

1921

No. 2

**National Union of Societies for
Equal Citizenship**

ANNUAL REPORT

FOR THE YEAR 1920

Presented at the **ANNUAL COUNCIL MEETING,**
KING GEORGE'S HALL, Y.M.C.A., Tottenham Court
Road, W. 1, March 8th, 9th and 10th, 1921.

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(Elected March, 1921.)

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TELEPEN



OBJECT.

To obtain all such reforms as are necessary to secure a real equality of liberties, status and opportunities between men and women.

THE IMMEDIATE PROGRAMME.

1. The enfranchisement of women on the same terms as men.
2. An Equal Moral Standard between men and women.
3. Women in Parliament.
4. Equal Pay for Equal Work and Equality in Industry and the Professions as between men and women.
5. (a) State Pensions for Widows with Dependent Children.
(b) Equal Guardianship of Children.
6. The League of Nations and the practical application of the principle of Equal Opportunity for men and women within it.

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ANNUAL REPORT 1920.

AFTER two years of experience of work under the changed constitution decided on by the Council Meeting in March, 1919, we are now in a better position than heretofore to express our opinion as to the wisdom of the changes.

The record of the report which follows will, we think, prove conclusively that the continued existence of a national organisation of women organised on non-party lines to stand for a real equality of status, liberties and opportunities between men and women is essential. We were confirmed and strengthened in this belief by the great Congress of the International Woman Suffrage Alliance at Geneva, when this object in exactly the words of our own formula was added to the primary object not yet attained, of securing the enfranchisement of women of all nations. To the optimistic the early months of 1920 gave hope that our goal was within sight, but the year has by no means fulfilled these early expectations. We can record very few parliamentary achievements in the form of actual legislation. Nevertheless it has been a year full of unusual stir and activity. Our Parliamentary work has never been more active. Indeed at certain stages of the session it seemed as if a new Bill or resolution, directly or indirectly connected with our programme, was under discussion either in the House or in Standing Committee almost every week. We have been supported by the encouraging and comforting sensation so new in our experience as Suffragists, that our help was desired and welcomed by our friends in Parliament and that the public, as represented by the Press, was beginning to rely on us for information and guidance with regard to matters which they consider to be women's special concern.

ANNUAL MEETING.—The Annual Meeting of the Council held on March 10th, 11th and 12th, was the first since the alteration in name and constitution decided on in 1919 and it was feared that after a somewhat discouraging year of war-weariness and reaction it would be impossible to attract delegates from any distance or arouse interest in the proceedings. These fears, however, proved to be entirely unfounded.

It was, of course, a small Council compared to those of past years, when the struggle was at its height and incidentally the fares were much lower, but over eighty Societies sent delegates and there were evidences on all sides of re-awakened interest and vitality.

Miss Eleanor F. Rathbone was re-elected President, Miss Deneke, Honorary Treasurer, and Miss Elizabeth Macadam and Miss Rosamond Smith, Joint Honorary Secretaries. All the members of the Executive Committee standing for re-election were returned to Office. Miss Clough, Miss S. Margery Fry, and Mr. Oliver Strachey were unfortunately obliged to resign owing to pressure of other work. They have all been greatly missed on the Executive Committee. We should like to make a special reference to the value of the work done on the Committee by Mr. Oliver Strachey, to whose initiative the remodelled constitution of the National Union, adopted in March, 1919, was largely due, and who, by his keen interest in all our affairs, was a living testimony to the fact that the movement to secure an equality between the sexes, so far from being an anti-man movement, represents a cause common to men and women alike. Mrs. G. F. Abbott, Miss Evelyn Deakin and Mrs. Soddy were elected to fill the three vacant places. Before the close of the year, Miss Deneke found herself obliged by the pressure of University work to resign the office of Treasurer, after carrying the National Union successfully through a difficult year of retrenchment. Mrs. Soddy kindly agreed to fill her place until the meeting of the Council.

The six reforms placed by ballot on the Immediate Programme of the National Union were as follows :

1. The enfranchisement of women on the same terms as men.
2. An Equal Moral Standard between men and women.
3. Women in Parliament.
4. Equal Pay for Equal Work in Industry and the Professions as between men and women.
5. (a) State Pensions for Widows with Dependent Children.
(b) Equal Guardianship of Children.
6. A democratic League of Nations and the practical application of the principle of Equal Opportunity for men and women within it.

WORK ON IMMEDIATE PROGRAMME.¹

The National Union being primarily a machine for securing legislative reforms, its Parliamentary Department is inevitably the hub of the machine. Only amateurs in political organisation imagine that Parliament can be induced to put Bills on the Statute Book by the simple process of passing resolutions and sending them to the Government and individual Members of Parliament. Such resolutions are necessary and it is part of the duty of headquarters to stimulate and direct their fertilizing flow. But an active Parliamentary department is at work all the time behind the scenes, collecting information and diffusing it, consulting with friendly Members of Parliament, advising and being advised by them, drafting Bills and making arrangements for their introduction. The record which follows shows what has been accomplished in this direction upon each of the items on our Immediate Programme.

REPRESENTATION OF THE PEOPLE BILL.—Soon after **Equal Franchise** the beginning of the Session this Bill was introduced by Mr. Grundy. With all Parties pledged to Equal Suffrage, it is not surprising that the Bill passed its second reading by a large majority. It then began its career in Standing Committee D., a career which lasted for several months and ended in a fiasco. The Government had obviously not the slightest idea of carrying out its Election pledge "to remove all existing inequalities in the law as between men and women" and definitely declared its opposition to the Bill. An effort was made in April to terminate the sittings of the Committee but protests from the National Union, the Labour Party, etc., succeeded in defeating this plan. The Government's opposition was based on the ground that Constitutional precedent demanded a General Election immediately after any large accession to the Electorate. To meet this point the N.U.S.E.C. suggested an amendment to the effect that, if the Bill were passed, the new register should not come into force until the next General Election. This amendment was accepted, and passed by a large majority, but even this self-sacrifice on the part of the supporters of the Bill was barren and the Bill was finally killed in Committee by what amounted to chicanery on the part of some of its opponents and to ignorance of Parliamentary procedure on the part of some of its supporters.

¹ N.B.—All Bills and Acts mentioned are applicable to England and Wales only, except where otherwise stated.

MEMORIAL ON EQUAL FRANCHISE.—After this fiasco in June it was perfectly clear that Equal Franchise would never stand the slightest chance of being gained unless it came in as a Government measure or was adopted by the Government. During the winter therefore the National Union organised a Memorial to the Prime Minister, signed by Members of Parliament, with the help of other women's organisations, such as the Standing Joint Committee of Industrial Women's Organisations, the National Women's Liberal Federation, the National Council of Women, etc. At the time of writing 141 have signed and few explicit refusals have been received.

In view of the fact that a General Election may not be far distant, and the urgent importance of the immediate removal of this stigma from the women of Great Britain, a separate Committee has been set up to deal with this question and an energetic campaign is about to be inaugurated at By-Elections in the Constituencies and among University students.

Candidature
of Women
for Parlia-
ment

After the meeting held at the Queen's Hall in February, 1920, it was decided that the Joint Committee composed of members of the National Council of Women and the N.U.S.E.C. should be continued and the National Union appointed the following representatives:—Miss Rathbone, with Mrs. Hubback as proxy, Mrs. Fisher, Miss Fraser, Mrs. How Martyn, Miss Macadam and Miss Rosamond Smith. Mrs. Ogilvie Gordon was elected Chairman, Miss Rosamond Smith, Honorary Secretary, and Miss Helen Fraser, Honorary Treasurer. This Committee has met at regular intervals during the year. Efforts have been made to arouse interest in this subject through the societies and branches of the two organisations and meetings have been held in Leeds, Liverpool, Cheltenham, Petersfield, Cardiff, Thetford, Warlingham, Sutton, Kensington, Bexhill and North Wales.

A list of women representing different shades of political opinion has been drawn up. Deputations to the Party whips have been arranged and an appeal for funds has been issued.

We report with pleasure that two of our own members have already been announced as prospective candidates. Our President, Miss E. F. Rathbone, for the East Toxteth Division, Liverpool, and Mrs. Corbett Ashby, Independent Liberal Candidate for Richmond, Surrey.

The first opportunity of carrying out the Election Policy laid down at the Council occurred in April, when effective Press support was given to the candidature of Miss Margaret Bondfield at Northampton. Miss Bondfield had answered all the questions of the National Union satisfactorily, and women

would have gained in her, if she had been elected, a representative of unusual distinction.

EQUALITY FOR MEN AND WOMEN IN THE DIVORCE LAWS.—During the early part of last year the question of Divorce came up for discussion in the House of Lords, upon Lord Buckmaster's Matrimonial Causes Bill, and in the House of Commons upon Mr. Athelstan Rendall's resolution. In neither case was it felt to be within the scope of the N.U.S.E.C. to put forward any views as a Union as to the grounds on which Divorce should be granted. The National Union does, however, ask that whatever these grounds are, they should be the same for men and women, and it therefore supported the principle of Equality in Lord Buckmaster's Bill and in Mr. Rendall's resolution. It further promoted an Amendment to a Clause in Lord Buckmaster's Bill by which the limit of £2 proposed on Maintenance Orders was withdrawn. This Bill had however only passed through its stages in the House of Lords by the end of the Session.

Equal Moral
Standard

SOLICITATION LAWS.—At the beginning of the year the Equal Moral Standard Special Committee considered how best to carry out the Council Resolution demanding the Repeal of all laws at present on the Statute Book regarding Solicitation and Common Prostitutes. In view of the fact that the Committee of Enquiry set up by the Association for Moral and Social Hygiene on the State and its Relation to Sexual Morality was preparing a Report it was decided to postpone taking any action until this had been issued.

The report¹ was issued in September, but owing to pressure of work in connection with other legislation such as the Criminal Law Amendment Bills which proposed to impose still further restrictions on prostitutes, there has been no time to consider its findings. The Association for Moral and Social Hygiene is affiliated to the N.U.S.E.C. and the National Union nominated a member on the Committee of Enquiry.

CRIMINAL LAW AMENDMENT BILLS.—During the greater part of this year it has been necessary to keep a very careful watch on the numerous Criminal Law Amendment Bills which have been put forward. In May, the Executive Committee urged the Societies of the National Union to support the comparatively non-contentious Bill of the Bishop of London and later recommended that they should urge the Joint Select Committee on the Criminal Law Amendment Bills which was appointed in July to press for the introduction

¹ Obtainable from the Association for Moral and Social Hygiene, Orchard House, Westminster, S.W. 1, price 1s. 6d. (post free, 1s. 9d.)

of their Bill as early as possible. The National Union further asked to be permitted to give evidence before this Committee for the purpose of stating which clauses in the three Bills under discussion should be retained and which should be opposed. The evidence prepared was not however heard but was circulated to all the members of the Committee and carefully considered by the Chairman. The publication of the Report aroused a storm of opposition. It recommended the adoption of Criminal Law Amendment Bill No. 2, with certain unimportant alterations and the addition of certain new clauses. The National Union very strongly opposed clause No. 3 and clause No. 7, dealing respectively with powers to send young girls to compulsory Homes and penalising the communication of venereal disease, and joined the Association for Moral and Social Hygiene and other organisations in a strong protest to the Government and to the House of Lords.

CONFERENCE OF MINISTERS OF RELIGION.—In February and March the National Union and the Association for Moral and Social Hygiene organised two Conferences, the aim of which was to ascertain the views of representative ministers of religion on methods of bringing before the public the necessity for an Equal Moral Standard.

CHILDREN OF UNMARRIED PARENTS.—In May of last year the Bastardy Bill (England and Wales) promoted by the National Council for the Unmarried Mother and her Child, passed its second reading in the House of Commons by an overwhelming majority. This Bill, the main principles of which were supported by the National Union, was then referred to a Standing Committee, whence it emerged shorn of all clauses of any importance, except one relating to the legitimisation of the child after the marriage of its parents. Even this rump of a Bill did not succeed in completing its stages before the end of the session and was therefore dropped.

The National Union then determined to try to secure the introduction of another Bill dealing with this subject during the coming session, and has drawn up a Children of Unmarried Parents Bill based to a considerable extent on the Bastardy Bill of May, 1920. This Bill is primarily designed to carry out the principles of the Council Resolution of March, 1919, on Unmarried Mothers and their Families, *viz.* :

“(a) That the sum payable for the maintenance of illegitimate children shall be fixed according to the financial position of the parent ordered to make the payment.

