

THE WOMAN'S LEADER

AND
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NOTES AND NEWS

Dockers and Family Endowment.

Lady Astor asked in the House whether it would not be possible to meet the difficulty of paying a living wage to dockyard men by some system of children's allowances supplementary to wages. Such a system, introduced by voluntary agreement between employers and employees, she said, is spreading rapidly on the continent, especially in France and Germany. In France it already covers about 2½ million wage-earners, which is estimated to be nearly half the wage-earners of France, excluding agriculturists. The numbers covered by the system include all state employees. Lady Astor asked that full inquiries should be made into the working of the system on the Continent. The inquiry was refused.

Women Fish Workers.

Mr. Frederick Martin asked the Minister of Labour whether he would introduce legislation to exempt seasonal women fish workers from the Unemployment Insurance Act, as it is impossible for them to receive any benefits thereunder. Sir Montagu Barlow said that it is not correct to say that these fish curers can never qualify for unemployment benefit. If they are ordinarily and mainly dependent upon some other person, or on some non-insurable employment, they may, on application, obtain certificates exempting them, but not their employers, from payment of unemployment insurance contributions.

Unemployed Women.

Both Mr. Wheatley and Major Kelley asked whether any effort is to be made to provide suitable work for unemployed women, especially in districts where there is not a large demand for unskilled domestic labour. Major Boyd-Carpenter replied that it is impracticable to deal directly with unemployment among women by the provision of relief work. He referred to the assistance given to the Central Committee on Women's Training and Employment, and said the question of the training of women for life in the Dominions is under consideration, but no scheme for this purpose is yet in operation. It was quite impossible to propose an increase in the allowances to unemployed women, having regard to the great pressure on the unemployment fund.

Plea for Bigger Grants.

A letter on the subject of provision for unemployed women has been issued over the signatures of:—Lord Henry

Bentinck, M.P., Lady Astor, M.P., Major J. D. Birchall, M.P., Lord Robert Cecil, M.P., the Bishop of Chelmsford, Mr. J. R. Clynes, M.P., Bishop Gore, Mr. Arthur Greenwood, M.P., Mr. A. Hayday, M.P., the Bishop of Hereford, the Bishop of Lichfield, Lady Middleton, Lady Portsmouth, Miss Gertrude Tuckwell, and Mrs. Wintringham, M.P. It is stated:—"There are on the live register (November 20) 176,000 women seeking employment (this, of course, does not include the many thousands not so registered). A careful examination of the *Labour Gazette* shows that, taken over a period of five weeks, the Labour Exchanges are able to absorb 3,500 women a week. What provisions are made for the remainder? There is the dole and its attendant loss of skill and efficiency in the worker concerned, and there is the training scheme in homecraft and home-making which the Central Committee on Women's Training and Employment is carrying out in conjunction with the Ministry of Labour. For this latter purpose the Government have guaranteed a maximum sum of £50,000 contingent on the Central Committee's finding an equivalent sum, the total amount being sufficient to train 5,000 women for three months. What of the remaining 167,000 women—what are the Government proposals? The funds of the Central Committee and the grant of £50,000 are totally inadequate and enable only the small number mentioned to take advantage of the scheme, but the training centres, the teachers, and the equipment exist, and could cope with far larger numbers if further grants were available. It should be pointed out that women receiving this training and maintenance do not receive the dole, which is a saving on the Unemployment Insurance Fund; 66 per cent. of the trainees entered and remained in domestic service on the completion of their training and are no longer recipients of unemployment insurance."

Young People Out of Work.

In a written reply to Lady Astor, M.P., Sir Montagu Barlow stated:—"The number of juveniles (under 18 years of age) registered during the thirteen weeks ended November 6, 1922, at employment exchanges in the London area was 38,921 and in England and Wales 124,517. I would point out that for various reasons, and particularly because boys and girls under 16 are not insured against unemployment, these figures fall considerably short of the total number of boys and girls out of employment." This is one of the most difficult sides of the unemployment problem to deal with. Many of the young people of

17 or so have probably done no regular work since they left school and are daily losing what they had of industry and self-discipline. At present nothing is being done to counteract the evil that is resulting, and the Government has decided not to re-introduce the educational classes of the post armistice period. In any case training for those receiving unemployment benefit would not affect the hundreds of juveniles between 14 and 16 who do not come under the Unemployment Insurance Acts. The Government should be urged to make grants in aid of day centres organized by voluntary bodies in the same way as they have helped the Central Committee for Women's Training. It is a small price to pay to save the youth of the country from life-long deterioration.

Widowed Mother's Pensions.

Mr. Baldwin told Captain Erskine-Bolst that he could not undertake to introduce legislation in order to provide pensions for widowed mothers in order to alleviate the hard conditions which prevail when a home is robbed of the bread-winner.

