

The Common Cause

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Notes and News.

The Labour Party's Emancipation of Women Bill.

The Labour Party's Bill for the Emancipation of Women is to be introduced into the House of Commons under the Private Members Rule on Friday, April 4th. It is a very important measure, and aims at removing all the existing legal disabilities of women, and all barriers to their entry into the professions and the service of the State. It is, of course, being vigorously supported by the National Union of Societies for Equal Citizenship. We are glad to be able to publish in this issue of THE COMMON CAUSE an article by the Right Hon. Arthur Henderson, who is almost as well known as a Suffragist as he is as a leader of the Labour Party. We hope that our readers will study the article, and that they will do all that in them lies to support this great measure.

Women and the Peace Conference.

It is announced that the Commission on International Labour Legislation has finished its sittings, and prepared a report for submission to the Peace Conference. This Commission has been the first to hear women. It received delegates from the Inter-allied Woman Suffrage Congress, representing France, Great Britain, the United States and Belgium, from the Association of Women's Interests, from the Confederated Trade Unions, from the Independent (Catholic) Trade Unions, and from the International Council of Women. The deputation was well received by the Commission, and at the end of the hearing, the President, Mr. Gompers, thanked the women in a very sincere and cordial manner for their suggestions. He said: "The exceedingly comprehensive and intelligent way in which you have analysed and presented the questions in which you are interested, has made it a very great honour for us to have heard you, as well as a compliment to you. It is not our fault that you are not sitting with us now. We did not appoint ourselves, we were appointed; and I, for one, think it regrettable that we have not had the benefit of your assistance and advice during the three months that we have been working on these questions. I am very glad that the Labour Commission should be the first to receive women and have the benefit of their views. You may rest assured that nothing that our Commission can do to help further the interests you have so ably presented this morning will be left undone."

Recommendations on the Moral Question.

Important as the hearing before the Labour Commission was, it has not, of course, by any means covered all the subjects on which women are anxious to be heard. The women's committee on morals in Paris, has drafted some resolutions which it will present to the League of Nations Commission. These resolutions say: "States who enter into the League of Nations shall undertake to suppress the sale of women and children; to respect and put into practice the principle that a woman is free to dispose of herself in marriage; to suppress and punish severely the traffic in women, whether under or over age, and of children of both sexes for purposes of prostitution." The White Slave Traffic is one of the horrible evils which has existed under our imperfect conditions of civilisation, but which we may reasonably hope will become impossible when a League of Nations has been established. If the League does succeed in abolishing the exploitation of women and children for purposes of vice and of gain, it will confer as great a benefit on mankind as that which will result from the longed-for abolition of war.

Married Women's Income Tax.

Mr. G. Locker-Lampson (Member of Parliament for Wood Green) is conducting a vigorous campaign in the House of Commons, and outside it, for the removal of the present anomalies in the Income Tax as it affects married women. The Government's position is that, as the whole subject of Income Tax is being dealt with by Royal Commission, it is difficult to take out one bit of it and deal with it now. We feel, however, that the present manner of assessing married women's incomes is such a glaring injustice, and has waited so long for remedy, that it ought not to have to wait any longer, and we are very glad to know that Mr. Locker-Lampson hopes to get the matter attended to in the coming Budget. The question at issue was explained by Mrs. Ayres Purdie in THE COMMON CAUSE last week. Many of our readers are conscious of the injustice of the present system from their own experience. We earnestly hope that they will not let the matter rest where it is, but will seize the opportunity of helping in the present campaign. All married women and men who pay income tax, should write to their Members of Parliament without delay, and urge them to support the efforts of Mr. Locker-Lampson in the House of Commons.

Women Lawyers for Scotland.

The text of Lord Haldane's Bill for Women Lawyers in Scotland is now published. It was introduced into the House of Lords on March 19th, and passed its second reading on March 25th. It provides that "a woman shall not be disqualified by sex from being admitted as a member of the faculty of advocates, or practising as an advocate; and that she shall not be disqualified by sex from being admitted as a law-agent or from practising as a law-agent." Lord Buckmaster's Bill, which passed its third reading in the House of Lords on March 25th, provides for the admission of women to both branches of the legal profession in England, but does not apply to Scotland or Ireland. Lord Haldane's Bill will remedy this omission in the case of Scotland.

Restoration of Trade Union Practises Bill.

