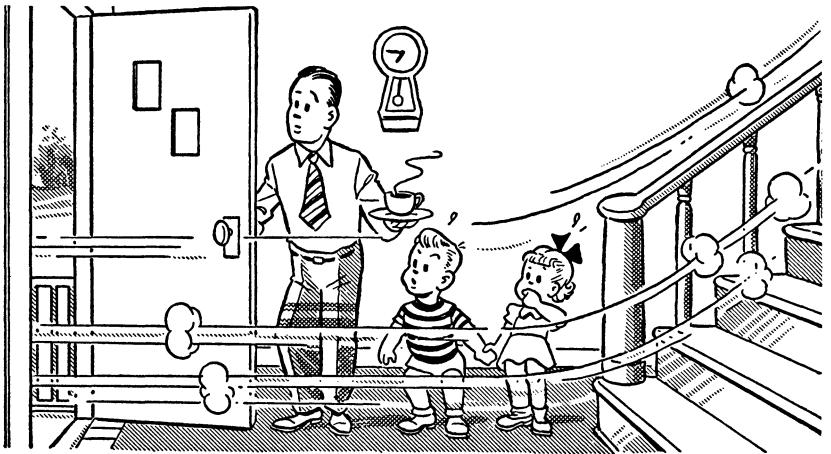


The Married Woman Can Succeed in Business

HAVE you decided on a career in business, or is marriage the career of your choice? Why not combine the two careers? Many women do, you know, and make a decided success of both. Granted that such a combination of jobs requires a stalwart heart and a heap of common sense, but success either in business or marriage is not won without conscientious effort.

Usually a girl has a plan or dream for the future which includes a home of her own, a husband, and children. But many girls want more than that. They want to test their ability in some paying position to see if they can be self-supporting before marriage and can continue a career after marriage. There is a challenge

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to work in the business field where competition is keen and success must be earned.

A pay check of your own gives new meaning to the value of money. The experience of working for pay gives you a better understanding of people and of the problems of living in an adult world. Perhaps this work experience will help you think more seriously about the responsibilities of homemaking.

Today, most businesses not only retain girls after they are married but also hire married women. Management recognizes that, usually, eligibility for a job is not based on whether a girl is or is not married. The real test is her attitude toward her work and how well she can manage her work hours and her out-of-work hours. There are some positions where the experience of living in a happy family unit makes a young woman more successful in her business work.

If you decide on a career as well as marriage, you should realize that there are real advantages, but there are real problems, too, which must be faced.

Advantages of a Career and Marriage

Money is the usual reason for a girl continuing a work job after marriage. The need for two pay checks instead of one may be due to obligations to one or both parent families; past debts; a determination to improve the living conditions, as with a better home; better food and better clothes; or more travel and better education for children. It is true that the cost of supporting a wife and establishing a home is too great for most young men making a start in their career. You'll find there is little truth in the old saying that "two can live as cheaply as one." In fact, living for one isn't cheap!

If you are a business woman you should be able to manage his and your pooled resources so that you can set up a workable budget. This includes a cushion against emergencies as well as funds for essentials and planned savings.

Needless to say, the money advantages of continuing to work after marriage must be weighed against the cost for extra clothes and other work expenses, the need for paid help in the home or for special services, and other expenses incurred by your out-of-

the-home work. Extra money is a powerful reason for continuing to work but there may be other reasons, too.

The *stimulation* and *challenge* of a business job may be so important to you that you will decide to continue to work after your marriage. A girl who has organized her life around a challenging position may find that trying to keep interested and busy in housework in a small home is too great a contrast to her former life. The change from the drive of business to the slower pace from the stimulation of working with many people to the lack of contacts may make the ambitious girl restless and introspective. This is especially true if you live in a large city. Long hours spent alone in a small space may be depressing even when that space is your new home.

Ambition for a career makes some girls elect to go ahead with their career even after marriage. If you feel a strong urge to have a real career rather than just an interim position, you must weigh carefully the cost to yourself and to your marriage. You'll have to establish values and decide whether your career or your home will come first if there is ever a reason for a choice. Perhaps your career will fit in with your marriage plans. If not, you may be able to change your type of work so that you can have a successful career because you are happily married not in spite of what happens to your marriage.

Assistance to your husband in a business partnership may be possible by adapting your skill and ability to direct help in his business. A girl with a flare for advertising can often turn out the best copy of her life when she is working with her husband. If you have ability at designing, buying, stenography, business management, personnel direction, or other special skill, this talent may be an excellent reason for combining your career with your husband's career.

Other advantages claimed for dual careers in business and homemaking are given by successful career women. Some say they can be better companions to their husbands if they are out in the business world. There they learn to speak the same language and to take an interest in the same subjects as their men folks.

