason. People go where they are attracted—where they know what they can get and how much it is sold for. If you make direct statements in your advertising see to it that you are able to fulfill every promise you make. You will add to your business reputation and hold your customers. It will not cost as much to run your ad in this paper as you think. It is the persistent advertiser who gets there. Have something in the paper every issue, no matter how small. We will be pleased to quote you our advertising rates, particularly on the year's business.

MAKE YOUR APPEAL

to the public through the columns of this paper. With every issue it carries its message into the homes and lives of the people. Your competitor has his store news in this issue. Why don't you have yours? Don't blame the people for flocking to his store. They know what he has.

The Home Paper

Gives you the reading matter in which you have the greatest interest—the home news. Its every issue will prove a welcome visitor to every member of the family. It should head your list of newspaper and periodical subscriptions.

C. G. SCHMIDT'S

HEADQUARTERS FOR
Popular Bakery,
FRESH BREAD,
PIES,
FANCY CAKES,
ICE CREAM,
CONFECTIONERY

Daily Delivery.

All orders given prompt and skillful attention.

Enlarging Your Business

If you are in business and you want to make more money you will read every word we have to say. Are you spending your money for advertising in haphazard fashion as if intended for charity, or do you advertise for direct results?

Did you ever stop to think how your advertising can be made a source of profit to you, and how its value can be measured in dollars and cents. If you have not, you are throwing money away. Advertising is a modern business necessity, but must be conducted on business principles. If you are not satisfied with your advertising you should set aside a certain amount of money to be spent

annually, and then carefully note the effect it has in increasing your volume of business; whether a 10, 20 or 30 per cent increase. If you watch this gain from year to year you will become intensely interested in your advertising, and how you can make it enlarge your business.

If you try this method we believe you will not want to let a single issue of this paper go to press without something from your store.

We will be pleased to have you call on us, and we will take pleasure in explaining our annual contract for so many inches, and how it can be used in whatever amount that seems necessary to you.

If you can sell goods over the counter we can also show you why this paper will best serve your interests when you want to reach the people of this community.

JOB PRINTING

We can do the finest class of printing, and we can do that class just a little better than seems necessary. Prompt delivery always.