

THE
WOMAN'S LEADER

IN POLITICS

IN LITERATURE AND ART

IN THE HOME

IN LOCAL GOVERNMENT

IN INDUSTRY

IN THE PROFESSIONS

AND

THE COMMON CAUSE

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THE COMMON CAUSE PUBLISHING CO. LTD., 62, OXFORD STREET, LONDON, W.1,

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THE WOMAN'S LEADER

AND
COMMON CAUSE.

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.

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NOTES AND NEWS.

Women in the Treasury.

A post of Director of Women's Establishments has been instituted by the Lords Commissioners of the Treasury, and, by agreement with the President of the Board of Education, the Hon. Maude Agnes Lawrence, Chief Woman Inspector to the Board of Education, has been appointed. We heartily congratulate both Miss Lawrence and the Treasury upon the appointment. Miss Lawrence's task will be horribly difficult, and we do not attempt to conceal the fact that we shall endeavour to make it more so. The problem of equal pay and equal opportunity for men and women in the Civil Service is one that we shall not leave alone until we have won the victory, and we shall, therefore, put all the pressure upon the Director of Women's Establishments that we can possibly exert. Miss Lawrence, of course, knows what is before her, and since, like all intelligent women, she herself agrees with us, she will, we believe, bear us no grudge.

Women in Factories.

In the recently published report of H.M. Chief Inspector of Factories, the principal lady Inspector contributes some paragraphs which will surprise the outside public. There is in some quarters an unfounded idea that women are selfishly holding on to positions which they took up at the call of patriotism. The truth is that "in peace-time industries, where women have been replacing men on well-paid work, the temptation to remain must have been great, and it says much for the . . . women that here too they left cheerfully as the men returned. Women have discriminated, as they have every right to do, between giving place to men in general and making way for men who relinquished their employment to enter the army."

Scarcity of Skilled Women.

Another unexpected comment is that of Mr. H. J. Wilson, who points out that the male workers in textile and other industries suffer if there is a shortage of skilled female labour in their trades. "Unless there is a reasonable balance in the demand for men and women in any given locality, the industries in the end suffer from a shortage of one or the other, and general development and prosperity are impossible." The Inspector speaks of the difficulty which arises because some industries demand almost exclusively male labour, and others a surplus of women workers. Women, he says, are reluctant to leave home and live in lodgings. This want of fluidity of female labour, acute as between town and town, exists also between different districts of the same town, and is increased by the rise in the cost of travelling, which tends to keep girls within a short radius of the home which has been chosen for its proximity to their father's work, and which may be far from any factory employing women.

Trained Women.

The complaint that textile factories cannot, whatever the inducements offered, obtain a sufficiency of skilled women, appears to reinforce the argument so often heard, which attributes women's unemployment mainly to their disinclination to undergo training or apprenticeship, and the lack of facilities provided for them. This is not the whole of the story. On the previous page of the report we are told that women have almost disappeared from the engineering works. The training taken during the war by many highly educated girls, and more who came to the works qualified by manual skill gained in other trades, is likely to be wasted, though it is a national asset which in many countries would be highly prized. There is not only a lack of common sense in this, but a lack of common fairness as well.

Hours of Work.

The great reduction since the war of the hours of work in factories and workshops has had very various effects in different types of industry. Better time-keeping has, as a rule, resulted from the discontinuance of work before breakfast. The introduction of short pauses during the working day, in addition to regular meal times, has benefited the workers and has not injured production. The effect of shorter hours on output is, in the main, favourable where results depend less upon the working of machines than upon the alertness of the operator. But where speed of machinery is the determining factor reduction in hours has been followed by an almost proportionate fall of output. In a few works reduction in hours has been the apparent cause of a fall in output per hour, for which no adequate reason has at present been furnished. Problems like these are the province of industrial research, and upon their solution depends the prosperity of the industrial community.

The Regulation of Wages.

The Industrial Courts Act expired last week and with it ended the legal guarantees against reductions in wages, except in trades where Trade Boards exist. This is not a matter of great importance to male workers, who, with their strong organisations, can maintain their standard. For the less fully organised women workers the position is, however, much more serious. The slump in trade makes it more than probable, not only that there will be much unemployment among women, but also that employers will endeavour to lower the wages of those that remain. The National Federation of Women Workers is, therefore, taking up the question, and we trust that their efforts will be successful. In the past the Federation has done magnificent work in safeguarding the interests of sweated and ill-paid women, and we will, if necessary, lend it all the aid in our power in the same work in the future. Nothing is so bad for all classes of workers,

whether men or women, skilled or unskilled, as to have a mass of easily exploited labour at the bottom, and we would welcome any measure that would prevent a return to this state of affairs. When we look at women workers in their actual circumstances our plea for equality of opportunity and pay seems very remote and academic; and yet we believe that it is essential that this plea should be reiterated and maintained as it is to-day, and as it will be for years to come. It sets before us the ideal at which we aim; it works upon public opinion, and it will, in the end, prevail. At the moment we seem to be stepping away from it, as compared with our war-time position. But we will not lose heart, because fundamentally we are in the right.

Women in the Cotton Trade.

The question of women's work in the cotton trade was referred to in the Strike Committee's reply to the Executive Council of the Oldham Cotton Spinners' Association. The objection to the introduction of female labour in 1915 was, apparently, purely on moral grounds. Now, after five years' experience, the men say they "have no objection to working with females," and that "the moral status of the spinning room will compare very favourably with that of any other business or industry where men and women work together. Our objection to the creeler agreement to-day is based on purely economic grounds. Our wage-list provides for payment of little piecers and not adult female creepers. The adult female creeler, although we realise her value, cannot by any stretch of the imagination be said to fill the gap created by the absent little piecer." The mixture of condescension and prejudice against women workers in an industry where, of all others, women have established themselves and made good, and where the principle of equal pay is acknowledged, is disheartening.

Women Engineers.

The new engineering firm which is being started by twelve women engineers is to be called Atalanta Ltd. The idea originated among some keen, ambitious girls, all qualified engineers, who saw no chance of enlarging their scope under present conditions, and who determined to create opportunities for themselves. The factory is to be staffed and managed by women and the works manager is a girl who has served her apprenticeship, and who was in charge of a machine shop during the war. Lady Parsons is the Chairman, and the Women Engineers' Society looks with favour on the scheme, though, as an incorporated Society, it cannot give financial help. Already two contracts are under discussion, one for machinery parts of a pump ordered by the French Government for reconstruction work in the devastated areas, and the other for making parts of hosiery needles. We wish these enterprising girls good luck.

Women Doctors.

During the war, owing to the shortage of men candidates, women were admitted to the medical schools, but now that the men are returning, the number of candidates far exceeds the vacancies, and the problem which London University has to face is not an easy one. Before the war only the London (Royal Free Hospital) School of Medicine trained women, but in 1917 several other hospitals admitted them, and it has been discovered (!) that women are apt pupils, both as physicians and surgeons. As house surgeons employed in the casualty departments of the hospitals, they have undertaken tasks which involve physical endurance as well as surgical skill; and another proof of the aptitude of women is the award, at the Charing Cross Hospital of the governors' clinical gold medal, for the first time, to a woman student, Miss C. Cooper. How London University is going to solve the problem of accommodation for students is not yet known, but even if it adopts preferential consideration for ex-Service men, it cannot return to its pre-war practice of excluding women from the schools altogether.

A Ministry of Motherhood.

Australia has always been a pioneer in legislation and the new Ministry is no exception. The Labour Government of New South Wales is making provision for a Ministry of Motherhood, whose duty it shall be to arrange scientific instruction for girls, to prepare them for the duties and responsibilities of motherhood. Maternity hospitals are to be established all over the country, and pre-natal and after-care of mothers will be especially arranged for, as well as help and protection for the unmarried mother. Widows and deserted wives with children are to be provided with adequate allowances, all health activities are to be nationalised, and the State is to provide maintenance for all public hospitals, while the pay and working conditions of nurses

are to be improved. While we discuss all these vital matters *ad nauseum*, Australia acts. We call ourselves the mother country, but we seem to be taking the position of an old-fashioned grandmother this time.

Maintenance Grants.

The new year will see the abolition of half-time, and many working-class families are resenting the hardships of the new Act. In Blackburn the working mothers are forming a protective league, for although they realise the importance of continued education, they condemn the Government for not giving adequate assistance to parents of large families to compensate them for the wages which their children would otherwise have earned. It is, however, a fact, that local authorities are empowered to grant maintenance allowances when necessary, and we can only hope that they will take generous advantage of it. With rates as high as they are, we fear they will not, but it is a matter worth the careful attention of women in local government.

Free Secondary Education in Manchester.