Again, a woman who works may gain an appreciation of her

husband's problems so that she can be more sympathetic and helpful. She should be able to understand, for example, that business demands must be met even if these require overtime hours; salary raises are seldom given as often as seem merited; a promotion to head of a department does not come until after a rather long period of experience; conversations about work may be more interesting than fashions in hats or the latest gossip; the hours of work are not to be interrupted except in case of emergency. In other words, the working wife may be able to profit by her experience and be more understanding and companionable than the stay-at-home wife.

Problems of a Career and Homemaking

The advantages of combining a business career with marriage seem attractive, and success in both jobs have been scored by many women. However, you should never underestimate the very real problems that arise when you add the responsibilities of your business position to the responsibilities of managing a home. Most men want a well-run home and a cheerful wife who is ready to meet his friends and enjoy his leisure hours with him.

The physical and nervous strain of two jobs is great. When you are in business you know that working hours are crowded with many demands. Some days you become tired physically and mentally as well as emotionally. In some kinds of work, one or all of those types of tiredness may increase as your responsibilities on the job increase. In fact, the higher you go in your career the greater is the demand on your energies. If you add this strain to the duties of a wife, can you do justice to both jobs? Is your health good enough to handle both? Have you developed a philosophy of work so that you can leave the stress and strain of business behind when you change your role to homemaker?

If you continue your career after marriage, you will have to adjust your home life so that your work will not suffer. This may mean that you will have to consider your health more seriously, live more simply, entertain less elaborately, and reorganize and streamline your housework more efficiently.

Hours of work may prove a problem after marriage. Will your hours at home fit in with those of your husband so that you will have the maximum amount of time together? Does your work require you to be present at meetings and social affairs that will keep you away from home at mealtime or evenings? Perhaps you should sacrifice some of the advantages of salary or prestige in your present position and try to secure a position where working hours are more compatible with your married status.

The place of work is as important as the hours of work. Can you live in a location that will be convenient to your husband's work as well as yours? Overlong time and too much money spent in getting to and from work can prove a real disadvantage.

Extreme circumstances may require a married couple to work in different cities. Before you consider such a plan, you should determine whether the need is great enough to warrant this drastic separation. Some employers object to such a living arrangement because it is apt to foster emotional instability and absences from work.

A traveling position may prove to be unsatisfactory for the married woman. If a husband must travel and be away from home a great deal, this may be a good reason for his wife to continue to work. But if you are the one who must travel and be away from home a great deal, you should consider seriously whether this is a good type of position to combine with marriage.

Many business concerns object to hiring married women for traveling positions because this type of work often demands sudden changes in plans and long periods of time away from home. And it may have other features that are not acceptable to most married couples. In your first years of married life you would be wise to

consider whether a traveling position is worth enough to you to make up for the sacrifices of home life which travel demands.

The financial success of the wife may pose a problem. The "head of the family" is the traditional title given to the man.



Will your hours at home fit in with those of your husband?

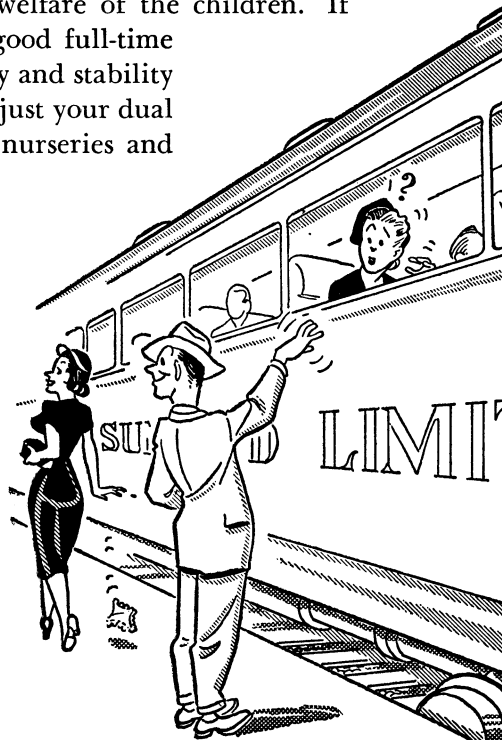
Before you decide to continue your career you should be sure that your work will not make your husband feel inadequate. Will he be jealous of your success? If you earn more than he does, will he be resentful and become indifferent to his home? Will he be oversensitive to imagined neglect? Will he lose his initiative and his drive to succeed? Will he turn to some person or pleasure that makes him feel more like the dominant male?

A financially successful woman has a definite problem when her husband is less successful in his work. Case histories are legion to prove that men find it difficult to accept a minor role. Perhaps at first it will be all right if your salary is larger and your position better, but will he become discouraged if you continue to be the major success?

It is possible for both members of the marriage team to establish sound habits of thinking so that each complements and supplements the other in their separate careers as well as in the home. A selfish or thoughtless attitude on either side may prove a definite disadvantage to a business career after you are married.

