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MINUTE OF APPOINTMENT.
Ministry of Labour.
THE
COMMISSIONER FOR WOMEN'S TRAINING AND EMPLOYMENT
to distribute the special fund provided out of the Queen's Fund

SECOND INTERIM REPORT

OF THE
CENTRAL COMMITTEE

ON
**WOMEN'S TRAINING AND
EMPLOYMENT**

for the Period ending 31st December 1922.

Pamphlet



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MINUTE OF APPOINTMENT.

Ministry of Labour.

Committee for Women's Training and Employment empowered to dispense the Special Grant provided out of the Queen's Fund and by the Committee of the National Relief Fund.

I appoint—

The Marchioness of Crewe, J.P. (Chairman).
Mrs. H. J. Tennant, C.H. (Honorary Treasurer).
Miss M. R. Macarthur (Honorary Secretary).
Lady Askwith.
Miss L. C. Barker, C.B.E.
Miss Margaret G. Bondfield, J.P.
Mrs. Austen Chamberlain.
Mrs. Gasson.
Miss R. E. Lawrence.
Miss Susan Lawrence, L.C.C.
The Hon. Mrs. A. Lyttelton, D.B.E.
Miss Violet Markham, J.P., C.H.
The Countess of Midleton.
The Hon. Lily Montagu.
Dr. Marion Phillips, J.P.
Lady Roxburgh, C.B.E.
Miss R. E. Squire, O.B.E.

to be a Standing Sub-Committee to consider, devise and carry out special schemes of work and training for women unemployed, or women whose capacities or opportunities have been injuriously affected as a result of conditions arising out of the war; all schemes of industrial or vocational training to be subject to the approval of the Minister of Labour.

(Signed) ROBERT HORNE.

5th January 1920.

Lady Arnott, D.B.E.
Dame Adelaide Anderson, D.B.E.
Dr. Garrett Anderson, C.B.E.
Miss Lena Ashwell, O.B.E.
Miss I. Drummond.
Miss F. H. Durham, C.B.E.
Mrs. Huws Davies.
The Marchioness of Londonderry, J.P., D.B.E.
Mrs. Hannay, J.P., O.B.E.
Miss Snodgrass.
Miss Gertrude Tuckwell, J.P.

were afterwards added to the Committee.

MINISTRY OF LABOUR.

CENTRAL COMMITTEE ON
WOMEN'S TRAINING AND EMPLOYMENT.

TRAINING FOR UNEMPLOYED WOMEN.

1. The Committee have provided training in Home Training Centres for certain unemployed women on the Live Registers of the Employment Exchanges, and they are now prepared, in special circumstances, where Home Training does not appear to meet the needs of individual applicants, to consider applications for training in the following occupations:—

Midwifery, Nursery Nursing, Cookery, Institutional Housekeeping, and Shorthand and Typewriting.

2. Candidates applying for training should normally be unemployed women of 18 years and upwards who have no prospect of reabsorption in a former occupation and cannot obtain fresh employment without training. They will be drawn as a rule from the Live Register of an Employment Exchange.

3. Candidates will as a rule be required to appear before an Interviewing Committee, who will consider their suitability for the occupation for which they desire training and their general standard of education, etc. They will be required to satisfy the Interviewing Committee of their definite intention to enter a new occupation, and that they have reasonable prospects of obtaining employment in it.

4. In the case of women applying for training in Shorthand and Typewriting, a good standard of education will be required and a special test in English will be arranged.

5. Candidates will further be required to satisfy the Interviewing Committee that they are unable to take the form of training they desire without financial assistance.

6. Applications must be made on a prescribed form, copies of which are obtainable at any Employment Exchange. Candidates are advised to answer the questions on the form as fully as possible.

7. In cases where the training desired is given in a residential institution, the Committee will pay the fees direct to the institution. In cases of non-residential training, the Committee are prepared to offer a maintenance grant not exceeding £1 per week during training.

8. The length of time for which assistance towards training can be given will normally be as follows:—

	Months.
Midwifery (Candidates must be over 23 years of age)	6
Nursery Nursing	6-12
Cookery	6
Institutional Housekeeping	3-12
Shorthand and Typewriting	6

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MEMBERS OF THE SCOTTISH COMMITTEE ON
WOMEN'S TRAINING AND EMPLOYMENT.

The Marchioness of Aberdeen and Temair (Chairman).	Mrs. Hannay, O.B.E., J.P. (Vice-Chairman).
Miss Snodgrass (Deputy Vice-Chairman).	Mrs. Lindsay Wands, L.D.S.
Miss Bentinck-Smith (died December, 1921).	Mrs. Allan (resigned 20th June, 1922, on going to London).
Miss Agnes Campbell (resigned August, 1922).	Miss E. de la Cour, J.P.
Miss de Courcy Dewar.	Miss M. G. Cowan, M.A.
Miss Alice G. A. Gemmell, M.B.E.	Miss Ford (resigned 1922).
Miss Haldane, C.H., J.P. (resigned June, 1921).	Miss A. W. Gill, R.R.C. (resigned October, 1921).
The Hon. Lady Hope, O.B.E., J.P. (resigned April, 1921).	Miss Isabel Hamilton, LL.A.
Mrs. Lauder, J.P.	Miss M. H. Irwin.
Miss F. H. Melville, M.A., B.D., J.P.	Mrs. Melville.
Miss Nora Milnes, B.Sc.	Miss Melvin.
Miss Murdock.	Miss G. Mewhort (resigned June, 1921).
Mrs. Maitland Ramsay, M.D.	Miss Eunice Murray.
Mrs. Trail.	Miss Gregory Smith.
(Deputy during Mrs. Trail's absence—Lady Adam Smith, J.P.)	Miss Helen Story.
	Miss Eleanor Stewart.
	Mrs. J. T. Thomson.
	Miss Alice Turnbull.
	Mrs. Chalmers Watson, M.D. (resigned October, 1921).

MEMBERS OF THE SOUTH OF IRELAND COMMITTEE.

The Countess of Fingall (President).	Lady Arnott, D.B.E. (Vice-President) (Representative of the South of Ireland on the Main Committee).
Mrs. St. Lawrence.	Miss Hayden, M.A.
Miss White, M.A.	Lady Russell.
Mrs. Macken, M.A.	Miss Whitty.
Mrs. Michael Murphy.	Miss Haire Forster.
Miss McCarthy.	
Miss Cunningham.	

MEMBERS OF THE COMMITTEE FOR THE NORTH OF IRELAND.

The Marchioness of Londonderry, J.P., D.B.E. (Representative of the North of Ireland on the Main Committee).	The Countess of Clanwilliam (Chairman).
Lady McCullough.	Miss Myerscough.
Miss Caffrey.	Lady Coates.
Miss R. Duffin.	Miss Bushe.
Miss Gaffikin.	Mrs. Carey, J.P.
Miss F. Heron.	Mrs. G. H. Ewart.
Dr. R. W. Leslie.	Miss Galway.
Mrs. McGregor-Greer.	Mrs. Higgin.
	Miss Matier.
	Mrs. McMordie, M.P.
	Major Stanley.

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CENTRAL COMMITTEE ON WOMEN'S TRAINING AND EMPLOYMENT.

To the Right Hon. Sir MONTAGUE BARLOW, K.B.E., M.P.,
Minister of Labour.

The Central Committee on Women's Training and Employment have the honour to present the following report upon their work up to 31st December, 1922.

I.—INTRODUCTION.

Origin of the Central Committee.

1. The Central Committee on Women's Training and Employment were originally appointed at the outbreak of war to administer the Queen's Work for Women Fund, a Fund raised by public subscription to relieve distress amongst women arising from the war. The Queen's Work for Women Fund became part of the National Relief Fund, and the work of the Central Committee was carried on in collaboration with that body and with the Government Committee on the Prevention and Relief of Distress.

On the 20th August, 1914, the Committee, under the Chairmanship of the Marchioness of Crewe, were given official status and were appointed by the President of the Local Government Board (Sir Herbert Samuel, M.P.) "to consider and from time to time report upon schemes for the provision of work for women and girls unemployed on account of the war."

2. A report upon the initial work of the Committee was published in March, 1915 (Cd. 7848). Their activities were mainly concentrated upon the direct prevention and relief of unemployment by the arrangement of contracts for the distribution of available work; by the promotion of new openings for women's labour and by the establishment of relief work-rooms for the unemployed. During 1915 the demand for women's labour increased so largely owing to the requirements of the Services and to the needs of war industries, that there was little industrial distress except amongst certain small sections of the community. As a result of the decreased claims upon their funds the Committee had still a balance of funds to their credit at the end of the war.

Reappointment of Central Committee under new Terms of Reference.

3. After the cessation of hostilities the Committee were faced with the new problem of the distress amongst women affected by the transition from war to peace conditions. In 1919, therefore, in view of the altered economic circumstances, representations to the Government regarding the plight of such women were made by Miss Mary Macarthur on behalf of the

Committee. As a result, with the approval of the National Relief Fund, Sir Robert Horne (the Minister of Labour), in a minute dated 5th January, 1920, reappointed the Committee with the following terms of reference:—"To consider, devise, and carry out special schemes of work and training for women unemployed, or women whose earning capacities and opportunities have been injuriously affected as a result of conditions arising out of the war."

On 8th April, 1921, with the approval of the National Relief Fund, an addition was made to the terms of reference by the Minister of Labour (Dr. Macnamara) to enable the Committee to undertake—

- (a) "the provision of equipment to candidates trained by the Committee who are unable to set up in trade owing to the lack of necessary appliances;
- (b) "the provision of equipment for women who do not require assistance from the Committee to enable them to train, but who, without equipment, are unable to obtain employment."

Finance.

4. The Committee had in hand a balance of £94,330 residue of the Queen's Work for Women Fund, and the National Relief Fund allocated to them a further sum of £518,000. On 19th August, 1921, a Trust Deed was executed and the Marchioness of Crewe, Miss Violet Markham and Mr. F. G. Bowers, Accountant-General of the Ministry of Labour, were appointed Trustees to hold the balance, £300,000, of the sum allocated by the National Relief Fund at the beginning of 1920.