A remarkable decision has been made by the Manchester Education Committee which, if approved by the City Council, will have the result of making education free for boys and girls up to sixteen in evening and junior technical schools, and up to the end of the school course in municipal secondary schools, thus going a long way towards carrying out the intention of the Education Act, i.e., "to secure . . . that young persons shall not be debarred from receiving the benefits of any form of education by which they are capable of profiting through inability to pay fees." The children will be selected upon the result of a written and an oral examination, also upon their school record, and the parents of the child selected will have to guarantee that he or she will remain in the secondary school up to sixteen years of age or for the whole school course. In an ideal system there would be no examination, but until the provision of secondary schools is largely increased there must be some method of selection, and, with proper safeguards the system proposed seems to be the best. There is no suggestion of providing maintenance grants, which would entail a large expenditure of money, so that considerable sacrifice is demanded from the parents. But as at present only about 5 per cent. of the children who apply for admission to these schools can be taken, there will be no difficulty in filling all the available places. Manchester's decision is notable because it establishes a principle rather than because at the moment it will bring secondary education within reach of a greater number of Manchester children, and it is one which we hope will be widely followed. We may remark that this gain to the children entails no increase in rates since the loss in school fees will be made up by grants from the Board of Education.

A School of Industrial Medicine.

Slowly it is being recognised that the human element in production is of greater value than the most expensive plant, but even yet many employers who engage expert engineers to look after their machinery have taken few voluntary steps to care for the workers in their factories. Progress in the "new science" of industrial medicine is shown, however, in the efforts which are about to be made to found a school in London for the teaching of the subject, and if it only succeeds in rousing all employers of labour to the responsibility which is theirs whenever they dismiss a man, who as a result of work is "too old at forty," and is thrown on the scrapheap of the unemployables, it will have gone a long way towards solving one of the main causes of the dreadful problem of unemployment, which no one has yet solved in its entirety.

The Problems of Adolescence.

The Bishop of Birmingham, who is President of the Inquiry into the problems connected with adolescence which the National Birth-rate Commission is holding this week, said that neither our criticism nor our praise of the younger generation was founded on a scientific understanding of conditions and that without it we could never help them to be fully equipped physically, mentally or morally for the duties of life. Miss Norah March, the first witness, started off straight away with some of the highly controversial subjects which we prophesied would be discussed. Whether chastity was the best preparation for parenthood was her main theme, and though believing as a general rule that chastity was the ideal to strive for, she acknowledged that in some cases "some other decision might be a matter of responsible choice," as in the case of late marriages. Miss March

BURNING QUESTIONS.

We call the attention of our readers to the fact that in the topical and controversial matters which we treat under the heading of "Burning Questions" we endeavour to present the principal views on each question held by differing groups of political thinkers. We do not ourselves express an editorial opinion, beyond this, that it is each woman's business first to be well-informed and then to come to her own opinion.

THE COAL CRISIS.

THE MINER'S CASE.

FROM A CORRESPONDENT

The claims put forward by the miners have been considerably modified during the course of their negotiations with the Government and the mine-owners. In July, when the claims were first put officially before the Board of Trade, the Government was asked to give the miners an immediate wages advance of 2s. per shift, and also to reduce the fixed price for domestic coal by 14s. 2d. per ton. It was unfortunate, from the miners' point of view, that the grounds on which they based their claims had not been thoroughly ventilated in the Press at an early stage. The two demands seemed, so far as the general public was concerned, to be utterly disconnected from each other and from the previous history of the miners' disputes with the Government. In fact, this was not the case, and I shall try briefly to explain the circumstances which led up to the formulation of the two claims in July.

On the wages' side, the miners in the early months of 1919 had put forward a claim for an increase in wages of 30 per cent. This claim was put forward definitely and explicitly on the ground that the pre-war standard of living for the miner was unreasonably low. As everyone knows, the Sankey Commission considered very fully the evidence on this point, and recommended an advance of 2s. per shift, which was roughly equivalent to the 30 per cent. demanded. The Government never for a moment questioned the recommendation, but unhesitatingly accepted it at a time when the cost of living was falling. The miners, the public, and at that time the Government, all believed that the miners' wages had been raised, not to bring them to the 1914 level, but in order to give them a higher level. The Government still held this belief in March, 1920. By that time the cost of living had risen to 130 per cent. above the 1914 level; and the miners' claim to a further advance in wages was conceded by the Government, which, by raising the wages to 155 per cent. above the 1914 level, acknowledged that they were bound by their acceptance of the Sankey award to put miners' wages well above the equivalent of 1914. Since then the rise in the cost of living has negated this advance, and at present, while the cost of living is already 162 per cent. above the 1914 level, and is still rising, the miners' wages are only 155 per cent. above the 1914 level. The increase of 2s. per shift demanded would bring the wages to about 183 per cent. above 1914, the 21 per cent. difference between this and the cost of living increase (162 per cent.) being less than the betterment in the standard of living recommended by Sankey. On the wages side, the men's claims are on strong ground; and they not unnaturally hold that, as all the figures on which they base their case are official, there is no need or justification for an enquiry. The Government either means to observe its pledge to carry out the Sankey award "in the spirit and in the letter," or it does not.

The claim for a reduction in the price of domestic coal really springs from the Government's handling of the coal question since the Sankey Commission reported. It was easy for the Government to say that this was a political question, and to refuse the right of the Miners' Federation to have any say in the matter. But was the demand justified? Since July, 1919, the Government has changed the price of coal, up and down, without any justification. In July, 1919, it increased the price by 6s. a ton, to make up some part of the appalling loss in the coal industry; by December 1st, 1919, it discovered that the appalling loss was really a burdensome profit, and it therefore reduced the price of domestic coal by 10s.; in May, 1920, the price of domestic coal was increased by 14s. 2d., and that of industrial coal by 4s. 2d. It has acknowledged that, with this last increase, there will be a profit from the industry seven times as large as the profit of 1913—£92,000,000 instead of £13,000,000. The miners believe, with some justification, that the Government's

vagaries in the handling of the whole question of prices have been due to a settled policy—to make the consumer of coal believe that the miner is his worst enemy, to defeat the campaign for nationalisation, and to prepare the way for "decontrol." Believing that the Government is using its powers to fix the price of coal for narrow political reasons, the miners felt that they were entitled to put a stop to this process.

The claim for the reduction in the price of domestic coal has now been dropped, because the miners realised that it was completely misunderstood by the public, who, under the influence of the Press, thought that the issue was Constitutional Government versus Bolshevism. The claim for wages remains, and although a counter-claim for more production has been made, there is no doubt that an increase in wages is overdue, and, whether it be called x, y, or z, will have to be given.

THE OWNER'S CASE.

FROM A CORRESPONDENT.

At the moment of going to press there are renewed hopes that the resumed conference between committees appointed by the coal owners and the miners is likely to result in a peaceable settlement of the miners' demands. It is, however, difficult to forecast the result of a conference which possesses such potential complications as the present discussion.

It is evident from all that has been made public that there are profound differences of opinion amongst the miners' delegates. The extremists, hailing mainly from the South Wales coal fields where revolution is openly advocated, have done nothing to ward off the grave danger of a strike. Mr. Smillie shows no desire for any amicable settlement which does not include the immediate granting of the troublesome 2s.

The datum-line proposal was welcomed as the only way out of an extremely grave position. The datum-line offered by the owners can only be regarded as a generous one, in that it gives the miners the opportunity of substantially increasing their wages without any extravagant demand upon their exertions. By a very small increase of output, known to be well within the miners' power, a 1s. advance is at once assured. Indeed, the miners, in order to receive an additional 1s. per day have only to produce coal at the rate of 242,000,000 tons a year, a rate which they have repeatedly this year not only equalled but exceeded.

The weekly output equivalent to 242,000,000 tons a year has been worked out at 4,840,000 tons. In one week in March, 1920, the output reached 4,900,649 tons, and for the week immediately preceding the May Day holiday was 4,089,666 tons! These figures of weekly output are considerably above the line which would give the miners an output bonus of one shilling, and had they produced a shade more, bringing the week's output to 5,040,000 tons, they would have been entitled to a 2s. output bonus.

It has throughout been a conviction shared by the Government, the coal owners, and the general public that the coal industry could not stand a further increase of wages to the miners unless there was some definite guarantee that output would be increased as a result. To accept a mere assurance from the leaders that the men would be urged to put forth every possible effort to increase their individual production would be too much of a stretching of hope and confidence in the face of previous experience. In every instance in which an advance in wages had been given in the past, there was a proportionate decline in output.

At the Sankey Commission the miners' leaders declared that the concession of a seven-hour day would be an incentive to greater production. That was the theory: the fact is that output

since 1913 has fallen by one-fifth, although 100,000 more men are employed in the industry.

If the proportionate output per worker had been kept up, the reduction from eight to seven hours per day would have caused a decreased output of only 14,000,000 tons, and the total this year would have been 273,000,000 tons. It is, however, actually 33,000,000 tons less.

There have been four wages advances in the last three years and in each case the output was adversely affected, as will be seen in the following table.

The rate of output in March, 1915, when regulation by Conciliation Boards was practically done with, is represented as 100 per unit of labour, and the figures for succeeding years are thus percentages of the 1915 output.

March, 1915	100
September, 1917.	First war wage	...	94
June, 1918.	Second war wage	...	87
March, 1919.	"Sankey" wage	...	84
May, 1920.	20 per cent.	...	77

HISTORY AS PEACEMAKER.

By C. C. OSLER.

