The Scotsman in August 17, 1917 reported another advance.

Special leave where possible is to be granted this year as it has been in the preceding two years, to postmen in Scotland who desire to assist in the harvest, on the condition that the men, who will receive full pay during their absence, bear the cost of substitutes. Their places can be filled, where the distances are not too great, by old men or by women.

Miss Elizabeth Ross, adviser for munition work for the Glasgow Technical College, has been appointed manager for the Gretna Employment Exchange under the Ministry of Labour.

Mrs. Ross is the first woman in Scotland to be placed in charge of a mixed exchange. She has been prominent in many war activities, and was organizing officer for munition work in Glasgow and Clyde area.

London Times, Feb 28

Mrs. Herbert Samuel presided at a conference at her home in Porchester terrace, London, on "Domestic Service as a Modern Industry". Classifying the post-war domestic worker as (1) specializers (2) general workers, she said that it would be absolutely necessary to have definite hours, and that families requiring both late and early service use relays. There will undoubtedly be training centres. The war has changed the old ideas of the value of women's time, and the waste involved in incessant cleaning and cooking. She emphasized that the women who during the war had been employed out of the home would certainly not return to domestic employment unless under totally different conditions. In the ensuing discussion an interesting speech was made by a parlormaid and delegate of an organization of domestic workers, who said that domestic service was either one of the most womanly of occupations or it was bondage.
Child Welfare.

Louis Barthou Address. Apr. 19, 1918.

The most delicate and important question raised by the increasing number of women in industry lies in its influence on the birth rate on the health of infants and thus on the life of the nation itself. The Academy of Medicine has examined long and seriously into the need of a series of measures of safety demanded by this work in factories. Justice demands that it be recorded that the Ministry of Munitions did not wait for this discussion before instituting precautions against taking away from one side of the National Defense what was brought it on the other.

(I suppose he refers to the fact stated by Leon Abensour on pp. 69-70 of "Les Vaillantes" that the machinery in munition plants has been greatly perfected with a view to conserving woman's strength.)

Excelsior, April 2, 1918.

Just one thing has been improved by the bombardment; the manners of Taxicab drivers - but this is something. They used to say regularly if you wanted to go in one direction that they were going in another; that was when so many people wanted them; now they stop when they are summoned and in a little while it is believed they will be actually polite.

La Victoire, April 4, 1918.

The Americans in Paris already call a telephone girl "Mademoiselle pas libre." (Miss Busy) We have no doubt, says the paper, that his name will survive. (From what I've heard of Paris telephones, I should think so)

Leon Abensour.


The Minister of Public Works has named five women as employees of the division of Bridges and Highways and Mines. One to serve as "exclusi��e" at the Canal de Bourgogne, another at the Canal du Berry -- the other three to replace technical experts.
The Metro in Paris has put women in charge only in its first classes "where the atmosphere is more elegant and the task of conductor less brutal." The "Nord-Sud" more fearless, has confided to women all classes of work in its stations on the quais, and in its railway carriages.

There are 1000 or 1100 of these women, some in hard positions, some in agreeable.

In the trams the only public vehicles above ground, since the departure of the omnibusses they are always in evidence, always on foot, and almost always young. Their day is long—11 hours interrupted by one short rest—and the pay they receive is the same that was given husbands 5 francs—except that they are not paid for their days of rest as the men were.
Women in Industry 2

Occupations, working, living conditions.

La Francaise. Nov 17 1917

A new decree of the President of the Republic much improves the conditions of factory hands as to the provision of seats for workers, especially women, who can use them in their work; provision of hot water for lunch purposes by the owner, etc. The chair clause for workwomen is like that we have had here.

The national powder works at Sevran-Livy tried to bring its women workers to the factory in autocars, but the distances were too great for some of them, so they have built a village for the workers, four "pavilions" for men and four for women, but the women's are different on the inside; each woman has her own bedroom and washroom, the rent is 30 centimes a day, heat included. A nursery room, a day nursery and a milk station are at their disposal as well. The village has a restaurant to accommodate 300 and a hospital.