When the Committee's Homecraft Schemes were established the Minister of Labour on the 22nd March, 1921, made a grant of £50,000 to be expended in the ratio of £1 to every £2 expended by the Committee out of their own funds for the training of unemployed women for domestic service. In August, 1922, the Minister of Labour made a further grant not exceeding £50,000 to be expended on Homecraft training on the basis of £1 to £1 contributed by the Committee. (See para. 32.)

Co-operation with the Ministry of Labour.

5. In the relief of distress at the outbreak of the war the activities of the Committee were co-ordinated by the Local Government Board. In 1920, in administering a fund for training, the Committee were appropriately reappointed by the Minister of Labour, who extended to them the benefit of the active co-operation of the officers of his Department in the administration and execution of the Committee's schemes. The Committee thus received great assistance from Mr. F. G. Bowers, O.B.E. (Accountant-General of the Ministry of Labour),

who was appointed by Sir Robert Horne as Financial Adviser to the Committee. In carrying out their work very great help was received from the chief women officers of the Ministry of Labour, who, with their wide experience of the problems of employment among women, ably undertook much of the Committee's work in their areas. The Committee also derived assistance from the staff of the Finance Department of the Ministry of Labour, who were responsible for putting into operation the financial arrangements of the scheme, and from the women officers of the Training Department.

The Minister of Labour further assisted the Committee by the provision of premises and stationery, and the loan of certain staff of the Ministry of Labour up to 31st March, 1922. The Committee were fortunate in securing by this means the services of Miss Lilian Barker, C.B.E., as Executive Officer, Miss M. E. Nanson, as Deputy Executive Officer, and a staff already trained in administrative and clerical work under the Ministry of Labour.

Membership of the Committee.

6. With the new development in the work of the Central Committee the Scottish and Irish Committees were reconstituted—the Scottish with headquarters at Edinburgh, and the Irish Committees with headquarters at Belfast and Dublin respectively. Four members were also added by the Minister to the Central Committee to represent the interests of Scotland and Ireland, and one member for Wales. The original membership of the Committee was further increased, and altogether the new appointments were as follows:—

	Date of Appointment.
Miss Lilian C. Barker, C.B.E. - -	January, 1920
Lady Roxburgh, C.B.E. - -	January, 1920
Miss R. E. Squire, O.B.E. - -	January, 1920
Dame Adelaide Anderson, D.B.E. - -	April, 1920
Miss F. H. Durham, C.B.E. - -	April, 1920
Miss G. M. Tuckwell, J.P. - -	April, 1920
Lady Arnott, D.B.E. (South of Ireland) - -	July, 1920
The Marchioness of Londonderry, J.P., D.B.E. (North of Ireland) - -	July, 1920
Mrs. Hannay, O.B.E., J.P. (Scotland) - -	July, 1920
Miss Snodgrass (Scotland) - -	July, 1920
Dr. L. Garrett Anderson, C.B.E. - -	January, 1921
Miss Lena Ashwell, O.B.E. - -	January, 1921
Miss I. Drummond - -	January, 1921
Mrs. Huws Davies - -	September, 1922

During the course of their work the Committee lost the services of the Hon. Lily Montagu, who resigned in July, 1921, Mrs. Austen Chamberlain, who resigned in October, 1922, and Lady Askwith, who resigned in November, 1922.

Appointment of Vice-Chairman.

7. As the work of the Committee increased it was felt desirable to appoint a Vice-Chairman, and Miss Violet Markham was unanimously elected to the office.

Number of Meetings held.

8. Up to the 31st December, 1922, 35 meetings of the Committee were held under the new terms of reference. Rota Sub-Committees met on an average twice a week to consider applications for grants referred to them by the local Interviewing Boards.

Nineteen meetings were held by the Scottish Committee and 48 by the Irish Committees.

The Standing Sub-Committee formed at a meeting held on 26th May, 1921, met 17 times.

The Unemployment Sub-Committee established on 28th January, 1921, met 22 times, and the Scottish Unemployment Sub-Committee met 15 times.

Summary of Schemes of Work.

9. Under the new terms of reference the Committee, with the approval of the Minister, employed their funds mainly for the training of women for suitable peace time occupations, rather than for the direct relief of distress. The schemes administered by them were as follows:—

(1) *Scholarships Scheme* (see paras. 11-27).

Under this heading, grants were made to selected candidates to enable them to receive training in non-industrial occupations through recognised agencies and institutions.

(2) *Home Crafts Scheme* (see paras. 28-56).

This scheme provided training with maintenance in domestic subjects for over 10,000 unemployed women undertaking to enter resident domestic service.

(3) *Domestic Outfits Scheme* (see paras. 57-61).

Under this scheme, which was initiated after the widening of the terms of reference in April, 1921, outfits of clothing, averaging £3 12s. 3d. in value, were given to women who were qualified for and willing to enter domestic service without further training, and who were unable to accept suitable employment owing to the lack of an adequate outfit.

(4) *Homemakers Scheme* (see paras. 62-64).

This scheme provided training with maintenance in domestic subjects for 1,565 unemployed women who were awaiting the opportunity to return to their own trades. The object of this scheme was to maintain the morale of the women, to assist them to tide over the period of unemployment, and to give them experience in domestic work which would be useful to them in their own homes.

Death of Miss Mary Macarthur.

10. On 1st January, 1921, the Committee experienced irreparable loss by the death of their Honorary Secretary, Miss Mary Macarthur, who had been the moving spirit in all their work. Expressions of sympathy were received from Her Majesty the Queen, Sir Robert Horne, Dr. Macnamara and many others. The Committee, at a meeting held on the 14th January, expressed their sense of the loss they had suffered by recording the following resolution:—

“The members of this Committee desire to place on record their overwhelming regret at the loss they have sustained in the untimely death of their Honorary Secretary, Miss Mary Macarthur, who has been so closely associated with the work of the Committee since its inception. Through her powers of initiative, her wise judgment and wide knowledge of women's work, the Committee obtained guidance in dealing with the varied and difficult problems which faced them in the early days of the war, and again, through her insight and forethought for the needs of women, they have been enabled to continue their activities as a Committee. Miss Macarthur's qualities of leadership, her unflagging energy, her selfless devotion to any work to which she gave her great powers, have ever been a source of inspiration to those who were fortunate in being her colleagues. While holding definite political convictions, her large-hearted tolerance, her vision and her high ideals, bridged all differences and drew to her women of widely varying views, who, under her leadership, were desirous of working for the common good.”

II.—SCHOLARSHIPS SCHEME.

General Policy.

11. In January, 1920, there were in operation, under the Women's Training Department of the Ministry of Labour, schemes for the training of women in industrial, domestic and clerical occupations. These schemes were primarily designed to mitigate the evils following upon the sudden demobilisation of large numbers of munition workers and others after the armistice, and to relieve the distress amongst special classes of war victims, war widows and disabled nurses.

12. The Central Committee, therefore, turned their attention at first to the professional and non-industrial workers, amongst whom there was evidence of much distress, and to the problem of training these workers in non-industrial occupations such as Teaching, Massage, Nursery Nursing, Midwifery, Cookery, &c. (See Appendices I. A and B).

13. They did not establish their own centres, but made use of the facilities offered by the existing schools and colleges in

the country, assistance being given to the candidates in the form of scholarship grants to cover the cost of fees at recognised training schools and, where necessary, maintenance during training.

Publicity.

14. The Central Committee took every opportunity of making the scheme known by means of press publicity, the circularisation of Government Departments, and through the agency of the headquarter organisations of the Women's Auxiliary Services. The scheme was also brought to the notice of the public by the Employment Department of the Ministry of Labour.

A leaflet was published by the Committee, giving details of the scheme, and information regarding the length and cost of training in some available occupations. This was distributed throughout the country amongst the schools and organisations dealing with women and girls.

Applications.

15. Forms of application for assistance were obtainable at all employment exchanges and at the headquarters of the Committee. Particulars were asked as to age, war service, pre-war employment, educational qualifications, &c. Candidates were required to indicate in what way the war had affected their economic position and the financial circumstances of the family, and they were invited to put forward their own proposals for training.

Local Selection Boards.

16. The applications were scrutinised by the Chief Women Officers of the Employment Department, and unless clearly ineligible the candidate was summoned to attend a meeting of an Interviewing Board, as near as possible to her home.

The local Boards were constituted as follows:—

- (1) A representative of the Central Committee on Women's Training and Employment, who acted as Chairman.
- (2) A representative of the Local Education Authority. In addition, a University representative, or other expert, was asked to attend when necessary.
- (3) A representative of the Women's Training Branch of the Ministry of Labour.
- (4) A representative of the Divisional Controller of the Ministry of Labour.

The Committee were fortunate in securing the services of a panel of expert advisers consisting of men and women eminent in their own professions.

The secretarial duties of the local Interviewing Committees, including a large amount of correspondence and enquiry, were undertaken by a member of the Chief Women Officers' staff at the Divisional Office.

The local Interviewing Boards met regularly in all the large centres in the kingdom, viz., London, Edinburgh, Dublin, Belfast, Aberdeen, Birmingham, Bristol, Cardiff, Cork, Glasgow, Liverpool, Leeds, Manchester, Newcastle, and in other centres as the need arose. The functions of the Boards were to consider whether candidates were eligible for assistance; to discuss with them and to give advice upon their proposals for training; and to submit recommendations upon each case for the decision of the Central Committee.

Rota Committees of the Central Committee.

17. Members of the Central Committee met in rota at headquarters to give final decisions upon the recommendations made by the local Boards. These rota meetings were held on an average twice a week. The recommendations of the Scottish and Irish Boards were sanctioned by their respective Committees in rota in Edinburgh, Glasgow, Dublin and Belfast, except where they involved a grant exceeding 200*l.*, in which case they were referred to headquarters with recommendations.

Financial Arrangements.

18. The financial arrangements of the scheme were carried out by the Finance Department of the Ministry of Labour. Selected candidates were expected to find their own vacancies in approved centres, and to notify the Committee of the date on which they could enter training. The Committee then authorised the Finance Department to pay the fees to the training authority; maintenance allowances were paid direct to the candidates upon receipt of monthly attendance certificates signed by the principal of the training institution.