In his recent little book, "A Straight Deal or the Ancient Grudge," Mr. Owen Wister has done a great service to both ourselves and his American fellow-countrymen by calling attention to the animosities which are cultivated by our methods of teaching history, i.e., to show ourselves always right and our neighbours always wrong. Much of what goes by the name of patriotism has been built up on ludicrous travesties of fact; from Shakespeare's presentation of Joan of Arc in "Henry IV." down to writers of text-books (for whom it cannot be pleaded that they are poets, not historians) and to writers of story-books of boyish adventure which, fascinating as they may be, inculcate wholly false impressions of the history they popularise. The effects of this on the character and attitude of youthful minds are not easily eradicated.

Mr. Wister's method of approaching "the ancient grudge" between our nations, is not to ignore but to illuminate. In regard to the War of Independence he recalls the divided opinion among Englishmen which forced George III. to enlist Hessians for his armies. America is still sore with us over the "Alabama" and our attitude during her civil war in 1861, so he reminds her of the half-million of Lancashire cotton workers who endured patiently, for the sake of the anti-slavery cause, the starvation inflicted on them by the blockade which stopped their supply of cotton. Recognising how true it is that

"The evil that men do lives after them,
The good is oft interred with their bones,"

he finds an antithesis for each memory which perpetuates "the ancient grudge." And who can estimate the beneficent historical education we on our part have derived from Mr. Drinkwater's noble presentation of Abraham Lincoln?

It is undeniable that, owing to ignorance of history, our national conception of other nations is based mainly on their attitude and relation to ourselves, and therefore changes with each successive development of international politics. To take a single instance. During the last half of the nineteenth century our prevailing impression of Russia was embodied in *Punch's* figure of a savage and greedy bear, ever stretching out a covetous paw over our Indian possessions, and only to be adequately thwarted by the sedulous fostering of a sentiment of Russophobia. When, at the beginning of the late war, Russia became our ally, a violent reaction took place; our Universities established Chairs of Russian, Anglo-Russian societies were formed, a passion for Russian literature was kindled, and the conquest of the Russian alphabet and language was embarked on by our more dauntless students. Even the ignorance and superstition of the Russian peasantry were idealised for us in popular literature into a poetic and picturesque fantasy which actually threw a glamour over the government of the Czar. A few months passed, and again our conception of Russia was violently reversed. She unaccountably failed to act up to her *raison d'être*—her part as our ally. Through a succession of revolutionary phases she evolved a policy and eventually a government of her own which was far from meeting with British

approval, or indeed, in some of its developments and distortions, with the approval of the civilised world generally. Thus we have arrived to-day at a national sentiment divided between a desire to penalise and boycott Russia for the form of government through which she is struggling to recreate and find herself, and a pressing sense of self-interest which demands the revival of commercial relations with her.

These tergiversations are in part the result of our inability to envisage the Russian nation as having a character and history of her own, quite apart from her relation to ourselves; and similar illustrations might be drawn from the variations since 1914 in our sentiments towards Serbia, Greece, and even nearer neighbours. A better informed Europe would have been less helpless in the hands of its diplomatists, and might have achieved a peace dictated less by conflicting interests and based more nobly on the principle of "live and let live."

How, indeed, was any real peace—anything but a cessation of hostilities—possible between victors and vanquished who, in the past, had chiefly been concerned with the worst of one another, who could not even communicate their ideas to each other except through an interpreter? The Germans were not the only people whose patriotism was artificially stimulated by a diet of ingenious invention. If they were taught that our English armies were composed of convicts, armed with twisted knives designed to scoop out the eyes of wounded Germans, we were nourished on similar atrocities and swallowed them uncritically. We were not allowed to believe that any German hearts sickened and ached over the sinking of the "Lusitania." It is blots like these, as a young German officer said sadly to an English-born princess, that will be remembered when all the brave deeds and sufferings and heroisms of the German nation will be forgotten. History will remember the "Lusitania" and forget Captain Müller of the "Emden."

That is profoundly—perhaps justly—true, and although Germany, alas! has supplied us with more such unforgettable memories of horror than other belligerents, it is a truth of general application, and must militate against mutual international appreciation. If in every country there might arise teachers of history who should set themselves to collect for popular edification past incidents of goodwill, honesty, and straight dealing, what a breakwater would be raised against the rising tide of suspicion and enmity which so quickly aggravates any passing gusts of irritation! Mr. Robert Dell has lately reminded us that though "the proletariat has not yet acquired a taste for literature, and the fiction that it reads is still of poor quality," yet "it thirsts for knowledge," and of all knowledge that of history is, from the point of view of civilisation, the most important.

"*Tout comprendre, c'est tout pardonner.*" Only a sounder understanding of each other's antecedent experiences, developments, and mistakes—voluntary or induced—can help us to a greater readiness to pardon and pity, and to the true spirit of goodwill, lacking which, as we are daily experiencing, there is no peace or healing for our shattered world.

WOMAN'S PLACE IS THE HOME.

PROPERTY MANAGEMENT AS A CAREER FOR WOMEN.

By E. A. CHARLESWORTH.

Large numbers of educated women are now looking for professions in which they can find a useful and honourable career, and the number seems likely to increase in the near future. It is important, both from the point of view of the community and from that of the women themselves, that they should be able to find suitable work. In the *WOMAN'S LEADER* for July 23rd last, a correspondent described, in a very clear and interesting article, the ideals and methods of the women who are already working as property managers, and in the issue of August 27th, a woman property-manager gave a description of her work in a Midland industrial district. The object of this article is to show that the management of house-property may provide a career which will attract some of the best types of educated women.

The total number of women managers is at present very small, but it is large enough to prove that women can succeed in this calling, and the housing conditions of our working-class districts are sufficient evidence that there is need for their services.

There have been in the past, two difficulties in the way of women who wished to take up this work. One was the lack of facilities for training, and the other the uncertainty of remunerative work for those who had trained. These two factors naturally reacted upon each other. It did not seem worth while to establish training courses and train persons for whom no paid work could be secured at the end of their training; at the same time, the fact that women, as a rule, had a less complete technical training than men, and were not permitted to qualify as surveyors or estate agents, prevented them from having so wide a choice as men had of the available posts.

The lack of openings in the past has been partly due to the individual ownership of contiguous houses. It is, as a rule, only where a sufficiently large group of houses are under the same ownership that an opportunity for good management comes. For this reason the estates of the large housing trusts and companies in London are almost without exception well managed. The new houses now being put up for the working classes are, to a large extent, provided by local authorities, or by public utility societies, so that there will be much more group ownership than heretofore, and, therefore, more likelihood of management on the right lines. The time is therefore ripe for considering what is the best training for the work of property management, and where it can be obtained.

The first principle to be insisted upon is that any woman who takes up property management as a profession must prepare for it as seriously as she would for any other profession. The tendency up to the present has been to regard property management by women too exclusively as a vocation, to be entered upon in a spirit of philanthropy. Some women have taken it up and carried it on for many years as purely voluntary work, and others have been content with a very modest recompense because they liked the work and realised its value to the community. Nearly all the professions in which women are now engaged—teaching and nursing may be mentioned as examples—began in the same way, as vocations. But in every case there comes a time when the work has proved itself to be a necessary part of the social organisation and it can no longer be confined to those who are willing and able to follow it up purely as a vocation. If it is to continue and expand it must become a profession for which women prepare by special education and training, and for which their qualifications are attested by recognised diplomas.

Property management for women appears now to have reached the stage at which it must become a profession as well

as a vocation. The woman who wishes to enter this profession should receive a thorough education up to the standard for entering a university. The next step is to arrange for practical training in the office of an estate manager; while she is taking this training, the student should prepare either for the new B.Sc. Degree in Estate Management conferred by the London University, or for the examinations which admit to membership of either the Surveyors' Institution, or the Auctioneers' and Estate Agents' Institute. Both these bodies now admit women to their examinations; the latter body has initiated a scheme for establishing a College of Estate Management in London, in which women students will be on the same footing as men. The College is expected to open in April 1921, and it will prepare students for all the examinations mentioned above. There will be opportunities to specialise in the different branches of Estate Management, and students will be able to choose the one which most appeals to them. The London Degree examinations contemplate that some students will wish to aim at the management of rural estates, either at home or in the Colonies; and the sections in agriculture, agricultural law, and forestry, are designed for them. Others will wish to manage town or suburban estates, and they will naturally take the sections in Town-Planning and Urban Sanitary Law. Hitherto, women have generally undertaken the management of working-class properties in the towns, but there are, here and there, women successfully taking charge of semi-rural estates belonging to private owners or to public utility societies.

Women house-property managers already in the field are alive to the need of extending the facilities for training, and are prepared to arrange courses of practical work for students who obtain their technical training elsewhere. They lay great stress upon the importance of a good education and upon the attainment of the highest possible technical qualifications.