Unmarried Mothers.

Mr. Wignall had an unsatisfactory answer when he asked whether the Government would grant facilities for the passage of comprehensive legislation for the protection of the unmarried mother and her child on lines similar to the laws that have been in existence in Norway since 1915.

Children and the Cinema.

On Wednesday, 20th December, the L.C.C. took a step whose intention is to prevent children under 16 from witnessing unsuitable films. A year ago the Council carried a series of resolutions for the imposition of a censorship on all films shown in their area. Among them was one which forbade the showing of films passed for "adult" exhibition only, to any children under 16 unless accompanied by a parent or bona fide guardian. The operation of this particular clause was, however, postponed for a year under pressure from the film trade, and it reappeared for

fresh consideration last week as a recommendation from the Theatres and Music Halls Committee, minus the provision that children may be present at adult films if accompanied by a parent or guardian. This more stringent form of control did not, however, commend itself to the L.C.C., and the proposal was finally amended and carried in its original form, which allows the presence of children under 16 at adult films, provided they are accompanied by a parent or guardian. We cannot help regretting the decision of the L.C.C. in this matter. In the first place, as the Chairman of the Theatres and Music Halls Committee pointed out, if a film is unsuitable for children it is rendered no less unsuitable by the presence of an adult companion—one, by the way, who may have no idea what they are going to see. Among the films recently passed by the Censor for adult exhibition only appear such titles as "Jane Eyre," "Bleak House," "It's never too late to mend," "Sherlock Holmes," "Peter Ibbetson," and "Carmen." To the ordinary person such titles suggest nothing very alarming. We ourselves, however, remember seeing a film version of "Jane Eyre" (not the version recently submitted for censorship) which would have brought a blush to the face of Miss Brontë, so distressingly immodest was the behaviour of the heroine on her first introduction to Mr. Rochester. In the second place we believe that the provision as amended will be exceedingly easy of evasion. We offer our sincere sympathy to the uniformed gentlemen whose business it is to deal with the crowds of children and adults which surge round the doors of Picture Palaces on Saturday nights.

The Sex-Disqualification (Removal) Act opens the door.

Although many years ago Miss Aleen Cust had won medals and honours in open competition at the Edinburgh Veterinary College, she was only enabled by the passing of the Sex-Disqualification (Removal) Act, to sit for the final examination for the diploma of the Royal College of Veterinary Surgeons, which she has just passed. Other women are to follow in her footsteps as soon as possible.

NEWS FROM WESTMINSTER.

By OUR POLITICAL CORRESPONDENT.

[The views expressed in this column are those of our Parliamentary correspondent, and are not our editorial opinion. Like so many other things in this paper they are expressly controversial, and comment upon them will be welcomed.—ED.]

We said last week that we would reserve until to-day comment upon the Foreign Policy debate which took place on Thursday, 14th December, just before the end of the session of Parliament. It is, however, a little difficult to look so far backward at a time when events are moving so rapidly, and much of what we might have said then would be unprofitable now. This much, however, remains true: that there seems to be a slightly better understanding among the Allies, and a considerably better prospect of Near East peace than many people had ventured to hope. There seems, too, to be an offchance of rescue from financial entanglements for Europe, and if only the various Governments would be brought to admit openly that there can be no settlement on the old Versailles terms the air might be cleared. The conference which is to begin on 2nd January is perhaps our last hope. We have had so many conferences, so many last hopes, so many muddles; but this time—perhaps—the way out will come. If not, there will certainly be a bad smash in January: no one can tell what would follow on that.

It is always interesting to watch the efforts of Parliament to take part in Foreign Affairs. There is, of course, in this country a very strong tradition against the direct intervention of the Commons in any current negotiations. The official plea that to give information prematurely hampers progress always carries weight—and quite rightly—in the House of Commons. Nevertheless, there is a strong tendency for more and more popular control over the main outline of Foreign Policy. The general public is much better informed on the progress of events with other nations than at any time in our history, and as people realize more and more clearly that their own prosperity depends on that of the rest of the world, so their interest in world politics grows.

The influence of the League of Nations in this matter is incalculably important. There is no doubt that the ideals of the League have

got a firm hold in this country. The possibility of disinterested and openly conducted negotiations between nations resulting in published treaties designed to preserve peace and to secure just settlement of disputes in the interests of the whole world is one which makes the greatest appeal to our people. They can pin their faith to it, and they do so. And it is easy to trace in Parliament the reactions and reverberations of these hopes. One after another the old catchwords and the old attitudes are becoming obsolete, and with great strides the new ideal is taking possession of the field. Evidence of this is to be found outside Westminster, as well as within its precincts. We are concerned now, however, with the manifestations there, and as evidence can point to the great development of the League of Nations support which is to be found in this new Parliament. The session has been short, and yet a new and vigorous League of Nations Parliamentary Committee has been formed which has had two important meetings. Both were crowded to the limits of committee room capacity, and the total number of Members of Parliament who have joined that committee is 296.