MLB

Times, Jan 10. 1918

For some days complaints that seem fairly well founded have been appearing in various papers of the "over-staffing" of government offices with young and incompetent women, who sit around with nothing particular to do. One man said the ministries should be called Winxeries. The secretary of the Association of Women Clerks and Secretaries writes in reply:

"The evil we have to contend with is only accentuated by the present abnormal conditions. It is the natural development of a deep-rooted tendency to under-value women's work which bore bitter fruit long before the present emergency and will continue to do so long after. ... It is the outcome general tendency to encourage cheap and inefficient labor and the pernicious idea that efficient clerical work does not require specialised training. When the Army requires more soldiers civilians are subjected to a definite training. It is only in clerical work that raw material is expected to develop unaided into the finished product. A clearinghouse is needed to prevent over and under-staffing (for the latter is naturally the case in some departments). If security and adequate pay be offered, there could be no difficulty in establishing a severe test of selection on a uniform basis, followed by suitable instruction and supervision with opportunities of promotion. All effort will be wasted unless and until it is recognised that clerical labor can and should reach high standards of efficiency.

An editorial on this subject says that the evil effect of this overstaffing is far reaching, for it not only wastes the tax payers' money and makes him shy of paying it, but it leads the girls themselves into blind alley occupations when trained competent workers are so much needed, and gives them the fatal idea that there is nothing so easy in the world as to earn one's own living."

MLB

Le Temps, Feb 21. 1918

In Italy (correspondence) there are being gradually withdrawn from bureaux, factories and the rear, all men capable of active warfare, and their places are being filled by women and by the 600,000 men sent back for illness or of the older classes.
Women in Industry - Occupations, working, living conditions

IX-2

See Norddeutsche Allgemeine Zeitung, March 7, 1915. Aged ladies on the closing of homes in Berlin because domestic servants have departed and daughters are busy in hospitals or canteens.

[In VI-2]

No date or source.

Women are being trained as rabbit catchers on various estates in the country, notably at Belsay Castle, and the head keeper at the latter place, "reports most favorably upon them."

M.L.B.

The old cook book joke "First catch your hare" is being turned to sober earnest in these days of war. Women are now trained and employed as rabbit catchers on certain Scottish estates and are "making good" at it, just as their sisters make good at the age-old employment of cooking the hare after it is caught; and just other women exhibit similar traits of agility and dexterity in munition plants or in ambulance driving.

The head game keeper at Belsay Castle "reports most favorably" upon women in this odd industry.

London Post, October 24th, 1917

Lady Cunliffe, addressing a lunch time meeting of Government workers at St. James Park said that women Government workers should study Colonial and foreign conditions, for many of them undoubtedly will be called on after the war to take up occupations and work in the Colonies to carry on the work of the Empire.
Women in Industry - Occupations, Wages, Working Conditions

LaFrancaise, Dec. 16, 1917

The Pennsylvania Railroad was the first to offer employment to women in its office and the first to consider the question of employing women in its telegraph, and telephone signal offices, and also for the sale of tickets.

LeTemps - February 21st, 1918

In Turkey women are being admitted into the army. A Battalion has recently been created of women from 18 to 30 years of age to work eight hours a day behind the front lines. The officers, at first men, are gradually to be replaced by women.

London News, April 2, 1918

The women who play in London orchestras since the war are to be retained after the war is over. The Union of Lady Musicians, Miss Lena Ashwell, President, has been formed. The managers say that no one return from the war will be taken on again, but women will not be discharged to make room for men.

The Gazette de Lausanne.

from the London Times.

In England kitchen maids after six months training are running stationary engines of 1000 H. P. Under supervision they make all parts of air planes.

The King visited the temporary factory of Waring and Gillog and a beet factory making war orders. The first has 7000 workers, mostly women and girls. A day shift and 2000 on night shift, so that the factory is never still. Some were making gas masks for horses; the King was interested to see that the horse on whom they were tried was not at all upset by the new appliance.