“(b) That the duty of collecting such money shall be placed on a public authority, who shall be authorised to use for its collection the same method as in the use for the collection of a State debt.

“(c) That the procedure for securing affiliation orders be simplified.

“(d) That the subsequent marriage of parents shall legitimate a child.”

The Equal Guardianship of Infants Bill, which was promoted and to a large extent drafted by the National Union, had made some progress by the end of the session. Its scope is to provide that the mother shall have the same authority, rights and responsibility with regard to the child as has the father, and to impose on both parents the obligation to maintain their children according to their means. The Bill was introduced by Colonel Greig in July. It passed its second reading in the House one night when Sir Frederick Banbury was absent, and was referred to a Standing Committee. With all other partly-completed Bills it died a natural death at the end of the session.

**Equal
Guardian-
ship of
Children**

In preparation for the next session this Bill was redrafted under the title of the Guardianship, Maintenance, and Custody of Infants Bill, 1921.

The chief additions to the Bill were clauses strengthening the machinery for the enforcement of the payment of Maintenance Orders by making it possible to attach wages, property, etc. A section was introduced embodying the new principle that a woman's work in her home for the child should be deemed a contribution to its support.

The cry of so-called economy seems to have been fatal to any hope of success for this reform. An attempt of the Labour Party to introduce a Private Members' Bill early in the session was ruled out of order on the grounds that a Bill involving the expenditure of public funds cannot be introduced by a Private Member. Those who, like the National Union, had pressed for introduction of a Private Members' Bill had been quite aware of this risk, but as it was not impossible that such a Bill would get as far as its Second Reading, it was thought worth while to introduce it as a means of propaganda. During the summer Lady Astor called a meeting of organisations working for this object, including the N.U.S.E.C., State Children's Association and the Labour Party, in order to try to arrange for a joint deputation to the Prime Minister. The deputation has not yet taken place. In answer to a question in the House asked on behalf of the National Union and others, we were informed that the Government could not consider schemes for Widows' Pensions until it was ready to deal with the whole question of the Reform of the Poor Law.

**Pensions for
Civilian
Widows with
Dependent
Children**

Unfortunately this appears to have been postponed indefinitely, and as a result of this delay, thousands of widows and children, especially those whose traditions of self-respect and independence forbid them to have recourse to the Poor Law, are growing up with bodies stunted and minds warped from privation. We cannot hold this to be a true economy of the Nation's resources.

MAINTENANCE ORDERS.—When working on the Equal Guardianship Bill the Special Committee responsible felt the necessity of dealing also with the simplifying of the machinery for the enforcement of Maintenance Orders, in accordance with the Council resolution of 1918.

A Bill has therefore been drafted called the Summary Jurisdiction (Married Persons) Bill. It extends the grounds on which Maintenance Orders can be obtained and makes them the same for both sexes. The new grounds added are:—

- (a) That the other party has committed adultery, or
- (b) Is cruel to the children, or
- (c) Is suffering from venereal disease in a communicable form.

It further provides that maintenance orders may be made against a husband even when the wife does not desire separation from him, and that the amount of the Maintenance Order shall be in accordance with the husband's means, thus removing the present limit of 40/- per week on behalf of the wife and 10/- on behalf of each child. It is hoped that this Bill may be introduced some time this session.

MARRIED WOMEN (MAINTENANCE) ACT.—This Act, which provides for sums up to 10/- for each child being allowed to a wife (in addition to a sum of 40/- for herself), under a Separation Order was passed in December.

The National Union promoted Amendments in the House of Commons to the effect that a Maintenance Order should not be limited in amount but should be in proportion to the means of both parties.

MAINTENANCE ORDERS (FACILITIES FOR ENFORCEMENT) ACT.—Another point placed on our programme in March, 1918, became law with the passing of this Act, by which it was made possible for sums payable under Maintenance Orders to be recovered from men who have gone to any other part of the Empire which provides reciprocal legislation. This is being done everywhere except in certain provinces of Canada. There is still work to be done to promote similar arrangements with foreign countries.

MARRIED WOMEN'S PROPERTY ACT (SCOTLAND).—The above Act, which gives a married woman the same right

over her property as a single woman and makes her capable of suing and being sued as if she were not married, was passed in December, 1920. This Act brings Scottish legislation into line with English and carries out one of the reforms placed on our programme at the Council Meeting, 1918.

WOMEN IN THE CIVIL SERVICE.¹—During the whole of the year the National Union has been doing what it can to help Women Civil Servants in their battle for Equal Pay and Equal Conditions. Most of the work in this respect, however, has been carried out in conjunction with the Joint Committee of Women in the Civil Service, set up by the London Society for Women's Service, on which the National Union was represented. Towards the end of 1919 the whole question of the Employment of Women in the Civil Service had been referred by the Government to the Joint Industrial Council of the Civil Service. It is not surprising that the Sub-committee set up by the Council to consider the position of Civil Servants, consisting as it did for the most part of Civil Servants, only four out of the twenty-nine of whom were women, did not produce a satisfactory Report. Certainly the recommendations of the Committee would have improved the position of Women in the Civil Service but would by no means have secured equality of the sexes. In spite of protests from the Joint Committee, the National Union and organisations of Women Civil Servants, the Whitley Council adopted the whole report on April 9th. A renewed agitation followed and a resolution was passed by the House of Commons on May 19th in favour of the adoption of equal conditions for men and women in the Civil Service. It will be remembered that in the Sex Disqualification (Removal) Act the National Union had helped to secure an amendment to the effect that any regulations regarding women in the Civil Service should be laid before Parliament as Orders in Council.

Just before the end of the session and only after considerable pressure was brought to bear on it, the Government produced these Orders in Council, which, instead of laying down any definite regulations, only empowered the Treasury to admit women on any terms it chose. During the vacation, therefore, the National Union, in common with some of the other societies represented on the Joint Committee, collected signatures for a Memorial signed by about 150 Members of Parliament asking for a day to discuss the orders before they

¹ For a very full report of the position with regard to women in the Civil Service and under Municipal Authorities see the Annual Report of the London Society for Women's Service, obtainable at the Society's Office, 58, Victoria Street, S.W. 1.

Equal Pay
for Equal
Work and
Equality in
Industry
and the
Professions

came into operation. This was conceded, and in addition it was announced that detailed regulations would be brought before the House at a later date, which should discuss and have power to amend these regulations.

WOMEN EMPLOYED BY MUNICIPAL AUTHORITIES.—The London Society for Women's Service established a Joint Committee of organisations representing women municipal employees and others, on which the National Union has been represented. The following is an extract from the report of the Women's Service on this Committee: "It has met five times and has a great field of work before it. The appreciation with which both these undertakings have been welcomed by the professional and other organisations taking part, has been an overwhelming testimony to the need of a non-party and non-sectional society such as our own to support the efforts of the women workers' own organisations."

WOMEN TEACHERS.—The National Union has watched with much sympathy the battle of the teachers for Equal Pay. Last May the National Union was represented on a deputation arranged by the National Federation (now Union) of Women Teachers to Mr. Fisher to ask him to recommend this principle to local authorities. On November 6th representatives of the N.U.S.E.C. marched in the procession of the National Federation of Women Teachers.

WOMEN, YOUNG PERSONS, CHILDREN (EMPLOYMENT) ACT.—This Bill, based for the most part on conventions passed at the International Labour Conference at Washington, was introduced into the House of Commons last June. In addition to clauses forbidding altogether the employment of children under fourteen and forbidding the employment of women and young persons on night work, a clause was added to permit the employment of women and young persons on the Two Day Shift System. Before the war this had been prohibited, but during the war it had been allowed and many thousands of women and young persons were at the time of this Bill still engaged in factories and workshops in which this system obtained.

The National Union did not feel qualified to offer an opinion on the Bill as it affected young persons, but felt very strongly that the special restrictions it imposed on the employment of women must inevitably curtail still further the area of their employment. In confirmation of the Council Resolution, 1920, that such restrictions should be based on the type of the work and not on the sex of the worker, the National Union sought unsuccessfully to secure the deletion of the clause prohibiting the night work of women.

Through the influence of the Labour Party the clause

providing for the retention of the Two Day Shift System was struck out when the Bill was before the Standing Committee. A Departmental Committee of the Home Office was then set up to inquire into the whole question. The National Union gave evidence before this Committee in favour of retaining the two shift system and the Committee reported in favour of this view, so that in the third reading permission for women to work on a Two Day Shift System was with many safeguards re-introduced and became law.

UNEMPLOYMENT.—The National Union has, in common with the whole community, viewed with grave concern the growing amount of unemployment both among women and men. Already in the summer we drew attention through the Press to the very many cases in which women were being turned out of their jobs on behalf of men, with no regard as to whether such women were dependent on their earnings or whether the men by whom they were being replaced were qualified for the work, or had or had not seen Active Service. It was recognised that the claim of the ex-Service man, especially if he had been in the firing line, should precede any other. As the year progressed more and more women became unemployed, this being due not only to the general depression of trade, but also to the numbers displaced through the operation of the Restoration of Pre-War Practices Act.

UNEMPLOYMENT INSURANCE ACT.—When this Bill was being considered in the House, the National Union supported an amendment asking for equal contributions and equal benefits for men and women, which, however, was not successful.

PROVISION FOR THE MAINTENANCE OF THE DEPENDENTS OF UNEMPLOYED PERSONS.—With the increase of unemployment it became obvious that the benefit paid under the Unemployment Insurance Act of 15/- for men and 12/- for women was inadequate to support a single person and ludicrously inadequate to support dependents. Before the close of the session, a circular was accordingly sent to the Cabinet and many members of the House of Commons, asking that some provision for the dependents of unemployed persons should be made.

WAGES (TEMPORARY REGULATION) ACT.—It came to the knowledge of the National Union that with the expiry of this Act, women were being turned off and re-engaged, if at all, at a lower rate. Representations were therefore made to the Ministry of Labour asking that the Act should be extended or that the establishment of Trade Boards in these trades should be hastened.

JUVENILE COURTS (METROPOLIS) BILL.—Considerable

interest was aroused in November when the Juvenile Courts (Metropolis) Bill was introduced. This Bill provided for the regrouping of Children's Courts in London, with one stipendiary and two women magistrates on each Bench. While passing through Committee the position of the Women Magistrates was reduced to that of assessors. The National Union circularised many Members in the House protesting against this change, with the result that at its third reading the Bill was passed in its original form.

WOMEN JURORS.—Women jurors were first empanelled during the autumn of 1920, and it soon became obvious that we had to face an organised and determined attack upon the principle of jury service for women especially in cases of sexual offences. Many instances were brought to the notice of the National Union in which either the judge or the recorder or the accused person had used his powers, either under the Sex Disqualification (Removal) Act or under the right to challenge twenty persons in a jury to exclude women jurors. A number of the cases when this happened consisted of assaults on little girls. There have been occasions when some women have followed the usual tradition of jurymen and endeavoured to shirk the duty imposed on them, and these cases have undoubtedly been made the most of in the Press. This tendency is perhaps in the case of women partly accounted for by the fact that most women at present liable to jury service are widows or spinsters of mature years and probably therefore not as a rule very open to new ideas. To meet both these difficulties, the National Union just before Christmas drafted a Bill enacting that the wives of men qualified for jury service should themselves be qualified and further that in any case in which a child or woman is concerned, whether as party or as witness, it should not be possible to exclude women. In order to meet this opposition Societies were urged to secure lists of women jurors and to undertake educational work in their areas, and as much publicity on the need for women jurors as possible was secured by letters, interviews with the Press, etc.

WOMEN AT THE UNIVERSITIES OF OXFORD AND CAMBRIDGE.—It is satisfactory to record that women have been admitted to full membership at Oxford University. Unfortunately this is not the case at Cambridge. Members will remember that the Syndicate on the Senate appointed to report on the above subject presented two reports of which Report A, which recommended the admission of women as full members of the University, came before the Senate on December 8th. Some time before this date the National Union through its branches did a considerable amount of

work canvassing members of the University to ask them to vote in favour of Report A. Unfortunately Report A was defeated. We now await with confidence the findings of the Royal Commission sitting on the Universities.

WOMEN IN THE CHURCHES.—The movement for admitting women to the Ministry of the Churches has gathered weight this year, the National Union giving what help it could. Where meetings on the subject have been held it has always awakened keen interest and called for a lively discussion. Miss Royden preached from Calvin's pulpit in the Cathedral of Geneva during the International Woman Suffrage Alliance Congress, and Miss Picton-Turbervill, O.B.E., occupied the pulpit of the Anglican Church at the statutory Service by invitation of the Chaplain and with a special license from the Bishop of London. The resolutions passed by the Lambeth Conference mark a distinct step forward in thought, the most important being that women should be admitted to all Councils of the Church to which men are admitted and on equal terms: that the office of Deaconess be canonically restored, Deaconesses to read Morning and Evening Prayer in Church and to preach: that approved laywomen should do likewise at "other than the regular services of the Church."