When women ask for a new profession to be opened to them, they generally find that they have not only to prove themselves as well qualified as the men who have done the work in the past, but that they must offer some additional qualification which women are peculiarly fitted to exercise. Property management is no exception to this rule. The woman who wishes to grapple successfully with the problem of managing working-class property, especially the tenement buildings and the houses occupied by several families, to which the writers of the former articles refer, will bring to bear upon it something more than technical knowledge; she will introduce a social spirit into her work, and carry it on as an important social function. The very fact that women were the first to see in property management possibilities of social service, and that they have for this reason taken it up as a vocation, seems to prove that they are peculiarly fitted to follow this calling as a profession.

It is the social aspect of the work, the human element in it, which has attracted women in the past and will attract them in the future. And it is this side of the work which makes a wide education so imperative. The qualifications which were sufficient for the woman who took up this work as a vocation twenty or thirty years ago suffice no longer, because the tenants themselves are better educated than they were then. They are much more alive to the wants and needs of life, and they have learned through their own organisations to discuss all kinds of social questions. The property manager who wishes to understand her tenants must be capable of following and grasping all the social movements of the time and of appreciating their significance.

[The series of articles which has been appearing under "Woman's Place is the Home" will cease after next week and will be followed by a series on Education.]

WOMEN AND REPETITION WORK.

SOME FURTHER CONSIDERATIONS.

Those of us who have been interested in the advancement of women's sphere of work, whether in factories or offices or any other pursuits, have long been familiar with the statement of the opposite sex that "women are all right for repetition work." Over and over again we hear this phrase; sometimes it is varied to "women are only suited to repetition work." Usually this is regarded as derogatory, but on occasion it is even hailed as a virtue, since women are thereby useful in performing the inferior and least paid forms of work, because they will uncomplainingly carry on with the monotony and routine.

No one appears to go into the genesis of this state of affairs. The suitability of women for this class of work is just accepted as part of their general make-up as women; a feminine attribute in fact, without taking into account the surrounding circumstances or contributing causes. Similarly there are a number of other attributes that are dismissed equally casually as masculine or feminine, although in the majority of cases they may be found common to a large extent in both sexes under similar conditions.

Some of the points which seem worthy of consideration in the light of their bearing upon this subject are: whether this passive attitude to monotony is common to all classes and types of women; whether the same trend existed in men at an earlier period of civilisation; and whether in other countries of a less universal culture and mass education there is this same passivity among men of the working classes as well as women. To the first question we must on careful consideration agree that the women who at any rate settle down best to monotony are usually those of the less educated classes. It must, however, from the first be clearly understood that under the classification of those educated women who object to monotony it is not intended to include those who flit like butterflies from one thing to another, with an ostensible desire to avoid monotony and an unconscious shirking of anything that is an approach to work or serious application.

Apart from those women who settle down resignedly to monotonous work—not because they like it but because they have little chance of obtaining anything better and are obliged to accept the inevitable as a means of earning a living—there are nevertheless a number who actually prefer this state of affairs and are fearful of fresh jobs and heavier responsibilities, dreading either consciously or unconsciously their inability to deal with them.

This attitude is usually more noticeable in those whose general education (I use the term in its wider application) has been greatly restricted, especially in early life, and is not infrequently met with in cases where the parental domination has been very strong and continued into later childhood.

A rather different manifestation of the strongly conservative instinct may be found in the housemaid's disapproval of the new vacuum cleaner, which is very closely allied to the attitude of the workers at the first introduction of machinery into industry. In fact its prototype may be found in the obstacles that are thrust against nearly every new scientific discovery or invention by a certain number of people, who at the outset are not fully acquainted with its mechanism or application, and will often fiercely oppose it and do their best to prevent its general acceptance.

One needs only to view the very poor peoples of the Near East to see with what docility both men and women will year in and year out perform the most monotonous tasks.

It has sometimes been argued that in certain industries, such as the textile trades, where women have always been employed, they have had equal opportunity with men. In a measure this is certainly true, and in such trades there are numbers of cases where women have shown equal ability with men. The qualifying statement of individual cases, however, must be brought forward, not on the conventionally accepted grounds, but because the already mentioned early days of childhood and family influences must be taken into consideration, together with the fact that a very large proportion of women regard their industrial life as either a phase only, or at any rate as only a part of their existence, with the idea that marriage and motherhood will play an even more important rôle, although to some extent they may continue to work in the factory.

During the war, when from force of circumstances many labour experiments had to be made, it was found possible to employ individual women at any rate successfully on work that had hitherto been regarded as altogether beyond their powers. That this was due to a certain extent by specialisation in certain classes of operations is unquestionable, but even then it was noticeable that the success of such experiments depended very largely on the careful selection of labour in the first instance.

How many of us witnessed the simple expedient of the unwilling foreman who, urged to make more strenuous efforts towards employing semi-skilled labour, would place a batch of wholly unsuitable women on a particular type of machine in order to see whether women could handle the work, "proving," of course, to his own satisfaction that they could not. Yet scarcely more than a mile away they might be engaged on this and far more difficult work, only depending on the initial factor of careful selection. It is well-known now that numbers of women did really responsible view-room work on various types of engines; others were found efficient for centre lathe work, even for such operations as the final balance-weight of rotary cylinders, and yet others developed ability for "setting up," &c.

It is in no way intended in this article to raise the vexed question of women in the engineering trades or even their suitability for apprenticeship, but rather to show that given equal opportunity early enough in life, women, though undoubtedly different in their psychology to men, are not inferior in intellectual capacity or initiative.

Psychology has shown us that it is the very earliest impressions of childhood which form the determining factors for the future character of the adult. In the poorer homes, at any rate, how invariably the little girl is brought up on lines quite different to her brothers. Often she has, very early in life, to begin helping at home while her brothers are out playing. Her sphere of work has always been restricted to looking after the menfolk; from the first they are regarded as the pivot upon which her universe should revolve.

She is, therefore, more at home than her brothers and, consequently, more under the influence of her parents, thereby being deprived of the necessity for initiative or decision, since parents usually have a marked preference for managing their children's lives, and make their decisions for them, particularly in the case of daughters. The boys, having at an earlier age already partially freed themselves from the restriction of home influence, are generally stronger about the age of puberty in casting off the baby relationships that infantile helplessness of necessity demands.

In those rare cases where the brothers and sisters have been treated exactly alike from the first, the result is noticeable that the girls are as energetic, curious, and full of interest and initiative as the boys.

Enough has now been said for those interested in the study to draw further material from the immense supplies available, which go conclusively to prove that the bulk of women are passive to a monotonous life and fearful of new and unknown responsibility, not because they happen to be of a different sex to men, but because social evolution has held back from them the opportunity of that freedom of thought and action which have been the privilege, up to recent years, of the male community only. Their evolution has been retarded for want of this opportunity, and restriction of general education. To a considerable extent the bulk of men are still unconsciously opposing it. The psychology of that opposition cannot be entered into here, but anyone wishing to test the truth of the statement may easily do so by a brief inspection of such cases as that quoted above, of the foreman who persisted in trying unsuitable girls on certain jobs in the factory in order to prove that the work was unsuitable for women.

Sufficient evidence has, however, now been given to indicate fairly that women's suitability for purely repetition work is for better or worse only a temporary condition which will steadily diminish under the forces of wider education and equal opportunity, instead of retaining the sex disqualification, depending wholly on biological facts, as it was originally supposed to do.

L. E. N.

THE PROBLEM OF THE ILLEGITIMATE CHILD AND ITS MOTHER.

By Dr. RHODA ADAMSON.

With the great wastage of early adult life during the recent European war, public attention has been more especially directed towards the avoidance of a decline in population in all belligerent countries. Two factors have been found to have effect on want of increase of population, namely, the decrease in the birth-rate among those most able to care for their children, and a high mortality-rate amongst the children of those less favourably situated.

A certain attempt has been made to influence national inclination towards the desirability of families consisting of more than one or two children, and very definite State-aided efforts have been initiated towards the care of children already born. These efforts have been mainly advisory in character, and have in no way attempted to ease the responsibilities of parents towards providing suitable food and clothing for their children.

Writing without access to any statistics of the birth-rate, but with a considerable amount of experience of maternity work among the unmarried, I consider that the illegitimate birth is less altered than the legitimate. The type of unmarried girl who becomes a mother is frequently the unmoral rather than the immoral. The professionally immoral has sufficient intelligence and forethought to avoid the occurrence of conception, and where pregnancy has unfortunately occurred, to take steps to terminate it before it comes to a fruitful termination.

The unmarried mother is most frequently a young girl of low or only moderate intelligence, who from school has drifted into some underpaid unskilled employment. Her mentality is not such that she can take up any interesting pursuit apart from her work, and her early training has not led to the development of any self-restraint. Consequently, when she is free from her often monotonous daily work she turns to the first opportunity for recreation that presents itself which has the advantage of needing no monetary outlay, namely, an evening out with the first man who offers his company in the street.

The relations that so frequently result between such girls and their casual male acquaintances are not so much the result of calculated viciousness as the sudden satisfaction of an easily aroused impulse, and such relations frequently are followed by the birth of illegitimate children.

