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Memoof talk with Copalof, 498 Seventh Ave., New York City.

Copalof is a manufacturer of women's suits and probably a foreigner but also probably a Harvard graduate. Years ago he built a shop in Boston. I see a copy of "Cooperative Democracy" on his desk and remarked that twenty years ago one would hardly find such a book on the desk of an employer in the Clothing business. He said: "You would have on mine." He showed me a copy of the model of his shop. It was a union shop scientifically managed.. His workers made upwards of 20% more than the regular scale. He was on good terms, as he thought, with the leaders but in the strikes of 1909 and 1910 they broke him up. He is now here - a very charming personality, humorous, liberal. I got out of him a fairly good notion of the way women are penetrating in all branches of the trade. There is no other manufacturing industry in the country that has so large a number of women in it. According to the last census there were 368,504 among the wage earners in the various clothing branches. It is among employers and the self employed that the figures run up. They include of course, dressmakers and milliners. In the manufacturing end, as you find it in the garment center, there is probably more chance of easy advancement for women than in any other branch of industrial life and better I think than in clerical

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and intellectual pursuits. The flare of the factory gives a chance for advancement. The majority of foremen are women and they have been advanced frequently from beginners who came into the shop as children, pulling basting threads. Where a girl develops a sense of style and of design, she has an almost sure career. The business is built on design, style and the woman who is original and deluxe designs become popular is rapidly picked up. There are one hundred or more women in the garment center of New York that command as much as $30,000. a year. The woman with a sense of design and with an eye to independence, is a good gamble too with which to start a shop. The garment trade as a whole has been broken into units of various characters by the long continued labor troubles. The business must live if it can and it practices all sorts of makeshifts with the result that you find little factories scattered out through the country, carried there to prevent labor troubles. You find home work too; small shops. The woman with a sence of design is not dependent upon the large manufacturer entirely. If she has a few hundred dollars saved, she and possibly her husband or some friend, can start a shop of their own. The rear room is used as the factory, the front room for a salesroom. They make up a small stock of what seems to them desirable goods, she puts her particular touch on them and practices refitting. Sometimes it is a

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women's particular skill in refitting and retouching ready made garments that a business is built on. That is, her advance is dependent upon her ability.

While the designer and fitter of talent may go out to built up a business, frequently they are so valuable that they are taken into the business and it is not infrequent to find women partners in manufacturing wholesale clothing houses.

The model, if she has a gift of salesmanship has a particular chance. She cannot only show off by her own charms, but she can so demonstrate that it is hard to resist her. It is out of the ranks of models that many of the best saleswomen come. Frequently they are picked up by big houses where an alert buyer has seen their possibilities. You will hear frequently where men and women are talking of a particular success of women in the trade, "She was my model or your model" Macy picked her up, Wanamaker picked her up. She was educated there." From becoming a saleswoman she become a buyer, possibly a buyer abroad. It takes not only a fine talent, a particular sence of style, but training, experience, a sence of the American woman's taste and how the foreign thing can be adapted to it, to make a first class buyer, but after becoming a first class buyer it is not difficult if the woman is ambitious to acquire her own shop. The large towns are

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full of these shops, based on the particular talent of the woman and where a woman has proven her steadiness as well as her talent, her responsibility and a clientel, the confidence among manufacturers and wholesalers, it is not difficult for her to get credit. Copalof tells me of a women who, whom he had known as a buyer for a Pittsburgh firm, who had come to him not long ago to buy for her own shop. He asked what her backing had been for her shop and she told him $75,000. That is, such had been the confidence of those who knew her in her particular ability that they backed her to this extent. Here, of course, the woman had a substantial savings. There is a notion that the capital for these independent ventures usually comes through favoritism, possibly from a lover, but while there may be such cases, the majority are built on a developed talent and confidence established by association extending over a considerable period of time. The nature of the business again gives an opportunity to women in the small towns and the cities. Salesmen honeycomb the country; they know the heads of the little shops in all the towns from Texas to Wisconsim, from California to New York. The sales they make depend upon the sense of style as well as the sense of business they send in when their customer is not so acute, energetic, wise. Mr. Copalof

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tells a story of a large dealer upstate who had employed only men as salesmen, discussed it with them and decided to make a change in an important department to a woman and ask a recommendation. Mr. Copalof recommended a woman in a shop in Missouri. With many misgivings the change was made. She proved so valuable that she has been taken into the business and it is believed by some observers that when they get through it is she and not the man who will own the business. In many cases the husband and wife are partners in the shop and Copalef says there are many cases in the business where the man gets the credit but the woman has been the talent. I take it this has been the case of the Reichs. The gains in many cases in all the branches for the people at the top are large. $7,500. to $10,000. is frequent for saleswomen. The returns to the first class designer I have already spoken of. When a woman comes to be sent abroad her salary is rarely less than $10,000. and her expenses are included. Copelof mentions a number of people by name: Helen Mack, designer, now going abroad for her styles; Mrs. George P. Pratt, Mary Walls, who now has a shop of her own on Fifth Avenue; Elizabeth Sullivan, who is the chief buyer for the Saks-Herald Square, also a Mrs. Keice, who got her education in Best. He tells of a Miss Newhall, formerly of K.E.Clark of Hudson, New York, and who started with a capital of $2,500. and is

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now worth 250,000; of six sixters in Syracuse, O'Malley, who have built up a big store, and Mrs. ... Mrs. Bern in Gloversville. She is the woman who was backed to the extent of $75,000. He talks of the labor situation, all the women now are in the labor unions. We spoke of the fact that the unions have been political rather than professional in their ambitions. He says this has been true of the Jews and the Italians who monopolized the trade but he says the thing that saves it is that he thought that the employers in the embryo. He says there is practically no worker who does not see the day that he will be an employer; that there is not the same content among these people in remaining employees as seems to be among the Americans, but it is the experience of the heads of the International - Communism is awakening certain notions of employers that they didnot have before, that they are beginning to understand the employer's relation to the business as they did not before. Even it makes possible that many of the smaller units may try combination again. He says that this would have been done before if it had not been for the International.

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