In December last the Union circularised the Diocesan Conferences asking what steps were being taken to carry out these resolutions.

It must be confessed that the pressure of our Parliamentary work has resulted in an imperfect fulfilment of the resolution of the Council "to carry on an active propaganda in support of a democratic League of Nations." Something, however, has been done. Societies have been urged to hold meetings and supplied with literature and occasionally with speakers. A course of twelve lectures was held at the Summer School in Oxford, the lecturers being Sir George Paish, Sir Sydney Olivier, Miss Currey, O.B.E., Miss Helen Ward, Miss Rosamond Smith and Mr. Arnold Forster. These were well attended and excellently reported in the local press. In March, the National Union convened a Conference of women's organisations at which it was resolved to recommend the establishment of a Women's Conference and Office within the League, on the lines of the Labour Conference and Office, and a Deputation later waited on Sir Eric Drummond to support this project. The National Union joined with other women's societies in forming the Council for the Representation of Women in the League of Nations, and through this body, a list of women suitable for appointment on the various bodies of the League was drawn up.

**Women and
the League
of Nations**

GENERAL.

Economic
Independence of
Women
Special
Committee

The resolution of the last Council asking for a definite scheme for the practical application of Equal Pay and opportunities in Industry was referred to a Special Committee set up to consider the Economic Independence of Women in relation to Equal Pay and the Endowment of Motherhood. This Committee investigated various proposals and published an explanatory pamphlet on the subject of Equal Pay. Its report on the subject led the Executive Committee to endorse the principle of the "occupational rate" as its interpretation of Equal Pay for Equal Work.

International
Suffrage
Congress at
Geneva¹

One of the most interesting events of the year was the meeting of the International Woman Suffrage Alliance at Geneva in June. It was seven years since the Alliance last met in Budapest and the gathering together of women from thirty-six countries after the terrible experience of a world war was a moving and never-to-be-forgotten occasion.

For the purpose of raising funds and making the Congress known, the International Woman Suffrage Alliance Headquarters Committee formed the British Geneva Congress Committee, with which the N.U.S.E.C., Catholic Women's Suffrage Society, Women's Freedom League, League of the Church Militant and the British Dominions Women Citizens' Union worked in friendly co-operation. This Committee, which included several members of the Executive Committee of the N.U. and of which Miss Rosamond Smith was Chairman, held a successful Mass Meeting, under the chairmanship of Mrs. Pethick Lawrence, Treasurer of the Committee, on May 23rd, at the Kingsway Hall, at which delegates from this and other countries took part, and raised, for the expenses of the Congress, over £1,000.

British delegates to the Congress consisted of the following twelve delegates and six alternates:

Delegates. Mrs. Corbett Ashby, Miss K. D. Courtney, Miss I. O. Ford, Miss Helen Fraser, Miss Elizabeth Macadam, Miss F. de G. Merrifield, Mrs. Scott, Miss Rosamond Smith, Mrs. E. Stewart Brown, Mrs. Oliver Strachey, Mrs. Edmund Toms, Miss Helen Ward.

¹ See "Report of Eighth Congress, Geneva, Switzerland," June 6-12, 1920. Published by the I.W.S.A., 11, Adam St., Adelphi, W.C. 2, Price 4s.

Alternates. Mrs. G. F. Abbott, Mrs. Dreschfield, Mrs. Fyffe, Miss Maude Royden, Miss Juliet Reckitt, Miss Scott.

Miss Eleanor F. Rathbone, leader of the British delegation, was asked by Mrs. Fawcett to take her place as member of the Board of Officers, Miss Chrystal Macmillan was present as one of the Officers of the Alliance and Mrs. Corbett Ashby acted as Recording Secretary.

It is impossible in the short space available to give an adequate account of the Congress. Official representatives were sent by twenty Governments, including Lady Astor for Great Britain. The Alliance decided to work to secure the vote for women in unenfranchised countries and to promote such other reforms necessary to secure an equality of status, liberties and opportunities between men and women. It adopted a "Programme of Women's Rights" composed of reforms "essential to true equality." The relation of the Alliance to the League of Nations was discussed at length and it was ultimately decided to urge the League to summon annually a women's conference representative of all countries, to consider questions affecting the welfare and status of women. Mrs. Corbett Ashby, Miss Chrystal Macmillan and Miss Eleanor Rathbone were elected to the new Board of Officers of the Alliance.

MEETING OF THE BOARD OF OFFICERS IN LONDON, DECEMBER, 1920.—On the occasion of the meeting of the Board of Officers in London, the two National Auxiliary Societies of the Alliance, with the support of other suffrage societies, co-operated in a Mass Meeting in the Central Hall, on November 29th, to congratulate the women of the United States on their recent victory and to welcome Mrs. Chapman Catt, President of the Alliance, and members of the Board from Italy, France, Switzerland and Germany. The President and members of the Executive Committee entertained the Board of Officers at a Luncheon at the Hotel Cecil, on December 2nd, when, in Miss Rathbone's absence, Mrs. Henry Fawcett presided.

At the meeting of the I.W.S.A. Board, the following Committees were appointed:

- A. To carry out the Programme of the National Union:—
- i. Nationality of Married Women Committee.
 - ii. Right to Work and Equal Pay Committee.
 - iii. Equal Moral Standard Committee.

B. Special Committee of Inquiry on the Question of Maintenance of Motherhood and the Question of the Illegitimate Child.

It was also decided to ask the British Suffrage Societies to co-operate with the Alliance Headquarters in promoting Woman Suffrage in other parts of the British Empire.

It is not too much to say that the Congress and the meeting of the Board of Officers had a remarkably stimulating effect and confirmed us in our own faith.

Summer
School

A Summer School, attended by eighty regular students, was held at Ruskin College, Oxford, during the first half of September. The syllabus included courses of lectures on "The Economic Independence of Women," the "State and the Citizen," "The Part of Women in the League of Nations," "The Economics of Domestic Life," "Methods of Election Work," "Administration of Justice." The main features of the School were the remarkably high quality of the lectures, the good average attendance of students ranging from a minimum of about 45 to 70 or 75, the well-sustained discussion (especially on matters connected with our own programme) and, not least, the presence of students from other countries including Japan, Sweden, France, America and Holland. Apart from educational value to the student, useful propaganda work through the five well-attended public meetings held during the fortnight was done, and a large amount of local interest aroused in the Press and through the outside public. It is gratifying to hear that our Oxford Society has been revived as the result of the School.

Conference
of Women
Magistrates

1920 saw for the first time women magistrates taking their seats on the Bench. Among those appointed were many members of the National Union. The Executive Committee alone boasts two women J.P.'s.—Miss Eleanor F. Rathbone and Mrs. Bethune-Baker. Among ex-members of the Committee are Mrs. Fawcett, Mrs. Rackham, Miss S. Margery Fry and Mrs. Coombe Tennant. In the autumn, at the suggestion of our President, the N.U.S.E.C. convened a two days' Conference of Women Magistrates. By the kind permission of the Lord Mayor, who presided over the first session, this Conference was held at the Mansion House. A large number of magistrates attended from all over the country. It would perhaps be more correct to call this gathering a School than a Conference as the women who attended came in the true spirit of learners and greatly appreciated the valuable papers read by such experts as Sir Edgar Sanders, Dr. Hamblin Smith, Mr. W. Clarke Hall, J.P., Dr. Norris, M.C., and Miss

S. Margery Fry. On the closing day the Lord Mayor invited the members of the Conference to tea.

In response to a widely expressed desire existing in different parts of the country for closer co-operation among societies covering the same field of action to any extent, and in view of the fact that many of our societies are interested in the work of Local Government, an effort has been made to bring about closer co-operation between the National Union and the Women's Local Government Society. In the early summer a conference took place between representatives of both bodies and as a result of this and a further conference on October 27th a provisional scheme was brought before the respective Executive Committees and approved.

Co-operation
with
Women's
Local
Government
Society

The proposals embodied in this scheme will come before the annual meeting of each organisation.

During the autumn months a series of six afternoon lectures was held at the Women's Institute, on "The Economic Independence of Women in the Home and in the Labour Market." The lecturers were Miss Rosamond Smith, Mrs. Hubback, Mrs. Oliver Strachey, Miss Ashley, Mrs. Stocks and Miss Eleanor F. Rathbone. Mrs. Fawcett presided at the opening lecture. On other occasions we were fortunate in securing the presence of friendly Members of Parliament, and other supporters as Chairmen, including Sir John Simon, K.C.V.O., K.C., Colonel Greig, C.B., M.P., Sir Martin Conway, M.A., F.S.A., F.R.G.S., M.P., Mr. Aneurin Williams, M.P., Major J. W. Hills, M.P.

Lectures
and Meet-
ings

The provision of speakers for meetings all over the country has now become an important department of work at headquarters. Apart from the demand from our own Societies, there is an increasing number of applications from outside our own ranks, from Party organisations on the one hand and from entirely non-political bodies such as Women's Institutes, Church Societies, etc., on the other. A list of speakers has been widely circulated and every effort has been made to supply the demand in view of the value of this opportunity of propaganda and educational work. A small fee in addition to travelling expenses was asked from non-affiliated societies, and speakers are asked to make sale of literature and *the Woman's Leader* conditional as far as possible.

The work of the Library has suffered both from the reduction of staff and the space at our disposal. In spite of this, however, there is a steady demand for books and better still for book boxes. A bibliography which will serve as a catalogue for the more modern books will shortly be ready. The appointment of one of the members of the staff as part time librarian and the fortunate accession to our working

Edward
Wright and
Cavendish
Bentinck
Library

strength of a voluntary worker Miss Gordon Brown, who now takes almost entire charge, enables the Library Committee to develop its work and a circular will shortly be issued with a view to securing fresh subscribers. The thanks of the N.U.S.E.C. are due to Mrs. Cavendish Bentinck for her valuable help as Chairman of the Committee and as Honorary Librarian and for gifts of many useful and valuable books. Our thanks are also due to others who have sent us volumes for the library.

**Information
Bureau**

Fortunately for our diminished staff most of the numerous enquiries which come to us daily including an increasing number from abroad are confined to matters definitely relating to our own special work. Many requests are received from speakers, journalists and writers for suitable material for speeches and articles on women's subjects. This is clearly an important part of our propaganda and is capable of infinite expansion if it could be properly staffed. Enquiries on Local Government matters are frequent, especially prior to elections and the more definite scheme of co-operation proposed with the Women's Local Government Society will not only relieve our own headquarters of work it is not intended to undertake, but be of great benefit to our societies.

**Literature
Department**

This department must necessarily be worked in the closest co-operation with the Information Bureau as the large majority of enquiries involve the sending of suitable literature. There is a carefully selected bookstall at headquarters and arrangements have been made by which forthcoming meetings are carefully watched and supplied with suitable publications for sale. There is a steady demand for our own publications. During the year the following pamphlets have been published: "Equal Pay for Equal Work," "National Family Endowment," "The Work of Women Magistrates," "A Vindication of Election Canvassing," "The Powers and Duties of Justices." A leaflet intended for wide distribution stating the Immediate Programme of the Union was also issued and the remaining copies of "Equal Pay and the Family" were bought from the publisher and reissued in the name of the N.U.S.E.C. Pamphlets dealing with the legal disabilities of wives and mothers, Women in Parliament, and a bibliography are in the course of preparation.

Press

When the National Union, in March, 1919, adopted a new name it suffered inevitably from the disadvantage of lack of recognition without the counter-balancing advantages of novelty so dear to the press and the public. It is, however, coming into its own again and has secured remarkably good press notices throughout the year. Letters from the Officers

on important aspects of our programme have found a good reception, and the Summer School, the Autumn Lectures, the Magistrates' Conference, etc., attracted much attention. In September a special committee was appointed to secure increased publicity, and arrangements are being made in the coming year for systematic provision of articles on the different aspects of the work of the Union. Day to day careful study of Press cuttings reveals the encouraging fact that our more active societies are equally fortunate in securing good press notices of their meetings and various activities.