Many such girls, when they discover their condition, have already lost sight of the other parent of their child, and many have never really known his name or address. They have looked upon the whole relationship as a pastime, without any realisation of the consequences that may follow. Even if a girl is able to name the father of her child, she rarely can substantiate her claim in a court of law when applying for an affiliation order. A magistrate, quite rightly, will make no order against a man on the uncorroborated word of a girl applicant, and she, from the nature of her previous relations with the man, is quite unlikely to be able to produce witnesses who have seen what has happened.

Therefore it may be taken for granted that those girls who become the mothers of illegitimate children are less fitted to take care of themselves than those who do not become mothers, either because of their chastity or more calculated immorality. When they are faced with the necessity of earning their own living and also of providing for a young child, many find it a burden greater than they can bear.

The parents of such girls are frequently unwilling or unable to offer a home to an illegitimate child, even when paid the current rate of maintenance, and good foster-mothers are few and far between. Institutions opened for the care of such children are full to overflowing, and always have long waiting lists, and the Poor Law will not undertake the care of an illegitimate child unless the mother also becomes a workhouse inmate.

The usual charge in the North of England for the putting-out to nurse of a child in a working-class home is from 10s. to 17s. 6d.

a week. This charge pays for the food, laundry, and general care of the child—the mother still remains responsible for clothing, drugs, such as cough mixtures, ointments, cod liver oil, &c., and medical attendance when required.

A girl whose reputation has been damaged has not such a free choice of employment as she had previously. She can therefore not command such high wages as the girl without encumbrances, who can afford to change her employment if dissatisfied with it.

If the girl finds herself unable to earn sufficient for her needs after she has set aside the money for her own maintenance and that of her child she becomes disheartened. She places it in the cheapest home and neglects her payments, often with very serious results, or she obtains more money for the child by dishonesty or further immorality; and when she is discovered and she can no longer obtain employment, there is only left for her the alternative of the workhouse or the street.

It is a recognised fact that a child born out of wedlock has less chance of survival than one born into a married home. If the above points are taken into consideration, it is obvious that under present conditions this must be so. Many say that a girl should be made responsible for the result of her own folly, and that if she can count on receiving help in the maintenance of her child she will be more likely to run the risk of bearing one out of wedlock. This contention I believe to be quite erroneous, as practically not one illegitimate child is willingly borne by its mother under any consideration, and the absence of an illegitimate child is not a criterion of morality.

When once a child has been born, on the ground of common humanity, apart from the need of child life at the present time, surely it has a right to adequate care and maintenance so that it may become a satisfactory member of society. If the identity of the father can be established, it is only just that he shall contribute towards the expense of his child. If this is impossible has not our civilisation reached a stage when the State should take the place of father to the child to help with its care and upbringing, instead of punishing the mother, who can less easily hide her identity than the father, when she finds it physically impossible to provide adequately for it?

The present system tends to give the child less chance of survival during the early months of life and less chance of healthy childhood and adolescence if it weathers these first days.

The mother in many cases gives up hope of any ultimate happiness or comfort in her own life while her child lives and becomes reckless in her behaviour. A servant girl, when admonished by a social worker recently for going into an hotel bar with a strange man on her night out, turned round and said, "You know why I went: I cannot keep myself and my baby on 12s. a week, and I must make extra money somehow."

The question of adoption of these unwanted children by childless couples who would bring them up as their own, is beset with difficulties. Very few will undertake the responsibility of a child a few weeks old, just when it is most in need of constant care, and after that age many of these children manifest signs of inherited disease, which will deter most prospective foster-parents from their adoption. If this danger-point has been safely passed, the children begin to manifest the intelligence they have inherited from both parents; many are found to be lacking in some directions, so that they are passed by for more desirable candidates for adoption. The result is that no unmarried girl who is expecting to become a mother can in the least count upon disposing of her baby by way of adoption.

Surely she has some right to help, so that she may live an honest, self-respecting life in the future; and her child also to claim sufficient food and care to enable it to become a useful citizen of the country in which it is born.

EMIGRATION FOR WOMEN.—II.

By R. a COURT BEADON.

Labour and land are the only two forms of real wealth, and it should be obvious that, for the healthy development of wealth, a proper proportion at all times should be kept between land and labour. If an instance should be required to illustrate this, it may be found in the history of the United States of America, by viewing that territory's wealth before Christopher Columbus's time and at the present day. The territory remained constant, but an intelligent people arrived, mostly distressful, who developed by their co-operative energy the potential wealth of the country. The emigrants consumed less, produced more, and to-day their Government is in a position, by means of its taxation, to buy up any other Government in the world. This co-operative spirit, the very breath of a young colony's existence, is anathema to the whole system of capitalism developed in England, ever since the old Catholic Guilds were broken up and the public commons, the last heritage of the poor, were brought under cultivation by the country squires. Supposing the 1,000,000 women now in excess of the male population of Great Britain were transplanted on the lines under consideration into townships planted at suitable distances of, say, fifty miles apart, amidst the vast fertile tracts of Canada's solitudes. Would not the history of the U.S.A. repeat itself, but, let us hope, without the blunders of the Old Gang that lost to us the early American colonies? The very fact of their emigration would automatically relieve the country of its embarrassment, and of the necessity of importing annually £60,000,000 of produce now required to maintain them; a solid contribution towards paying off the national debt, besides saving the wasted energy of labour, housing, and shipping problems the present surplus entails. A population in excess of what the land or its factories can economically support, whether it be the case of men or women, is, of necessity, not only a danger, but an encumbrance to the unfortunate Government fated to control their destinies, unless we are to return in effect to a state of slavery in the interests of a capitalist state.

The disaster of the world war is nothing more than the logical conclusion of the Reformation principles, and if we would remove the effect of the war, we must, in all our undertakings, go back to Catholic principles. The entire enterprise must be owned by a company of workers which includes brains, sinews, and finance. All must receive both wages and profits in a just ratio; each must share and participate directly or indirectly in the management. "Productive co-operation cuts mid-way between capitalistic and socialistic theories, which both, be it said at once, possess elements which cannot, and must not, be suppressed. Capitalism offers the advantage of organisation. This is good; but the organisation is too concentrated, and this is bad. Its organisation makes for efficiency and increase of output; but its concentration makes for tyranny, sweating and oppression of the many, and glutting of the few. It is also the root-cause of unjust suppression of competition, cornering of markets, monopoly, profiteering. It is necessary carefully to balance the advantages of capitalism against its disadvantages to form a just estimate of what should be preserved in the alternative and what should be suppressed.

"Similarly, there is truth and falsehood in Socialism, which ought to be expected, as it is a reaction against capitalism as a whole, and reactions are always indiscriminate, tending to suppress the benefits as well as the evils of the system they are up against.

"Socialism is good in this sense, that it aims at a wider distribution of wealth, but it is bad because, to make the capitalists disgorge, it makes everybody disgorge; it strikes the small owner as well as the capitalists; it suppresses all productive property and erects the State as the sole owner. Socialism is, therefore, unnatural, because it runs counter to one of the deepest instincts of human nature, that of ownership. It is dangerous as well, because it replaces the capitalist, the centraliser, by a power more tyrannical, more centralising, than that of the State.

"It is, therefore, between these two extremes that industrial co-operation picks its way; from capitalism borrowing its wonderful organisation, and from Socialism its better distribution of wealth, yet discarding the tyranny of the small plutocracy as well as that of an almighty State."*

*Catholic Herald of India, April 14th, 1920.

When men alone are in power they get obsessed with the idea that preparation for war lies in secret diplomacy and increased armaments. One of the many reasons we fought for was that these things should cease! Must not the same cause ever produce the same effect? But women, with their feminine instinct rather to create than to destroy, will realise that the laying-down of man-power in time of peace is not less important than the laying-down of Dreadnoughts. The imperial energy must be economised and organised in every branch of its administration, mental, moral, and physical. Great Britain cannot hope to face successfully another struggle like the last, without the full development of the entire Empire.

Women must see that the great breeding grounds of the Empire be speedily put in order, and Canada is unquestionably the best fitted.

The million women in excess of the men in Great Britain affects directly this generation, and we have shown that the resulting distress may be relieved by emigration, with beneficial consequences both to the Motherland and to Canada. This exodus should be organised speedily in order to satisfy common justice to these gallant ex-Service women by providing them with a living wage, and scope for their effective energy. Every day's delay is preparing Nemesis for the nation; first by playing into the hands of certain selfish and wicked men, ever ready to trade on the necessities of others, both as regards the abuses of capitalism and, what is worse, the white slave trade, and secondly by spreading disease which must be handed down to the rising generation, causing sterility amongst lawful marriages, besides the deterioration of the race.

The results of co-operative farming in Italy have been so remarkable that the Governments of Hungary, Roumania, Russia, and the United States sent commissions to Italy a few years before the war to study and report upon the systems which several years of experience had shown to be successful. In the province of Milan, and in the island of Sicily, the land required is leased in its entirety to the co-operative association; after which it is parcelled out in lots assigned to each family, the family independently cultivating its allotted portion of land. Another method is to cultivate the land, not separately by each family, but collectively by all the holders. As might have been expected, the former system, in which each family is assigned a special plot, has given the most satisfaction and the best results. At the same time, though each family farms its special plot without assistance, the requisite appliances are purchased collectively, and co-operation is the means adopted for marketing the product and financing the undertaking.