The text of the Government Bill to secure the restoration of Trade Union practices, and so to redeem the Government pledge made at the time of the Treasury Agreements of March, 1913, has now been published. It provides that there shall be a legal obligation upon employers to restore, during the space of one year, any trade-practice which has been departed from, "whether or not the practice was one tending to restrict production or employment." This clause clearly covers the renewed exclusion

of women from any industry, or branch of an industry, and the Bill is, therefore, one of the utmost moment to women workers, particularly to those employed in engineering and allied trades. The provisions of the Bill are very difficult, and its carrying into practice will inevitably prove even more complex. It is hard to believe that either those who propose the Bill or those who wish to amend it can seriously contemplate its practical carrying into effect. As a move in the business of industrial resettlement it is, of course, necessary to have important and concrete proposals on this subject. It provides a necessary basis for bargaining, and should be an earnest of the Government's good faith. But as an Act upon the Statute Book it is in its present form quite inconceivable, and could only lead to an intense aggravation of industrial unrest. We hope to publish an article on this subject next week.

The Housing Bill.

The Government's Housing Bill has now been published. It makes it the duty of every local authority to attend to the needs of its area with respect to the provision of houses for the working-classes; and to prepare a scheme within three months, stating the approximate number and nature of the houses to be provided, the approximate quantity of the land to be acquired, and the time in which the scheme or any part thereof is to be carried into effect. These schemes are to be open to criticism and modification from the Local Government Board, and when they are approved, they must be carried into effect by the local authorities. If the local authorities immediately responsible fail to fulfil their obligations, the L.G.B. will transfer their duties in this matter to the County or District Council. Wide powers are given to the local authorities for compulsorily acquiring land, houses, water rights, &c. It is also provided that "public utility societies" shall be encouraged to erect, improve or manage working-class houses, and they may be helped to do so with loans. Encouragement is also given to town-planning on a large scale.

The Ministry of Health Bill.

The Amendment to the Ministry of Health Bill providing that among the Consultative Councils there should be a special Council of Women, was defeated in the Standing Committee on March 20th, by twenty-two votes to fourteen. It was moved by Sir Samuel Hoare, supported by Mr. G. Thorne, Sir Henry Harris, Major Farquharson, and Mr. Cairns; and opposed by Sir Kingsley Wood, Major McMicking, Sir Ryland Adkins, Mr. Renwick, and Dr. Addison. The opponents of the amendment did not dispute the importance of the woman's point of view in health matters, but thought that it could be satisfactorily obtained by an adequate representation of women on all the Councils, without a separate Council of Women. Dr. Addison, taking up a suggestion of Sir Ryland Adkins, said that there certainly "would be Sub-Committees, *ad hoc* Committees, and so forth, some of which would be composed entirely of women, and that for certain general purposes at least some Council or other will have to consist, at all events, mostly of women." The Ministry of Health Watching Council is not at all satisfied with the promise that there will be sub-committees composed entirely of women. For these committees will necessarily be entirely subordinate to the Councils. That men are willing to admit women to subordinate positions in health administration was already evident. What the Watching Council and the societies represented on it claim, is that in the Health Ministry women shall have a position which is really, and not only nominally, equal to that of men, and that woman's point of view should be expressed by one of the Councils which will have an authoritative voice in the decisions affecting the policy and administration. Of course, they also claim that women should have adequate representation on the other Councils, but the great disproportion between the numbers of men and women on local government bodies, and in the medical profession, makes it evident that even if such "adequate representation" is conceded, women's special point of view about Health will not be fully expressed by mixed bodies. Therefore, the Watching Council continues to press for a special Council of Women.

"A Substantial Number."

The Standing Committee of the Ministry of Health met again on March 25th, and Sir Thomas Griffiths moved to insert the words "a substantial number being women," in the clause constituting Consultative Councils. He withdrew the motion on an assurance from Dr. Addison that women would be substantially represented on all the Councils set up under the Act. Dr. Addison said that women would be appointed in exactly the same way as men, and that some Committees would consist

almost exclusively of women. An amendment was proposed by Mr. George Thorne, and carried by twenty-six votes to twenty-two, providing that there should be no discrimination for reasons of sex in regard to staff appointments. Dr. Addison said he proposed to set up a Women's Branch of the Medical Department. He had already looked round for a doctor of experience, and selected one because she was a woman.

America and Women's Suffrage.

