

## SECOND SESSION.

The second session was called to order by the President on Wednesday, August 20, at 8 o'clock p. m., in the assembly room of the Hotel Hermitage.

Minutes of the former session were read and approved.

The attention of the chair was called to the fact that Miss Farrell, being already a member of the House of Delegates, was not eligible to represent the Women's Section. Mrs. Whelpley was therefore appointed instead of Miss Farrell.

Papers were presented as follows:

## THE EARNING CAPACITY OF THE WOMAN PHARMACIST.

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To some this subject may not seem of sufficient importance to warrant its consideration. Within the last few years much attention has been given to conditions under which women work. For the most part these investigations have concerned women in industrial work. However, we cannot deny that the work of women for wages, whether in the industrial, commercial or professional fields, presents many problems. In literature we find page after page written on this timely subject.

In comparing one line of work with another there are many conditions which affect the right to a large or small wage, such as the agreeableness or disagreeableness of the employments, the easiness and cheapness or the difficulty and expense of learning them, the constancy or inconstancy of employment in them, the small or great trust which must be reposed in those who exercise them and the probability or improbability of success in them. Based upon these conditions the work of the pharmacist demands fairly high remuneration.

A short time ago the following statement appeared in one of the leading pharmaceutical journals: "In all lines of work in which women have entered they have caused a lowering of wages. Will the same occur in pharmacy?"

It is true that in many lines of industrial work women are employed at a comparatively low wage. Often they are suddenly forced into the working field, untrained and unskilled, and because of this they are compelled to accept less remuneration. Then again women enter work for a short period with no serious thought of future success nor with a desire to acquire any special training, but merely wishing to earn a little spending money. Often the work is of such a nature as to demand no training. These are the conditions which cause the lowering of wages in the industrial and commercial fields. In comparison, from the time a young man commences his education his future success is constantly held



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before him. He is trained systematically and when he starts to work he is fairly well educated and has some training, and is better able to meet the competition of others. In mercantile establishments there seems to be more opportunities for young men to gain training as apprentices than for young women.

When we consider the work of women in the professions we are confronted with entirely different conditions. Professional women are educated and trained workers. We well may apply the term workers for a woman need not be in professional work many months before she discovers that if she wishes to succeed, she must be industrious and must devote the greater part of her life to her profession.

As a rule she can boast of fair education preliminary to her course in a professional school; and when she commences her pharmaceutical work will be found to be a graduate from a college. This applies especially to the woman pharmacist for in medicine and in dentistry a college degree is required prior to registration.

As a class women have been found to possess the objective measures of physical capacity, longevity, vitality and endurance to a marked degree and are also gifted with a remarkable development of sympathy, intuition and insight. These are all qualities indispensable in the modern struggle for recognition in the professional world.

The woman pharmacist occupies a position midway between that held by the industrial worker and that held by the professional worker. When seeking a position in the larger department pharmacies she must meet the competition of saleswomen whom the manager can employ for a third of the amount that she asks, or in the prescription department of the store she often must overcome the prejudice of the manager, who seriously objects to women behind his prescription counter.

My observations as to the earning capacity of women in pharmacy are confined to the western states, principally to California and in the vicinity of San Francisco, its metropolis.

We must not forget that great variation in earning capacity exists in different parts of our country. In one locality what is considered high might be thought excessively low in another. However, there will always be a constant effort to make our remuneration correspond to our standards of life and comforts.

In hospitals the woman pharmacist is welcome and usually receives fair remuneration—the same as any male dispenser would receive. Small hospitals offer as a minimum about \$40 including living expenses. Larger institutions offer from \$65 to \$125. In pharmacies we find it is not uncommon for employers to attempt to economize by offering a woman pharmacist from ten to twenty-five percent less than they would offer a man. We must remember that the blame of this must be placed upon the employer, not upon the woman worker. This plan of economy is not always a successful one. Then, too, we can mention many instances in which men have accepted a remuneration far less than that demanded by the woman pharmacist. In many instances women pharmacists have preferred to refuse position after position because they felt they deserved equal pay for equal work.

In conclusion, I must say that if any one imagines that pharmacy will suffer by the entrance of women in her fold I believe they have pictured conditions wrong-

ly. The woman pharmacist at the present time is earning as much as the average male dispenser and being educated and trained is capable of demanding equal remuneration. If pharmacies would employ more women pharmacists much of the trade that the department store now enjoys would be turned to the smaller pharmacies. Women form over three-fourths of the shoppers and those of the more refined classes will always prefer to buy from a woman. In any line of work, trained, educated women will be helpers which in time to come the world will demand.

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### WOMAN IN THE PHARMACEUTICAL AND SCIENTIFIC LABORATORY.

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This is the age of the emancipation of woman, when, by the aid of man, she is striking off the shackles of custom and prejudice, and rejoicing in her newborn freedom; no longer the servant, chattel or plaything, but man's partner and companion, she is entering all lines of work and all professions.

Remove woman out of trade and we would see the wheels of commerce paralyzed, so largely has she entered into all lines.

The medical and pharmaceutical professions are alike open to her and await her successful achievement. It has long since been proven that woman can attain the theoretical knowledge in these various lines of endeavor, but whether she will achieve practical results remains to be seen. There is no reason why she should not if she so desires. I prophesy her success. In the meantime she should be holding among the highest positions in these professions.

This calls for much study, unremitting labor and research work, and a large amount of routine in general, but she will be equal to the demand. Madam Curie is a notable illustration of the progress of woman in the last century in scientific lines.

There are many women all over the United States today who are isolating themselves and concentrating their energies with man in the routine work of the various laboratories.

Woman should be peculiarly adapted to the pharmaceutical, the chemical, the electrical, the astronomical and the manufacturing food and drug laboratories.

The following is not a criticism, but the result of my observations of woman in the various lines of endeavor. Man and woman are distinctly different in their methods of activity. There is an initial difference between the feminine and masculine mind. Each grasps matters differently. From time immemorial woman has from circumstance had to deal with details and matters which require less concentration. She therefore excels man in detail work and has not his powers of concentration. Man largely deals in generalizations and hence his vision is wider due to his centuries of contact with the outside world.

These diametrically opposite traits of character are both necessary in the scientific laboratories. Woman is too prone to let her own personal ideas influence her judgment in matters of importance, and in dealing with matters on