Progress Reports.

19. The grants were conditional upon satisfactory progress being made by the students, and the training schools were asked to furnish reports upon their work at regular intervals during training. The very low proportion of grants which had to be withdrawn owing to lack of industry on the part of the students was a satisfactory feature of the work.

Visits of Inspection.

20. From time to time officers of the Committee visited the institutions and centres at which students were in training.

Eligibility.

21. In determining eligibility for assistance the Committee were called upon to consider a wide variety of claims under their terms of reference, requiring candidates to show "that earning capacity and opportunities had been injuriously affected as a result of conditions arising out of the war." In the consideration of these claims certain general principles emerged as a result of the precedents established, and these were

summarised in a memorandum for the guidance of the local Interviewing Boards as follows:—

(1) *Eligibility*.—In considering the cost of a training the degree of war detriment must be taken into account, but such detriment should be interpreted on broad lines. The Committee recognise, for example, the value that may arise to the community by giving specially gifted candidates the opportunity of qualifying themselves for highly specialised work, and are prepared to consider that exceptions be made in favour of such candidates whose war detriment is admittedly slight. In these cases the local Interviewing Boards are asked to give strong evidence of suitability in support of the application.

(2) The mere fact of unemployment resulting from the cessation of hostilities unattended by other circumstances does not establish economic detriment, and war service does not, *ipso facto*, constitute eligibility. The following types of candidates do not, therefore, come within the terms of reference:—

(a) A candidate who is able to find employment at a satisfactory wage, but possibly at a less salary than she received while doing war work, in the occupation or industry in which she was employed in pre-war days.

(b) A candidate who was living at home, and who took up war work mainly because it offered itself, and where the family income stands in the same relation to the cost of living as it did in pre-war days (unless eligible under the paragraphs below).

(3) In basing her claim upon economic detriment resulting from the war it is not sufficient for a candidate to quote the increased cost of living unless she can show to the satisfaction of the Committee that her circumstances have been affected in one or more of the following ways:—

(i) That her opportunities of livelihood have been adversely affected, *e.g.*, by the death or disablement of her father, husband, brother or fiancé through war service.

(ii) That she—

(a) being in pre-war employment;

or (b) being before the war in training or serving an apprenticeship and in receipt of nominal remuneration;

or (c) having proved pre-war intention of qualifying herself for some suitable self-supporting career, suffered detriment; inasmuch as her opportunities for regular employment, or of qualifying herself for regular employment, were prejudiced, on account of the occupation in which she was engaged during the war period.

(iii) That the family responsibilities have been increased in consequence of the war without any corresponding increase of income, and that the responsibilities of the candidate in maintaining herself, or in contributing to the support of the family, are on a scale not previously contemplated.

(iv) That the financial circumstances of the persons on whom she is dependent have changed, *e.g.*, where the family resources are in the shape of a fixed income, pensions, dividends, &c., which have not been increased since the commencement of the war, and the candidate can show to the satisfaction of the Committee that in pre-war days a portion of this family income, now swallowed up by the increased cost of living, would have been devoted to her training and maintenance. Grants in such cases should bear a relation to the pre-war family income and resources, and the value of the training approved should not, save in cases of exceptional suitability, be in excess of what the individual or family can show would have been possible for them to compass before the war.

Standing Sub-Committee.

22. There were naturally a number of marginal cases, and in May, 1921, a Standing Sub-Committee was established to consider and make recommendations upon difficult cases and to consider those which might establish new precedents.

Assessment of Grants.

23. In determining the amount of assistance to be given, the Committee took into account the particular circumstances of each case, the educational qualifications of the candidate, evidence of marked ability, family responsibilities, &c. A candidate solely dependent upon her own resources and living away from home was normally allowed maintenance during training at the rate of up to £2 per week. This was reduced to 35s. per week with the fall in the cost of living in 1922. In addition, special allowances were given where necessary for outfits, travelling, books, &c.

Type of Candidate.

24. The majority of women assisted were employed during the war in Government offices and the Women's Auxiliary Services. It is impossible to enumerate the variety of cases dealt with by the Committee. Amongst them were women who were forced into the labour market owing to the death or disablement of the breadwinner of the family. Others were thrown upon their own resources owing to the loss of income on the part of the father, directly attributable to the war, and in some cases the family income had been reduced owing to the

dependence of brothers whose war service had postponed their preparation for civil life. A number were war widows who were ineligible for or had been unable to avail themselves of a grant from the Training Department of the Ministry of Labour.

The candidates naturally comprised women of very varied capacity and calibre. Some were women of outstanding ability, who showed by their subsequent success that, given the opportunity to qualify, they could become permanently self-supporting. Others were younger women who had entered war work straight from school and who were still of an age to return to study for the examinations necessary to qualify them for entrance to the various training schools and colleges. In a number of cases where the family circumstances were affected, the Committee felt that the wisest course was to assist with the general education of the daughters. In these cases a lower age limit of 16 years was fixed.

A striking feature of the work was the keenness shown by many of the older candidates in returning to the routine of study which they had left several years behind them, and their adaptability in accepting the discipline of the training schools.

Perhaps the most difficult problem was that of equipping women to earn a livelihood who were aged between 45 and 60 years, who possessed no particular qualifications, and whose health had, in many cases, been undermined by financial worries during the war. Such occupations as cookery, home dressmaking, and midwifery offered some solution, but the openings for older women even in these occupations were limited.

Another difficult class of applicant were British subjects refugees from Russia, who, owing to their inability to speak the language, were unable to find employment in the occupations for which they were qualified. The Committee, therefore, decided that the most practical assistance was to give them an opportunity of learning English, and two special courses were arranged for these students.

Available Openings.

25. The Committee aimed at training women only in those occupations which presented a reasonable prospect of a livelihood. At an early stage they made an exhaustive enquiry into the possible fields of employment, and throughout their work they kept in touch with the movements of the labour market, adjusting their recommendations in accordance with these.

In order to foster a spirit of responsibility, candidates were encouraged to make all preliminary enquiries themselves, and to submit their own proposals for training for the approval of the Committee.

Difficulties arising from the Restriction in demand.

26. At first the prospects of work were encouraging, but as the months passed it became increasingly difficult to find

profitable fields of employment for women. The shrinkage of opportunity was due to numerous causes--the desire not to trespass upon occupations especially suited to disabled men; the depression in trade which made itself felt with increasing force in 1921; and the subsequent call for national economy. These factors not only contributed to diminish the demand for women's labour in normal occupations, but also to restrict the development of new branches of work which had given promise of employment for women. At the beginning of 1920 shorthand-typists were at a premium, and the Committee felt justified in sanctioning a training in that occupation on a fairly large scale. As a result of the decline in trade and the wholesale discharges from Government offices, this demand rapidly decreased, and it was found necessary to limit further training to candidates who possessed special qualifications, such as a knowledge of foreign languages, or who could produce a definite offer of employment after training. This was a constant source of disappointment to applicants, the majority of whom, coming straight from war work or from Government offices, would only consider the occupation of a private secretary or shorthand-typist.

Towards the end of the Committee's work the restriction of expenditure by Government Departments began to affect the openings for women, particularly in all branches of public health work and the teaching profession. In response to the insistent demand for teachers at the end of the war, the Committee had made a special effort to urge women to qualify for that profession. It was very disappointing, therefore, to find that these women, at the end of their training, experienced difficulty in obtaining appointments owing to the general reduction in educational expenditure. Health visitors, amongst others, found difficulty in obtaining posts owing to change in public policy. All forms of social work suffered in a similar manner, and, by the beginning of 1922, the shrinkage of opportunity for women was felt in greater or less degree in nearly every occupation.

Results. (See Appendix I. B.)

27. In view of these difficulties the Committee were much encouraged to find that the majority of their students obtained posts after training. They feel that this reflected great credit both upon the students themselves and upon the local Interviewing Boards, whose wise judgment in the selection of the candidates undoubtedly contributed in no small measure to these satisfactory results. The Committee also owe a great deal to the staffs of the training schools who helped to find suitable posts for Central Committee students.

The Committee endeavoured to keep in touch with students after training, and generally received a willing response to their enquiries. It was found that the majority of students

remained in their posts, some reported that they had been given promotion, and others that they had obtained better positions. It was to be expected that some would be prevented from taking up employment owing to unforeseen circumstances, such as ill-health, marriage, &c. It is to be remembered, however, that they were tided over a period of distress, and were given an opportunity to obtain qualifications which should prevent them from again being forced into the ranks of the unskilled workers. The Committee do not, therefore, regard the money spent upon these cases as a loss.

It was gratifying to note in the reports forwarded by the training institutions frequent reference to the change observed in the students during training, resulting from the release from financial stress and from the new prospects in life which the training had opened up for them.

It is not possible to quote from more than a few of the letters received from the students themselves. Some extracts, taken at random, which are typical of many hundreds of others received, are given in Appendix III. It is felt that these are sufficient testimony that the training was not only deeply appreciated by the students themselves, but that the Committee fully realised their aim, which was to reduce the number of unqualified women struggling for existence in the labour market, and to substitute in their place a body of qualified workers who would be not only self-supporting, but who would also prove a valuable asset to the community.

III.—HOMECRAFTS CENTRES.

28. A fresh development of the Committee's work arose from the depression in trade, which, starting in the latter part of 1920, became steadily more marked in its effect.

By February, 1921, the number of unemployed women and girls registered at the employment exchanges had risen to over 350,000, of whom a large proportion were experienced workers in the needle trades and other women's occupations, as well as those women whose only previous employment had been some form of war work. The Committee therefore felt it necessary to enlarge the scope of the training offered by them to bring within its ambit some proportion at least of the unemployed thousands who were debarred by circumstances from applying for professional training. The necessity for such action was the more urgent in view of the fact that the schemes for the industrial training of women instituted by the Ministry of Labour were on the eve of termination.