As our readers already know, the Federal Woman Suffrage Amendment was rejected by the American Senate in October, 1918, and again last month. On March 1st, when the necessary two-thirds majority had been secured, the Republican Party "filibustered"—that is to say, talked it out—in order to prevent the Democrats (who are still in power) from having the credit for its passage. Another amendment was announced, the first section of which was the same as that of the old one: "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex." But the second section, "The Congress shall have power to enforce this article by necessary legislation; but if any State shall enforce or enact any law in conflict therewith, then the Congress shall not be excluded from enacting appropriate legislation to enforce it." The bugbear of the Southern States is that the Federal Government will interfere with their elections: some of them now exclude negro men in violation of the National Constitution, and their opposition to the amendment to enfranchise women is chiefly due to their unwillingness that negro women should be included. It was thought that this amendment would leave the States free to make any limitation they pleased, except that of sex. The Committee of both Houses reported favourably, but, nevertheless, on March 1st, and two days later, the amendment was wrecked by the Senate rule requiring unanimous consent for the mere introduction of a new measure. This reform will now have to wait for the President's return from the Peace Conference, but as public opinion is favourable (except in parts of the Southern States) there is good reason to hope for its safe passage then.

State Legislatures or Women's Suffrage.

While the Senate has been obstructing the women's movement, the State Legislatures have been in many cases helping it. Indiana, Vermont, and Wisconsin and Maine have lately granted presidential franchise (known colloquially as "the vote for President"). Thus, including the fifteen States where women have full suffrage, and the two where they vote on the nominations at the primary elections, twenty-four States (exactly half the total) will send their women as well as their men to the Presidential election polls. But this number will be increased, as a Bill for this purpose has passed one House of the Minnesota Legislature by a very large majority, and will certainly pass the other; similar Bills are under consideration in several other States. A Legislature can give this right absolutely by a majority vote of the two Houses, without a referendum to the electors, by authority of the Federal Constitution. The Lower House of Iowa has also conferred suffrage at the primary elections on women; and Bills for partial franchise (which is all that State Legislatures can give) are pending in many of them throughout America.

Nationality of British Women.

We are glad to be assured by an answer given by the Home Secretary to Colonel Burn, on March 18th, that British-born women who have married German husbands will not be compelled to go to Germany against their will. He said: "In certain cases of special hardship, such women can, under recent legislation, be granted naturalisation as British subjects. The question of the nationality of married women is one of those which is under consideration in consultation with the Governing Dominions and India, with a view to legislation if necessary at a convenient date." Legislation is certainly necessary. In the meantime, our readers will be relieved to know that British women are not being forced to go to Germany against their will. This would, in any case, be unjust and undesirable: and at the present moment the terrible scarcity of food, and other bad conditions prevailing in many parts of that country, would make it something worse than a blunder to add unnecessarily to the number of helpless people who have to suffer them.

Nurses with the Army of Occupation.

The question of increased pay for the nurses who have accompanied the Army of Occupation into Germany is, we understand, still "under consideration." There does not seem to be any need of long consideration for this simple matter.

The men of the occupying army are receiving increased pay, and it is obviously just that this increase should be extended to the women.

The Unemployed Woman.

The Standing Joint Committee of Industrial Women's Organisations has entered an emphatic protest against the failure of the Government to provide work for unemployed women; the reduction of out-of-work donation to fifteen shillings a week, which is far below subsistence level; the harsh administration of this donation, the procedure in many of the Courts of Referees, and the intolerable delay in dealing with appeals to the umpire from these courts. It also protests against the fact that the Employment Exchanges are offering work to women in many cases at a wage at, or below, the pre-war rate, and that many jobs offered through the Exchanges which may on the face of them seem reasonable are, on enquiry, found to be unacceptable owing to expense and difficulties of transport and the impossibility of securing housing accommodation in their near neighbourhood. The Committee points out that the failure to remedy the above causes of complaint adds very considerably to the volume of unrest, and states its earnest desire to impress upon the Government the need for the immediate adoption of schemes for suitable employment, a living wage, the maintenance of out-of-work payment at a rate approximating to the cost of living, and a more sympathetic administration through the Employment Exchanges of the out-of-work donation, together with the exercise of greater care in ascertaining the real conditions of the work available and the circumstances of the applicants for work.

Dressmaking Trade Board.

We noted with satisfaction, several weeks ago, that the Minister of Labour intended to establish a Trade Board in the Dressmaking Trades. At a meeting, on February 18th, of Employers' Associations and Trade Unions it was decided to set up two separate Trade Boards: one for dressmaking proper, to deal with tailored and non-tailored garments, the other for sewing trades such as millinery and corsets. There is to be a joint committee of representatives of each board to decide where there is doubt whether a garment is tailored or not. An Interim Board of Arbitration under the Wages Act, 1918, is advising the Minister of Labour on prescribed rates of wages in these trades. Hearings took place a fortnight ago at Old Palace-yard, and representatives of the employers and employed were present. The employers agreed that it was advisable to fix a prescribed minimum rate. This rate, and the Boards when established, will, of course, affect the whole country, and, as other Boards in other trades have done, will eliminate at least the worst sweating, which is usually synonymous with the sweating of female labour.