The Cambridgeshire Voluntary Association for the Mentally Defective (Ezra, Dr. Darwin, The Orchard, Cambridge) requires a woman inquiry officer to investigate and record cases, and visit defectives, city and county. Must be strong and a bicyclist. Salary £150 to £200 according to qualifications.
Le Temps, Feb 20th

A new movement is due to the initiative of a young university woman, Mlle. Guiot, who exercises the profession of engineer. It is the organization and recruiting of voluntary farm-workers, whose equipment is furnished principally by our Parisian lyceums for girls. At the beginning of the scholastic year of 1918 the Institut Agronomique is open to women. A special farming school for young girls is now being organized at Nantes - Rennes. At Paris there is a school of horticulture for women. Gardens need a woman's hand, says the writer. Young girls of any condition of life will find thus a means of employing themselves usefully and of coming to the assistance of so many widows and mothers whose men will never return. A poor woman of Savoy, whose two sons are dead in the war, looked dry-eyed over her ruined farm-yard until the tears came as she sobbed "The bees are dead". But the bees will return with the new spring, the hope of rebirth, that shall succeed to ruin. Speaking of this, the girls of the Lycee Racine, Paris, have adopted the village of Mondescourt in the Oise department, canton of Noyon. When the Germans came it was a pastoral place with 200 inhabitants. When released from the Huns it held 87 old creatures and little children, the rest dead or deported.

Manchester Guardian: Someone writes to ask if there cannot be a cafe for women workers to go to get a meal or light refreshment between 7 and 10, as so many work at night or have to eat away from home at these hours. This to be for women only.
Summary of address of Sir Richard V. Vassar-Smith, President of the Institute of Bankers, on the part banks will play in commerce and industry after the war. One feature of recent developments is the greater and more immediate control which the leading banks have already assumed over financial relations with foreign countries. This creates demand for young Englishmen with a knowledge of foreign languages, foreign exchange and commerce, and industrial conditions in other countries. The syllabus of the Institute's examinations has been revised to include foreign exchange and commercial geography. An annual prize medal for Spanish is also to be offered.

An additional step in educational matters is the opening of the preliminary examinations of the Institute for the coming year to women. The large question of admission of women to membership in the Institute can not be decided without an amendment to the constitution, which can only be undertaken after the war.

Over 3000 women, including students, lime-workers, needlewomen, and cooks engaged under the National Service scheme in industries of New South Wales.

Details the effort to make toys for America in France. Makes the statement that Germany's export of toys to the U.S. amounted annually to 45 million (francs presumably).

There was an exhibition opened by the President of the Republic May 23, 1915. In October it was sent across the sea and shown in New York, Philadelphia, Boston, Chicago under the auspices of the Lafayette fund.
At Monday's sitting of the Herrenhaus it is noteworthy that the conservative Deputy Gräf gave more than half an hour to the reading of a brief summary of the contents of numerous petitions that had been sent in. The petitioners represented all callings from variety actors to general directors of hard industrial work. The consideration of these petitions, whose numbers will now increase, can naturally be used by Conservatives and National Liberals as a means of obstruction.

Germania Jan. 17 1918

In this time of need for man-economy every person must be helped to attain the place where he will be most useful. This is specially true of women today in Austria when many young girls of the first connections are seeking careers. They need advice and reliable information concerning the whole field of women's higher callings. Such advice is to be obtained free of charge at the Greater Berlin Information Office for Women, Unterbibliothekstrasse 25 a. Consultation hours Monday Thursday and Saturday 4 to 7. Tuesday, Wednesday and Friday 10 to 1.

London Morning Post, Oct. 22nd.

The Food Production Dept. 72 Victoria Street S.W.1. sends out call for women over 20 for motor tractor work. Free instruction, outfit and travelling expenses. Then 25 s a week for the first two weeks, with a regular salary of 30 s a week with bonus for every acre plowed of 1...

London Post, Dec 5 1917

The Mayfair Flower Exhibition opened at Marshall and Snelgrove's; it is the result of an effort (in which Queen Mary is especially interested) to develop the industry of making decorative flowers of really high grade, as British industry. Fifty girls are now permanently employed.

Women motor drivers are now being enrolled by the Women's Legion for service anywhere in England. 115 Victoria Street, London S.W.1

Post, 6/19/18

In 9 hours a London munition workers filled 6,936 hand gren dol with high explosives.
A correspondent speaks of the pleasant face of a girl mail van driver - one of many. This one saves from her very small ration of sugar always a lump for her horse, and when the sir-rasids begin she goes into his stall and keeps his courage up. Kathleen (her name) has to leave on her route at 6.30 each day, often in fog, cold or rain, and her day is fourteen hours long. The men say, scolding and laughing together, that they can do nothing with the horses since the girls came as drivers - they cannot be discouraged. This special driver prefers a horse of very uncertain temper, Baby by name, because she gets over the route so well when she is in a bad temper.