29. Having decided to extend the scope of their work, the Committee found it necessary to determine the type of training to be offered. It was generally agreed that success could be

won only if the following conditions were fulfilled. The training should :—

- (1) be of practical value, and aim not only at improving the efficiency and increasing the ultimate earning power of the women, but definitely at fitting them for an occupation offering more or less immediate prospects of employment.
- (2) be acceptable to the women.
- (3) be of a type which in the interests of economy and efficiency could be provided by means of existing machinery.

30. The Committee accordingly reviewed the various women's employments in relation to these three factors, which are not easily reconciled. After giving the matter exhaustive consideration they came to the conclusion that domestic service was the only occupation under existing conditions for which training would show an immediate return and in which there was a shortage of workers.

31. Although the Committee were aware of the prejudice against resident domestic service, it was agreed that the experiment of setting up homecraft centres for training in domestic subjects should be made.

Classes for this type of instruction could be set up more readily than others, and it was possible to obtain the co-operation of Local Education Authorities with their equipped centres for instruction in domestic subjects and their trained domestic science teachers.

32. The sum of money allocated by the Committee for this new development was £150,000, and they received, in addition, from the Ministry of Labour in March, 1921, the sum of £50,000, the residue of the Women's Training Branch vote, to be expended in the ratio of £1 to every £2 disbursed by the Committee. In August, 1922, the Ministry of Labour made a further grant of £50,000 to be expended on a £1 to £1 basis.

In Appendix II. will be found (1) a list of the areas in which centres were set up; (2) a detailed statement of the total number of women for whom training was provided by the Committee up to the 31st December, 1922.

33. The average cost of training an adult, *i.e.*, a woman over 18 years of age, inclusive of maintenance, was £20, and of a juvenile, a girl between 16 and 18 years of age, £14.

The maintenance allowance of 20s. a week for adults and 10s. with travelling expenses for juveniles was decided upon by the Committee with reference to the cost of living and to the expenses incidental to training. Students in training who contributed 3s. per week were enabled to procure an outfit made by themselves in the needlework classes. In addition, a

number of women had travelling expenses to pay, while many who had been unemployed for a long time were obliged to buy the necessary clothes and footwear to enable them to attend the centre.

Machinery of Centres.

34. In establishing a centre the Committee invited recommendations from the employment department officers and the Women's Sub-Committees of the local employment committees, to whose advice and knowledge of local conditions they were greatly indebted for guidance.

The detailed work of setting up a centre involved the provision of suitable premises and staff, the drawing up of syllabuses and time-tables, and the purchase of suitable equipment. With one or two exceptions the Committee were fortunate in securing for this purpose the active co-operation of Local Education Authorities. It is impossible to overestimate the value to the Committee of this co-operation, either from the point of view of economy of administration or in the region of technical knowledge. In order to appreciate the extent of this obligation, it should be noted that the number of instances in which even nominal administrative expenses have been charged is very small. Some municipal authorities in London and elsewhere made it possible to obtain suitable premises on the basis of out-of-pocket expenses without charging rent.

35. While by far the largest number of training centres were set up in this way, there were certain instances in which the Committee were not successful in securing the assistance of the Local Education Authority. In these cases, the detailed work of setting up the centres, to which reference has been made above, was undertaken by the Committee.

36. The greatest obstacle confronting both the Local Education Authorities and the Central Committee in connection with the setting up of centres was the inadequate provision of facilities for practical instruction in domestic subjects and the adaptation of individual household work to the purposes of class teaching. In using the equipped premises of the Local Education Authorities it was not possible to give consecutive instruction throughout the day, as the theoretical teaching and the needlework classes were most suitably held in the morning in one set of premises, while the practical tuition was of necessity given when the accommodation was not otherwise in use, between the hours of 5 and 7 p.m. in the evening.

In addition to the main disadvantage of this arrangement, that the women received their most important lessons at the end of the day when they would naturally be somewhat fatigued, the two sets of premises were sometimes situated in different parts of the town, involving a double expenditure on fares.

37. In the London County Council area, where the equipped premises of the Local Education Authority were not available, suitable premises were, in most instances, found only after prolonged search. It is doubtful whether, without the help of such organisations as the Y.W.C.A. and the various University Settlements, it would have been possible to proceed.

38. In obtaining teachers little difficulty was experienced by the Committee, as, owing to the economy campaign of the Government, a number of qualified women found themselves either temporarily or permanently discharged, and were glad to accept employment in the Homecrafts Centres.

39. The financial payments in connection with the centres, including maintenance allowance to the trainees, were again undertaken by the Ministry of Labour, who deputed their local accountants to imprest the officials responsible for the centres, audit their accounts and act in the Committee's interest.

Curriculum.

40. The scheme drawn up by the Committee provided for a 13 weeks' course of training with a minimum of 25 and a maximum of 30 hours' instruction in each week.

41. The curriculum, although varying in different centres, was designed to admit the following number of hours' instruction in each subject every week:—

Cookery	-	-	} 12 hours minimum per week.
Laundry	-	-	
Housewifery	-	-	
Needlework	and	} 9 hours maximum per week.	
Renovations	-		
Hygiene and Infant Welfare	-	-	} 4 hours maximum per week.
General Knowledge			3 hours maximum per week.
Physical Exercises			- 1 hour maximum per week.
Class Singing			- 1 hour maximum per week.

The Scottish Committee found that the Local Education Authorities could not, except in a few instances, arrange for more than a 25 hours' week of instruction.

It was found advisable after various experiments to limit the number of students to 20 in all practical classes. In the case of the singing and drill lessons instruction was given to double classes.

42. The facilities for the teaching of housewifery, embracing the methodical sequence of work in the house and therefore the most important part of the instruction, varied very much in the

different centres. In some centres, waiting on the staff at lunch and laying the table for them was a definite feature of the training. The equipped premises, lent by the Local Education Authority, often included a small furnished flat used for teaching housewifery in the schools. In one of the centres, namely, Sheffield, the housewifery instruction was given on the premises in which the instructors resided. This kind of training naturally offered greater opportunities of instruction. In some cases, owing to the initiative of the Director of Education, local occupiers interested in the scheme allowed girls to clean their houses under supervision. In the London centres the provision of facilities of this kind presented the greatest difficulties, but where the University Settlements let their premises for training, sanction was often given for the students to clean the rooms occupied by the staff.

The Students.

43. The selection of adult applicants for admission to the training centres was undertaken by the Women's Sub-Committees of the local Employment Committees, and for juveniles by the Juvenile Advisory Committee, reinforced, where possible, by—

- (1) a representative of the Local Education Authority;
- (2) the Superintendent of the training centre;
- (3) a representative of the Girls' Club or University Settlement (in cases in which premises were rented from one of those organisations); and
- (4) a representative of the Central Committee.

The Interviewing Boards for the selection of applicants were held at the local Employment Exchange, and arrangements were made by the Exchange officials. It was necessary for every applicant to satisfy the Interviewing Board that she was a British subject and an unemployed woman or girl normally in employment, and to give an undertaking to enter resident domestic service. Applicants were required to be between the ages of 16 and 35.

44. Investigation into the previous occupations of the women entering the homecraft courses revealed that recruits for training were mainly obtained from factory workers, needle trades workers, clerks and shop assistants. Of these four, the factory workers formed the largest number, the percentage in London in all courses being 70 per cent., in the provinces 60 per cent., in Ireland 65 per cent., and in Scotland and Wales somewhat less. It will be seen, therefore that the work of the Committee in training these women was in the truest sense pioneer work, in that the workers were removed from factory life and placed in domestic service.

The Committee have been deeply indebted to the members of the local Committees and to the officers of the local

Employment Exchanges, who spared no effort to make the centres a success. In addition to securing suitable applicants for training they gave generous assistance to the Superintendents by making regular visits to the centres and by arousing local interest and sympathy in the scheme.

45. The first courses set up in any area were naturally of an experimental nature. It was not surprising, therefore, that while in individual cases in the provinces extremely good results were achieved by an isolated course, better results were achieved in the second and subsequent courses than in the first.

46. In the early stages of the Homecrafts Scheme, the Committee appointed travelling officers to attend Selection Boards and to inspect the centres. The value of these visits in co-ordinating the work at the different centres became more and more evident as the training scheme proceeded.

47. A notable feature of the training was the opening and valedictory address delivered by the Executive Officer. On the occasion of the opening address the scheme itself and the existence of funds for the purpose were explained, and the attitude and arguments of the public who disparage resident domestic service dealt with in a simple and trenchant manner. In Scotland, the Chairman of the Scottish Committee, the Marchioness of Aberdeen, gave up much time to visiting the centres and addressing the trainees.

48. In December, 1921, Her Majesty the Queen graciously signified her intention of visiting the Committee's Homecraft Centres, and on 20th December Her Majesty visited the North Kensington and Canning Town Centres. On 12th September, 1922, Her Majesty the Queen also visited the Aberdeen Centre. On 3rd October, 1922, Her Royal Highness Princess Mary, Viscountess Lascelles, paid an informal visit to the Leeds Homecraft Centre.

Curriculum—Standard of Work.

49. The standard of work in the centres, although varying in different parts of the country, had perforce to be of an elementary character, adapted to the needs of the students. When it is remembered that efficiency in factory work involves the attainment of speed through the repetition of the same process, and, on the other hand, domestic work requires from the worker the capacity to change constantly from one action to another, it will be realised that to many of the women the unfamiliarity of these constant demands for resourcefulness and variety of work is in itself a strain. In spite of careful selection, the fact that a certain number of the trainees were suspended from training owing to unsuitability further demonstrated to the Committee that the capacity for domestic work is not neces-

sarily a latent instinct in women; the assumption commonly held that domestic service is an occupation which can be followed by every unemployed able-bodied woman was not borne out by their experience.

Placings and After-Care.

50. The arrangements for placing the students in employment were made by the Central Committee and the Superintendents of the centres in conjunction with the local officers of the Ministry of Labour, who gave invaluable assistance in securing suitable employment.

During the last fortnight of the course prospective employers visited the centre at stated times, and interviewed both the Superintendents and the students themselves. The Central Committee are much indebted in this connection to the daily Press, who announced the dates of these interviews in their columns. The Committee were much encouraged in this part of their work by the attitude and appreciation of the employers seeking workers. This method of placing the students proved so successful that, in areas where several repeat courses were held, no Press publicity was found to be necessary.