Women's Industrial League.

A public meeting was held in the Caxton Hall, on March 20th, under the auspices of the Women's Industrial League, at which a resolution demanding the free entry of women into all trades and professions, their equal payment for work done, and their adequate representation on Government Committees and Commissions was passed with one dissentient. The meeting was composed almost entirely of young women, and it showed enthusiasm and appreciation of the points made by the speakers in favour of the economic liberty of women. Great indignation was evident at the attempt of the Employment Exchanges to force everyone into domestic service, and also at the bad rates of payment offered at this moment for women's work. A considerable discussion arose, after the speeches, upon the position of the League. Lady Rhondda, who was in the chair, explained several times that it was not intended to be a Trade Union, that it would not take the place of a Trade Union, nor do a Trade Union's work, and that it wished to encourage women to combine in every possible way, both through Trade Unions and otherwise. The object of this League, she said, was to organise public opinion and to keep the Government up to its promises. Both these are formidable tasks, and we feel that they will require every ounce of pressure that can be brought to bear from every quarter.

The Young Women's Christian Association.

No women's organisation has developed more in the last four years than the Young Women's Christian Association, and the very wide sphere it now embraces in ideas, as well as in action, was illustrated by the speeches at its meeting in Kingsway Hall on March 20th. The Countess of Portsmouth, the Minister for Education, the Bishop of Kensington, Miss Maude Royden, Miss

Picton Turberville, and Mr. George Lansbury, are all servants of the community, but they all serve in different ways, and can make contributions from a different experience. Their speeches on Thursday bore evidence of this; they extended over a wide field of thought, but the faith and hope and ideals expressed in them all come within the scope of the Association to which, and for which, they spoke. Mr. Fisher naturally thought of the Y.W.C.A. chiefly as a magnificent instrument of secular education, while Mr. Lansbury dwelt on the word "Christian," and spoke with evangelical simplicity and passion on the theme that we are all "members one of another," and that until we realise it, and learn to love our neighbours as ourselves, we can never have a happy world. His appeal to all who had sacrificed their own comfort and striven or suffered for the sake of winning the war, to go on toiling and enduring in order to make a better England, met with an obviously sincere response from an audience very largely composed of young women. He expressed pleasure at the sympathetic attitude of the Association towards Trade Unionism. Miss Royden spoke of its sane attitude about employment; all the speakers recognised the breadth of view which characterises the present policy of its leaders: the atmosphere of the meeting was full of sympathy and enthusiasm.

The Manchester Liberal Federation.

The Manchester Liberal Federation has issued a comprehensive programme of reforms which include several points that are of great interest to women. Amongst these is the demand for adult suffrage and proportional representation, on the principle of the single transferable vote. Still more interesting are the views on the economic status of women, put forward by the federation; they demand equal pay for equal work for men and women, "the cost of any special assistance to women to be a charge on their aggregate earnings." Among social reforms, the Federation upholds equal legal and political rights for women and men, and the removal of the sex barrier to all positions in the State; also an equal moral standard for men and women in the divorce law. The Federation will also work for an adequate pension for mothers with dependent children.

Women Liberals.

There will be a great meeting of Women Liberals in London on April 1st and the following days. The Women's Liberal Federation and the Women's National Liberal Association, which divided from each other some years ago on the question whether Women's Suffrage should be a first object, now hope to re-unite, and to form a joint committee, sixteen members of which will be elected by the W.N.L.A. and twenty by the W.L.F. Among the subjects to be discussed are the League of Nations, Free Trade, Housing, Land Reform, Conscription and the treatment of Conscientious Objectors, Industrial Councils, and the Self-government of Ireland.

Oxford University By-Election.

We much regret that Professor Gilbert Murray has not been successful in the contest, for the representation of Oxford University, made necessary by the promotion to the Peerage of Mr. Rowland Prothero. Professor Oman has been elected by a majority of twelve hundred and eighty-three. Dr. Murray, however, did better than at the General Election, as on that occasion he only secured eight hundred and twelve votes, while this time thirteen hundred and thirty people have voted for him. He was ahead of the Independent candidate, Mr. Athelstan Riley, by nearly three hundred votes.

Supporters of Proportional Representation.