Evangeline Ryves sends a letter from "the postwoman", from which I take the following:

"I am the postwoman, the bringer of tidings, the world messenger; the slow feminine Mercury whose pricking wings are trodden into her feet, the bright and dark evangelist, the deliverer. I am inescapable, inevitable, irrefutable, final. The hand of Fate am I, and no prayers to me may avail. My only gift is to give; I have no power to withhold, to create or to destroy. And I give life and death and foolish trifles. My game is chance. I shuffle the cards and deal from the same pack cards of the dead and the new-born. I am dispassionate and aloof; though I give laughter I may not smile, though I bring tears I may not weep. The postwoman never stays, - almost before she is here she is gone again."

This postwoman rises - at winter in the deep dark - at twenty minutes after five, and goes, on foot or bicycle, over her long rural route. She says no one looks at her face - only at her hand. When once a little child waited for her, took her hand and trotted along beside, it seemed something strange - could it be that after all she was a body, a heart, instead of a hand only?

WOMEN ON UNUSUAL WORK.

As more and more men were called to the front, women were employed in unusual work. The new underground rail in Berlin is being built largely by women labour. This is not so difficult a matter in Berlin as in New York, because Berlin is built upon a bed of sand, and the difficulties of rock excavation do not exist. Women are employed on the railways, working with pickaxes on the road beds. Women drive the great yellow post cars of Berlin. There are women guards on the underground road, conductors on the trams, and women even become motormen on the tramcars. Banks, insurance companies, and other large business institutions were filled with women workers, who invaded the sacred precincts of many military and governmental offices.
Banks have made places for many feminine employees.

In this matter the Bank of France, the Credyt Lyonnaise, the Societe Generale and the Compole d'Escompte have not made innovations, but followed their own precedent. For the past 20 years all the large financial institutions have employed women. Naturally, and without finding it necessary to accept government advice, they have replaced their mobilized employees by wives and sisters. The greatest care is exercised in their selection. Only women and girls sufficiently instructed of correct department and fully vouched for as to morals are considered, and those who prove themselves frivolous are immediately dismissed.

Last summer when the young employees of the Bank of France covered their forms (harmonious no doubt) with tissues too thin, they immediately received formal orders not to lead their comrades into temptation. Young "bankers" should harmonize with the austerity of their profession. . . . . . Their hours are short, the same as for men. For a work day of five to six hours, probationers receive three fr. when they have attained permanent places five or 6 fr. -- those who prove particularly apt are paid salaries commensurate with their duties. The Credyt Lyonnaise has instituted a department exclusively for women -- under the management of a woman.

The Director of the Credyt Lyonnaise expresses himself as highly pleased with the "docility conscience and exemplary conduct of the women employees. He thinks, them "safer" than men, because the temptations have fewer attractions for them. "Doubtless after the war this provisional employment of women will give way to one really permanent, in which we may utilize the great qualities experience has demonstrated they possess."
Hotel keeping and the making of toys were two industries almost exclusively in the hands of Germans. Both well-suited to the special capabilities of women.

In 1915 a school of hotel keeping was created, designed to receive former housemaids interpreters, etc. It opened Sept. 1, 1915. A "very serious" training in household duties lies at its base. One must not smile when brooms and dustcloths, the cleaning of silver and the handling of china replace pencils copy books and desks. But in spite of numerous hours consecrated to these practical studies the pupils of the school do not neglect English or to perfect their limited education in other lines. So these women are taught to be good hostesses in every sense. An enterprise of this kind which interests at once advanced feminists, proprietors of the principal hotels and the Duchess d'Uzes cannot fail of a good end. It will serve a triple object -- give work to women -- eject from important national industry our enemies who before the war filled 86% of the personelle, and revive the ancient traditions of France by substituting for "Palaces the old fashioned inns with their delectable cuisine and homely aspect."
Miss Elizabeth Ross, adviser for munition work for the Glasgow Technical College, has been appointed manager for the Gretna Employment Exchange under the Ministry of Labor. Miss Ross is the first woman in Scotland to be placed in charge of a mixed exchange. She has been prominent in many war activities, and was organizing officer for munition work in Glasgow and Clyde area.