Direct League of Nations work is not, however, the only measure of the progress of its underlying ideals. The public opinion which required both Mr. Bonar Law and M. Poincaré to make full and careful statements to their respective Parliaments is a very healthy sign of the times, and the frankness and open character of the speech of our own Prime Minister was a welcome thing indeed. To put the cards on the table is the way to end bluffing, and bluffing is the most fatal international game for any nation to play. To put them there stops cheating, too, and if we are to get out of our present tangles we must have no tricks and no bluff. If public opinion pushes Parliaments, and Parliaments press the Governments until these things disappear, there may be peace yet. And there must be peace!

THE NEW YEAR.

In the days before the war we used to greet the new year with good resolutions. Nowadays there is hardly anyone who does not greet it with an anxious eye upon their financial position, and a few sighs over their prospects. But, for all that, there are signs of progress, both financial and political, and at the beginning of 1923 the retrospect for last year is not wholly discouraging.

In the field of activity with which this paper deals two notable advances have been made, the one being the passage of the Criminal Law Amendment Act and the other the steady increase in the part taken by women in the administration of the law. This year the new women barristers have begun to practise and the new women solicitors have completed their articles. During this year, too, a great deal of public attention has centred upon the legal position of married women with regard to crime, debts, and the guardianship of children, and there can be no doubt that the coming year will certainly see successful efforts made to improve their present unsatisfactory position. The Law Courts and the judges have grown accustomed to the presence of women jurors, and on all sides a widening of the field of activities open to women has been going on.

The General Election which occurred in the autumn showed very plainly the reality of women's political enfranchisement. In every constituency women were voting as serious and responsible citizens, and the character of the Parliamentary elections is already modified by this fact. Unfortunately the women candidates were none of them successful, but their achievements were by no means discouraging or discreditable. Those who had stood before, heavily reduced the majorities against them, those who were standing for the first time did quite as

well as the men candidates of their own parties in corresponding circumstances, and to the satisfaction of practically everyone in the country the two sitting women Members kept their seats.

All this is well, but in 1923 we must move faster, and there is no doubt that if a revival of trade does come the energies and the money set free for social reform will advance the causes we believe in.

During the year this paper has been through severe vicissitudes. As our readers know, we are always working without a margin, and struggling with very inadequate means to fulfil a duty which we believe is useful to our cause. We have received from our readers many most generous and magnificent gifts, without which indeed we could not have survived so long. We have in the year taken the daring step of reducing our price to a penny, and we are still struggling to gain the extra circulation which will reward us for taking this course.

If our readers want to help us in the New Year, they will seriously attempt to increase our circulation. We must double it this first three months of the year, and we implore every person who reads this article to make a New Year resolution, to secure one other regular subscriber before March, 1923. It is very valuable, we believe, to keep a weekly paper in existence which shall give the news of the various allied "causes" included in the woman's movement. But it is not so valuable to do so if it is read only by a few thousands as if it is read by many thousands. Our circulation since we dropped in price to a penny has gone up steadily but not steeply enough. Before we can be financially secure it must be a great deal better. And we hope that 1923 will bring it to us.

FOREIGN AND COLONIAL EXPERIMENTS IN FAMILY ALLOWANCES SUPPLEMENTARY TO WAGES.

By ELEANOR RATHBONE, J.P., C.C.

The unreality of fixing "a living wage," which makes no distinction between the needs of the family man and the bachelor has often cropped up in wage negotiations, but it has always been assumed in this country that to make such a distinction would lead to the dismissal of the married man as an expensive form of labour. For example, the report of the Court of Enquiry into Dockers' and Transport Workers' Wages (1920), says:—

"If the bachelor case could have been separately treated, probably no one would have seen any objection in principle to doing so. But to provide that that class of workmen was to receive less remuneration than his married comrade would, in the conditions in which dock labour is selected, prove an impracticable proposal. The cheaper labour would tend to have the better chance of the job."

The following account of systems, actual and contemplated, which succeed in overcoming this difficulty should be of interest at a time when the problem of paying all workers "a living wage" adequate to the support of a family without overtaxing industry has become acute.

IN FRANCE.

The system of family allowances (*allocations familiales*) supplementary to wages has spread with a rapidity that shows it has met a felt need. Since 1890, the French Railway Companies have paid to their employees an allowance for each dependent child in addition to wages. In April, 1917, the State granted a similar allowance to all its officials. In October, 1919, these allowances were fixed at 330 francs per annum for the first and

second child respectively, and 480 francs for each subsequent child, to cease at the age of 16.