The Proportional Representation Society are re-issuing their journal *Representation*, some numbers of which had to be intermitted during the war. It will again appear as a sevenpenny quarterly. The current issue is, in the main, devoted to an analysis of the General Election of December, 1918, with a statement as to the working of Proportional Representation in the University constituencies returning two or three members; to a description of the Sligo Municipal Elections of January, 1919, and to an explanation of the system of Proportional Representation used in the election of the German National Constituent Assembly. It will perhaps be a shock to some recent converts to Proportional Representation to see that the journal is in its ninth year. The supporters of this reform have worked long and patiently; some, like Lord Courtney, Sir Mark Sykes, and Mr. W. C. Anderson, have died without seeing the fruit of their labours. Among the present supporters of the movement are Mrs. Fawcett, Lord and Lady Selborne, Lord Robert Cecil, Lord Burnham, Lord Lansdowne, Lord Milner, Mr. Smillie, Mr. J. H. Thomas, and Sir John Simon.

UNREST AMONG NURSES.

WE wish, this week, to call attention to the unrest among a body of women workers, whose profession is admittedly "women's work," and admittedly of the greatest human importance. There is hardly another profession so obviously useful as sick-nursing, and more sentiment is talked about nurses than about any set of people (except, perhaps, mothers, or soldiers) that exist in the world. Yet the public have too long tolerated bad pay and bad conditions for nurses, and even now that the position of the profession is most critical, only a very small number of people seem to be awake to the facts. The low salaries, and long hours, that are the portion of nurses, and the severe training that is required of them, have had their inevitable result, and the number of probationers is far from adequate to meet the increasing demand. There is already a shortage of nurses, it seems likely that before long the shortage will be very severe.

There is, it is true, a body of women who would seem to be all ready to step into the gap. During the last four and a half years, many thousands of V.A.D.s have done devoted service in the various fields of the war, and many of them are willing and anxious to continue their work under the changed conditions of peace. But a difficulty at once arises. The V.A.D.s, in spite of the glorious record they have gained, are in the position of dilutees, and are not unnaturally regarded with doubtful eyes by the trained workers of the profession. In the stress of war, many of them have had to make efforts and face responsibilities which would not fall to the lot of any nurse in peace time, but, on the other hand, many of them have had to spend most of the four years in comparatively unskilled work that was equally necessary but not equally useful as training; and hardly any of them have the varied experience of a fully trained civilian nurse. Their position in the nursing profession will have to be carefully considered, and some compromise found. It has been suggested that V.A.D.s shall be allowed to count their training as equivalent to a shorter period of regular hospital training, three years' V.A.D. work counting as two years' regular training, or as eighteen months, or as a year. Some solution of this kind will, no doubt, be adopted. Meanwhile, the professional adjustment necessary before they can be received into the profession, combined with the problems of demobilisation and with the discussion of the Ministry of Health, are sufficient to cause a very grave state of unrest in the nursing world.

It is at this difficult moment that Parliament is called upon to deal with a long overdue reform. The State Registration of Nurses, for which many nurses have worked with the same devotion with which other women worked for the suffrage, is to be brought forward on Friday, March 28th (the day this

paper appears) by Captain Barnett under the private members' rule, and it is very much to be hoped that the House of Commons will give the measure the serious attention which it certainly requires and deserves. It is receiving vigorous support from the Royal British Nurses Association, the British Medical Association, the Matrons' Council of Great Britain and Ireland, the Society for the State Registration of Trained Nurses, the National Union of Trained Nurses, the Fever Nurses' Association, the Scottish Nurses' Association, the Irish Nurses' Association, and the Irish Nursing Board. Meanwhile, other organisations of women, and of men and women together, are considering the whole question of the pay, hours, training, and conditions of nurses. The Ministry of Reconstruction has a sub-committee sitting on the subject, and in time it will, no doubt, issue a valuable report; a special Committee of the National Council of Women is preparing to take action, and the Royal College of Nursing has issued a memorandum on the present pay and position of nurses.

But while the future of the nursing profession is being considered, what is actually happening to the nurses that now exist? If any set of nurses (or, indeed, any set of workers at all), would seem worthy of special consideration, it is the fully trained nurses who have nursed during the war, under the direct control of the War Office. These women have, in many cases, done work which will be among the stored-up glories of our race. They have served devotedly, and have earned the gratitude of those to whom we are all grateful; and to do these things they have many of them abandoned positions which would have been certain steps to advancement in their profession. Nevertheless, they are being dismissed at forty-eight hours' notice, and some of them are, we understand, actually finding themselves stranded without homes to go to or means of support. The excuse for this hasty action is, of course, the need of nurses in civilian life, which was already bad and has been greatly increased by the influenza epidemic, and all its attendant ills. It is also said that the nurses are to receive a war bonus, which may, in some cases, amount to £10 for every year of war service. But this bonus has not in every case been yet paid to those who are to receive it, and it seems that some of the nurses are in real difficulties. They cannot, of course, be at once fitted into civilian jobs, and although they may all be absorbed in time, their present position is not a happy one, and is not likely to have a favourable effect on the prevailing conditions of unrest.