Children and a work schedule may be hard to reconcile. Much attention has been given recently to the importance of family relationships. When a mother works out of the home, very serious consideration must be given to the welfare of the children. If your salary is sufficient to pay for a good full-time helper who will give a sense of security and stability to the children, you may be able to adjust your dual job satisfactorily. And there are day nurseries and day schools for older children that may be substituted for reliable help at home. But illness and other emergencies often complicate the problems of the working mother.

Some business concerns grant a leave of absence to a woman for a period before and after a child is born. Management recognizes that men as well as women



But if you are the
one who must travel . . .

have family responsibilities that may interfere at times with work. But in all fairness to other employees, a company cannot entrust a responsible position to a woman who must be absent or who asks for special privileges too often. Therefore, the care of children is a constant problem to the working mother.

Whether or not you can have a successful career and also raise healthy, happy children depends on many factors: your salary; the type of care arranged for the children; the type of work and its demands on your time and health; and the cooperation and help given by your husband or some other member of your family. Perhaps most of all, the real test lies in your own efficiency and your ability to manage your time and energy so that both your job and your family profit by this dual role.

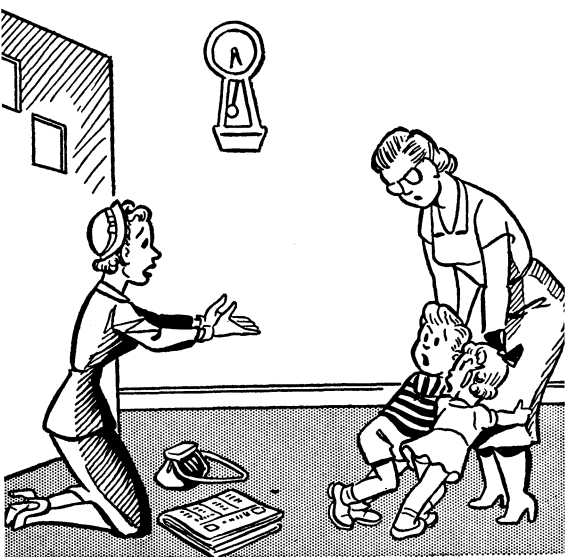
Home or Part-time Work and Marriage

One way to continue in your career after marriage may be to bring your work into your home, or to select part-time work until you can carry on two full-time jobs at once. Some stenographers have established a profitable business by specializing in expert typing for individuals or business concerns. Manuscripts, reports, briefs, and other sizable typing jobs may bring in considerable revenue.

Consultants in various lines of work have made a success of production of booklets, plans, and projects in a home office.

Writers of feature articles and stories, as well as radio and television scripts, often work at home for a fee or a salary.

The home office or workshop can be used to develop a career if you are persistent and sincere in your desire to succeed. This requires scheduling of time and a regular routine for work and initiative. The girl who decides to follow



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her work career at home must be able to withstand the temptation to let interruptions interfere with her work.

Part-time work may prove a better plan if you can agree on an acceptable work period and on the amount of work required for that period, so that both you and your employer are satisfied with the arrangement.

Preparation for the Dual Career

You will see from this brief discussion that success in business and homemaking requires an understanding and agreement between your husband and yourself and also between your employer and yourself.

The wife-husband understanding. This dual role of career woman and homemaker must be acceptable to the husband. Will he recognize that your job requires the same loyalty to the employer that his job requires? Will he be willing to share the household tasks so that only half of the homework becomes your share? Can you hire help to relieve you of some of the housework? Two full-time jobs may be too much to attempt to do well.

Discuss with your husband-to-be the question of the name you will use in business. A woman sometimes continues to use her unmarried name because it is easier in the business situation. Will this be agreeable to him?

Decide on the method of banking and sharing expenses. Some couples solve this problem by a joint bank account for all deposits and withdrawals. Sometimes the woman's salary goes into a separate fund for savings, vacations, and special purchases. A settlement of the financial problem of two pay checks may seem unnecessary before marriage, but it can become an issue later on.

Your employer and you. Your employer should be told about your plans to marry so that there can be an agreement about your



Will he be willing to share the household tasks?

work before you make plans to continue in your position after marriage.

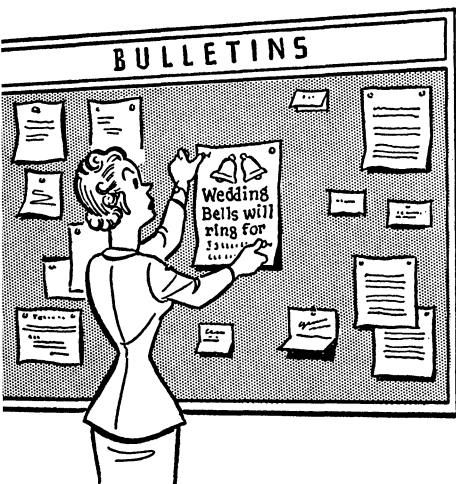
There may be very good reasons why your employer will *not* agree to your continuing in your present position if you marry. It may be that your employer could offer you another position in the company which would be acceptable. Or, after hearing of your plans and your future husband's acceptance of your dual role, your employer may decide that you can continue in your present position.