The fear of overtaxing industry or discouraging the employment of married men delayed the extension of the system to private employment. But in 1918 the metallurgic firms of Grenoble agreed to form an Association for the payment of Family Allowances (*Caisse de Compensation pour Allocations Familiales*) on a system which satisfactorily met the difficulty. The idea spread rapidly, and in February, 1921, there were in France about 53 of these Associations or *Caisses*, covering a million workers and distributing more than 60 million francs in allowances. The Associations usually confine their membership to a particular district and sometimes to a particular industry. Some of them, however, cover industries of all kinds within the same district. Their operations vary in detail, but the main principle is as follows:—

The firms joining in the Association agree to form a pool for the payment of family allowances. The allowances are in the first instance paid according to a common scale by the individual firms to their employees on behalf of their dependent children. At fixed intervals the firms make a return to the Association showing the total amount paid by them in allowances during the previous period and also the total of their wages bill. The amount due to the pool from each firm depends upon the proportion of his wages bill to the wages bill of the whole Association, plus a share of the administrative expenses of the pool. If the amount paid by the firm in allowances during the previous period exceeds the amount of his contribution, the pool refunds him the difference. If he has paid out less than his contribution, he refunds the difference to the pool.

A different method of calculating each employer's contribution (e.g. at Lyons) is to base it not on his wages bill, but in proportion to the number of wage earners he employs, the contribution being lower for female than for male employees. Some Associations obtain the original capital of the pool by requiring each new member to pay an entrance fee of 2 per cent. of his previous year's wage bill.

The amount of the allowances varies in different Associations. Thus, at Lyons it was, in 1921, 15 francs per month for the first child; 25 francs for the second child, and 30 francs per month for each subsequent child. At Nantes, where the Association includes industries of different types, these are divided into four groups and the allowances and also the employers' contribution is varied accordingly; the minimum allowance being 50 centimes per child per day worked by the parent. Some Associations pay allowances for legitimate and illegitimate children alike; others only for legitimate children. Allowances are paid for the dependent children of women workers if there is no father capable of work.

The method of checking the amount of allowance due varies in different Associations. Sometimes the worker receives a card divided into 12 squares, to be stamped at his monthly payment. Sometimes the colour of this card indicates the number of his dependent children and he receives at the end of each working day a similarly coloured ticket or half or quarter ticket, according to the number of the hours he has worked. A corresponding record of the amount of his claim is kept at the office of the Association. If the worker changes his employment he carries his card with him.

A Bill to make family allowances universal and compulsory has recently been brought before Parliament, but it is not favoured by the employers' associations, which prefer voluntary action.

IN GERMANY.

The payment of family allowances in Germany for civilian workers as well as for soldiers was introduced during the war, but at the revolution it was abolished. Towards the end of 1919 the increasing cost of living occasioned its re-introduction, and the system has been embodied in nearly all collective agreements concluded at and since that time. Family allowances, therefore, now exist in almost all trades and industries, especially in the mining, iron and steel, and metal industries. The allowances are usually paid by the individual employer, and have not

apparently led in fact to any discrimination against married men. The value attached by the employers to the greater stability of married workers and the small percentage of unemployment in Germany have apparently obviated this risk. There is a law which prohibits the dismissal of workers except for legitimate causes. Certain social reformers, however, proposed a system of pooling the cost of family allowances on lines similar to the French system.

The allowances vary in different industries. For example, in the Berlin metal industry, according to the agreement concluded between employers' and workers' organizations in April, 1921, adult male workers are divided into five classes, according to the grade of work done. The minimum basic wage for each class is different and is supplemented by family allowances, which for the highest class were then fixed at 9 marks per week as marriage allowance and an additional 18 marks per week for each child below 14 years. Allowances were not paid during strikes, but full allowances were to be paid to workers on short time, unless the financial position of the industry made this impossible.

IN AUSTRALIA.

In Australia wages since 1907 have been subject to a minimum supposed to be based for men on the subsistence needs of a family of five persons. In 1920 a Royal Commission appointed to revise the existing minimum of £3 17s. reported that it would have to be raised by approximately £1 19s. per worker per week if it was to be adequate to maintain a family of that size according to a reasonable standard of frugal comfort. The Government statisticians declared that an increase on such a scale for all workers was impracticable, since the whole income of the country was insufficient to meet such a wages bill. The Chairman of the Royal Commission, A. C. Piddington, K.C., then proposed that in future the basic minimum for men should be based on the subsistence of husband and wife, and should be supplemented by children's allowances paid out of a pool formed out of contributions from employers in proportion to the number of their employees, whether single or married. The Premier (Mr. Hughes) announced in the Federal Parliament that the Government proposed introducing legislation on these lines. In fact, however, this has not yet been done except for the children of Federal employees, for whom allowances of 5s. a week are now paid in addition to wages. Similar schemes are under discussion in New Zealand.