We call attention to these matters, not because we have any immediate solution to suggest for all the problems involved, but because we wish to direct the attention of our readers to them, and to protest against the unnecessary and disastrous way in which the War Office is complicating the whole matter by its peculiar methods of demobilisation.

The Women's Emancipation Bill.

By THE RIGHT HON. ARTHUR HENDERSON.

The partial enfranchisement of women throws into prominence the civic and political disabilities which still obstruct their full development as citizens and as workers. Artificial differentiations between the sexes still obtain in the professions and in industry, as in politics and social life. The Labour Party has always opposed these restrictions, not only on the ground of their injustice to women, but because they make it impossible for women to render their full contribution of effort and service to the State, in days when the community needs the best that lies within the power of any of us and of all of us to give. In the Women's Emancipation Bill, which the Labour Party in Parliament are introducing as a private members' measure, an attempt is made to remove these restrictions on the free service of women, and to abolish finally these survivals of an age that ended with the war.

The Bill has only five short clauses, but it touches many departments of national life. Thus the first clause removes the disqualification, either by sex or marriage, which prevents a woman holding any civil or judicial office or place of profit under the Crown, and also under "any authority, corporate or unincorporate, deriving powers directly or indirectly from any Act of Parliament, Order in Council, charter, or franchise whatsoever." These legal phrases embody a very considerable demand; it may not at first be realised that the clause covers the right of a woman to become a Cabinet Minister as well as a barrister or solicitor. It constitutes a real charter of liberty enabling

women to enter any of the professions. The arguments in support of this clause need not be rehearsed here: all the pleas which were valid in the debates on women suffrage are applicable in this case.

A further clause establishes women's rights in relation to the House of Lords, where the disabilities of sex are rigidly enforced. The fourth clause is perhaps of more immediate political interest, for it seeks to redress the glaring anomalies and inequalities perpetrated in the Representation of the People Act, 1917. It is scarcely necessary to remind readers of THE COMMON CAUSE that this Act gave only a limited right of franchise to women over thirty years of age. Against that limitation we protested vigorously when the measure was under discussion, and the Labour Party, at any rate, never accepted the measure as anything but an instalment of the full adult suffrage ideal. In our Emancipation Bill we are seeking to place women on exactly the same footing as men in regard to their right to exercise their votes in Parliamentary and local elections.

The Bill is a simple example of political logic. Students of political history may be interested in noting how closely the draft follows the lines of the Catholic Emancipation Act. It is a mile-stone on the road to freedom, and remembering the almost universal agreement of all sections of public opinion in support of woman franchise hardly more than a year ago, it is difficult to see how any group in the House can oppose the measure. The Prime Minister, speaking for his section of the

Coalition, and Mr. Bonar Law for his followers, stated in their joint manifesto to the country during the General Election, that they were in favour of equalisation of the law as between men and women. For the Labour Party, it is not so much a matter of redeeming an electoral promise, but of applying a fundamental principle which the party has always held. The measure ought, therefore, to be treated as a non-contentious measure and have a warm welcome from the House and a speedy passage into law.

Scientific Management and the Woman Worker.

Among the questions concerning the future organisation of industry which are not receiving their due measure of attention the problem of Scientific Management takes a prominent place. Yet no question more vitally demands clear thinking and thorough critical examination in the interests of the woman worker. And this for the very sound reason that it is essentially the routine processes, whether in industry or commerce, that lend themselves most easily to the practices of scientific management, and it is these processes also that employ the larger portion of the economically occupied women workers.

The first essential is to define what is meant by the term. In the wider sense, the term implies the elimination of chance and crude empiricism in the handling of labour-power, and the substitution thereof of exactly ascertained standards of output, fatigue, &c. Technically the word stands for a closely connected series of methods of attaining standardisation, viz.:—(1) "Vocational" or "Fitness Study"; (2) "Time Study"; (3) "Motion Study"; (4) "Fatigue Study"; (5) "Scientific" Wage Systems. Before going on to explain these methods and their assumptions, it may be as well to say that there does not exist any precise definition of what Scientific Management desires to attain. Thus, whilst the literature on the subject largely begins from the standpoint of maximum output, it is quite possible to find this utilitarian attitude displaced by one which takes the welfare of the worker as the guiding principle, though, in fact, it tends to be assumed that what is good from the one standpoint *must* also be good from the other—an assumption wholly unjustifiable in the present writer's opinion, as will be shown later.