51. After-care work was also carried on in connection with the Homecrafts Schemes.

Six weeks after the termination of a course, a letter was forwarded to every ex-student, a reminder, where necessary, being despatched about a month later. In Scotland, many of these letters were followed up by personal visits from an officer of the Committee, which were productive of very good results. The Scottish Committee also received much assistance from members of the local Employment Committees, who undertook to get into touch with trainees in need of advice.

52. It was found that on the average 65 per cent. of the women who received training replied to the letters. It would, however, be incorrect to conclude from this fact that those who did not reply were therefore not in resident domestic service. It was frequently the experience of the Committee that, as a result of a visit from headquarters or enquiries from the Superintendent, a woman who had failed to reply was found to be placed in domestic service, and that the letter which was addressed to her at her home address had not been forwarded.

There are given in Appendix IV. selections of letters from students who have attended the courses. A perusal of many hundreds of these letters made it clear to the Committee that loneliness, which, especially in small households, is apparently inseparable from this calling, is the difficulty which the women find the hardest to overcome. Those who are able to overcome it, and remain in domestic work for at least three months, are, in the majority of cases, permanent recruits to the occupation.

Reluctance to take up residential work is a feature of post-war employment characterising all types of women workers, both in professional and industrial callings. Through the widening of the scope of employment during the war, and the consequent ease with which women were able to find employment, the necessity for seeking anything but daily posts did not arise for the generation of workers growing up from 1914. The separation from home ties and interests, the loss of the fellowship of factory and workshop, the necessary curtailment of hours of liberty, together with the acceptance of unfamiliar conventions entailed in the entering of the homes of other people, were all constituent parts of the problem of preparing new recruits for domestic service.

Many of the letters received at headquarters tell of the struggles which were made by the women in taking up new work. One woman wrote from the country to say:—

“I think I shall be able to get on quite well and do not find being in service as dreadful as I thought it would be”;

and another wrote:—

“I am all right when I am working and have something to occupy my mind, but when I am alone I sit and think about mother and then I upset myself”;

and another:—

“I am getting on very nicely at my place, plenty of good food and very nice people, only I get very depressed at times as the part is rather lonely but very nice. I try to keep bright so as not to let my mistress know. She seems so pleased with me, but I do not want her to know I get lonely as I don't think she would like to part with me”;

and—

“The first night I got here I could not settle myself. I thought about running back to the station as I felt so homesick. I am just turned 20 and have gone as cook. I never thought I would take to service as I have always worked in a factory”;

and—

“I must admit I get a little depressed at times and wish I was at home with all my brothers and sisters: Miss Barker's words ‘stick it’ are always a comfort at these times.”

53. In addition to the after-care letters, visits to the Executive Officer at headquarters by ex-students were encouraged by her whenever such action appeared desirable, and the interviews were much appreciated and were productive of good results.

In view of the percentage of women who did not reply to enquiries, it is impossible to give statistics as to the number of students who actually remained in resident domestic service.

54. The Committee recognise that the success of the Home-craft Schemes was very largely due to the enthusiasm and devotion shown by the Superintendents and their staffs, and to the personal work given so unsparingly to the women under their care. A large tribute of gratitude and affection has been paid to them by the trainees, upon whom so short a training made a deep impression. As one girl wrote, "I am always talking about the centre; what a fine time and what nice teachers we had"; or another, "I should like to thank personally all those who helped us with our training; for without it no inexperienced girl could get a good situation." Further appreciation was shown by another who wrote, "I am sure that hundreds of girls have you to thank for their happy circumstances to-day and I expect they do from the bottom of their hearts." In many cases the writers compared their previous and present occupation, and it has not been unusual to hear from ex-trainees of their preference for domestic service. One letter stated, "I am so glad I was sent to the training school because I like the housework better than being in a shop," and another wrote, "Really, I do not think I could endure office life again as it is such a pleasure to work for people who never grumble, but who are always ready to praise one."

55. In connection with the problem of preparing ex-factory workers for domestic service the Committee desire to express their appreciation of the part played by the majority of employers. Many mistresses realised that the women had only had a very short preparation for domestic work and that they could in no sense be considered to be experienced workers, and they frequently made generous allowances for the timidity and inexperience which was often intensified through nervousness during the first few days in the new occupation. Many mistresses showed sympathy and understanding of the homesickness and loneliness which has proved itself to be so real an obstacle to these women, and arranged that their new servants should be given opportunities for social intercourse. Of the many who wrote of their new experience one said, "We have a very good mistress, one that understands that we have never been out before so she makes things as well as possible for us." On the other hand, dissatisfaction with their new work was expressed by some of the women on the grounds of long hours and pressure of work, insufficient food, or food to which they were not accustomed, or difficulties with fellow servants or with a too exacting mistress. The Committee found that some of the women whom they trained were suffering from the effects of long periods of unemployment and, lacking the stamina and courage to continue in surroundings which appeared to them uncongenial, were easily discouraged at the outset. Indeed, it was sometimes found that the woman's fear of the unknown was so great that she

refused to take the first plunge and there were therefore disappointments in the first placings. It was, however, often found that although a woman may have given up her first place for no apparent reason, when further efforts were made she had settled down happily in a second or third.

A study of the evidence has convinced the Committee that the personal element is a dominating factor in the domestic service problem, and that it is in itself a psychological problem rather than merely a question of demand and supply.

56. The report of this part of the Committee's work would be incomplete if some reference were not made to the value of the training, quite apart from the results which have been achieved in the direction of placings in resident domestic service. It is not too much to say that the change wrought in the students during a 13 weeks' course was little short of amazing. It was commented upon not only by Education Officers and their staff and representatives of the Central Committee, but also by the parents of the students and by employers. Further, many of the students expressed the opinion that the training had made them realise how interesting domestic work could be.

The Superintendents of the centres and the Teachers of Hygiene and Infant Welfare, more especially, also never lost sight of the fact that this training, in addition to its primary object, had a second purpose in view, namely, to make the students better wives and mothers. There is little doubt that this was achieved and the training has accordingly been a valuable asset to the nation.

IV.—DOMESTIC OUTFITS SCHEME.

57. Early in 1921 the attention of the Committee was drawn to the fact that a certain number of unemployed women were willing to enter resident domestic service but were prevented from taking situations owing to the lack of suitable garments. The Committee accordingly allocated in March, 1921, a sum of £10,000 for the provision of outfits for this purpose. Up to 31st December, 1922, 2,538 outfits had been provided at an average cost of £3 12s. 3d. In some cases only a partial outfit was necessary.

In connection with this scheme the Committee were very fortunate in again obtaining the co-operation and assistance of the Employment Department.

58. In order to be eligible for a grant, applicants had to satisfy the local Employment Committees, or, in the case of girls under the age of 18, the Juvenile Advisory Committees of the Employment Department, that they were over 16 years of age, had a situation in view and were unable to enter it owing to the absence of suitable clothing. The outfit became the

property of the recipient if she remained in resident domestic service for three months. The women who left service before the expiry of that date returned the outfit to the Central Committee. Considering the number of outfits granted the defaulters were remarkably few.

59. The responsibility of making the grants rested with the local Employment Committees, and the financial authorisation for payment and the right to query any decision which had been taken rested with the Central Committee.

60. Replies to letters addressed to the recipients of outfits revealed the fact that of the total number of women who entered resident domestic service, by this means, 89·3 per cent. had remained in this occupation.

61. It is not possible to institute a comparison between the results of this scheme and of the Homecraft Centres. The training was pioneer work by means of which the occupation of domestic service was reinforced by fresh recruits from factory and office. Of the recipients of outfits, however, a considerable number had, in pre-war days, already been employed in or were preparing to enter resident domestic service and the need of conversion to the occupation did not therefore arise.

V.—HOMEMAKERS' SCHEME. (See Appendix II.)

62. The Homemakers' Courses, in contradistinction to the Homecraft Vocational Courses, were intended for unemployed women who were hoping to return to their trade, but who were suffering the evils of long unemployment owing to industrial depression. The aim of the training given in these courses was to maintain the morale of the women, to assist them to tide over the period of unemployment and to give them experience in domestic work which would be useful to them in their own homes.

Twenty-four centres, the cost of which was borne entirely by the Central Committee, were set up in various parts of the British Isles in large industrial areas. The women admitted to these centres were between the ages of 18 and 40.

63. The curriculum in the Homemakers' Centres was designed with a view to assisting women with the domestic work of their own homes, and the syllabus of the work carried out was modified in various respects from that laid down for the Homecraft Centres. As a rule, more time was given to needlework, in which the women devoted themselves to renovations and to the "making-down" of garments, the materials for which were usually furnished by the students themselves.

64. Although it was not anticipated that any direct effect upon women's employment would result from the courses, nevertheless in several of the centres from 25 per cent. to

30 per cent. of the women obtained some domestic occupation at the end of training and were thus enabled to find regular employment. The educational value of the Homemakers' Courses was greatly appreciated in those areas in which they were established.

VI.—CONCLUSION.

65. The Committee reviewed their financial position early in 1922. With the prospect of their funds coming to an end, having regard to the acute industrial distress still rife, they decided to concentrate upon the Homecrafts and Homemakers' Courses. 1st March, 1922, therefore, was appointed as the final date for the receipt of applications for training under the Scholarships Scheme, and new claims received after that date were only considered in exceptional cases.

With the aid of a further grant from the Ministry of Labour in 1922, the Committee were able to continue the Homecrafts Courses throughout the whole of that year, and they hope to maintain this branch of the work so long as unemployment among women remains abnormal.

Work of the Headquarters Staff.