A LOST OPPORTUNITY.

By GLADYS M. E. LEIGH.

Never in the history of civilization has there been a period of unrest so wide and so deep-seated as exists to-day throughout the entire world; the late war has set in motion forces that have broken up and disintegrated not only sects, but nations, and we see the dismemberment of empires; people and races breaking the trammels that enmeshed them, proclaiming the doctrine of the right to self-determination and severing the political and economic conditions which formerly held them together.

Amongst peoples, as our own, who have maintained their racial equilibrium there has been a loss of national stability, the aftermath of war has broken down barriers and levelled up social conditions; the centre of political and economic gravity has changed, old methods have been discarded, and the wisdom born out of bitter experience has dictated a wider and more generous policy in the domestic affairs of the nation.

Women, by reason of the services they rendered and the experience they gained during the years of war, have become a creative factor in the national life, not only in relation to Municipal Work, but in the wider circles of Parliamentary activities: it is natural, therefore, that the women who are engaged in nursing the sick, and who are working under adverse conditions, the result partly of obsolete traditions and partly of public indifference, should look to the women who are actively engaged in Educational propaganda to assist them in their endeavours to dissipate erroneous impressions and to make known their desire for a more clearly defined position in the National Life to which by reason of the peculiar quality of their work they make so valuable a contribution.

During the late election the Women's Social and Political

organizations failed to realize the value of the nurse-electors' votes. No Parliamentary Candidate in her election address made any reference to the future development of nursing or expressed any willingness to support a Bill for nursing reform, and yet the question of adequate scientific nursing is vital to the welfare of the industrial classes, and the influence of the district nurse in the homes which she visits is not to be lightly estimated.

The Women's Societies are well organized, but if they really wish at the next by-election to return a woman member to Westminster, they cannot afford to lose a single feminist vote, for, during the years since the Declaration of Peace, there has been a sharp rebound in public opinion, and the late election has proved that the greater number of the male electorate are indifferent, if not antagonistic in their views as to the advisability of returning women as members of Parliament; they are becoming alarmed at the thought that many of their peculiar privileges may be wrested from them, and that drastic and disturbing domestic reforms may be inaugurated.

The late election might have been the nurses' golden opportunity, but they failed to grasp it: they might have used the Parliamentary Franchise as a powerful lever to educate public opinion as to the value of scientific nursing, and have obtained pledges from candidates for election to protect their interests and improve their status, if they assisted to return them to Westminster; also their knowledge of the needs of humanity would have been of inestimable value to would-be members for working-class constituencies whose practical knowledge of social and economic conditions was necessarily circumscribed: they were in a position both to give and to receive.

It is imperative for the National well-being that nurses' interests should be represented in the House of Commons, and this may be most easily accomplished by a closer rapprochement between the representatives of the Nursing Services and the representatives of the various women's organizations engaged in the reconstruction of social and economic conditions. Nursing politics are rooted in Conservatism, the curricula of the Training-Schools are necessarily intensive; as a result, nurses collectively are apt to base their opinion of present day events on past occurrences, forgetting that never in the history of mankind have social and economic conditions varied so greatly and moved so swiftly as in the world to-day.

A clearer understanding, an interchange of thought, between the representatives of the Nurses' Associations and many of the women's political and social organizations would be of incalculable value to society in general. Nursing interests would benefit by the more forward policy, the wider outlook, the keener grip on purely mundane matters that women engaged in other callings would put forward, and they in return would have the advantage of hearing the views of women whose experience of life has been gained from close personal contact with nearly every grade of humanity, and whose opinions and thoughts are grafted on a practical knowledge of the essential needs of mankind.

Nurses cannot without assistance greatly improve the conditions of their service since those conditions are dependent largely on the trend of public thought.

Scientific nursing is a matter of vital importance to the national life, but it is a matter in which many interests are involved, and it is essential that in the solution of these many complex problems which present themselves, no side issues should be allowed to exclude the main objective from view; it is therefore necessary that the public should be told, and told clearly, of the unsatisfactory conditions prevalent in the nursing services to-day, since it is for the public well-being that these services exist.

HOUSEHOLD ADMINISTRATION.

[The Editor does not hold herself responsible for the views expressed in this column—comment on them will be welcome.—Ed.]

ENTER "ANN".

