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Women who agree for that equality³ on

basis of justice as well as of demonstrations of ability, overlook

the primary thing in the problem, and that is that the women, by

nature, has little or no bent towards an activity for an activities

sake. You cannot, out of groups of ~~women~~ ^{human beings}, primarily attracted in

different directions, starting differently and with different sets

of wants and different..... arrive at the same result. And

men and women are different in that way. They are headed differently.

You cannot get at the basis and the inequality of industrial life

which we see, without studying the child. The boy, the girl,

and the things to which they intuitively turn. They want different

things at the start; the boy, the boisterous cut of doors, drums,

balls, guns; the girl, quiet, a family of dolls, a needle, the

very exceptions prove the rule. Who is more unpopular, more a

blacksheep among a block of girls than the traditional tomboy,

and the persistent effort of the girl to make herself like boys,

sports, interests, is always an artificial, an effected thing..

She goes against instince ~~afixha~~ and the thing goes on. What do

girls want? Some four or five years ago Dr. Lorraine Frewitt

undertook to find out and she put to a set of some 350 highschool

girls the question: "If you could choose anything in the world

what would you most like to be." (See -Extravagance of Women - Bell Syndicate article.)

Now these dearest wishes of their hearts are a fair index of the primary difficulty when a girl goes into industry. She is not there because of love of work in itself, of activities or ambition for a career. She is there for personal reasons. She must help her family. Hundreds of thousand of girls go into industry, particularly foreign girls, because it is expected of them as soon as the school releases them to help support the family. No one familiar with industrial towns, where there are foreigners, is not familiar with the difficulties of the truant officers to keep the children of foreign parents in school. The difficulty is not with the child, it is with the parent, who wants the wages. That is, there is a family economic She is from the start a wage earning unit in the family and there is resentment against the school which interferes with her going early to work. This is an element. But even where the parent sympathizes with our educational system, there are many hundreds of thousands of cases where her They are glad to be relieved of the support of the girl, glad to have the contribution that she makes. Moreover she wants it, not for the sake of work,

for the sake of the wage, what she earns enables them to supply her own wants, a primary and natural and perfectly legitimate want of the girl - is finery. She is made with a desire to please herself. It is part of her equipment in her primary business of finding a mate. She is not responsible. She is made so and instinctively she knows what ^{adornment} / means in her search and she must and will get adornment. The family cannot provide it. She works then for that, and not a little of the restlessness of the girl in industry of which we complain, is due to the fact that she finds herself in a position where she ^{is} at meeting men. Meeting men is a necessary part of the fulfillment of the part of her business in life. This is not more true on the whole in the girl at the machine than in girls in higher position. Not long ago a woman at the head of a social service work of one of the finest industries in this country, told me in despair "they had in their position the finely educated young women that she had chosen with great care to head departments of their work. "I know their work, I know their life. They have most attractive homes, good ^{not} salaries. There is not one of them who will / tell you of the interest in her work and the work probably / as nearly fulfills the natural desire of the woman, if she is to work, to have her work

of service to other human beings. That is where you have something something that when a woman sees /, is helpful to somebody she is vastly more interested than if she is doing something entirely impersonal. She does not care for the machines. She is interested in it in relation to somebody else. Now these young women could see the benefit of their work to other needy women, ~~xfindinx~~ and I have never met one of the 25 or 30 of them that was not enthusiastic about it. Also, the positions were so graded that there was a chance for advancement with increased opportunity, both of salary and of service, and yet my friend told me "I cannot keep these girls. I cannot keep my higher positions filled." And when I pin them down it comes to this, that they are in positions where they are not having the opportunity which they naturally and, of course, rightly seek, the meeting of men. They are all under 30, they are all specially attractive, the very work that they do with children and homes, is of a nature to develop their natural desires to have children and homes. It is folly for women to try by legislature to overcome inequalities in industry which have a basis so rooted in the very nature of the human being.

An interesting phase of this general problem, that is the interest of women in the personal element, the personal side, the service side, is admirably developed by Gini Lombroso in her "Soul

of Women". She enriches her thesis ^{is} with that a woman/interested in an abstract subject is in relation to its personal side only. She becomes a passionate investigator, if by those investigations she can be tied more closely to the man she loves. If she sees that these investigations are going to lead to some results which will make life easier for those she is directly interested in, if by them she can earn money to support those who are dependent upon her. Let all the personal side be cut out of her work and she will drop it. She illustrates in her own case, she was devoted to her father, the eminent criminologist. "I grew up in a home" writes Signorina Lombroso - (page 121.

Study the life of almost any woman who has achieved largely and you will find behind some personal passion to serve, to tie closer to somebody loved, to do for those depended on her. Madam Sophie Kovelesky, one of the most distinguished mathematicians of our age, is cited by Signorina Lombroso as an example (quote page 115 - 118.

All through our industrial life you find rather brilliant examples to support this contention. Woman after woman can be pointed to who have built up business to a point where they gave them a sub-

stantial income, having achieved that, something sufficient for their own wants, to discharge the obligations, true to their hearts they were glad enough to dispose of their business. A man would go on building. They get what they wanted, business was a means to them, it is an end to men.

Woman in Hudson New York, disposing of store.

Helen Woodward's case.

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