North American Review, August 16.

An article by John Cole McKim is so useful for clearing up current misunderstandings about Japanese women that I quote from it here:

"My own observation leads me to think that manual labor performed by Japanese women (if we except the quite modern factory system where labor of both men and women is shamefully exploited) is generally healthful; that the health of J. farmer-girls is likely to deteriorate when they turn from farming to more sedentary work; that their children are among the healthliest in the land; that confining work, such as typing or sewing for long hours, is far more likely to injure the health of prospect others than the healthy outdoor life to which Japanese women are auured from childhood." (International Comity and the Japanese Woman)

Republican, Lyon, March 22, 1918

The women employed as telephonists make a formal demand, apparently preliminary to a strike, on the authorities of their labor union, to see that their protest is registered against the numerical insufficiency of the personnel, the fewness of the stations, their bad hygienic conditions, and the use of out of date equipment, so that it is more and more impossible for them to render good service to the public. They say that they must decline further responsibility in the matter, that their good will is all that should be, but with their equipment and insufficient numbers, especially as so many have been called off to telegraphic work, they cannot possibly give the service that the public has the right to demand. They protest against the overstrain on their forces, and look to the group of the phone to take the matter into consideration and see that a radical improvement in the telephone management is effected.

The World has been surprised to see a woman as part of the British Delegation. I cannot tell why, because there is nothing in England anymore that women don't do.

These were the words of Mrs. Darley Loveingstone, who has been for two years honorary secretary of the English Governmental Committee on British Prisoners. She has organized this complicated service wonderfully, and it was in connection with the trip of the British delegation to Holland that she uttered these words. "Nothing any more in England, that women do not do." One day, this phrase will be said everywhere, without reuseing any exclamtion except at the time and the struggles necessary to establish it.

See also section 11, La Vie Feminine, Sept. 30, 1917.
In England many Belgian refugees are working in munition factories. At Richmond there are 3,000. Their pay varies from two to four pounds a week, and their work ranks with that of men. All of them belong to the Central Union of Metallurgists, with rights equal to those of workmen.

London Mail, 4/29/18.

Among 54 recipients of the Order of the British Empire recently were several telephone girls for courage and devotion during the air raids.

London Mail, 4/25/18.

Story from life of a wounded soldier who spends his hours off from the hospital in riding around London on the bus of which his wife is conductor. She has kept the family together since he went to the front.

London Mail, 4/19/18.

London County Council is giving free training with wages to women who will undertake to accept jobs in aeroplane making away from home. There is a large school for the purpose at Brixton. Picture given.

Louis Barthou Address. Apr. 19, 1918.

The most delicate and important question raised by the increasing number of women in industry lies in its influence on the birth rate on the health of infants and thus on the life of the nation itself. The Academy of Medicine has examined long and seriously into the need of a series of measures of safety demanded by this work in factories. Justice demands that it be recorded that the Ministry of Munitions did not wait for this discussion before instituting precautions against taking away from one side of the National Defense what was brought it on the other.

(I suppose he refers to the fact stated by Leon Abensour on pp. 69-70 of "Les Viliaantes" that the machinery in munition plants has been greatly perfected with a view to conserving woman's strength.)

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The introduction of women's labor into the shipyards is one of the most remarkable industrial developments brought about by the war. They are now riveters, tend blacksmith's forges, red lead iron and do much of the painting, and even unload the bars of iron; in this unexpected sort of work the young women who do it have proved themselves adept and speedy (Figaro in a recent editorial calls attention to the fact that women have surprised even everywhere by the entirely unexpected proof of muscular development.) The women in the English shipyards get now twice the pay that men had before the war. They are much used in the carpentering shops, especially in running the planing machines, and in the engineering section, where they are entrusted with remarkable success in the running of powerful machines such as the clerking and cutting steel or for keel bending. These are run by girls, who also drive the electrical cranes and winches, and for this particular care and precision is required, as the lives of others then the driver are involved in their action.

Kölische Zeitung Oct. 2, 1917

A retrospective exhibit of hand-work by the women of Berlin is to be held in the Rathaus to show the growth of industry and to gain recruits among young girls of all classes. A large number of master tailors, dressmakers, lingerie experts, bookbinders, and on have been invited to contribute. There will be speeches on the opening evening.