As a social worker who has served five years as a domestic servant in other peoples' houses, I am convinced the present dislike to domestic service arises from wrong ideas on the subject, and the Editor of the WOMAN'S LEADER is very kindly giving me this column weekly for a time for the purpose of discussion. If we women exchange ideas we may be able to solve many difficulties that at present stand in the way of girls leaving school choosing this line of work as their wage-earning occupation. At the same time, if any practical experience I have gained as cook and housekeeper is of any use to those many middle-class mothers of families accustomed to help before the war, who are being worked to death because they cannot obtain help on terms they can afford in present conditions, it will make me very happy to give it.

WHEN WOMEN RULED.

Not only are many mothers over-worked and nerve-racked, but the happiness of the splendid girls we love is at stake. The clerical and allied professions are so over-stocked that sheer hunger tempts unhappy girls to lead immoral lives. The duty of placing the fundamental occupations of household and institutional service, and the care of the young and sick, on a satisfactory basis is not merely individual, but national and international. If once it can be achieved, unemployment amongst men and women will automatically adjust itself and taxation be relieved; but it will take time, and various remedies must be applied. It is of no use to rely only on one.

An interesting point connected with the matter is the fact that when women possessed equal educational, civil, political, and religious rights with men there was no national domestic service difficulty. It dates from the time when they were deprived of their rights, and has been caused by the gradual lowering of the status of domestic helpers, until servants ranked lower and lower in the social world, and in the nineteenth century

The question presents itself, how, and by whom, is this information to be imparted?

Spasmodic articles in the daily Press are useless, since they either represent the modern nurse as the national drudge, or depict her as leading a care-free life in the Nurses' Home with little or no reference to her daily work and her future needs. There can be no permanent solution to the present unsatisfactory conditions until the public realizes the gravity of the present position, and that the solution of the problem is a matter that is peculiarly its own.

The only way to attain this "desideratum" is for candidates at forthcoming by-elections supported by the women's organizations, to state, and to state clearly, as an essential part of their domestic policy, their firm determination to work for improved nursing conditions, and to make their electorates understand the obstacles which prevent the right type of women from taking up nursing in preference to other work: but, if this is to be done, it is necessary that the women's organizations and the representatives of the Nurses' Associations should meet, and without prejudice or bitterness, discuss an aspect of women's work that has been the veritable foundation from which all feminist progress has emanated.

It is essential that if the Nursing Services are to go forward, and to hold their own with other callings, that they should adapt themselves to present day conditions; the modern woman is willing and able to uphold the traditions of fifty years ago, but she will uphold them according to the tenets of her own generation, she will not be bound by the rules and regulations to which her forebears conformed.

It is for the Leaders of the Nursing Services to realize these facts, to profit by the lessons of the late Election, to seize each opportunity that may present itself to consolidate the future status of the nurse, and to obtain Public guarantees that her conditions of service shall be in accordance with modern needs and modern requirements.

Dickens depicts one as a domestic drudge, and *Punch* makes them the butt of scathing witticisms. There is nothing like ridicule to kill any effort; therefore it is not surprising that matters grew worse and worse, until the Great War freed Britain's paid slaves.

WILL THEY GO BACK?

They are beginning to do so now, but one great difficulty bars the way, they are not trained, and many modern mistresses have not the time, even if they have the inclination or knowledge, to undertake the task. The most hopeful feature of the case is the growing willingness of young girls to master domestic work before entering on any other training. Within the last two months I have been the means of placing a young middle-class girl in a situation as kitchenmaid, where she is very happy under a trained cook, who will put her through the early stages of kitchenmaid's work, from which she will as she makes progress gradually emerge a competent cook. By the time she is 20 she will be sufficiently qualified to be relieved for ever from the haunting fear of unemployment. At present she is paid at the rate of £20; at the end of six months, if satisfactory, this will be raised to £25; at the end of a year to £30. When she left boarding school last July she could not light a fire nor cook a potato, but she had been taught shorthand and typing! She is fatherless, and has no home nor money for training; her mother managed to provide uniform at much self-sacrifice, and took her to be interviewed by her present employer, who admires the girl's pluck and grit. All three are satisfied, the girl is happy, well-fed, and cared for; she has to get up at 6 o'clock and light the kitchen fire, etc., but she has a bedroom to herself and her work is done at 3 o'clock, until it is time to help cook prepare dinner. Her mistress makes her go to bed at nine. She finds the other members of the staff in the servants' hall very nice and friendly, and her experience has encouraged another girl to follow her example. I can easily place others. Yes, they will take up domestic work once more and love it, as in pre-Reformation days, but they will not accept nineteenth century conditions.

ANN POPE.

NATIONAL UNION OF SOCIETIES FOR EQUAL CITIZENSHIP.

Offices: Evelyn House, 62 Oxford Street, London, W.1. Telephone: Museum 6910.