66. The Committee consider that the Report would be incomplete without some reference to the work of the Headquarters Staff in each of the four centres from which their schemes were administered. The submission of applications for grants to the Committee, negotiations with training schools, special enquiries and investigations into women's work, and the care and supervision of students in training, necessitated the conduct of a very large correspondence which required a wide knowledge of questions affecting women's training and employment. A high degree of accuracy was required in the keeping of records and in the preparation of authorisations of payment for the Ministry of Labour Finance Officers, who were unfailingly helpful in time of pressure. On the Homecraft side, the work of administration included the preliminary arrangements for the setting up of centres, the selection of teachers, and considerable correspondence with the Local Education Authorities and the local branches of the Employment Department of the Ministry of Labour. Constant visits were received at headquarters from a large number of applicants and their relatives. Students in training and students who had completed training continually called in person at the headquarters offices of the four centres, and for their particular difficulties claimed the advice and assistance of the Committee's officers, which were willingly placed at their disposal. The policy of dealing with each candidate individually involved a large amount of personal work which was only achieved through

the mutual co-operation and sense of responsibility shown by every member of the staff.

67. Although the funds apportioned to the Scholarship Scheme have been allocated, much still remains to be done, and the after-care side of the work will naturally increase in proportion to the number of students who complete their training. The work in connection with the Homecrafts and Homemakers Scheme will continue so long as the Committee are able to arrange new courses.

In February, 1923, in view of the continued unemployment among women, the Committee addressed a memorandum to the Minister of Labour upon the necessity for the continuance of their work.

Expression of Thanks.

68. In conclusion, the Committee desire to convey their thanks to all those who have co-operated with them and have contributed to the success of the work. It is not possible to mention all these by name, but the Committee are specially indebted to the Chairwomen and members of the local Interviewing Boards who have given so unsparingly of their valuable time and knowledge, and to the many eminent men and women who have assisted them in the capacity of expert advisers. They are also grateful to the principals and staffs of the training institutions and colleges who have in many cases taken a personal interest in the schemes.

They further desire to record their appreciation of the help which they have received from members of Local Education Committees, from Directors of Local Education Authorities and their staffs who co-operated with regard to the Homecraft Schemes, and from officials of the Board of Education for their advice on technical questions.

In the course of their work the Committee have attached great importance to the local interest and sympathy which has been extended to them by the Women's Sub-Committees of the Local Employment Committees.

Further, the Committee have appreciated the great measure of assistance they have received from the officers of the Employment, Training, Juvenile and Finance Departments of the Ministry of Labour, both at headquarters, in Scotland and Ireland, and in the provinces.

The Committee realise that the carrying out of their schemes has entailed additional duties for busy officers already working under considerable stress, and they desire it to be known how much they have appreciated the efficiency with which the help has been given. They are indebted particularly to the Chief Women Officers of the Employment Department and to the Headquarters and Local Finance Officers of the Ministry of Labour.

69. Finally, they desire to express their keen appreciation of the great help and unfailing courtesy which they have received at all times from your predecessors, Sir Robert Horne and Dr. Macnamara, and from yourself. They realise that they could not have achieved such satisfactory results had it not been for the co-operation you have extended to them.

We have the honour to be,
Sir,
Your obedient Servants,

MARGARET CREWE (*Chairman*).
MAY TENNANT (*Hon. Treasurer*).
VIOLET MARKHAM (*Vice-Chairman*).
ADELAIDE M. ANDERSON.
LOUISA GARRETT ANDERSON.
CAROLINE ARNOTT.
LENA ASHWELL.
MARGARET G. BONDFIELD.
ALICE HUWS DAVIES.
I. M. DRUMMOND.
F. H. DURHAM.
M. A. GASSON.
JANE E. HANNAY.
A. SUSAN LAWRENCE.
REINA E. LAWRENCE.
E. LONDONDERRY.
EDITH LYTTTELTON.
M. MIDLETON.
MARION PHILLIPS.
ELEANOR MARY ROXBURGH.
MARY A. SNODGRASS.
ROSE E. SQUIRE.
GERTRUDE M. TUCKWELL.
LILIAN C. BARKER (*Executive Officer*).

APPENDIX I.

Scholarships Scheme.

A.—ANALYSIS OF AWARDS.

TABLE I.—Number of applications for grants up to 31st March, 1922.

	Number of Applications.			Total.
	Sanctioned.	Rejected.	Withdrawn or Cancelled.	
ENGLAND AND WALES -	3,035	2,653	1,557	7,245
SCOTLAND - - -	634	191	300	1,125
IRELAND - - -	442	Not available	Not available	442
Total - - -	4,111	2,844	1,857	8,812

TABLE 2.—Analysis of Occupations, showing number of Women trained, in training, or awaiting training in each.

Occupation for which Trained.	England and Wales.	Scotland.	South of Ireland.	Total.
Agriculture (Horticulture, Poultry and Dairy Farming).	95	9	10	114
Architecture - - - - -	4	—	1	5
Art (Illustration, Poster Artists, Fashion Artists).	54	3	3	60
Arts and Crafts (Home Knitting)	24	—	3*	27
Clerical (Shorthand typing, Secretarial, Book-keeping, Comptometer Operating).	772	79	128	979
Cookery - - - - -	263	Included under Science.	Domestic	263
Dancing - - - - -	42	1	—	43
Dentistry - - - - -	5	—	2	7
Domestic Science (Housekeepers, School Matrons, &c.).	132	143	42+	317
Dramatic Art, Elocution - - -	7	—	—	7
Dressmaking and Millinery - -	161	96	Included under Handcraft.	257
English Courses for British Refugees from Russia.	26	—	—	26
Further Education - - - - -	66	1	5	72
Hairdressing, Manicure and Chiropody.	48	4	—	52
Hospital Nursing - - - - -	19	7	14	40
Law - - - - -	3	—	—	3
Massage - - - - -	101	13	15	129
Medicine - - - - -	50	17	7	74
Midwifery - - - - -	160	71	19	250
Miscellaneous - - - - -	25	10	8	43
Music - - - - -	106	8	6	120
Nursery Nursing - - - - -	111	31	17	159
Pharmacy, Dispensing - - - -	51	8	5‡	64
Public Health, Health Visitors, Sanitary Inspectors, Crèche Workers.	57	2	—	59
Social Science and Social Work -	81	5	2	88
Teaching:—				
Secondary - - - - -	206	47	32	285
Elementary - - - - -	141	Included under Secondary.		141
Physical Training - - - - -	64	4	1	69
Domestic Science - - - - -	89	26	2	117
Special Subjects - - - - -	26	40	—	66
Private - - - - -	14	4	—	18
Kindergarten - - - - -	32	5	Included under Secondary.	37
TOTAL - - - - -	3,035	634	322	3,991

NOTES.—These figures include the number who stopped training before completion (see Table 3). It has not been possible to include the figures for the North of Ireland in the above Table.

* Includes Dressmaking. † Includes Cooks. ‡ Includes Science Teachers.

TABLE 3.—Position on 1st January, 1923.

	No. of Women completed Training.	No. of Women in Training or awaiting Training.	No. of Women who failed to complete Training.*	Total.
England and Wales	1,971	949	115	3,035
Scotland - - - - -	382	220	32	634
South of Ireland† - - - - -	158	164	Not available.	322
Total - - - - -	2,511	1,333	147	3,991

* Failure to complete training was due to death, ill-health, changes in family circumstances, marriage, &c.

† It has not been possible to include the figures for the North of Ireland in the above table.

B.—RESULTS.

TABLE 4.—Employment obtained—Number of Women known to have obtained posts in the Occupation for which they were trained (up to 1st January, 1923).

Occupation.	Number.
Agriculture (Horticulture, Dairy and Poultry Farming) - - - - -	49
Architecture - - - - -	1
Art (Illustration, Poster Artists and Fashion Artists) - - - - -	13
Arts and Crafts - - - - -	11*
Clerical (Secretarial, Shorthand-Typing, Bookkeeping, Comptometer Operating) - - - - -	526
Cookery - - - - -	121
Dancing, Teachers of - - - - -	18
Dentistry - - - - -	1
Domestic Science (School Matrons, Housekeepers, &c.) - - - - -	135†
Dramatic Art, Elocution - - - - -	—
Dressmaking and Millinery - - - - -	139
Hairdressing (Manicure and Chiropody) - - - - -	22
Law - - - - -	1
Massage - - - - -	54
Medicine - - - - -	6
Midwifery - - - - -	140
Miscellaneous - - - - -	16
Music - - - - -	28
Nursery Nursing - - - - -	89
Pharmacy, Dispensing - - - - -	27
Public Health (Health Visitors, Sanitary Inspectors, Crèche work) - - - - -	16
Social Science and Social Work - - - - -	35
Teaching, Secondary - - - - -	53‡
" Elementary - - - - -	19
" Physical Training - - - - -	9
" Domestic Subjects - - - - -	12
" Special Subjects - - - - -	18
" Private - - - - -	5
" Kindergarten - - - - -	3
Total - - - - -	1,567

* Includes dressmakers in Ireland. † Includes cooks in Scotland and Ireland.

‡ Includes elementary and kindergarten in Scotland and Ireland.

Further education, English classes for Russians, Hospital Nursing, or Outfit Grants are not included in the above.

It has not been possible to include figures for the North of Ireland in the above table.

TABLE 5.—*Employment not obtained in the Occupation for which Training was given.*

	No. of Women.
Not yet secured employment at date of replying to enquiry letter from the Committee - - - - -	286
In employment other than that for which trained - - - - -	112
Obtained temporary employment but not in employment according to latest information - - - - -	44
Prevented from seeking employment by ill-health, marriage, &c. - - - - -	90*
No information received - - - - -	237†
Further training - - - - -	37
Total - - - - -	806

* These figures relate to England, Scotland and Wales.

† This figure includes a number of women who had finished training at the date of the preparation of this Report but had not yet had time to inform the Committee whether they had obtained posts.

APPENDIX II.

Homecrafts and Homemakers' Schemes for period May, 1921, to 31st December, 1922.