Much of the year has been occupied with adjusting headquarters' machinery to new conditions. The need for drastic economy necessitated not only reduction in staff but in office accommodation. It was no light task compressing accumulated records and archives of fifty years into the limited space now at our disposal. It is satisfactory, however, to report that owing to extensive sub-letting a removal to less convenient and pleasant offices was averted. There is little to report with regard to the office staff. Miss Norah B. Stack, M.B.E., M.A., was appointed as General Secretary to succeed Miss Ferguson in February.

Three voluntary workers have given regular time throughout the year. Mrs. Godfrey Warr and Miss Gordon Brown in the Library, and Miss Beaumont, who in addition to several days a week in the office, has undertaken many speaking engagements. Miss Redman has also given us valuable help in the Finance Department. A Staff Committee has been formed consisting of members of the office staff, paid and voluntary, to consider internal office arrangements, and several valuable suggestions have been passed on to the Organisation Committee. The Committee realises that the past year with internal changes, heavy international business and exceptional Parliamentary activities has been a strain on the energies of its staff and that the amount of work accomplished would have been impossible without real enthusiasm and interest.

In the deaths of Hon. James Stuart, M.P. for Hoxton, and Mrs. Stuart, J.P., the suffrage movement lost two warm friends who had been deeply interested in the work of the National Union. Mrs. Stuart was a City Councillor, a deacon in her Church and the first woman magistrate for Norwich. She left the National Union a bequest of £100.

Miss Theodora Wilde Powell, a former worker and speaker for the N.U., who died in June after a short illness at a comparatively early age, left us a generous legacy of £3,000.

**Head-
quarters
Organisation**

Obituary

Mrs. A. C. Ramsay of Plymouth was another former active worker and supporter whose death occurred during the year. She walked in the memorable Suffrage Pilgrimage from Land's End to London and raised large sums of money during the war for the Scottish Women's Hospitals.

In Mr. Edward Smithson of Hitchin, a member of one of our Committees, we have suffered the loss of a friend and lifelong supporter of the common cause of equality.

Miss Elizabeth Rathbone, our President's sister, took no active part in the woman's movement but was a warm friend and always generous donor.

Among other names that must be mentioned is Mrs. Kineton Parkes of New Zealand, a well-known worker for Women's Suffrage and identified with other aspects of women's interests.

Owing to the heavy pressure of Parliamentary work at Headquarters and the reduction of our staff of organisers from five to three we have not been able fully to carry out all the plans we made at the beginning of the year for strengthening our work in the constituencies and improving the means of co-operation between societies. Our Federation system fell into decay during the war and we had hoped to revive it in a simplified form adapted to new conditions. A beginning in this direction was made by sending out a questionnaire to societies with a view to gauging exactly their position and eliciting their own views as to co-operation. On the basis of the information thus obtained, a preliminary grouping of societies has been arranged, the principal points kept in view being railway facilities, and the need for having a strong and active society as the nucleus of each group. Mutual help between societies is more important than ever in view of the increased cost of travelling, which makes much organisation from Headquarters impossibly expensive.

The dissolution of old societies, many of which became moribund during the war, still proceeds but is more than balanced by the formation of new ones. During the year twenty societies have dissolved; twenty-seven new societies having affiliated, of which eight are Societies for Equal Citizenship; fourteen Women Citizens' Associations; others consisting of a branch of the B.W.T.A., two Women's Local Government Societies, one village Women's Council and a Women's Union. In addition to societies six local correspondents have been appointed. The number of affiliated societies at the close of the year was 220.

Work in the Scottish Federation in 1920 has mainly been in the nature of reconstruction, the activities of the original societies having been suspended during the war or devoted to

**Our
Affiliated
Societies**

**Scottish
Federation**

work of the Scottish Women's Hospitals. The Headquarters in Edinburgh has been maintained, the Federation sharing the office of the Edinburgh Society. Bi-monthly meetings of the Federation Committee have been held throughout the year.

PARLIAMENTARY.—Early in the year a letter was sent to the Secretary for Scotland reminding him of his promise to a deputation organised by the Federation in 1919 to introduce the Married Women's Property (Scotland) Bill, and a resolution demanding its early introduction was sent from the Annual Council. This Bill has now become law and married women in Scotland have now the control of their own property as in England. In January the Federation Executive Committee sent to the Lord Chancellor's Committee a list of women whom it wished to nominate for appointment as Women Magistrates and J.P.'s, nearly all their nominees being appointed.

The Federation joined with other women's societies in demanding that a committee be appointed to administer the funds in connection with applications under the Training and Employment Scheme for Women in Scotland. Eventually a Committee was appointed in Scotland with powers to deal with allocations up to £200 a trainee. One of the two Federation nominees was appointed to the Committee in connection with secretarial training.

Resolutions were sent to all the M.P.'s in Scotland from the Federation Executive urging their support for the following: Widows' Pensions, Guardianship of Infants Bill, Equality of Opportunity, Status and Pay in the Civil Service, that the Unemployment Insurance Scheme should be based on the type of the work and not on the sex of the worker and should cover all wage-earners, men and women, also an amendment to Scottish Law to enable women to be appointed jurors in Scotland in accordance with the Sex Disqualification (Removal) Act. The Societies were also asked to bring pressure to bear on their local M.P.'s in support of the above measures and to urge their local Councils to appoint trained and suitable women as members of the Police Force.

At the Paisley by-election the Federation organised a deputation of women electors to each of the three candidates. The deputation was introduced by Mrs. Laurie, Hon. Treasurer and put the N.U. list of questions to which favourable replies were given.

CONFERENCE.—In conjunction with the Edinburgh Society the Federation arranged a two days' Conference in November on "Some Problems of Citizenship." Seventeen speakers took part, Miss Rathbone, Miss Macadam, Miss Ward,

Miss E. Picton-Turbervill, O.B.E., from Headquarters and Miss Rinder from the Fight the Famine Council. Excellent reports were given in the Press and a quickening of interest in the N.U. programme has resulted in Edinburgh and the neighbouring societies whose members were present.

WORK OF SOCIETIES.—During the year societies have been formed in Crieff, Dumfries, Galashiels, Haddington, Kilmarnock, Kirkcaldy, Melrose, Montrose and Paisley, and others are in process of formation.

The Edinburgh Society reports active by-election work, a Woman's Leader Campaign week and many meetings on subjects connected with the programme of the National Union.

The Glasgow Society reports active parliamentary work, representative conferences and meetings, an active women's interests and information office in addition to Town Council election activities, when the Honorary Secretary and a member of the Executive Committee were among the successful candidates. As the result of a money-making scheme, a gift of £100 was sent to Headquarters.

The Council is not yet two years old, and having regard to its extreme youthfulness (or perhaps because of this) can report on a year's very active work. The occasions of outstanding importance have been the visits of Viscountess Astor, M.P., and Dame Margaret Lloyd George. A campaign was undertaken by the Council to arouse interest in the need for more women M.P.'s. In support of this a Mass Meeting was held in Leeds with Viscountess Astor, M.P., as the principal speaker. The Chair was taken by the President, Mrs. H. A. L. Fisher, and other speakers included the Lord Mayor of Leeds, Major Hills, M.P., and Mrs. Oliver Strachey. Over 3,000 people were present and a stimulus to Equal Citizenship was given by this meeting. The annual meeting was held in Ilkley with Mrs. Oliver Strachey as principal speaker.

Early in December a sale of Christmas gifts was opened by Dame Margaret Lloyd George. A substantial sum of money was raised and a donation of £50 has been sent to Headquarters. During the year a Yorkshire Bureau for Women's Service has been opened and proved to be of real service to the women workers. Information and advice are given free of charge to employers and women seeking employment. The management is in the hands of a small committee elected by the Council and in order to have the benefit of expert opinion and advice a representative advisory committee has been appointed. A watchful eye is kept on the interests of women in the professions and industry. An interesting piece of work has been the preparation of evidence

Yorkshire
Council for
Equal
Citizenship

on the two-shift system, which was submitted to the departmental committee by our Honorary Secretary. The Bureau is run on similar lines and is affiliated to the London Bureau for Women's Service. Affiliated societies report on a number of meetings and amongst the speakers who visited the societies are Miss E. F. Rathbone, Miss H. Ward, Miss Rosamond Smith, Lady Lawson Tancred, Mr. J. R. Cross and Miss Hartop. Several societies have been successful in securing the election of women members on their local Councils. Amongst the societies to be congratulated are Doncaster, with its first woman Councillor, and Scarborough with its President and ex-Hon. Secretary both Town Councillors. A glance over Yorkshire gives the members of the Council much hope for the future of societies for Equal Citizenship.

The thanks of the Council are due to the societies which have contributed financially and otherwise to our work, to the speakers who have travelled long distances for meetings, and to the Yorkshire members who represent us on the National Executive Committee.

It is impossible to curtail in a few sentences the activities of the London Society for Women's Service, connected as they are with one of the most pressing groups of reforms on our programme. Readers are referred to the admirable annual report issued by the Society (see footnote, page 11).

London
Society for
Women's
Service

FINANCIAL REPORT AND SUMMARY OF TREASURER'S STATEMENT.

This Financial Report covers the period from 1st Nov., 1919, to 31st Oct., 1920.

The financial position at the beginning of the year compelled a drastic curtailment of expenditure. This was secured by a reorganisation of the work at Headquarters and we believe we may claim that it has been carried out without serious loss to the effectiveness of our work though not without considerable effort and sacrifice on the part of our workers both voluntary and paid.

The total receipts for the year were £3,321 8s. 9d., the total expenditure £3,044 6s. 1d., leaving a balance of £277 2s. 8d. This is a real achievement since expenditure in 1918-19 was £4,916 10s. 1d.—a decrease this year of £1,872 4s., due mainly to cutting down Headquarters' expenditure, especially to a diminution in the staff and to subletting part of the office. The considerable economy of

Receipts and
Expenditure

£254 19s. has also been effected by the use of $\frac{1}{2}d.$ circulars and of stencils. A new and satisfactory source of income, which is capable of development, appears under the heading of Lectures and speakers' fees £26 14s. 8d.

The financial outlook in 1919-20 was far from satisfactory. *Donations* showed a decrease of £455 17s. 10d. and *Subscriptions* a decrease of £4 7s. 7d. *Affiliation Fees* have also decreased by £102 7s. 9d. This is a very serious matter, as apart from subscriptions, the regular, calculable income of the N.U.S.E.C. must depend on affiliation fees alone. The reduction is due to the fact that during 1918-19 societies were paying affiliation fees at the higher rate which was abolished at the last Council Meeting. A *Legacy* of £100 was received from the executors of the late Mrs. M. E. Tapson.

**Reserve
Fund**

The amount in Reserve has been increased from £426 10s. 5d. to £655 17s. 11d.

**Literature
Department**

Owing to the increased cost of printing, and the fact that a number of new leaflets have been added to the stock of the Literature Department, the expenditure exceeded the sales by £28 17s. 3d.

**Finance
Committee**

At the close of the Financial year the Finance Committee consisted of the officers and the following members of the Executive Committee, Mr. Cross, Mrs. Fisher, Miss Ward.

**Millicent
Fawcett Hos-
pital Unit**

The sum of £450 transmitted to Petrograd has still not been recovered. A claim, has, however, been lodged with the Russian Claims Department of the Board of Trade. There is still a debt of £50 outstanding to the N.U.S.E.C. The only donation received amounted to £7 1s. 11d.

General

The greatest need of the N.U.S.E.C. at the moment is a permanent income for Headquarters. We need the support of every member in the Union for this, and recommend that each society should make some definite effort during the year, either by sale or entertainment or in some other way, to raise funds for Headquarters as well as for their own local expenses.

We realize the great difficulty of collecting money at the present time, but we are convinced that every society of the N.U.S.E.C. has our programme and object too much at heart to allow our work to come to an end through lack of funds.

MISS H. C. DENEKE, HON. TREASURER, IN ACCOUNT WITH THE
NATIONAL UNION OF SOCIETIES FOR EQUAL CITIZENSHIP, ELECTION FIGHTING FUND.

Dr.	FOR THE YEAR ENDED OCTOBER 31ST, 1920.				Cr.
1919. Oct. 31.	To BALANCE BROUGHT FORWARD £802 12s. 6d. 5 per cent. War Loan ... ,, Cash at Bank: On Deposit Account On Current Account	£ s. d.	£ s. d.		
		762 9 11			
		20 0 0			
		20 7 2	802 17 1		
1920. Oct. 31.	,, Interest on War Loan and Deposit ...		35 0 1		
			£837 17 2		
1920. Oct. 31.	To BALANCE BROUGHT DOWN		£837 17 2		

1920. Oct. 31.	BY BALANCE CARRIED DOWN: £802 12s. 6d. War Loan, 5 per cent., at 95 ... ,, Cash at Bank: On Deposit Account On Current Account	£ s. d.	£ s. d.		
		762 9 11			
		20 0 0			
		55 7 3	837 17 2		
			£837 17 2		

We have examined the above Statement with the Books, Accounts and Vouchers relating thereto, and certify the same to be in accordance therewith.