ANNUAL COUNCIL MEETINGS, 7th, 8th, and 9th March (change of date).

The dates of the Council Meetings have been unavoidably altered to Wednesday, Thursday, and Friday, 7th, 8th, and 9th March, and the place will be the Y.M.C.A. Hall, Tottenham Court Road, as in previous years. A public conference on some subject of special interest at the moment will be probably arranged on Tuesday afternoon, 6th March, so delegates should make an effort to come to London for Tuesday. Suggestions as to the subject will be gladly received.

Several events combine to make this Council unusually interesting. The first is the presence of Mrs. Fawcett, who has been abroad on the last two occasions. Secondly, the prospect of the International Congress of the I.W.S.A. in Rome, and lastly, the great Equal Franchise Demonstration, which was postponed from November. We confidently expect this will be the largest and most successful Council that has been held since the war.

PLANS FOR THE NEW YEAR.

In addition to the Annual Council Meetings two public conferences in London will be arranged in January and February on Pensions for Civilian Widows and on the Candidature of Women for Parliament. Fuller particulars will be given later. Arrangements for the Summer School have been delayed owing to pressure of other work, but a preliminary syllabus will shortly be issued. The time proposed is the 8th to the 18th September. Schools and Conferences in different parts of the country will also be arranged.

NEWS FROM SOCIETIES.

Hampstead Society for Equal Citizenship.—A meeting of this Society was recently held at 53 Netherhall Gardens by kind

OBITUARY.

COLONEL DENNY.

The Glasgow Society for Equal Citizenship sustained a great loss on 9th November in the death of their President, Colonel John Denny, C.B., D.L., J.P. Colonel Denny, who was chairman of the shipbuilding firm of Messrs. Wm. Denny & Bros., Ltd., Dumbarton, was widely known in shipbuilding and engineering circles, as well as in political and social activities, all over the United Kingdom. During the ten years Colonel Denny was Member of Parliament for Kilmarnock District he took a deep interest in all legislation to improve the position of women. Colonel Denny was President of the Glasgow Society for twenty years, and during that time he took a real and sympathetic interest in the affairs of the Society.

CORRESPONDENCE AND REPORTS.

P.R. IN UNIVERSITY ELECTIONS.

MADAM,—Will you allow me to remove a misunderstanding that seems to have arisen concerning the application of P.R. in University contests. It has been said that had the majority system prevailed Professor Gilbert Murray would have been elected for Oxford University, whereas under P.R. he was defeated. This is not the case. The difference in the method of voting has been overlooked. When Oxford University was a double member constituency under the majority system each voter had two votes. He could give one apiece to each of two candidates. Under the P.R. system each voter has a single transferable vote. His one vote can count in the election of only one representative.

The complete declaration of the result of the poll in Oxford University was as follows:—

Candidates.	Votes on 1st Count.	Transfer of Result.	Final Result.	
CECIL	3,185	- 1,302	1,883	Elected 1st.
MURRAY	1,444	+ 150	1,594	
OMAN	1,018	+ 1,152	2,170	Elected 2nd.
	5,647		5,647	

permission of Captain and Mrs. Townroc. Captain Townroc presided, and an able address was given by Miss Beaumont on the work of the N.U.S.E.C. in the last Parliament, and its hopes with regard to the new Government. Several new members joined the Society, and much interest was shown.

OUR GENEROUS FRIENDS.

We have to acknowledge a further list of donations to our General and Election Funds. We cannot be sufficiently grateful to Societies and our numerous friends for their generosity, in many cases several times repeated during the year.

DONATIONS TO GENERAL FUND.

	£	s.	d.
Already acknowledged	1,293	0	0
St. Hilda's Hall W.S.S., balance in hand	1	10	0
Anonymous	1	10	8
Norwich W.S.S., balance in hand	14	13	3
Mrs. Soddy and Miss Sutherland (proceeds of sale)	45	0	0
Miss A. A. James		5	0
Wakefield W.C.A.	2	2	0
Woburn Sands W.S.S., balance in hand	1	8	0
Keswick S.E.C.	2	0	0
	£1,316	8	11

DONATIONS TO ELECTION FUND.

	£	s.	d.
Already acknowledged	414	16	9
Dartmouth and Kingswear W.C.A.	1	15	1
Miss Wainwright		2	6
Miss M. E. Knight	1	1	0
Miss F. Ella N. Walrond	4	0	0
Miss Baddeley	1	0	0
Mrs. W. Watson		12	2
Kensington S.E.C.	1	17	6
Ilkley S.E.C.	14	16	6
	£440	1	6

There being two seats to be filled the quota, or number of votes sufficient to ensure success, was one more than one-third of the total votes cast, or 1,883. Lord Hugh Cecil was elected on the first grouping of electors (first preferences) with 1,302 votes to spare. The surplus votes were transferred in accordance with the wishes of those who voted for Lord Hugh Cecil. All his papers were re-examined, with the result that, of the surplus, 1,152 fell to Sir Charles Oman and only 150 to Professor Murray. The Conservatives gained two seats because the Conservative voters could organize themselves into two separate groups each of which was larger than the Liberal group. If the majority system had been in force and the voters had had two votes each, the two Conservatives would have headed the poll each with a total of about 4,000 votes, while Professor Gilbert Murray would have come third with about 1,500.