(1) Vocational or Fitness Study undertakes the task of selecting suitable candidates for the particular job in hand, not merely from the standpoint of general health and suitability, but from the narrowly technical point of view. This is primarily a task for the experimental psychologist, who devises a series of test-experiments so planned as to draw out by means of the test the special qualifications of the candidates, and thus to eliminate those whose performance under the test falls below a certain standard. Some classical experiments in these directions have been made by the late Professor Munsterberg of Harvard, which included "subjects" so various as electric motormen, ship's officers, and women telephone operators. The devising of these tests must be kept quite distinct from the general problem of selecting suitable workers, which, in the U.S.A., is also being undertaken by a specialised professional class—the "Employment Manager." But it is not too much to say that Scientific Management has as yet few triumphs to announce on this side of its activities.

(2) "Time Study" involves a critical investigation of the time that ought to be taken to perform a certain task. In order to arrive at this, experiments are undertaken with standardised machines working on standardised raw materials, and operated, in theory at least, with a normal worker actuated by normal impulses. The use of the knowledge thus arrived at will be shown below, meanwhile it is as well to note that the whole subject of time-study is perhaps the least satisfactory aspect of scientific management. It is extremely difficult, if not impossible to standardise machines, process, and material, at any rate to select the "normal" worker and get him to work with the "normal" impulse. Charges of "pace-making" are not unknown, and in any case, time-study results are subject to a wide margin of error due to psychological and physiological differences between individuals. It is in fact, in my opinion, impossible to lay down what "ought" to be the time for a job, except for each one individual at any particular moment.

(3) Motion Study undertakes to examine what is the quickest way of doing a certain piece of work—not, be it noted, the quickest time the job can be done in, nor the least fatiguing way of doing the job—but only which way involves the least waste-

motion. Of course, elimination of waste-motion is also requisite to doing the job in the quickest possible time, and to some extent also eliminates fatigue—though this latter proposition seems to me much more doubtful. A famous worker in this field is Mr. F. Gilbreth, whose investigation in the art of brick-laying is classical, and who has greatly developed the whole technique of motion-study. By attaching an electric bulb to the wrist of the worker and photographing his motions (at the same time accurately recording times) it is possible to construct a wire-model of his movements for further study, with a view to elimination of useless movement.

Time Study and Motion Study involve one another. For the least time it is possible for a job to take involves not merely elimination of all waste-motion, but also the adaptation of plant, &c., so that the most economical set of motions can *always* be repeated.

(4) The subject of industrial fatigue and its elimination has, as is well-known, made great strides in this country during the war, largely in consequence of the investigations of the Health of Munitions Workers Committee, the Home Office, and the British Association. Although not the first work on the subject, Miss Josephine Goldmark's "Fatigue and Efficiency" is perhaps the classical work. A recent thesis by Dr. P. Sargent Florence* has investigated the methodology of this subject most acutely, and has stressed the importance of the rhythmic factor involved. The work of Dr. Vernon Jones for the Ministry of Munitions, and Professor Stanley Kent's report for the Home Office, have made it clear that the incidence of fatigue for men and women is by no means the same, but it is clear that physiology and psychology alike are involved. In any case the elimination of industrial fatigue involves *both* a maximum working day and a maximum working period without a break within the day, and these must be separately determined for each process and each sex. There is not the slightest doubt that proper rest pauses reduce fatigue, and therefore maintain the maximum rate of output per worker *within the limits set by the length of the working day*, which is itself a varying factor.

Fatigue is obviously the point at which the human factor is most emergent. For this reason it is very necessary to insist that fatigue-study does not by any means involve acceptance of any of the previously mentioned methods, nor the assumption that their adoption *must* involve a reduction of fatigue to the individuals. Now this is a point of the very greatest importance. It may be that the times and methods which most reduce fatigue are also those which (1) also involve the least wasteful motions and (2) take the least absolute time. But we have no right to assume anything of the kind. Yet to take only a very simple case, that of maximum output, it is constantly being assumed that the maximum output per individual, coincident with least fatigue, will always coincide with the maximum aggregate output, and that *therefore* if it can be shown that the latter can be achieved the former must be achieved also, with the inference that the interests of employers and employed must be identical. But this is not the case. A glance at the tables in Memorandum No. 18 of the Health of Munition Works Committee (Output in relation of Hours of Work) will show that the maximum output per hour was reached during a working week which gave *less* than the maximum aggregate output—*i.e.*, that the reduction of hours though it was compensated to some degree by increased output per head did not maintain the aggregate obtained by longer hours* multiplied by less output per hour.