We have also verified the Bank Balances and Investments.

Spencer House,
South Place, E.C. 2,
21st February 1921.

KNOX, CROPPER & Co., *Chartered Accountants.*

MISS H. C. DENEKE,
NATIONAL UNION OF

<i>Dr.</i>		FOR THE YEAR ENDED		
		£ s. d.	£ s. d.	
1919				
Oct. 31.	To BALANCE BROUGHT FORWARD:			
	Cash at Bank on Current Account ...	201 0 10		
	Cash in hand ...	16 0 0		
		217 0 10		
	Literature: Current Account ...	51 3 4		
			268 4 2	
1920				
Oct. 31.	Subscriptions ...	379 1 6		
	Donations ...	2,368 8 0		
	Legacy ...	100 0 0		
		2,847 9 6		
	Sale of Literature ...		75 12 4	
	Affiliation Fees ...		31 4 0	
	Issue of Minutes ...		11 6 6	
	Receipts from Lectures and Speakers Fees ...		26 14 8	
	Library: Receipts ...	43 0 9		
	Less Expenditure ...	42 17 0		
			3 9	
	Women M.P.'s Meeting ...		13 3 4	
	Receipts from Women Magistrates Conference ...		1 0 0	
	(Note: The remainder of the fees for this Conference were not received at the date of this statement.)			
	Receipts from Summer Schools ...		235 19 10	
	Interest on Deposit and Investments ...		33 15 3	
	Part Repayment of Loan, Millicent Fawcett Hospital Units ...		44 19 7	
			£3,589 12 11	

1920.
Oct. 31. To BALANCE BROUGHT DOWN ... £315 19 4

We have examined the above Statement with the Books, Accounts, and We have also verified the Bank Balances and Investments.

Spencer House,
South Place, E.C. 2.
21st February, 1921.

HON. TREASURER, IN ACCOUNT WITH THE
SOCIETIES FOR EQUAL CITIZENSHIP

OCTOBER 31ST, 1920.

<i>Dr.</i>		FOR THE YEAR ENDED		<i>Cr.</i>
		£ s. d.	£ s. d.	
1920				
Oct. 31.	By Rent of Offices ...			185 4 11
	General and Office Expenses ...			835 7 3
	Salaries of Office Staff ...			851 18 5
	ORGANISATION EXPENSES:			
	Salaries ...	303 15 8		
	Organisers' Expenses ...	254 10 4		
			558 6 0	
	Expenses of Council Meetings ...			137 1 0
	Press Department and Information Bureau Expenses ...			31 5 1
	LITERATURE DEPARTMENT:			
	Purchases ...	97 8 9		
	Office Expenses ...	7 0 10		
			104 9 7	
	Parliamentary Printing ...			57 9 6
	Election Classes ...			5 18 0
	Sundry Grants ...			5 0 0
	Expenses of Summer School ...			262 1 10
	Legal Expenses ...			10 4 6
	TRANSFER TO RESERVE:			
	(£250 5 per cent. War Loan received as part of a Donation) ...			229 7 6
	BALANCE CARRIED DOWN:			
	Cash at Bank on Current Account ...	188 1 2		
	Cash in hand ...	41 1 11		
			229 3 1	
	Literature: Current Account ...			22 6 0
	Summer School: Current Account ...			64 10 3
			315 19 4	
			£3,589 12 11	

Vouchers relating thereto, and certify the same to be in accordance therewith.

KNOX, CROPPER & Co.,
Chartered Accountants.

THE NATIONAL UNION OF SOCIETIES FOR EQUAL CITIZENSHIP.
BALANCE SHEET, OCTOBER 31ST, 1920.

LIABILITIES.				ASSETS.			
		£ s. d.	£ s. d.			£ s. d.	£ s. d.
To N.U.S.E.C. CAPITAL FUND	...		1,558 14 4	By FURNITURE AND FITTINGS as per last Balance Sheet	...		92 17 0
" RESERVE FUND:				" STOCK OF LITERATURE (estimated value)	...		150 0 0
As on October 31st, 1919	...	426 10 5		" SUNDRY DEBTORS:			
Add £250 5 per cent. War Loan 1929/47 as per contra	...	229 7 6	655 17 11	Literature Department	...	74 10 7	
" SUNDRY CREDITORS:				Millicent Fawcett Hospital Units (Loan)	...	50 0 0	124 10 7
Literature Department	...	3 8 1		" RESERVE FUND INVESTMENTS as per last Balance Sheet	...	426 10 5	
Summer School	...	9 1 8	12 9 9	Add £250 5 per cent. War Loan 1929/47	...	229 7 6	655 17 11
				(Invested in £647 7s. 6d. 5 per cent. War Loan 1929/47 and £50 5 per cent. War Bonds 1927)			
				" Common Cause SHARES cost £1,638 12s. valued at			50 0 0
				" ELECTION FIGHTING FUND:			
				£802 12s. 6d. 5 per cent. War Loan 1929/47	...		762 9 11
				" CASH AT BANK:			
				Election Fighting Fund	...	75 7 3	
				Literature Account	...	22 6 0	
				Summer School	...	64 10 3	
				General Account	...	188 1 2	350 4 8
				" CASH IN HAND	...		41 1 11
			<u>£2,227 2 0</u>				<u>£2,227 2 0</u>

We have examined the above Statement with the Books, Accounts and Vouchers relating thereto, and certify the same to be in accordance therewith. We have also verified the Bank Balances and the Investments.

Spencer House, South Place, E.C. 2.
21st February, 1921.

KNOX, CROPPER & CO., *Chartered Accountants.*

THE COUNTESS OF SELBORNE AND MISS FRANCES STERLING, HON. TREASURERS, IN ACCOUNT WITH THE
MILLICENT FAWCETT HOSPITAL UNITS FOR REFUGEES IN RUSSIA.

Dr.

FOR THE YEAR ENDED OCTOBER 31ST, 1920.

		£ s. d.			£ s. d.
1919.			1920.		
Oct. 31.	To BALANCE BROUGHT FORWARD:		Oct. 31.	By N.U.S.E.C. PART REPAYMENT OF	
	Cash at Bank:			LOAN	44 19 7
	On Current Account	37 17 8			
1920.					
Oct. 31.	" Donations	7 1 11			
		<u>£44 19 7</u>			<u>£44 19 7</u>

We have examined the above Statement with the Books, Accounts and Vouchers in London relating thereto, and certify the same to be in accordance therewith.

This Statement does not include any sums received in Russia on account of the Hospital.

Spencer House,
South Place, E.C. 2.
21st February, 1921.

KNOX, CROPPER & CO., *Chartered Accountants.*

Donations and Subscriptions of £2.

Beckett, Miss Ethel M.; Blyth, The Hon. Mrs.; Brentwood S.E.C.; Bulley, Mrs. Arthur; Cayley, Lady Mary; Coote, Mrs. S. V.; Crook, Mrs.; Crook, Mrs. Howard; Ericsson, Miss Edith M.; Giles, Rev. E.; Gossage, Mrs.; Gregory, Mr. Horace M.; Harding, Mrs. A.; Keswick S.E.C.; Little, Mrs. Alice; Littleboy, Mrs.; Lucas, Miss A. A.; Macnaghten, Miss K.; Mathieson, Miss Ethel; Miller, Miss A. and Wilson, Miss; Mitchell, Miss L.; Montgomery, Miss; Rigby, Miss Emily; Scott-Moncrieff, Lady; Shelley-Rolls, The Hon. Lady; Smithson, Mrs. (twice); Taylor, Mrs. A. F.; Walrond, Miss Ella; Ward, Mrs. James.

Donations and Subscriptions between £2 and £1 1s.

Batchelor, Miss M., £1 2s.; Berkhamsted S.E.C., £1 2s.; Bridgewater S.E.C., £1 4s. 7d.; Cheltenham W.C.A., £1 5s.; Chepstow S.E.C., £1 7s. 8d.; Chiswick S.E.C., £1 15s.; Dacam, Mrs., £1 7s.; Darwen S.E.C., £1 6s.; Hereford S.E.C., £1 11s.; Lincoln S.E.C., £1 5s.; Luton S.E.C., £1 17s. 11d.; Wolverton W.C.A., £1 2s.

Donations and Subscriptions of £1 1s.

Baxter, Miss Adelaide; Brereton, Mrs. Cloudesley; Bruce, Miss B. R.; Buchanan, Mrs. M. E.; Carnforth S.E.C.; Carter, Mrs. Eric; Chapman, Mrs. Hay; Common, Mrs. J. P.; Corbett-Ashby, Mrs.; Courtney of Penwith, Lady; Crook, Mrs.; Davies, Miss (twice); Deneke, Miss Margaret; Dixon, Mrs.; Dobson, Miss M. D.; Dodd, Mr. J. T.; Dowson, Mrs. Aubrey; Druce, Miss E. M. C.; Evans, Dr. Erie; Falkiner, Miss R. G. (twice); Fiedler, Mrs. E. M.; Foxley, Professor B.; French, Miss A.; Fyffe, Mrs. C. A.; Gauntlett, Mrs.; Gibb, Lady; Glover, Miss Elizabeth; Hall, Mrs. H. F.; Heaton, Mrs.; Heitland, Mrs. M. (twice); Henriques, Miss E. Q. (twice); Hermon, Mrs. M. M.; Hoc, Miss Mary; Holt W.C.A.; Hopkins, Miss A. M.; Keynes, Mrs.; Lawrence, Miss P.; Leith, Miss Alicia A.; Leith, Miss Emily; Leslie, Mrs.; Lever, Miss E.; Luff, Mrs.; Manfield, Miss Minnie R.; Marshall, Mrs.; Meadows-Taylor, Miss M.; Mellone, Miss Dora; Merrifield, Miss F. de G.; Merston, Mrs. Chas.; Miller, Mrs.; Monkhouse, Mrs. E. D.; Montgomery, Miss S.; Morrison, Mrs. M. C.; Mussoon, Miss A. J.; Nettlefold, Mrs.; Newton, Miss Frances E. (twice); Osmaston, Mrs.; Pannell, Miss and Garrett, Miss C. K.; Parry, Miss E. A.; Pennington, Mrs.; Pollock, Mrs. A. G.; Prestwick, Miss; Quin, Lady Emily Wyndham (twice); Rackham, Mrs. C. D.; Radford, Mrs.; Raleigh, Mrs. Edith; Ramsden, Miss Hermione; Richards, Mrs.; Robinson, Miss E.; Rogers, Mrs.; Savery, Mrs.; Sloane, Miss E. J.; Sorabji, Miss C.; Sparrow, Miss E.; Spicer, Miss Charlotte; Stoehr, Miss; Styer, Miss Mabel; Taylor, Miss Helen B.; Thompson, Mrs. Herbert; Tothill, Miss Mabel C.; Vickery, Dr. Alice Drysdale; Webb, Dr. Beatrice; Whiton, Mrs. M. M.; Wilkinson, Miss F. R.; Wishart, Mrs. A. E.

Donations and Subscriptions of £1.

Adamson, Miss Mary; Alder, Miss B.; Allen, Mrs. W.; Allen, Miss A. M.; Badley, Mrs.; Bates, Miss Edith M.; Beaumont-Thomas, Mrs. and Miss; Bothwell W.C.A.; Clay, Miss Beatrice; Clegg, Miss; Colman, Miss E. R.; Cross, Mr. J. R.; Dobson, Miss; Ernie, Lady; Eyre, Miss; Ford, Miss I. O.; Gardiner, Miss K. M.; Giles, Miss Dorothy; Glyde, Miss (twice); Hart, Mrs. A. Dick; Hersch, Mrs. A. I.; Hess, Mrs.; Howell, Miss Lilian; Hughes, Miss F.; Kennedy, Mr. J.; Kensington S.E.C.; Lane, Mrs. G. A.; Lawson, Miss D. G.; Lietti, Miss R. C.; Lyon, Miss E. C.; McArthur, Mrs. Gordon; Maidenhead S.E.C.; Mathieson, Miss M. L.; Meade-King, Miss; Morris, Miss Elsie; Morris, Mrs. (twice); Nevinson, Miss E. S.; Nicoll, Mrs. Donald; Oldfield, Miss; Parry, Miss E. A.; Perth S.E.C.; Pott, Mr. R. H.; Reid, Mrs. J. N.; Richardson, Mrs. M. K.; Rigby, Miss Emily; Ronalds, Mrs.; Ross, Miss Pauline; Scott, Mrs.; Seaford S.E.C.; Sharpe, Miss L.; Sturdee, Miss; Tapp, Miss S.; Taylor, Miss Mabel; Temperley, Miss M. G.; Tolmé, Mrs.; Verrall, Miss M. E.; Ward, Mrs. James; W. Bromwich S.E.C.; W. Herts S.E.C.; Williams, Mrs. Theodore; Wilson, Mrs. J.