In Cambridge University the votes polled were:—

RAWLINSON (C.)	4,192	Elected 1st.
BUTLER (Ind.)	3,453	Elected 2nd.
SORLEY (C.)	1,018	
	8,663	

Here the quota was 2,888 and the Independent candidate was elected because the Conservative voters, possessing between them only 5,210 votes, could not form two groups large enough to defeat the Independent's group of 3,453.

P.R. allowed the majority at Oxford (being more than two-thirds) to secure both seats; it allowed the minority at Cambridge (being more than one-third) to secure one seat. In each case more than two-thirds of the votes were used in the election of the representatives; compare this with Southampton or Sunderland, also two-member constituencies, where, because of the absence of P.R., less than one-half the votes recorded were effective.

Yours truly,
JOHN H. HUMPHREYS,
Secretary, The Proportional Representation Society.

POLICY.—The sole policy of THE WOMAN'S LEADER is to advocate a real equality of liberties, status and opportunities between men and women. So far as space permits, however, it will offer an impartial platform for topics not directly included in the objects of the women's movement, but of special interest to women. Articles on these subjects will always be signed, at least by initials or a pseudonym, and for the opinions expressed in them the Editor accepts no responsibility.

WOMEN'S INTERNATIONAL LEAGUE.

Miss JANE ADDAMS Mlle. MELIN Miss CATHARINE MARSHALL
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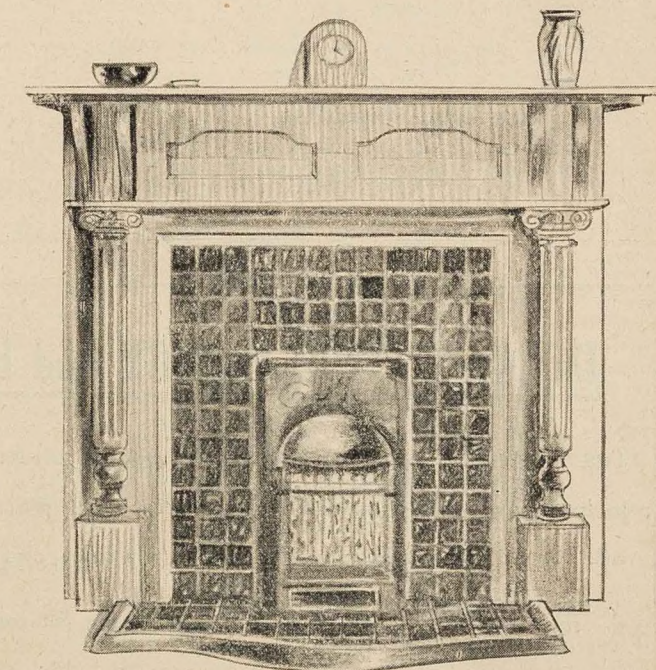
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COMING EVENTS.

NATIONAL UNION OF WOMEN TEACHERS.

JAN. 2-5. Annual Conference. Technical College, Cardiff.

N.U.S.E.C.

LEEDS. JAN. 8. 18 Park Row, Leeds. 5.30 p.m. Opener: Professor Strong, C.E.E., M.A., LL.D. "Psychology in Everyday Life."

WOMEN SANITARY INSPECTORS' AND HEALTH VISITORS' ASSOCIATION.

DEC. 28-JAN. 11. Winter School for Health Visitors in London. Particulars from Miss C. Macdonald, 5 York Buildings, Adelphi, W.C. 2.

STANSFELD TRUST.

FEB. 16. A Stansfeld Lecture has been arranged by the University of London to be given by Professor Graham Wallas at the London School of Economics on "The Competition of the Sexes for Employment."

WOMEN'S INTERNATIONAL LEAGUE.

JAN. 2. Kingsway Hall. 8 p.m. Speakers: Miss Jane Addams, Mlle. Melin, Miss Catharine Marshall—Messengers from the Hague Congress, Dec. 7-10th, 1922.

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LONDON SOCIETY FOR WOMEN'S SERVICE, 58 Victoria Street, S.W. 1.—Secretary, Miss P. Strachey. Information Department for advice about Women's Work and Training, by letter or interview.

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