The second congress of co-operative farmers, held in 1911, not only showed great progress in the number of members and associations, but improvements in the methods adopted. In central and other parts of Italy and in Sicily, the tendency is to enlarge the area of these co-operative farms, the holders having obviously improved in circumstances; a further tendency being to purchase, if possible, instead of leasing the land held by the association. In the province of Bergamo, some of the religious institutions owning large quantities of land, instead of, as formerly, letting it to single individuals, who re-let it to the peasantry, prefer letting it to societies of peasants. The elimination of the middle man has been accompanied by such excellent results that the example has been followed by many lay landlords who now deal direct with their old peasantry, who form themselves into a society for the purpose.

As might be expected, many of these societies, who at first required to have recourse to credit in order to meet the urgent needs of their farming operations, have managed, during the course of a few years, to pay back their loans, and even to build up reserve funds.

The American Commission reports that the forms of co-operation adopted have effectually calmed the labour troubles in the districts where they have been established, and that, in addition, they have been the means of greatly increasing land produce, as well as raising the standard of agriculture and the social status of the former landless workers. Co-operative emigration of women, in conjunction with co-operative farming of townships in Canada, should be as great a success as the Italian system has undoubtedly shown itself to be, in every country where it has been introduced.

CORRESPONDENCE AND REPORTS.

TEMPERANCE (SCOTLAND) ACT.

MADAM,—May I ask a few questions on the Scottish Temperance Bill? Many perhaps of your readers will be glad to hear (or read) the answers.

(1) In the October issue, I read: "Prohibition does not affect in any way private drinking; the wholesale trade being untouched." That evidently means that only public (house) drinking will be prohibited. How will people who want, say, a bottle of whisky or brandy, medicinally or otherwise, obtain it? Will there still be *retail* dealers in wines and spirits and agents (like Gilbey's)?

(2) As regards necessary combined majority for reductionist victory stated in "Notes and News" of August 17th to be "35 per cent. of electorates." . . . "is that *potential* or *actual* electorate? and would the numbers for and against in an area of, say, 505 voters be 340 for, 165 against, to obtain a victory?

I think women can do a great deal to further this measure, and they must begin at *once*; already in my city (Exeter) in the Devon and Somerset Stores is a printed placard warning the people against Prohibition, and asking them to use their vote and influence against Local Option.

Women can write and protest against a place of business being made a vehicle for influencing *political action* in any way, and they will be supported by *all tradesmen*, even by some who have a grocer's licence, but who disdain to use their shop in such a way as noted above. If the way drink lessens taxation be adduced, it can be pointed out that it *does not do so* in the long run, as the expenses of the prisons, asylums, work-houses for which we are taxed would be materially lessened if there were less drink.

A third question will occur to some of your readers as to myself. How was State Purchase of Publichouses effected in Carlisle, and on whose initiation?

A. BALY.

["Wholesale," presumably allows of the sale of whole unbroken bottles of spirit. The expression 35 per cent. of the electorate means 35 per cent. of the whole number of persons qualified to vote. Thus if 340 persons voted for and 165 against a no-licence proposal, the no-licence would have obtained much more than the 55 per cent. of the number of votes polled, and would therefore gain their point if they were also 35 per cent. of the whole number qualified. This majority would suffice for an area of 971 voters. The Carlisle Liquor Control Board paid compensation on an agreed basis to the brewers it bought out, and also compensated publicans and public-house owners. The profits of its economical management have enabled it to pay interest to the Treasury on the capital thus expended, to improve public-houses and to repay a large proportion of the capital borrowed. If continued for a reasonable term of years it will have cost the tax-payer nothing.—ED.]

SCOTTISH AND ENGLISH LAW.

MADAM,—In your issue of September 17th Miss Eunice Murray, in an article on "the differences in English and Scottish Law regarding women," writes as follows:—

"It is enough to say here that in England, the last Act, that of 1882, gave to a married woman the ownership and also the management of her property, and enabled her to sue and be sued in contract or in tort (delict) or otherwise as if she were unmarried, &c."

In a "Manual of the Law relating to Women," by J. B. Matthews (Sweet & Maxwell, 1892), it is stated that "the Act (of 1882) has conferred no general capacity to contract upon married women." (Page 139.) The writer explains further that "the capacity to contract is still confined to married women possessing separate property" and that "it is sometimes a most difficult question whether the separate property to which the married woman was entitled at the date of the contract was of such a nature or value that she can be held to have contracted (in respect of it)." (Page 139.)

Miss Murray further says that if a married woman "is sued in contract the plaintiff need not show that she had separate property at the date of the contract."

I am anxious to know which of these statements most correctly expresses the present law. Has there been any Act bearing on the question since the Act of 1882 to which Mr. Matthews refers, or is there some other explanation of the apparent difference between him and Miss Murray?

ROSAMOND SMITH.

WOMEN AND FREEDOM.

MADAM,—I was interested in a letter in your last week's issue. I think your correspondent takes too pessimistic a view that moral force is no longer a potent factor. In my opinion the moral force is still the strongest force we have, but what is wanting is a real sense of responsibility, to enable us men and women to make use of this moral force in public and private life. After all, what is public opinion but moral force in action, made by men and women? I think that where the danger lies is that people are afraid of responsibility, and it is true, that women, I think especially should be guided and helped to face responsibility. What is urgently needed, is to deepen the sense of our responsibility towards others, not only in our houses and in our immediate circle, but in the wider world of civic, national, international life. What I feel very deeply and what your correspondent deplors, is that the appeal to force is the result of a very inadequate education in the responsibility in our national life. We

have yet to realise, that every citizen is really personally responsible for the acts of the Government of his country—it is our own immediate and personal concern. We can well have too much liberty, but it is liberty based on self-sacrifice, and it is only by this that we shall realise that there is a better way, than threats of strikes and lock-outs. We are all members one of another, and it is only by realising this, that gradually moral force will win, and by realising that we are each one of us personally responsible for bringing this about.

E. S. M.

EGRET PLUMES.

MADAM,—My distance from England will cause this contribution to the discussion to be somewhat belated. But perhaps a personal experience will be worth printing. I have lived over twenty years in Burma, where egrets are as plentiful as sparrows. For five years I had a colony of them nesting in my garden at Meiktila in Upper Burma, and I can assure those of your correspondents who think the plumes can be obtained without the destruction of the mother bird that the fallen plumes are practically worthless. The sale or export of the plumes is, fortunately, forbidden by law. For this as well as for other reasons I am a little sceptical about the egret farms in India, of which I now hear for the first time.

I was informed a few days ago by a missionary friend that in Pegu there had been a serious plague of caterpillars which was attributed to the destruction of the egrets—we usually call them paddy birds—by small boys with the pestilential air-gun. If this is the result of the mischievous activities of a handful of idle youths, what must be the consequences of the wholesale slaughter of birds by the agents of the dealers? Mr. Ralph Hodgson's little poem, "Stupidity Street," is not inappropriate.

- | | |
|--------------------------|--------------------------|
| (1) I saw with open eyes | (2) I saw in vision |
| Singing birds sweet | The worm in the wheat, |
| Sold in the shops | And in the shops nothing |
| For the people to eat, | For people to eat; |
| Sold in the shops of | Nothing for sale in |
| Stupidity Street. | Stupidity Street. |

S. W. C., Rangoon.

A PAGEANT OF WOMEN'S WORK.

The Council and Students of the Working Women's College, founded by the Y.W.C.A. at Beckenham, were At Home to their friends on Thursday, September 30th, the formal opening day of the College. Many of our readers will already know that the College actually opened on a small scale and in an experimental way last February, but that it is now fairly complete in equipment and fully launched on its adventurous career. This does not mean, however, that it is fully endowed or secure of its future; but that the promoters see their way fairly clear to maintaining it in being till the end of 1921, if the present support is continued, and hope by that time that its work will sufficiently have demonstrated the need for such a College.

The chief feature of the proceedings was the performance by the students of a simple and moving pageant of woman's work and her struggle towards freedom, written by one of their number and originally presented to celebrate May Day. It was, therefore, the spontaneous artistic expression of the students' own ideals of the College and its purpose, dramatically representing the centuries of hard-won progress from primitive woman to the student of to-day. No better method could have been found of representing to the friends who have made the venture possible the tremendous "worth-while-ness" of their efforts, nor could Miss Walters and Miss Hinder, who have been mainly instrumental in planting this castle in the air on solid earth, have had a worthier tribute.

We cannot believe that such an adventure will have other than a triumphant course, however chequered. Those who desire further information about it or wish to give help, should write to Miss Walters, the Honorary Secretary, 26, George Street, Hanover Square, W. 1, or go down to the College on any Monday afternoon and see it for themselves.

THE COLLEGE OF NURSING LIMITED.

BIRMINGHAM THREE COUNTIES CENTRE.

The Lord Mayor of Birmingham (Alderman W. A. Cadbury) called a meeting at the Council House, on September 27th, to consider a scheme to raise £10,000 as a thanks offering to nurses.