What ever the outcome, you must play fair and tell your employer about your decision to marry. Secret marriages and marriages without notice to the employer have done much to foster the opinion that women are unpredictable and are not dependable enough to promote to topflight positions.

When you are in business you owe a responsibility to your employer to explain your plans for marriage even though you may feel that this is a strictly personal arrangement in your life.

Your professional standards should caution you to avoid any act that would harm your reputation or might in any way hinder the chances of success of other women in business. Your business associates have a right to expect of you ethical standards of conduct which extend even to plans for your marriage.

The following letter was written by a woman executive to her staff of young women in several cities when one of their co-workers was married secretly. The letter gives several reasons why the girl who marries without telling her superior hurts herself, her co-workers, and other girls who hope to be accepted in the business world as conscientious applicants for executive positions.



The fourth member of our group has just been married without warning, so I am going to try to do the impossible and explain to you why I think a secret marriage is wrong for a business woman.

I write as one who honestly feels that homemaking is the finest profession for women. A happy marriage is the ultimate goal of every normal girl. I write also as one who has been instrumental

You owe a responsibility
to your employer . . .

in helping to build our staff from one unit with one woman to eight units with 18 trained women.

Whether or not a girl wishes to announce her engagement publicly is her own business. Personally, I think a girl misses a lot of fun if she omits this experience. To get married without telling anyone always (yes, always) results in the question, "Why did she do it?" People are human and curiosity is a normal trait. Everyone begins to speculate "Why the suddenness" with the result that the young woman in question is hurt. She is put on the defensive. She is asked to explain and justify the supreme moment of her life.

You can argue that it is no one's business but your own, but I have never known a single case of an unannounced marriage when there did not arise at least one unpleasant controversy. In every case, in later years the girl wished she had waited a day, a week, or a year so that her family and friends were prepared to join together in wishing the young couple happiness and success.

Now professionally, our staff is like a chain, as strong as the weakest link. The officers of our company have talked to me of the unusually fine young women on our staff. We have built up a reputation for clear thinking, fair play, and womanliness. We have the respect of the men of our company. This may be whimsically expressed, but I like to think that men treat me like a man, yet never forget I am a woman. This is the standard I have for you, too.

We are in a new profession and men are still somewhat skeptical of women in business. Management hesitates to pay women on the same scale as men because women don't have a long-range view for their work. The manager of your plant has backed you and has publicized your work more than that of some of the older basic departments. You surely do not want to break his faith in you and our staff by an unprofessional act.

If you have done a good job for your company, you can imagine that it should be a bit difficult to fill your place if you decide to leave. If you have pride in your work, you surely want to see it go on without faltering. If you expect to continue your position after marriage, you should realize that management has the final decision.

I think you'll all agree that our company has a remarkable *human* spirit and much family (company) pride and loyalty. I feel that the manager of your plant will consider always your welfare of vital importance and he will make adjustments to assure your happiness. But girls, give him a chance to continue his confidence in you as a business woman so that he can make those adjustments that will mean success for you and continued respect for you and all of your co-workers on our staff.

As for myself, I hope you can trust me to want your happiness, even when I can see the problems of training a new person to fill your capable shoes. So, if you are planning to be married, please let your manager and me know a month, a week, or a day before you

take the step. Don't make it difficult for us to make it easier for you to find real happiness.

This is my thinking on the *unannounced marriage* problem, as one business woman to another.

Questions for Decisions

Do you want to continue your work after marriage?

First consider whether you want to work just to get more money for a short time or whether you have ambition and determination to make a successful career of your work. Your answer will determine the type of position you should accept.

Does your husband-to-be agree to your combining a career with homemaking?

If he accepts this arrangement of two career people in the family and takes pride in your achievements, you are very likely to succeed in your dual role.

If a husband resents his wife's success and refuses to accept the necessary adjustment in their plan of living, an undue burden is placed on the woman and she must combat mental as well as physical fatigue.

Does your employer agree that you may continue in your position after you marry?

Your employer has the right to decide whether your marriage will interfere with your present work.

Marriage should bring to a woman greater understanding of the needs and wants of the people who represent the customers of most business organizations. Social adjustment, financial security, and real womanliness can be expected of the career woman who uses her experience and abilities to combine business life and home life. It is not an easy task, but it is challenging and productive of great accomplishments.