Donations and Subscriptions between £1 and 10s. 6d.

Church Stretton S.E.C., 15s.; Clevedon S.E.C., 15s.; Domaille, Miss Mary, 15s.; Gloucester S.E.C., 12s. 6d.; Knight, Miss Margaret E., 12s. 6d.; Llanelly S.E.C., 14s.; Louth W.C.A., 18s. 9d.; Maidenhead S.E.C., 17s. 6d.; Moor, Miss Margaret, 15s.; N. Corval S.E.C., 11s. 6d.; Oxford Women Students S.E.C., 11s.; West Herts S.E.C., 14s. 9d.

Donations and Subscriptions of 10s. 6d.

Bathurst, Miss Katherine; Beath, Miss J. M.; Booth, Miss Sarah; Brereton, Miss K.; Dunbar, Dr. Eliza Walker; Edridge, Miss; Eng and, Miss Helen M.; Heath, Mr. Walter; Peel, Mrs. C. S.; Ritchie, Mrs. James; Spicer, Miss Harriet; Thompson, Miss Ursula.

Donations and Subscriptions of 10s.

Atkinson, Miss E. M. L.; Bazeley, Miss L. R.; Beaumont, Miss F. M.; Black, Mr. Arthur; Burt, Miss Ella; Camberley and District S.E.C.; Carpenter, Mrs. H.; Chapman, Mrs.; Chiswick S.E.C.; Clarke, Miss Bertha; Clarke, Dr. Mary; Clow, Dr. Alice Sanderson; Crofton, Lady (twice); Eastbourne S.E.C.; Fleming, Miss Nancy; Forster, The Misses C. M. and E. C.; Gotch, Mrs. J. A.; Graham, Miss F.; Greig, Mrs. E.; Hallows, Miss E. T.; Hart, Mrs. A. Dick; Hollings, Miss M. A.; Joseph, Miss; Lakin, Miss Mary; MacKenzie, Miss; Manley-Smith, Miss; Marshall, Miss F. L.; Mathieson, Miss M. L.; May, Mrs. S.; Mayfield, Miss I.; Milton, Miss; Neave, Mrs. J. H.; Neligan, Miss A.; Overton, Mrs.; Pearce-Gould, Miss K. M.; Pease, The Hon. Miriam; Pendered, Miss M. L.; Price, Mrs.; Robinson, Miss C.; Rochdale W.C.A.; Rotherham S.E.C.; Seyd, Mrs.; Sibly, Miss; Small, Miss Belle; Smith, Miss Rosamond; Smith, The Misses; Strachey, Mrs. Oliver; Tattersall, Mrs. (twice); Teasdel, Miss H. E.; Thackrah, Mr. James R.; Thorpe, Miss Flora; Ward, Miss Helen; Watson, Miss H. M.; White, Miss Nessa H.; Willis, Miss Edith L.; Wilson, Mrs. J. W.; Wycliffe-Wilson, Mrs. J.; Yeomans, Miss O.; Young, Miss Jessie L.

Donations and Subscriptions between 10s. and 5s.

Ackworth S.E.C., 7s. 6d.; Booth, Miss Sarah, 7s. 6d.; Hereford S.E.C., 8s. 6d.; Lowestoft S.E.C., 9s.; Lumsden, Miss, 5s. 6d.; Pangbourne S.E.C., 8s. 3d.; Ruffell, Mrs., 5s. 6d.; Spinks, Miss D. E., 8s.; Wyse, Miss A., 7s.

Donations and Subscriptions of 5s.

Andress, Miss F.; Atkinson, Miss E. M. L.; Barrett, Miss E. A.; Best, Mrs.; Blagg, Mrs. Beatrice; Boulnois, Mrs. Percy; Brownlow, Mrs.; Buchanan, Miss; Cholmeley, Miss Dorothy; Corsdell, Miss E. A.; Cotterill, Mrs. C.; Cox, Miss Edith P.; Crisp, Miss W. B.; Davidson, Mrs.; Dempster, Mrs. and Case, Miss; Dumbleton, Miss A. E. (twice); Fiedler, Miss Florence; Frank, Miss Helena; Fullagar, Miss; Fyffe, Mrs.; Gibb, Miss; Goodrich, Miss Jessie E. (twice); Harrington, Mrs. Ernest; Hartland, Mrs.; Hatten, Miss J.; Hockwold S.E.C.; Hoyle, Mrs.; Irwin, Mrs.; James, Hon. Mrs. B. R.; Johnson, Miss E.; Jones, Miss K. F.; Lane, Mrs. A. J.; Leven S.E.C.; Lock, Miss Elizabeth; Lupton, Miss Mary; Maret, Miss Julia; Maybury, Miss E.; Meredith, Miss; Monk, Miss Ellen; Morris, Mrs. Howard; Morton, Mr. J. A.; Napier, Mrs.; Paine, Miss Dorothy; Peel, Miss E.; Picton-Warlow, Mrs.; Pullinger, Mrs. W.; Robertson, Mrs.; Scriven, Miss Margaret E.; Slaters, Mrs. E.; Sleigh, Mrs.; Smyth, Miss Mary; Spens, Miss H.; Tennant, Mrs.; Thomas, Miss Isabel; Trickey, Mrs. Ada I.; Wackrill, Miss; Wilson, Miss E. C.; Wood, Miss Mary; Zimmern, Miss Alice.

Donations and Subscriptions between 5s. and 2s. 6d.

Hare, Miss Margaret, 3s. 6d.; Homrod, Miss J. G., 3s.; Hooton, Misses F. and E., 4s.; Leas, Mrs. H. H., 4s.; Malvern S.E.C., 3s.; Marston, Miss Miriam, 3s. 6d.; Port Talbot S.E.C., 2s. 9d.; Royal Holloway College S.E.C., 3s. 6d.; Wootton, Mrs., 3s. 6d.

Donations and Subscriptions of 2s. 6d.

Alexander, Mrs.; Atkinson, Mrs. H. L.; Bromet, Mrs.; Burnes, Miss F. E.; Caldecott, Mrs.; Cruttwell, Miss; Elgood, Miss J. (twice); Fennell, Mrs. Mary D.; Fox, Miss O. L.; Gardner, Miss A.; Grant, Miss Harriet; Hall, Miss A.; Hall, Mrs.; Hartley, Miss Grace; Henderson, Miss; Heron, Miss S.; Hobbs, Mrs. Hewlett; Keat-Scott, Miss L.; Kempthorne, Miss I. C.; Little, Mrs. Arnold; McCann, Miss; Male Sympathiser; Mann, Miss Gertrude; Martyn, Mrs. How; Milne, Miss M. E.; Mole, Miss; Moorcraft, Miss G. L.; Muggleston, Miss; Oakleston, Miss; Partridge, Miss A. M.; Pearson, Miss E. C.; Powell, Miss Rosanna; Price, Miss; Read, Miss; Ready, Miss E. A.; Reid, Miss A. M.; Rhind, Miss A. M.; Seymour, Miss; Stirling, Miss Evangeline; Strange, Mrs. W. A.; Thompson, Mrs. E. W. (twice); Valentine, Mrs. E. S.; Vaughan-William, Miss E. H.; Waithman, Miss H. M.; Waters, Mrs.; Weir, Miss A. B.; Welch, Mrs. Courtney.

Donations and Subscriptions of 2s.

Bertram, Mrs. Dora E. ; Darké, Mrs. ; Hopkins, Mrs. ; Mason, Miss K. ; Scriven, Miss Margaret E. ; Williams, Misses A. and R.

Donations and Subscriptions of 1s. 6d. and 1s.

Binfield, Miss A., 1s. ; Casson, Miss, 1s. ; Christy, Miss Eva, 1s. ; Davis, Miss, 1s. ; Gardiner, Miss, 1s. ; Hutcheson, Miss Grace, 1s. ; Lake, Mrs., 1s. 6d. ; Marston, Miss Miriam, 1s. ; Mullins, Miss, 1s. ; Pagny, Miss M. G. M., 1s. ; Parker, Miss, 1s. ; Pendlebury, Mrs. W., 1s. ; Satterthwaite, Mrs., 1s.

RULES.

As amended 1921.

I. TITLE.

The title of the Union shall be the NATIONAL UNION OF SOCIETIES FOR EQUAL CITIZENSHIP.

II. OBJECT.

To obtain all such reforms as are necessary to secure a real equality of liberties, status and opportunities between men and women.

III. PROGRAMME.

The Council shall from time to time determine which reforms shall be included in its programme.

IV. METHODS.

- (a) To affiliate and organise Societies under the conditions of affiliation of the Union, and to appoint Standing Committees and Local Correspondents in localities where there are no Societies.
- (b) To initiate and support such legislation as will promote the Programme of the Union.
- (c) To bring the pressure of united action to bear on Parliament.
- (d) To conduct constitutional agitation throughout the country in support of the object of the Union.
- (e) To maintain at Headquarters an Information Bureau, which shall collect and distribute information of feminist interest.
- (f) To obtain all such reforms as are necessary to secure a real equality of liberties, status and opportunities between men and women and to promote the education and self-determination of women as citizens.

V. AFFILIATED ASSOCIATIONS.

1. The following Associations shall be eligible for affiliation:

- (a) Societies of not less than ten persons.
- (b) Groups of not less than ten persons within any unaffiliated Society.
- (c) Standing Committees of not less than ten persons;

provided that these Associations have as one of their objects the object of the Union.

N.B.—This provision shall not be held to exclude an affiliated Association which supports *one aspect* of the Union's object.

2. The fees for affiliation shall be:

For Associations with	50 Members or under	5s.
„ „ „ from	51— 100 Members	10s.
„ „ „ „	101— 250 „	£1
„ „ „ „	251— 500 „	£2
„ „ „ „	501—1,000 „	£4
„ „ „ „	„ over 1,000 „	£6

This fee must be paid at the time of affiliation, and subsequently in January each year. Associations affiliating after June 30th will only be required in the following January to pay on the membership subsequent to the payment of the first fee, but must pay on their full membership in January of each succeeding year.

3. The Executive Committee shall have power:

- (a) To admit Associations to affiliation, subject to the ratification of the next Council Meeting; and
- (b) To refuse or terminate the affiliation of any Association, pending appeal to the Council if in their opinion the affiliation of that Association would be injurious to the object of the Union or is for other reasons undesirable.

VI. LOCAL CORRESPONDENTS.

1. Where in the opinion of a Federation Committee (or where there is no Federation of the Executive Committee) the work of the Union is not sufficiently represented, the Federation Committee (or where there is no Federation, the Executive Committee) shall appoint a Local Correspondent to promote the object of the Union.

2. Local Correspondents shall pay an annual fee of 2s. 6d.

VII. COUNCIL.

1. The Council shall be the governing body of the Union. Its duties shall be:

- (a) To direct the affairs of the Union.
- (b) To lay down general rules for the guidance of the Executive Committee as to the policy and methods by which the work of the Union shall be carried out.
- (c) To determine which reforms shall be included in the Programme.
- (d) To determine which of these reforms, not exceeding six in number, shall be included in the Immediate Programme of the Union.

2. The Council shall consist of the members of the Executive Committee for the time being, of the Honorary Secretary of each Federation, the duly elected representatives of the Associations which are affiliated to the Union, and the Local Correspondents. Members of affiliated Associations may be admitted as visitors, at the discretion of the Executive Committee, without the right to speak or vote.

3. An Annual Meeting of the Council shall be held in February or March, of which at least six weeks' notice shall be given to the affiliated Associations.

4. Representatives of Associations at the Council must be members of one of the Associations within the Union. No one may attend the Council as sole representative of an Association to which he or she does not belong without written guidance from the Association represented.

5. Each affiliated Association shall be entitled to send representatives to the Council as follows:

Associations of	10—	annually subscribing members	1 delegate.
"	"	11— 100	2 delegates.
"	"	101— 200	3 "
"	"	201— 300	4 "
"	"	301— 500	5 "
"	"	501— 700	6 "
"	"	701—1000	7 "
"	"	1001—1500	8 "
"	"	1501—2000	9 "
"	"	2001—2500	10 "

Up to a maximum of twenty delegates.

