

Nurses' Home, with single bed-rooms), has now a membership of two hundred and forty graduates, and nurses several of the city, university, and private hospitals in Berlin; does private duty and district nursing, provides for certain colonies and undertakes to be ready for war and pestilence. Here, then, we have the form of organization which, by simply dividing or specializing its functions and transferring a part of the control into other hands, is ready to develop into our system of school and alumnae association.

The State pays so much for the work of each sister employed in its hospitals; private institutions and private duty of course also pay, and from the income thus received the associations pay the allowances and salaries of the nurses (very small they seem to us, ranging from \$75 to \$125 yearly), and contribute to the old age pensions and sick funds. The arrangements concerning pensions will require a little explanation for American nurses to understand. Germany has a compulsory system of State pensions or insurance; that is, it is a law of the country that certain classes of self-supporting people (perhaps all, I have not fathomed the deepest depths of German thoroughness), shall pay weekly or monthly small sums which are taken charge of by the Government, and in old age and sickness, according to the most exact regulations, pensions are paid. Thus one finds that domestic servants, for instance, all have their little books in which payments are recorded by stamps, and which must be regularly submitted to the police for inspection. I do not know whether or not the nurses have theirs overlooked by the police, but they all carry their State pensions, to the bettering of which the associations contribute by paying the premiums or by yearly additions.

Then, further, these associations have elaborate provisions intended to meet the varying needs of nurses who may leave or become invalided before their time, as is quite necessary when these hard-working women are kept in an entirely dependent position.

Is there, then, no further development to be found in Germany? Though I have not yet met with one, I am told that there are some nursing organizations which advocate the entire freedom of the trained nurse; that is, that after her hospital course is complete, she shall be mistress of her own actions and her own earnings. This would be the stage next before our own. The final step into organization of graduates as a means of raising the profession of nursing to a higher plane, and of educating nurses to a larger view of their duties and responsibilities, is yet to be taken. An American

is astonished at the silence among these women of the Old World. Even these movements for "free" or independent nurses are initiated by "pastors" of liberal views. All text-books, lectures to nurses, histories of nursing, theories of nursing and rules of conduct for nurses, are written by men. The superintendents of nurses in these vast establishments, women of immense ability and possessing authority in certain directions more extensive than any of our superintendents possess, have no associate life. They do not unite, write papers, or speak in public. In London I inquired why none of them were present at the Congress, and was told that only "pastors" had undertaken to represent German nursing. They were, however, not encouraged to appear!

Still there is an undercurrent going on among women in Germany, and among the nurses, of desire for greater freedom. Many graduates have separated themselves from the nursing associations and are to be found working at private duty in the large cities. Their lives are rather forlorn; the patients and doctors do not like them as well as the deaconesses (or pretend they do not); they are meagrely paid and have not learned to strengthen one another. One longs to help them but does not know how. Their help must come from themselves and will be the result of a long, slow process.

Then there are the Red Cross associations, whose work is marvelously perfected in Germany.

I have often heard nurses at home say: "What does it mean to be a Red Cross nurse, and how can one join the Red Cross?" I will try to give some idea of what it means here, and it will then be easy to compare our system in America.

Germany being a nation of warriors, understands what it seems peaceful nations do not always know, viz., that no Government can do all that is needed for soldiers in time of war, but that the nation must help. So after the Geneva Conference patriotic societies were formed all over Germany, under the patronage of the Kaiserin, to carry out the provisions of the International Red Cross. They have various names, such as "Women's Aid Society," "Society of the Fatherland," etc., and are to be found in every large city and division of the Empire. They are all associated together in the most thorough way, so that wheels move within wheels with perfect smoothness. They have certain representation in a Central Committee, and at the head of all stands an official appointed by the Kaiser. They do not disband in times of peace, but remain thoroughly organized, make yearly reports of their finances, resources and general

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