The Hon. Sir Arthur Stanley, Chairman of the College of Nursing, addressed the meeting. Briefly he outlined the history of the College since its inception, and reminded his readers that origin of the nursing services was made possible by the grant voted to Miss Florence Nightingale in gratitude for her services during the Crimea War. He spoke of the aims of the College and of the work it had accomplished. He pleaded for shorter hours, better pay, and the amelioration of the conditions under which nurses lived. He accentuated the necessity to place the Birmingham and Three Counties Centre on a firm self-supporting basis.

The scheme by which the funds are to be raised was outlined by the Organising Secretary, Mrs. Richards, and the idea of a Scenic Fair to be held at the Bingley Hall approved by the meeting. A resolution was passed approving the action of the Lord Mayor in calling the meeting and promising the active support of all present to ensure the success of the undertaking.

Bargains in Real Irish Household Linen

ODD LOTS OF SHEETS.

Plain Linen-Finished Cotton Sheets, good reliable quality, which we can recommend.

Single Bed—Size, 54 x 90 inches, 2 Pairs for 42/-

" " " " 2 " " " " " " " " 52/-

" " " " 2 x 3 yards " " " " " " " " 62/-

Double Bed— " 24 x 3 " " " " " " " " 71/-

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ALL-WOOL BLANKETS.

Pure All-Wool White Blankets, of good reliable quality, which we can recommend. Size 62 x 72 inches, 27/6 each. Size 66 x 76 inches, 35/6 each.

GOVERNMENT LINEN PILLOW CASES.

Superior quality Irish Plain Linen Pillow Cases, made from best quality Government Linen, fitted with soft unbreakable buttons, size 20 x 30. Four Pillow Cases for 23/6. Larger Size, 22 x 32, four for 28/6.

SERVETTES.

Tossed and Soiled Serviettes, various sizes and qualities, more or less imperfect, made from cuttings of Damask. These serviettes are for every-day use. In bundles of 12 for 8/6. Dinner Serviettes, 16/6 and 20/6 per dozen.

DAMASK TABLE CLOTHS.

Damask Table Cloths, Standard Quality, all more or less slightly imperfect.

2 x 2 yds. 16/6 each, floral and conventional designs.

2 x 2 1/2 yds. 20/10 " " " " " " " " "

2 x 3 yds. 24/8 " " " " " " " " "

WHITE TURKISH TOWELLING BUNDLES.

Remnant Bundles Soft White Turkish Towelling, various lengths and qualities in each bundle, 12/6 per bundle. Postage 1/-.

WHITE ART LINEN.

For Drawn-Thread Work, suitable for Tray Cloths, Afternoon Tea Cloths, and Sideboard Covers. Pieces measure three-quarters of a yard to one-and-a-half yards. 13/6 per bundle. Postage 3d.

DONEGAL HONESPUNS.

Genuine Hand-Woven Honespuns, all Pure Wool. Woven by the Peasantry in their homes in the Mountains of Wild Donegal. Thoroughly Shrunken, 28 inches wide, 6/6 per yard. Suit Length, 7 yards, for 45/6. Coat and Skirt Length, 8 yards, for 52/-.

For all orders under 20/- add 9d. for postage.

OUR GUARANTEE.—Any goods not approved can be returned to be exchanged, or money refunded.

HUTTONS, 159, LARNE, IRELAND.

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Now that Fresh Milk costs more, make your Grocer your Milkman and buy

IDEAL MILK

which is milk; whole milk, and nothing but milk concentrated to thick cream consistency and is three times as rich as ordinary milk.

Because 'Ideal' was packed when fresh dairy milk was cheaper and more plentiful, it is now offered to the public at under cost of present supplies.

New Cash Price 11d & 6d. per tin.
Resolutely refuse imitations which may profit the trader, but certainly not you.

NESTLE'S, 6-8, EASTCHEAP, E.C.3.



JB
Side Spring Corsets
Masterfront
WITH BUSK CENTRAL.
Models 1600, 1602, 1603
£1:2s.: 6d. to £6: 6s.

Explanatory Illustration on the points of Figure Control.

Masterfront double front-laced Corsets are a patented exclusive feature controlling the figure on an entirely new principle, so as to ensure Comfort, Hygiene, and Durability, and meet the Dictates of Fashion. Masterfront double front-laced Corsets are appealing and convincing in appearance, and ladies will be reluctant to revert to ordinary corsets once they have experienced their perfect comfort.

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| 1. The Double-lacing adjustment in front allows the busk to remain central—avoiding any unequal support. | 4. The fine elastic web bottom of the Corset relieves the tension, and imparts perfect comfort in sitting or reclining positions. |
| 2. The closed back gives a fascinating and delightful figure line with perfect comfort and support, obviating the unsightly broad appearance across the lower back. | 5. Masterfront Construction solves the problem of Corset weakness, no edge stitching at either side of busk. |
| 3. The gores under arms, made from fine elastic web, allow perfect freedom of action, whilst supporting the figure in a delightful manner. | 6. Double material turned over edge give extra protection to fasteners. |
- It is absolutely impossible for seams, clasps, or studs to cut through the fabric, when constructed on Masterfront double front-lacing principle

Leading Drapers Everywhere.

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Hon. Secretaries: Miss Macadam. Miss Rosamond Smith. Parliamentary and Information Bureau Secretary:
Hon. Treasurer: Miss H. C. Deneke. General Secretary: Miss Stack. Mrs. Hubback.

Offices: Evelyn House, 62, Oxford Street, London W. 1.
Telegraphic Address: Voiceless, Westcent, London. Telephone: Museum 6910.

NEWS FROM HEADQUARTERS AND SOCIETIES.

QUESTIONS FOR CANDIDATES FOR MUNICIPAL ELECTIONS.

The following questionnaire has been drawn up by the N.U.S.E.C. to be sent to all candidates for forthcoming municipal elections. Copies can be obtained from Headquarters, and Secretaries of Societies who have not yet received them are urged to write for as many copies as they want. It is hoped that our Societies will bring these questions before their candidates by means of a deputation or meeting. Such a deputation would obviously be of more weight if it has been found practicable to combine with other women's organisations. Answers received to the questionnaire can with advantage be published in the local Press and circularised to individual members.

1. Will you support equal pay for equal work for all men and women employed by your Council?
2.* Will you support the application of the principle of the Sex Disqualification (Removal) Act, 1919, so that a woman shall not be disqualified on account of her sex from any post or office in your Council?

3.* Will you oppose the compulsory retirement on marriage of the women employees of your Council?

4. Will you oppose any systematic dismissal of women in favour of men other than men returning from Active Service?

5. Are you in favour of providing an equal number of scholarships in every kind of education, and equal facilities in technical education for girls as for boys?

6.† Will you urge your Watch Committee to carry out the recommendations of the Report of the Committee on the Employment of Women on Police Duties, 1920, to appoint women police in your Borough?

7. Will you support the appointment of an adequate number of women on all committees (especially housing committees) on which women can sit, either as elected or co-opted members?

8. Are you in favour of representatives of organised women being consulted as to the kind of houses to be built by your Council?

9. Will you help to promote a scheme of Widows' Pensions for the widows of all municipal employees?

10.‡ Will you do all in your power to urge your Council to support the "Local Elections (Proportional Representation) Bill" in order that the principle of Proportional Representation may be applied to Municipal Elections?

* *Sex Disqualification (Removal) Act, 1919, Section I.*—"A person shall not be disqualified by sex or marriage from the exercise of any public function, or from being appointed to or holding any civil or judicial office or post, or from entering or assuming or carrying on any civil profession or vocation or for admission to any incorporated society (whether incorporated by Royal Charter or otherwise), and a person shall not be exempted by marriage from the liability to serve as a juror."

† *Report of the Committee on the Employment of Women on Police Duties, Section III. (14).*—"After careful consideration of all the evidence we are of opinion that in thickly populated areas, where offences against the law relating to women and children are not infrequent, there is not only scope but urgent need for the employment of policewomen. In particular we feel strongly that in the investigation of cases of indecent assault upon women or children the services of policewomen may be of great assistance in taking statements from the victim. We also desire to express our agreement with the view which was put before us by one witness that, as information regarding the facilities provided for the treatment of venereal diseases can now be obtained from the police, it is important that policewomen should be available to give this information to women."

‡ Section XII. (88).—"We consider that the experience of the war has proved that women can be employed with advantage to the community in the performance of certain police duties which, before the war, were exclusively discharged by men."

§ *Local Elections (Proportional Representation) Bill, Memorandum.*—"The object of this Bill is to allow local authorities to adopt for their elections the system of proportional representation, which has been exhaustively tested in Scotland, by the recent elections under the Scottish Education Act."

"It is proposed to allow local authorities, by a resolution of a three-fifths majority, to substitute for their existing system of election the method of proportional representation by the single transferable vote, so as to enable any considerable section of the electorate to return one member."

"It is also proposed that the members of local authorities who adopt the Act shall elect their alderman by the proportional system."

AUTUMN LECTURES: ECONOMIC INDEPENDENCE OF WOMEN IN THE HOME AND IN THE LABOUR MARKET.