6. One delegate may cast the whole vote to which his or her Association is entitled for the election of the Honorary Officers and Executive Committee.

7. Associations sending representatives to the Council Meeting shall pay a fee of 2s. (two shillings) for each card of admission applied for, and when visitors are admitted a charge of 3s. (three shillings) for each visitor shall be made.

8. The Annual Meeting, in addition to general business, shall:

- (a) Receive and adopt, if approved, the report and balance sheet for the year.
- (b) Elect by Ballot the Officers and Executive Committee of the Union for the ensuing year.
- (c) Elect the Vice-Presidents for the ensuing year.

9. Copies of resolutions and amendments to be proposed at Council Meetings shall be:

- (a) Sent to the Secretary of the Union at least thirty clear days before the date of the Council Meeting, and by her circulated to the Secretaries of Associations at least twenty-one clear days before that date. Resolutions not so circulated may be also proposed if urgency be voted by the Council.
- (b) Placed upon the printed agenda in the name of an affiliated Association or of the Executive Committee or of a member of the Executive Committee.

10. Special Meetings of the Council may be called by the Executive Committee, and shall be called at any time at the request in writing of not less than one-twentieth of the

Associations affiliated to the Union. A meeting called on requisition shall be held within twenty-one days of the date of the receipt of the requisition by the Secretary of the Union, and rule 9 (a) shall be suspended.

11. At special meetings no other business shall be taken than that specified in the notice convening the meeting, unless urgency be voted.

12. So soon as it is known that a General Election will take place, the Executive Committee shall summon a special meeting to be held in London; the notice required for Resolutions and Amendments shall be decided by the Executive Committee and specified by them when convening the meeting.

VIII. NOMINATIONS.

1. All candidates for election or re-election as Honorary Officers of the Union, or as members of the Executive Committee, must be nominated by an Affiliated Association in the Union.

2. Each candidate for election as an Honorary Officer or as a member of the Executive Committee shall be required to supply to the Secretary for circulation to the Affiliated Associations the following particulars about herself or himself:

- (a) Occupation or special social work.
- (b) Name of the Affiliated Association to which she, or he, belongs, and official position, if any, in that Association.
- (c) Official position, if any, in the Party Organisation to which she or he belongs.

3. Nominations for the Officers of the Union, the Executive Committee, and the Vice-Presidents, in the case of the Officers and the Executive Committee, with the written consent of the candidates nominated, shall be sent to the Secretary at least thirty days before the Annual Council Meeting.

4. A list of Officers and Members of the Executive Committee standing for re-election shall be sent out with the notices summoning the Annual Council, and a full list of the candidates for election shall be sent to each Association at

least twenty-one clear days before the date of the Annual Meeting; this list shall show:

- (a) The names and addresses of all candidates for election, with the name of the Association nominating them.
- (b) In the case of Officers and other members of the retiring Executive Committee standing for re-election, the attendance at the meetings of the Executive Committee made by them respectively during the previous year.

IX. OFFICERS.

The Honorary Officers of the Union shall be the President, Treasurer, Secretary or Secretaries; they shall hold office until the conclusion of the Annual Meeting next after that at which they were elected.

X. EXECUTIVE COMMITTEE.

1. The Executive Committee shall consist of the President, the Hon. Treasurer, the Hon. Secretary, and twenty-one other members; it shall hold office until the close of the Annual Meeting next after that at which it was elected.
2. At its first meeting after election the Executive Committee shall elect a Chairman for the year.
3. The Executive Committee shall conduct the business of the Union in accordance with the resolutions passed by the Council.
4. The Executive Committee shall, from time to time, make its own bye-laws, and shall have power to appoint members of affiliated Associations to fill any vacancy either among the officers or on the Executive Committee which may occur during its time of office.
5. The Executive Committee shall have power to co-opt two members in addition to those co-opted to fill vacancies.
6. The Executive Committee shall appoint the paid officers of the Union.
7. The Executive Committee shall administer the funds of the Union, raise funds for its general work, and authorise the raising of funds by the Special Committees.

8. In the event of any difference of opinion arising in the Union as to the correct interpretation of resolutions passed by the Council, the interpretation of the Executive Committee for the time being shall be binding pending the decision of the Council at its next meeting.

9. The Executive Committee shall give special attention to the reforms selected by the Council as requiring immediate attention.

10. The Executive Committee shall carry on the Information Bureau at Headquarters.

11. The Executive Committee shall take action upon any general matter coming clearly within the object of the Union which has not been referred to a Special Committee and which becomes unexpectedly ripe for action in the interval between Councils.

XI. ELECTION POLICY.

The Executive Committee of the N.U.S.E.C. may give the official support of the Union to the Parliamentary candidature of:

- (a) Women candidates of any Party or Independent; provided that they are willing to support the Object of the Union and are in the opinion of the Executive Committee likely to render service to the cause for which the Union stands.
- (b) Men candidates of any Party or Independent; who have in the past rendered distinguished service to the cause for which the Union stands and are willing to support its Object.
- (c) Men candidates of any Party or Independent; who are willing to support the Object of the Union and who are opposed by candidates not so willing.

Provided that in each case:

- (a) The support be given only with the consent of the candidate.
- (b) The support be limited to making known to the electorate the candidate's special claims to the support of women on the above grounds.

- (c) No financial liability be incurred unless a special fund has been raised for women candidates, in which case grants may be made from it to such candidates.

XII. SPECIAL COMMITTEES.

1. Special Committees may be formed by the Executive Committee on the following basis of membership to deal with the reforms selected by the Council to be placed on the immediate Programme :

- (a) Not less than three members of the Executive Committee.
- (b) Persons appointed by the Executive Committee.
- (c) Representatives of any Society interested in that special subject and invited by the Executive Committee to appoint representatives.
- (d) Co-opted members.

The Chairman shall be chosen from among the members of the Executive Committee.

2. The functions of the Special Committee shall be :

- (a) To collect and consider evidences upon the subject in hand, and to circulate information upon it when thought advisable.
- (b) To issue an Annual Report.
- (c) To recommend action to the Executive Committee.
- (d) To raise, by *ad hoc* appeals, with the authorisation of the Executive, the money required for carrying out the propaganda, etc., necessitated by this work, this money to be placed to the account of the N.U.S.E.C. and ear-marked for the purpose for which it is raised.

3. Such other Special Committees as are necessary for carrying on the work of the Union may also be formed by the Executive Committee.

XIII. ORGANISATION.

1. Federations may be formed of the affiliated Associations in defined areas, such areas to be arranged by the local Associations with the approval of the Executive Committee.

2. Each Federation shall appoint a Committee which should include representatives from each Affiliated Association within its area, and at least one member of the Executive Committee of the National Union, such member or members to have no vote on the Federation Committee unless representing an Association or Associations in the area. Every member of such a Committee must be a member of an Association affiliated to the National Union.

3. The work of each Federation shall be :

- (a) To promote the formation of new Associations in its area, and appoint Local Correspondents in places where no Affiliated Association exists.
- (b) To promote the affiliation of existing organisations.
- (c) To arrange joint meetings and generally secure co-operation among Societies in its area.
- (d) To initiate and conduct political work in its own area, if it desires to do so, in support of the programme of the National Union, the Executive Committee to be the arbiter as to whether this political work is in accordance with the programme and general policy of the Union as laid down by the Council.

4. Associations and Federations shall initiate and carry out the ordinary work of the Union in their own areas, and the National Union Executive Committee shall initiate and carry out work of a national character in any area, provided that when it is proposed to undertake work in the area of any Association, that Association shall be consulted before any decision is arrived at, and shall be invited to take an official part and to share the financial responsibilities and advantages.

5. No Association or Federation shall use the name or funds of the Union to support any reform which does not come within the objects of the Union.

XIV. ACCOUNTS.

The Accounts of the Union shall be audited annually by an Auditor or Auditors appointed by the Council.

XV. ALTERATION OF RULES.

No alteration shall be made in the rules except at the Annual Meeting or at a Special Meeting of the Council, to which due notice of any proposed alteration has been given.

PROGRAMME OF THE NATIONAL UNION OF
SOCIETIES FOR EQUAL CITIZENSHIP.

(RESOLUTIONS PASSED AT COUNCIL MEETINGS.)

IMMEDIATE PROGRAMME.

1. *Equal Suffrage.*

"That the N.U.S.E.C. in Annual Meeting assembled calls attention to the fact that notwithstanding its General Election pledge 'to remove all existing inequalities in the law as between men and women,' the Government has as yet taken no steps to remove the glaring inequality in the election law which debars from the franchise the great majority of industrial and professional women who have special need for the protection of the vote.

"The National Union therefore calls upon the Government immediately to introduce and to carry through all its stages this session a measure to extend the Parliamentary franchise to women on the same terms as it is granted to men, and so bring the United Kingdom into line with the twenty other countries which have already given to women full equal suffrage." (1921.)

2. *Equal Moral Standard*, including the Repeal of the Solicitation Laws and Equality in Divorce Laws (England and Wales).

"Whereas official toleration of brothel-keeping and recognised vice areas involves connivance at the exploitation of women and the degradation of men, and makes the Government an accomplice of procurers:

"This meeting calls upon all responsible Governments and Municipalities within the British Empire to adopt and vigorously enforce the policy of suppressing all known brothels within the areas of their

respective administrations. It further asks that brothels and disorderly houses should be put out of bounds for British troops wherever they are stationed." (1920.)

"Having regard to the report issued, December, 1920, by the Joint Select Committee on Criminal Law Amendment, this Council reaffirms its demand for the repeal of the Solicitation Laws, which are solely directed against women, and vigorously protests against any attempt being made to extend the scope and operation of these laws, or to increase the penalties available under them." (1921.)

"That this Council declares itself firmly opposed to all proposals which, under the pretext of being health measures, tend to establish one or the other of the following conditions, these conditions being invariably the distinctive characteristics of the system of regulated prostitution:

"(a) Makes women or any class of women, subject to special penalties or to special health regulations.

"(b) Tends to place women, or any class of women, under medical control different from that commonly exercised on all persons equally.

"(c) Permits police or medical officers to impose a compulsory medical examination for venereal disease on women, or on any class of women." (1921.)

"That this Council is of opinion that in legislation regulating ports, provision should be made for granting power to the police to board and search vessels leaving the ports or when lying in the docks, if they have reason to believe that women and girls are on board for immoral purposes. The master of the ship to be held responsible in the same way as the owner of a house who (knowingly) allows his premises to be used as a brothel or for the purposes of habitual prostitution.

"C.L.A.A. 1885, Section 13, amended C.L.A.A. 1912, Section 4, with the increased penalties for such offences provided by the Bishop of London's Bill." (1921.)

"That this Council cordially thanks the Bishop of London for reintroducing his Criminal Law Amendment Bill and calls upon the Government to give facilities for its immediate passage into law, but regrets that the Bishop has removed the clause extending protection to boys." (*Urgency*, 1921.)

Matrimonial Causes Bill.

"That this Council warmly welcomes the fact that in Lord Gorrell's Matrimonial Causes Bill the sexes are placed in a position of equality in respect of the dissolution of marriage, the annulling of marriages and the grounds for separation. It further welcomes the powers provided in this Bill for the enforcement, of the payment of Maintenance Orders." (*Urgency*, 1921.)

3. *Candidature of Women for Parliament.*

"That this Council believes that it is urgently necessary to secure the election of women to Parliament so that the special experience of women may be placed at the service of the State, and that the interests of women where they appear to conflict with those of men may be safeguarded.

"It therefore resolves, in co-operation, wherever possible with other organisations :

"(a) To raise a fund for the expenses of candidates to ensure the selection of the best women regardless of their financial position.

"(b) To draw up a list of candidates of any Party, or Independent, provided that candidates shall not be placed on the list unless they are willing to support the Object of the Union.

"(c) To bring the claims of women candidates before the Parties and other organisations whenever a Parliamentary vacancy occurs.

"(d) To form special Committees in suitable constituencies to assist in the nursing of the seats for approved prospective women candidates, Party or Independent." (1921.)

4. *Equal Pay for Equal Work and Equality in Industry and the Professions.*

"This Council looks with grave dissatisfaction upon the differential treatment of men and women in the Report of the Joint Committee on the Organisation of the Civil Service. In particular it protests against the following :

"(i) That the Report denies to women the right to enter the Civil Service in the same way as men, by recommending that women in the Administrative and Executive grades should be chosen by Boards of Selection, and that the Clerical Class should be appointed by a separate examination than that from men.