HOMECRAFT COURSES.			HOMEMAKERS' COURSES.		
Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.	Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.
LONDON AND SOUTH EASTERN DIVISION.					
Bermondsey - - - - -	2 A*	220 (40 J)†	Bermondsey	2	120
Borough - - - - -	1 A	80 (40 J)	Poplar - - - - -	2	120
Camberwell - - - - -	3 A	300			
Canning Town - - - - -	4 A	348 (20 J)			
Dartford - - - - -	2 A	65			
Deptford - - - - -	4 A	280			
East Ham - - - - -	2 A	80			
Edmonton - - - - -	4 A	190			
Erith - - - - -	2 A	120 (20 J)			
N. Kensington - - - - -	4 A	560 (40 J)			
St. Pancras - - - - -	2 A	120			
Tottenham - - - - -	3 A	120			
Walthamstow - - - - -	4 A	230 (30 J)			
Westminster - - - - -	3 A	58			
Whitechapel - - - - -	2 A	160			
Woolwich - - - - -	2 A	120			
Woolwich - - - - -	2 J	80			
Wood Green - - - - -	1 A	60			
Total - - - - -	47	3,191		4	240

* A = Adults (*i.e.*, over 18 years).

† J = Juveniles (between 16 and 18 years).

Where juveniles are shown in parentheses, they were admitted into the adult classes, and *vice versa*. Where they are shown separately, special courses for juveniles were held.

HOMECRAFT COURSES.			HOMEMAKERS' COURSES.		
Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.	Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.
SOUTH WESTERN DIVISION.					
Bath - - - - -	1 J	14	Bristol - - - - -	2	300
Bridgwater - - - - -	2 A	46			
Bristol - - - - -	2 A	224			
Gloucester - - - - -	1 A	40			
Plymouth - - - - -	3 A	48 (5 J)			
Southampton - - - - -	3 A	100			
Swindon - - - - -	1 A	34			
Total - - - - -	13	506		2	300
WEST MIDLANDS.					
Birmingham - - - - -	1 A	40	Cradley Heath.	3	360
Birmingham - - - - -	1 J	40			
Stoke-on-Trent - - - - -	2 A	80			
Walsall - - - - -	2 A	80			
Wednesbury - - - - -	1 A	36			
West Bromwich - - - - -	1 A	100 (21 J)			
Total - - - - -	8	376		3	360
SOUTH MIDLANDS AND EASTERN.					
Cambridge - - - - -	1 A	35 (13 J)			
High Wycombe - - - - -	1 A	40			
Ipswich - - - - -	1 J	20 (2 A)			
Lowestoft - - - - -	1 A	40			
Norwich - - - - -	1 A	80			
Reading - - - - -	1 A	40			
Southend-on-Sea - - - - -	1 A	24			
Southend-on-Sea - - - - -	1 J	20			
Total - - - - -	8	299			
YORKSHIRE AND EAST MIDLANDS.					
Bridlington - - - - -	1 A	30	Bradford - - - - -	1	40
Leeds - - - - -	2 A	160	Leeds - - - - -	1	80
Derby - - - - -	1 A	80			
Nottingham - - - - -	1 A	54			
Sheffield - - - - -	4 A	360			
Total - - - - -	9	684		2	120
NORTH-WESTERN.					
Barrow - - - - -	2 A	80	Accrington	1	40
Bootle - - - - -	2 A	100 (20 J)	Manchester	1	80
Liverpool - - - - -	4 A	272	Salford - - - - -	2	120
Manchester - - - - -	4 A	200			
St. Helens - - - - -	1 A	40 (22 J)			
Total - - - - -	13	692		4	240

HOMECRAFT COURSES.			HOMEMAKERS' COURSES.		
Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.	Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.
NORTHERN.					
Newcastle-on-Tyne	3 A	162 (18 J)			
Sunderland	1 A	54			
Total	4	216			
WALES.					
Cardiff	3 A	256 (128 J)			
Brynmawr	1 A	16			
Llanelly	2 A	120			
Merthyr Tydfil	3 A	116 (20 J)			
Neath	1 J	36			
Newport	2 A	160 (80 J)			
Port Talbot	1 A	36 (18 J)			
Port Talbot	1 J	36			
Swansea	4 A	200 (100 J)			
Total	18	976			
SCOTLAND.					
Aberdeen	5	300	Ardrossan	1	20
Alexandria	1	20	Dundee	3	180
Airdree	3	60	Forfar	1	20
Arbroath	1	20	Irvine	1	20
Ayr	2	40	Kilwinning	1	20
Brechin	1	20	Montrose	1	20
Clydebank	1	20			
Dumbarton	2	40			
Dunfermline	2	40			
Dundee	2	120			
Dundee	1 J	30			
Edinburgh	4 A	165			
Falkirk	2 A	50			
Glasgow	9 A	360			
Glasgow	4 J	160			
Greenock	3 A	100			
Greenock	1 J	25			
Hamilton	3 A	57			
Hamilton	1 J	20			
Inverness	2 A	42			
Johnstone	1 A	20			
Kilmarnock	2 A	40			
Kirkcaldy	2 A	40			
Leith	4 A	100			
Leven	1 A	20			
Leven	1 J	20			
Motherwell	4 A	83			
Newmains	2 A	40			
Peterhead	1 A	20			
Rutherglen	1 A	25			
Rutherglen	1 J	20			
Stirling	1 A	25			
Wishaw	2 A	40			
Total	73	2,182	8	280	

HOMECRAFT COURSES.			HOMEMAKERS' COURSES.		
Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.	Name of Place.	Number of Courses.	Number of Women for whom accommodation provided.
IRELAND.					
Ballymena	1 A	24	Lisburn	1	20
Belfast	2 A	72 (16 J)			
Cork	2 A	80			
Dalkey	2 A	40			
Dublin	3 A	300 (50 J)			
Killarney	2 A	50			
Kingstown	3 A	60			
Tralee	2 A	40			
Waterford	2 A	40			
Total	19	706	1	20	
Grand Total	214	9,828	24	1,560	

APPENDIX III.

Extracts from Letters from Students who received training under the Scholarships Scheme.

M. W., trained in dairy farming, wrote as follows:—

“ . . . I am glad to say that I passed and obtained my certificate. I am at present on a Grade A certified farm as head dairymaid. The work consists of bottling certified milk, washing the utensils and bottles and churning. I hope in the spring to get a post where there is cheese making . . . Thank you again for your interest in me and all you have done . . . ”

H. F., trained as a masseuse, wrote:—

“ I am still doing private work for different doctors and have been in constant employment since I last wrote to you. I have been able to buy a certain amount of electrical apparatus for my work and hope before long to be completely equipped in that respect. So far I have had the good fortune to please the doctors for whom I have worked and I hope to be kept busy in the future. I am very fond of my work and most grateful to the Committee for having enabled me to do it . . . ”

D. P., trained in midwifery, wrote:—

“ . . . Thank you very much indeed for the assistance that you and your Committee gave me towards my training. I was successful in gaining the Certificate of the Central Midwives Board at the first time of sitting . . . I have now secured a permanent post as district nurse and midwife . . . I could not wish to be better employed than I am at present. The Committee under whom I work are satisfied with my work . . . ”

J. B., trained as a pharmaceutical chemist, wrote:—

“ . . . I am glad to let you know that I have opened a Medical Hall of my own at address above, and I feel most grateful to the ladies of the Central Committee for giving me the grant to enable me to get

my examination. I shall only be too happy to give you any information at any time"

E. M. (an orphan whose only brother was killed in the war), who was training at a Domestic Economy School, wrote:—

" . . . I hope you will forgive my writing to you, but I feel I ought to thank you for all your kindness to me in making it possible for me to obtain my training as a Domestic Science Mistress. My one aim is that you will not be sorry for all the time and trouble you have expended on my behalf . . . I am very happy at the College and love all the work . . . We have to work quite hard to keep up with everything. The mistresses are splendid and help us in every way they can. To-day we have started a new term and we are all quite happy to go back again. It seems to me even now almost too good to be true that I am doing this"

D. H., trained in cookery, wrote:—

" . . . From May to the end of November I have been cake-maker at . . . Since then my sister and I have tried hard to find a suitable place to start a cake and tea shop of our own, but up to now we have had no luck. While waiting for something to turn up I am trying to get a post as cakemaker in London"

E. K., who had received training as a teacher of dancing and had previously informed the Committee that she had obtained a post as dancing assistant, wrote six months later as follows:—

" . . . I have been unable to reply to your last letter as I have been very busy. I am still in the same employment and am very happy and successful in my work. Thanking you for all you have done and for your kindness and interest"

H. P., who had taken the music teacher's training course, in writing to inform the Committee that she had obtained a post in a school to teach pianoforte and theory, said:—

" . . . Kindly accept my thanks for having given me a training which I could not otherwise have had. I shall always be most grateful to you for having started me in life. I obtained my post only last Saturday . . . I was successful in my examination this Christmas, so have now completed my diploma"

C. M., who had received a secretarial training and had previously informed the Committee that she had obtained a post, wrote:—

" . . . I am able to inform you that I am still in the same employment and find the post very satisfactory. I should like to thank you and the Committee for the secretarial training they so kindly enabled me to take, as it has been such a great help"

R. B., who also received a secretarial training, wrote:—

" . . . On completion of my training I obtained temporary work. I am now writing to inform the Committee that I obtained in October last a position (which I trust is permanent) as secretary to Dr. ----"

H. E., who was given assistance to enable her to complete her degree course at Bedford College, having obtained a post as junior mistress on a Burnham scale salary, wrote six months later, saying:—

" . . . I am happy to say that I feel I shall like teaching. I am still in the same employment, but as the work is mainly mathematical I am hoping to obtain an appointment next term in which the chief subject will be English"

L. M., trained in cookery, wrote:—

" . . . To-day I commenced work as cakemaker at . . . At present it is rather a new idea in its infancy of supplying meals to people in their homes, and also cakemaking for cafés, but it is growing fast and there seems to be some future in the scheme. Thanking you for your kind assistance, which I feel has been a great benefit to me"

D. R., who was given a course in horticulture, wrote:—

" . . . My course of training having come to an end I should like to express my most grateful thanks to your Committee for having enabled me to take this course, which has given me the necessary instruction for taking gardening as a profession. I am glad to tell you that I am now growing flowers at a good profit for market and that there is every prospect of my being able to work up a considerable business in the future. Thanks to your kind help I am now able to pursue an occupation which has always interested me but would have been impossible without the necessary training"

R. C. R., a midwifery student, wrote:—

" . . . I think you will like to know that I have finished my six months' midwifery course and passed the examination of the Central Midwives Board. The doctor with whom I had a case on the district during my training has offered me my first private case, which has turned out to be his wife. Again thanking you and your Committee for the help you gave me which enabled me to take this training"

The mother of D. H., writing of her daughter who was assisted with her medical course, states:—

" . . . I am pleased to say she was successful in passing her third year examination in June. We beg to thank the Committee for the allowance; without it my daughter could not possibly have continued her course of training"

E. F., whose health had been impaired by her service in the W.R.A.F., and was given a training in poultry farming, wrote:—

" . . . I am still with . . . and am very happy in my work, and Miss . . . is very kind and considerate to me in every way. May I take this opportunity of thanking the Committee for my training and also for sending me to a farm where the training was so good and reliable, thus enabling me to earn my living in the only work it is possible for me to do if I am to retain my health"

C. L., who was given a training as a teacher of dancing, wrote:—

" . . . It was awfully nice to hear from you as I had been hoping that you would write and had decided to wait a little while before writing myself . . . The training you have given me has been the finest I could get in my profession, and the allowance most generous. My principal has recommended me as being thoroughly capable of teaching both dancing and gymnastics, also elocution, and has procured for me a position in an academy abroad. It is quite a coveted position among the girls at College and I feel that I have been very lucky to have got it . . . The Committee has been my 'Fairy Godmother,' and I can never thank you all enough. Assuring you I shall never forget"

APPENDIX IV.