SYLLABUS.

I.—Tuesday, October 26th, 1920, at 5.30 p.m.

Lecturer: Miss Rosamond Smith.

PRESENT STATUS OF WIVES AND MOTHERS. Personal rights; rights of property; nationality; divorce; rights as mothers; the separated or deserted wife; rights under the Poor Law.

II.—Tuesday, November 2nd, 1920, at 5.30 p.m.

Lecturer: Mrs. F. W. Hubback.

PROPOSED IMMEDIATE CHANGES IN STATUS OF WIVES AND MOTHERS. The Matrimonial Causes Bill; Equal Guardianship of Infants Bill; Children of Unmarried Parents Bill; Widows' Pensions; Maintenance Orders, &c.

III.—Tuesday, November 9th, 1920, at 5.30 p.m.

Lecturer: Mrs. Oliver Strachey.

WOMEN IN THE PROFESSIONS. Position in the regular, well-known pre-war professions for women; opportunities in new professions, business, law, &c.; training; professional standards and pay; training necessary for different professions; teachers and Civil Servants—critical struggle for equal pay.

IV.—Tuesday, November 16th, 1920, at 5.30 p.m.

Lecturer: Miss Ashley.

POSITION OF WOMEN IN INDUSTRY. Number of women employed in industry and all occupations before, during, and after the war; ratio of women to men; distribution in various trades; degree of skill involved in various kinds of work performed by women, as compared with work performed by men; reasons for admission of women to some trades and processes and exclusion from others; effects of the war on industrial position of women.

V.—Tuesday, November 23rd, 1920, at 5.30 p.m.

Lecturer: Miss K. D. Courtney.

NATIONAL FAMILY ENDOWMENT. (a) The present provision for family maintenance through individual wages; its effects on the welfare of children; the birth rate; the status of the mother; the status of the industrial woman worker; the distribution of national wealth. (b) The proposed provision through national family endowment; the scheme; its effects; answers to criticisms.

V.—Tuesday, November 30th, 1920, at 5.30 p.m.

Lecturer: Mrs. Stocks, B.Sc.

ALTERNATIVES TO NATIONAL FAMILY ENDOWMENT. (a) The New South Wales Bill. (b) The State Bonus Scheme.

VII.—Tuesday, December 7th, 1920, at 5.30 p.m.

Lecturer: Miss Eleanor F. Rathbone, C.C., J.P.

The ethical aspects of the movement for economic independence; the old serfdom and the new freedom; from status to contract.

(N.B.—The N.U.S.E.C. is not necessarily committed to views expressed in these lectures.)

An informal reception will be held before each lecture, when the President and members of the Executive Committee will be glad to meet those interested in the programme of the N.U.S.E.C. who may be able to be present. Tea will be provided from 4.45 to 5.30 p.m. Copies of the syllabus and tickets may be had on application to Headquarters. Tickets (which must be secured in advance) for the complete course (including tea), 15s.; single lectures (including tea), 2s. 6d.

COMING EVENTS.

LEAGUE OF NATIONS UNION (22, Buckingham Gate, S.W. 1).

The following meetings on League of Nations subjects will be held:—

OCTOBER 9. The Manchester and Blackburn C.E.M.S., at the Headquarters, Manchester. Speaker: Frederick Whelan, Esq.

OCTOBER 10. In Coventry Cathedral. Preacher: Bishop Weldon. In the Parish Church, Bexley Heath. Preacher: Canon Bickersteth Ottery. 11 a.m.—6.30 p.m.

OCTOBER 11. At the Battersea Rurideocanal Conference, Memorial Hall, St. John's Church, Battersea. Speaker: Frederick Whelan, Esq. 8 p.m.

At the Town Hall, Fulham. Speaker: Professor Roget. 8 p.m.

At the Baptist Women's League, Westbourne Park, W. Speaker: Miss Brewer.

At St. Ann's Hall, Clapham. Speaker: E. Everitt Road, Esq. 7 p.m.

OCTOBER 12. At the Saunterstead and Purley Men's Association, The School Room, Purley. Speaker: J. H. Clynes, Esq. 8.15 p.m.

At Sevenoaks Women's Institute, Oddfellows Hall, Sevenoaks. Speaker: Miss Edith Johnson. 8 p.m.

At Stormont Hall, Lavender Hill, Stormont Hill. Speaker: Canon Bickersteth Ottery. 8 p.m.

OCTOBER 12. **UNIVERSITY EXTENSION LECTURES (University of London).**

A Course of Ten Lectures on "Some Problems of the Present Day," by Miss E. Macadam (late Director, School of Social Studies, The University, Liverpool) will be held weekly during the Michaelmas Term, on Wednesdays, at 6.30 p.m., beginning October 13th, in the Club Room of the Social Students' Union, 11, Marble Arch (2nd Floor), W.1.

Application for admission should be forwarded, not later than October 11th, to the Hon. Secretary, Miss D. K. Low. Fee for Course, £1 1s.

OCTOBER 12. **SCARBOROUGH WOMEN CITIZENS' ASSOCIATION.**

At the Office, Members' Meeting to discuss the forthcoming Municipal Elections.

OCTOBER 13. **FIGHT THE FAMINE CAMPAIGN FOR ECONOMIC RECONSTRUCTION.**

At the Central Hall, Westminster.

Great Public Meeting will be held in connection with the International Economic Conference, October 11th, 12th, 13th.

Subject: "World-Co-operation the only Solution for the Problems of Famine, Disease and Industrial Chaos."

Speakers: Earl Beauchamp, Miss Margaret Bondfield, Mr. C. T. Cramp, Dr. Frithjof Nansen, Contessa Lisa Scopoli.

Chair: Lord Parmoor. 8 p.m.

Tickets: 3s. 6d., numbered and reserved; unreserved, 1s. Admission Free.

Further particulars and tickets from the Secretary, Fight the Famine Council, 150, Southampton Row, W.C.1.

OCTOBER 13. **INTERNATIONAL WOMEN'S FRANCHISE CLUB LTD.**

(For Men and Women). 9, Grafton Street, Piccadilly, W.1.

OCTOBER 15. Subject: "Women as Justices of the Peace."

Speaker: Mrs. Nevinson, J.P. 8.15 p.m.

OCTOBER 15. Subject: "World-Co-operation the only Solution for the Problems of Famine, Disease and Industrial Chaos."

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BEDROOMS for gentlemen, with or without breakfast; gas stove in each room.—Miss Kemp, 10, Endsleigh street, W.C.1.

BEDROOM or BED-SITTING-ROOM, with or without board for lady out during Day.—Smith, 24, Lawn-crescent, Kew Gardens.

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LONDON, S.W., near Tube.—Furnished sitting-room, small bedroom, for winter.—Address, with stamp, Box 4,444, WOMAN'S LEADER, 170, Fleet-street, E.C.4.

WANTED, a FURNISHED FLAT, in the neighbourhood of the Foundling Hospital, for November and December. One or two sitting-rooms, two bedrooms, kitchen, bathroom, &c.—Reply Miss Nettleford, 27, Devonshire Terrace, W.2.

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WANTED, NURSE-HOUSEMAID or General Maid for Hampstead, to work with Cook-Housekeeper and help with children; good wages and conditions.—Write full particulars to Miss O'Malley, 6, Steeles-road, N.W.3.

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CHILDREN'S NURSE, seeks post, end of October, in Hampstead or Faling, Quite small children preferred.—Write, Mrs. Oliver Strachey, 96, South Hill Park, N.W.3.

THE ASSOCIATION OF WOMEN HOUSE PROPERTY MANAGERS has its office at 48, Dover Street, Piccadilly. Any person desiring information as to training is requested to call between 2 and 4 p.m.

THE "WOMAN'S LEADER" AND

"THE COMMON CAUSE"

ANNUAL SUBSCRIPTION { BRITISH ISLES ABROAD 17s. 4d. 17s. 4d.

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Made in Drill **12/6**
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Send measurements of bust, waist, hips and D to E to:—
BEATRICE STEMPEL *Cash with Order*
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COSTUMES, coats, furs, underwear, gentlemen's and children's clothing, house furnishings, WANTED. Specially good prices given.—Hélène, 5, Hanover-road, Scarborough.

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Direct from the Makers. Special light weights for Ladies' wear—all shades Patterns and Prices on Application. S. A. NEWALL & SONS, Stornoway Scotland. State shade desired and whether for Gents' or Ladies' wear

ATHEENIC Scotch-Woven UNDERWEAR. All sizes supplied in finest Wool, Silk and Wool, and Merino. GUARANTEED UNSHRINKABLE. Write Makers DIRECT for patterns and prices.—Dept. 10, Atheenic Mills, Hawick, Scotland.

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Smart Cut and Best Workmanship
Personal Attention to every garment. Prices Moderate
H. NELLISSEN, Ladies' Tailor, 62, Great Portland Street, W1

THE HAT DOCTOR.—Hats, Toques, remade and blocked, own materials used if required; Furs altered and Satin Shoes covered at Lowest Possible Price.—5A, Little Sussex Place, Hyde Park Square, W.

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