"(ii) That the Report denies to women equal opportunities for promotion by creating separate establishments in each department for men and for women, thereby preventing the best person being chosen irrespective of sex.

"(iii) That except in the initial stages of the lowest grade of work, the Report denies to women equal pay for equal work.

"(iv) That the Report does not propose to remove the ban on the employment of married women.

"This Council therefore trusts that the National Whitley Council will amend the Report so as to establish equal treatment for men and women throughout the Civil Service." (1920.)

"That this Council, realising the urgent need of increased national production to make good the losses of the War no less than the material needs of the women workers of this country, laments the present unemployment among them. It reaffirms its demand for the opening to women of the fullest opportunities for training and employment in industrial, commercial, domestic and professional work, and records its conviction that the apparent opposition of the interest of men and women in employment will disappear when the two sexes are accorded equal treatment and equal opportunities.

"Further it calls upon the Executive Committee to obtain and bring before the next Council definite and concrete proposals for securing a practical application of the principle of Equal Pay and Opportunity in Industry." (1920.)

"That this Council strongly condemns the recommendations of the Washington Labour Conference, proposing restrictions on the night-work of women not placed on the night-work of men, and reaffirms its resolution that regulations concerning night-work should be based on the type of work and not on the sex of the workers." (1920.)

"That this Council is of opinion that equality of entry into the trades should be instituted for girls so that the resulting status of women should be equal to that of men, and they would also urge the need for technical and physical training for girls equal to that now provided for boys." (1920.)

"(a) This Council declares that the only interpretation of the expression "Equal Pay for Equal Work" which is acceptable to it is that men and women shall be paid at the same rate, whether this be computed by time or by piece in the same occupation or grade.

"(b) Further, this Council holds that it is imperative in the interests both of men and women that equal opportunity should be given to women in industry and in the professions, that restrictions based on sex alone should be abolished, and that the Government Municipalities, Trade Unions, Industrial Councils, Employers and all other authorities concerned should be urged to adopt this view and to put it into practice.

"(c) Further, this Council considers that the adoption of Equal Pay for Equal Work as defined above, combined with the opening of equal opportunities to women, should be immediately pressed forward, especially in connection with the employees of the Central and Local Governments and in connection with all employees falling under official wage awards." (1921.)

"That this Council calls upon the Government to pass into effect the resolution passed without dissentients by the House of Commons on May 19th, 1920, to give equal pay and opportunity to men and women in the Civil Service, and in particular emphasises the inequality of the present compulsory retirement of women on marriage." (1921.)

5. *Widows' Pensions and Equal Guardianship.*

"That a maintenance allowance for themselves and their children should be paid by the State to widows with dependent children. That the administration of these allowances shall not be in the hands of Boards of Guardians or Parish Councils. Any such scheme shall provide that the widow draws her pension as a right, and that she will not forfeit it unless there is a proof of definite charge in a Court of Law and before a competent Tribunal set up by the Administrative Authority that she is unfit to have charge of the children, and that she shall not be subject to any form of regular inspection unless there is evidence that there is misuse of the pension. This Council urges that a campaign be undertaken immediately to give effect to this resolution." (1919.)

"That this Council calls upon Members of the House of Commons to support by their vote and influence the Guardianship, Maintenance and Custody of Infants Bill, and urges the Government to adopt the Bill as a Government measure and to allow time for its passage into law this session." (*Urgency*, 1921.)

6. *League of Nations :*

"An active propaganda in support of a democratic League of Nations and of the practical application of the principle of equal opportunity for men and women within it."

"That in view of various proposals for the establishment of a Woman's Department of the League of Nations this Council makes the following declaration of policy:

"(a) It is opposed to the establishment of any women's committee or other organisation as a body constituted for the purpose of being consulted on what are sometimes called subjects concerning women, holding that women are as much concerned as men

on all questions coming before the League and that the proper method of consulting women is to ensure that an adequate number of them be included on the various bodies set up in connection with the League and on the directing as well as on the lower branches of the Secretariat.

“(b) On the other hand it holds that just as it has been found necessary to establish the special machinery of the International Labour Conference and Office with the object of raising the status of the industrial wage-earner relatively to that of the other classes, so it is desirable to establish in connection with the League of Nations, the special machinery of an International Women’s Conference and an International Women’s Office with the object of raising the status of women relatively to that of men.

“At the same time this Council urges as essential to the efficiency of such a women’s organisation that the following conditions should be observed:

“(i) The representation of women’s organisations must be not less than half of the total representation on the Governing Body.

“(ii) The Conference and Office shall themselves decide what questions they consider affect the status of women and shall be free to take up any of these questions, and shall not be expected to act as a consulting body to the League of Nations or have its business subject to their instruction.

“(iii) The Conference and Office shall have the right to collect and publish information regarding questions they consider affect the status of women.

“That this Council considers it of supreme importance that the proposals of the Conference and Office shall require to be considered by the legislatures of the Governments in the League on the same basis as are considered the decisions of the International Labour Conference.” (1920.)

“That this Council urges upon the Societies within the Union and upon the Executive Committee to do all

in their power by active co-operation and otherwise to promote the success of the League of Nations National Pilgrimage which the League of Nations Union is organising for this summer.” (1921.)

GENERAL PROGRAMME.

1. *Unmarried Mothers and their Children.*

“That the N.U.S.E.C. shall promote legislation to provide:

“(a) That the sum payable for the maintenance of illegitimate children shall be fixed according to the financial position of the parent ordered to make the payment.

“(b) That the duty of collecting such money shall be placed on a public authority, who shall be authorised to use for its collection the same method as in the use for the collection of a State debt.

“(c) That the procedure for securing affiliation orders be simplified.

“(d) That the subsequent marriage of parents shall legitimate a child.

“(e) That where there is no will (1) an illegitimate child shall be deemed to be legitimate for the purpose of inheriting from its father or mother; and (2) if the child has no spouse or children the mother shall inherit all, as the legitimate father does in the same case.” (1919.)

2. *Maintenance Orders.*

“That the machinery for obtaining and enforcing maintenance orders from neglectful, cruel or dissolute husbands be simplified and made more effective and that it be made possible to make such orders a charge upon wages when the man neglects to pay. That the Executive Committee be empowered to promote legislation for this purpose.” (1918.)

3. *Married Women's Property Acts (Scotland).*

"That this Council urges the Government to introduce legislation for Scotland on the lines of the Married Women's Property Act (England)." (1920.)

4. *Married Women's Domicile.*

"That the Union shall promote legislation as opportunity offers providing that a married woman shall have the same right to acquire a domicile as a man and that her domicile shall legally be of equal importance with that of her husband." (1920.)

5. *Women as Jurors.*

"That the Union resolves to promote legislation as opportunity offers to make eligible for jury service the wives of men eligible under the present law, and to repeal the provision which makes it possible for a judge to decide that a case in which both sexes are concerned shall be heard by a jury of women only or of men only." (1920.)

"That this Council holds that, since women are called to jury service by virtue of their citizenship, in no case should they be excluded from a jury merely on account of their sex. It further holds that there is a special need for the presence of women on juries in cases where the relations between the sexes are concerned and it condemns the false conception of delicacy that would deter women from the performance of a public duty." (1921.)

6. *Women Police.*

"That this Council is of opinion that it is necessary and desirable that women should form part of every Borough and County Police Force in the United Kingdom, and resolves to work for their appointment with status of Constable, with pay equal to that of men and with sound conditions of service." (1920.)

"That this Council welcomes the recommendations of the Home Office Report of the Committee of Enquiry into the Employment of Women on Police Duties to the effect that 'Women Police should make the declaration of a constable in the same form as the men and that they should be vested with the legal powers and status of a constable' and 'that

they should form an integral part of the Police Force' and 'that they should be specially qualified, highly trained and well paid.'

"In view, however, of the statement in the Report 'that in thickly populated areas . . . there is not only scope, but urgent need for the employment of policewomen,' this Council notes with surprise and dissatisfaction that no steps have apparently been taken by the Home Office to bring these recommendations into effect.

"That this Council respectfully urges the Home Secretary and the Secretary of State for Scotland to issue early instructions to Police Authorities on this subject.

"This Council further urges all affiliated Societies of the Union to deal with this matter in their respective areas by bringing influence to bear upon the Authorities to secure the appointment of specially qualified and trained women as an integral part of the Police Force." (1921.)

7. *Industrial Legislation.*

"That this Council urges that legislation with regard to pregnancy should be on the lines not of forbidding women to select their own work but of providing for them such economic conditions as should make it possible to give birth to their children without facing either ill-health or starvation." (1920.)

8. *Unemployment Insurance Scheme.*

"That this Council urges on Parliament the necessity of basing any Unemployment Insurance Scheme upon the type of work and not on the sex of the worker and that any such scheme should cover all wage-earners, both men and women." (1920.)

9. *Women in the Churches.*

"That the N.U.S.E.C. give definite support to the principle of equality of status and opportunity for men and women within the Churches, and, as occasion may offer, co-operate with organisations or persons working for the practical application of this principle." (1920.)

10. *Proportional Representation.*

"That this Council is of opinion that the adoption of a system of proportional representation would facilitate the return of women as Members of Parliament, and, therefore, wished to place this reform advocated by the National Union." (1919.)

11. *Employment of Women.*

"That this Council views with dismay the wholesale substitution of ex-service men for women now going on; and, in view of the present serious state of unemployment for professional workers, it demands that the Government shall not carry substitution any further." (1921.)

12. *Unemployment.*

"That in the opinion of this Council the increasing unemployment among women constitutes a national danger." (1921.)

13. "That this Council holding that it is neither just nor expedient that children should suffer privation because of trade depression, calls upon the Government, in this present emergency, to grant allowances to children of unemployed persons." (1921.)

14. *Assaults on Children.*

"That in view of the inadequacy of the law concerning assaults on children and young persons, this Council urges on the Government the necessity of taking immediate action to secure:

"(i) The raising of the age of consent to eighteen for both girls and boys.

"(ii) That 'reasonable cause to believe' that a girl or boy is at an age over the age of eighteen shall be no defence for a charge of criminal assault.

"(iii) That it shall not be a defence for a charge of indecent assault on a girl or boy between 13 and 16 that the girl or boy consented to the assault.

"(iv) That it shall be considered an aggravation of the offence if Venereal Disease has been communicated to the person assaulted.

"(v) That persons of weak intellect found guilty of an assault on a child or young person under 18 should be detained under the Mental Deficiency Act.

"(vi) That juries in all cases of child assault should invariably be composed both of men and of women.

"(vii) That the limit of time be extended in which a prosecution for criminal assault can be instituted.

"(viii) That Women Police should be employed to safeguard children in public places and also to prepare and attend all cases in the courts where a child is involved."

OTHER RESOLUTIONS PASSED AT THE ANNUAL COUNCIL MEETING, 1921.

1. *Family Endowment.*

"That this Council calls upon the Government to appoint a Committee or Commission to investigate the question of public provision for Maternity and Childhood, and meanwhile urges the Executive Committee and the Societies of the Union to promote discussion and to accumulate information on the subject."

2. *Women in the House of Lords.*

"That this Council, having noted from the King's speech that it is intended to introduce a measure for the reform of the House of Lords this session, calls upon the Government to provide for the membership of women in any scheme it may bring forward for a second Chamber."

3. *League of Nations.*

"That this Council welcomes the appointment by the Council of the League of Nations of Mrs. Anna Wicksell to the Permanent Mandates Commission."

4. *Women's Local Government Society.*

"That this Council welcomes the proposals for further co-operation between the National Union of Societies for Equal Citizenship and the Women's Local Government Society, as set forth in the scheme circulated to Societies on December 13th, 1920. Further, it empowers the Executive Committee to arrange if possible that Local Societies desiring to make use of both Headquarters shall be able to do so at an affiliation fee lower than the two separate affiliation fees."

Form of Bequest.

I Bequeath *to the Treasurers or Treasurer for the time being of the National Union of Societies for Equal Citizenship the sum of** _____

(free of legacy duty) to be applied for the general purposes of the said National Union of Societies for Equal Citizenship.

And I direct *that the Receipt of the Treasurers or Treasurer of the said Association shall be a sufficient discharge for the same.*

Signature _____

* *The sum to be written in full.*

Form of Receipt

LONDON:
WOMEN'S PRINTING SOCIETY, LTD.,
BRICK STREET, PICCADILLY, W. 1.

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