Extracts from Letters regarding Women who received training in the Committee's Homecrafts Centres.

From a Mistress.

"I feel that I should like to write to you about E—, who has been in my service for about two months. She is an excellent girl, and gives proof of the training she received in the Deptford Training Centre, her time there expiring at Christmas last. Her own energy and capabilities are good decidedly, and that they have been moulded and trained in a very satisfactory way is apparent.

"I think she will do well, and I write because I feel that we owe such a tribute of gratitude to one of your centres."

From a Mistress.

"The girls I have had have been well taught and intelligent, and only need experience to make good maids. Thanking you for a speedy reply."

From a Trainee.

"I thought I would like to write to you and tell you how well I am getting on here with Mrs. Y. I am very happy, because Mrs. Y. is so thoughtful and kind that she treats me like a mother. To work has been a real pleasure. So I must thank you for your great help, because I have been able to put many of your useful hints into practice. I often think of the happy times I had at the centre, and think what a splendid life yours is—always helping other people."

From a Trainee.

"I am pleased to say that I am at a farm at Southey, and I like service better than the workshop. I am getting on alright, although it is lonely after the town, but I must keep to the Sheffield motto (stick it, don't grouse)."

Cook-General--household where she has been employed since she left the centre nearly 12 months ago.

"I cannot see why the other girls were ever lonely. I am sure it is all hustle here. I don't have any time to feel lonely, and if one can read and write I fail to see how anyone can feel lonely. I shouldn't think they would have felt so lonely if they had tried polishing the brass knobs on all the doors that looked so dull they resembled wooden ones, and then cleaned the steps outside the drawing-room French window; they were green with moss when I came.

"Saturday night I cooked a partridge served with breadcrumbs and toast, &c., and bread sauce and brown sauce, baked potatoes and sprouts and cheese souffle; that was after an ordinary mid-day lunch. . . ."

"Just a line to say how much I like my new place. Well, I certainly like it very much up to now, hoping it may last. I think it will be my fault if I don't stay, as the people here are very nice indeed and very happy, singing all the day. The work here is nothing to what I did in my last place, and what I do satisfies them. I manage to get washed just after dinner, then the time is my own for the rest of the day. I am sure you yourself will be pleased to know I am set up with such a nice place at last. Mrs. L. is very pleased with the way I do my work. She says I am very quiet and not extravagant, so that goes a long way. I do not think I shall be homesick, as this place is better than home to me. . . .—E."

Swansea.—Housemaid, 8s. a week.

"I am very glad to have the place, because they think worlds of me. I am very happy here. I would not like to leave it because I like it very much.—M. F."

"I thought you would be pleased to hear from me, also to know that I am still very happy and have quite settled down. Mrs. — is such a dear, and it is a pleasure to work for her. I must tell you that I am getting quite an expert cook, and love it. I made a beef-steak pie the other day, just as Miss — showed us, and got highly praised for it. Mrs. — said, 'Oh, Bessie, it was a beautiful pie; the pastry was lovely.' Dear Mrs. —, I do feel so thankful for all I learned at the centre, as I realise now what a great help and benefit it is to me in my work."

Walthamstow.—(From a parent.)

"I hope you will excuse me for troubling you in this manner, but I think a word of praise is due to you and your staff for the manner in which you have trained my daughter. . . . We think it rather wonderful what has been done in so short a time. We consider she has been thoroughly well taught, and to any girl of average brain quite fit to take a situation anywhere. I am glad to say my daughter went into her situation to-day quite all right."

From a Trainee.

"Your letter to hand. Thanks for same. You want to know how I am getting on. Well, not very grand. I am not at the place I got from the centre. I went as cook, but it turned out no good, as the lady thought I was a cook instead of learner. I have got another place from the Exchange as general, but it is very hard. The mistress herself said there was too much work for one person alone, but I found I have to do it all the same. I do not mind that if I could have a little time to myself. I start at 6 a.m. and finish at 9.30 p.m. Then I am almost too tired to crawl up to bed. I get a day a week and every other Sunday at home. 12s. 6d. a week, deduct insurance."

CENTRAL COMMITTEE ON WOMEN'S TRAINING AND EMPLOYMENT.

Statement of Receipts and Payments for the three years ended 31st December, 1922.

RECEIPTS.	£	s.	d.	PAYMENTS.	£	s.	d.	£	s.	d.
To Balance from H.M. Queen's Work for Women Fund -	92,354	1	1	By Scholarship Scheme :—						
„ Balance transferred from War Time Contract Department -	10,026	11	8	Fees -	110,203	19	5			
„ Grant from National Relief Fund -	218,000	0	0	Maintenance -	191,451	14	2½			
„ Sale of Material -	1,969	10	6	Equipment -	19,795	5	9			
„ Miscellaneous Receipts -	7	19	0	-----				321,450	19	4½
„ Trustees of Central Committee :—				By Training of Unemployed Women :—						
Proceeds of Sales and redemption of investments -	145,179	9	10	(a) Homecrafts :—						
Interest -	13,738	8	11	Equipment and Training Expenses -	64,332	2	10			
-----	158,917	18	9	Less Sales -	8,598	9	4½			
„ Interest on Funds temporarily invested by Central Committee -	23,281	15	11	-----	55,733	13	5½			
„ Grant from Ministry of Labour towards cost of Homecraft training	50,000	0	0	Maintenance Allowances -	98,102	9	6			
				(b) Homemakers :—				153,836	2	11½
				Equipment and Training Expenses -	8,571	1	3			
				Less Sales -	1,053	15	10½			
				-----	7,517	5	4½			
				Maintenance Allowances -	19,246	6	8			
				-----				26,763	12	0½
				By Outfits to Women entering Resident Domestic Service				8,928	18	2
				By Trustees of Mary Macarthur Holiday Home for Working Women :—						
				Profit on War Time Contract Department (£10,026 11s. 8d., plus miscellaneous receipts and Interest £1,425 15s. 9d.) for establishment of home				11,452	7	5

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By Administrative Expenditure :—										
Salaries and Travelling of Staff -	16,761	5	2							
Incidental Expenses -	132	5	10							
Travelling Expenses of members of local Interviewing Boards -	566	13	0							
Fees for Medical, &c., Examination of candidates for training (Scholarship Scheme) -	68	2	8							
Travelling Expenses of candidates called to interview -	877	11	3							
-----								18,405	17	11
By Balance at 31st December, 1922 :—										
In hands of Ministry of Labour -	4,385	17	2							
Imprests advanced to Education Authorities for training in Homecrafts and Homemakers -	5,158	14	1½							
Cash at Bank -	4,175	7	9							
-----								13,719	19	0½
-----	£554,557	16	11					£554,557	16	11

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Of the grants, amounting in all to £518,000, from the National Relief Fund, £300,000 was paid direct to the Trustees as per separate account. Investments costing £155,990 19s. 2d. remained in the hands of the Trustees at 31st December, 1922.

(Signed) MARGARET CREWE,
Chairman.

(Signed) F. G. BOWERS,
Financial Adviser.

I certify that this Account has been compared with the Books and Vouchers at the Ministry of Labour, and is found to be correct.

Exchequer and Audit Department,
17th April, 1923.

(Signed) MALCOLM G. RAMSAY,
Comptroller and Auditor-General.

CENTRAL COMMITTEE ON WOMEN'S TRAINING AND EMPLOYMENT.

The Trustees to the Central Committee in Account with the Central Committee on Women's Training and Employment
for the period 19th August, 1921 (the date of appointment of the Trustees) to 31st December, 1922.

(42761-14)
 W.L. 6865-P 61/301 1500 8/23 H. St. G 7

DR.

	£	s.	d.
To Grant from National Relief Fund -	300,000	0	0
„ Profit on Sales and Redemption of Investments -	1,170	9	0
„ Interest on Investments -	13,738	8	11
	£314,908	17	11

CR.

	£	s.	d.
By Payments made to the Central Committee, being proceeds of Sales and Redemption of:—			
Investments -	145,179	9	10
Interest -	13,738	8	11
			158,917 18 9
By Balance in the hands of the Trustees at 31st December, 1922:—			
£155,990 3s. 8d. 5 per cent. National War Bonds, 1923, at cost*			
			155,990 19 2
			£314,908 17 11

* NOTE.—The Bonds are due for redemption on 1st April, 1923, at 102 per cent.

(Signed) MARGARET CREWE }
 VIOLET MARKHAM } Trustees.
 F. G. BOWERS }

I certify that this Account has been compared with the Books and Vouchers at the Ministry of Labour, and is found to be correct.

Exchequer and Audit Department,
 17th April, 1923.

(Signed) MALCOLM G. RAMSAY,
 Comptroller and Auditor-General.