Schwarze, Oct 14 1917

Long article by Louise Schroeder. Begins with a quote from Schiller about the "Zuchtige Hausfrau" looking well to the ways of her household. Goes on to recount the labors of the woman in industry. At the end of the official day her labor has only begun. She must care for her home and children. These in themselves are labors more strenuous than ever before. Higher prices: necessity of standing in line for hours to obtain food: no wonder the woman in industry lets some of this responsibility slip upon the shoulders of her elder children. Therefore we see their perturbed faces and narrow chests: worse still, the pallor induced by child labor.

Younger children, locked in the house all day to keep them from the dangers of the street, play with matches and burn to death. Most drying of all is the lot of the woman who feels herself about to become a mother. In a physical state in which well cared for women are relieved of all anxiety, hers is increased a hundred fold.

We cannot flatter ourselves that these conditions will disappear at the end of the war. The care of the state must be invoked. Nationalism must be taught and practised. That is the only solution.
Educated women in munition factories. Koblenz. On October 1st the first party of women of high class left Bonn for the powder factory at Troesdorf—a gay little company of six, among them two students from the University of Bonn. Management of the journey was in the hands of the Office of War Works Officers of the Bureau of Mediations also accompanied them. The reception in Troesdorf was most cordial, all formalities being dispatched with ease. A second company is expected soon. It is to be hoped that these path-breakers will speedily be followed by a great number of women. The country needs them.

Cologne. Oct. 4, 1917

The Rector of the University at Frankfort on the Main called a meeting of women students to urge their taking part in munition work. In his discourse he held that such work was their duty. The prejudice of educated women against manual labor should be set aside because of the moral influence it exerts upon the uneducated. The longer the war lasts the less can munition factories dispense with the help of educated women. The Rector turned to the medical students, who according to previous experience, seem the least inclined to such tasks, and urged them to enter munition works. His words did not fall on unheeding ears. At the close of the meeting a large number of students volunteered.

Cologne. Jan. 20, 1918

There are now women smiths installed in the forges, with work-women under them. In certain horse-shoeing and wagon-establishments women are to be seen manipulating glowing tongs and welding tools. With the entering of women into "hochöfen" and machine shops prejudice vanished, and now many worthy master-smiths have installed women. There are already establishments in which a systematic course of blacksmithing is taught, the instruction being the same for women as for men. Indeed there are associations of women smiths. One in particular, called the Daughters of the Master. Its members are well instructed and in excellent standing. They give good service and have not disappointed their instructors.
The employment of women in munition factories has made particularly serious the problem of protecting maternity. In France in connection with the Ministry of Arms and Munitions, a "Comitato femminile del Lavoro" has prepared a programme for this purpose. It suggests that: during pregnancy, women should be assigned less heavy work if their regular work is against the special rules of hygiene to be observed; extra work and night work are to be absolutely forbidden, as is work causing physical strain, unnatural positions or continued standing; the legal provisions for rest four weeks before childbirth are to be enforced; there must be no reduction or loss of salary; clinics should be established in every factory; beside a nursing room, there should be one for the oversight of children from two to four years old.

The Ministry has called the attention of all industries to this program. If these rules are carried out, pregnant women can safely work. Industries are urged not to refuse employment to pregnant women, as lack of funds would be very serious for them. Some plants are giving special fees to pregnant women. Medical supervision should be provided because the workers are often ignorant of the dangers threatening their health.

The hygienic supervision of munition workers is a mark of progress, not temporary but lasting and unlikely to be retarded.

A. Cantono
Elisa Belluomini, an eighteen year old girl from Viareggio, has won her patent as captain and gone to sea on her tartane. She dreamed as a child of going to sea as owner and master of a ship. Most people laughed at her but one old sea captain became interested and taught her and finally prepared her for the examinations which brought her her patent. When it came time for her first voyage, the usual persons reminded her of the terrible risks of wartime navigation. She merely replied, "Setting out is important to me. The rest does not interest me."—a paraphrase of the famous motto, "Navigare necesse est, vivere non necesse."

I believe that in the future, this daring feminine face which mingle[s] grace and daring, the romantic spirit and indomitable will, will be remembered among the characteristic signs of our time.