(5) Scientific managers believe that simple wage-systems do not sufficiently deduce the psychological factor of "self-interest" and therefore have devised a series of methods of wage-payment designed to have the maximum effect in this respect. Here again a great mass of loose assumptions is present. There can be no absolutely scientific method of dividing up a given product between employer and employed. It is true that economically, every employer wants as large a product at as low a cost as possible to him;* but the mere fact that a very large variety of scientific wage-systems now exist proves that *this* simply cannot yet be said to have been universally—*i.e.*, "scientifically" solved. Now let us see how these wage-systems work.

Starting with the assumption that a given job "ought" to be done in a certain time, or, what comes to the same thing, that in a given time a certain amount of work "ought to be done," the scientific manager either pays a higher rate when the rate of output is exceeded or the length of time is reduced.

*The Use of Factory Statistics in the Investigation of Industrial Fatigue. (Columbia University Studies, No. 190.)

*In terms of unit output.

To make things easier, "reward" output, or "reward time" may commence at some point below the time or output that "ought" to be—i.e., the Standard Time, as it is called. Now these systems are, or may easily become, extremely complicated, itself a point of very considerable importance when we are dealing with relatively unorganised and ignorant workers, since there is no check on what should be the wage. But quite apart from this sufficiently serious point, these systems are intrinsically not above suspicion. Let us take a simple case. Assume a job to be done in 100 hours, reward to commence at any point below 100 hours, and to be one-third of the time saved. Let the rate be tenpence per hour. Now suppose a good worker does it in fifty hours. She will then get $(50 \times 10) + \frac{1}{3}(50 \times 10)$ —i.e., $\frac{1}{3}$ of the time saved, or $500 + 500 = 666\frac{2}{3}$ pence. Suppose she does the same in the

3 next fifty hours, she will again get $666\frac{2}{3}$ pence, or $1,333\frac{1}{3}$ pence altogether. If she had taken the whole hundred hours, she would only have got 1,000 pence, therefore, says the Scientific Manager, she is rewarded by a bonus of one-third of the whole of her earnings. What most people overlook is, however, that she has done *twice* the work, and ought, one would have thought, be entitled to a wage not increased by one-third, but *doubled*. Obviously the only "fair" plan is to give the worker the *whole* of the time saved; otherwise she will always get less under the premium plan than she would have got under simple piece-work. If she had been paid by the hour simply, it is true that she would not have increased her output so much as to cut her time down by one-half; but it is quite obvious that *this* system is an ingenious way of saving by deceiving the worker. The right thing is to say: "If you double your output, we double your pay," instead of which the hourly scale for double the work is $666.6 = 13.3d.$, instead of $20d.$

50 Now there is one defence, and one only of the attitude thus actually taken up. It is to say frankly: "If we can get double the work for $1\frac{1}{3}$ the pay, why shouldn't we. We are not in business for our health?" True; but there is nothing very scientific about this except the way it is done. It is the old economics dressed up in the guise of "payment by results." It is not to be imagined that all efficiency-systems necessarily have the defect I have just revealed; but there is no doubt that some have, and especially the one (the Rowan-Premium Bonus System) most in use in this country.* And this is why I draw attention to the danger which lurks in these systems to the woman worker.

Now let us get to the real point at issue. I have tried to lay bare the assumptions which make so many people believe that scientific management *must* be good for both sides. But, quite apart from the actual practice of the system as it is known in America, and which destroys any easy optimism on this point, as the American economist Dr. Hofe, reporting to the Industrial Relations Commission in 1915, had not the least difficulty in showing, it is really obvious on reflection that scientific management can be inspired by two quite dissimilar motives. The first is output as such. Under the inspiration of this idea, stress will be laid on Time Study, Motion Study, and Scientific Wage systems, the advantages of which to the worker are at least doubtful. The second is the welfare of the worker. Guided by this spirit, fatigue will be the first and most important consideration. The over-driving which may be associated with Time Study, and the crude emulative spirit aroused by the (often grossly unfair) wage systems, which of course tend to reinforce one another, will be sternly repressed as actually conducive to the evils which it is intended to eliminate.

How does all this affect the working-woman? That hardly needs answer, so long as women represent industrially the least educated and weakest class. In their case, the most sinister aspects of the system can be most prominent, because it is easiest for unscrupulous employers to "try it on" them when they would not do so in the case of men. There is therefore the greatest possible need for an instructed feminist opinion on the subject.

T. E. GREGORY.

*The Interim Report of the Health of Munition Workers' Committee [Cd. 8511 of 1917] says of this system:—"This system which, unfortunately, has been called the Premium Bonus System is a method of keeping the total wages down to a certain amount, however great the production, and at the same time of securing the worker a minimum wage for his day's work." (Page 82. Italics in original.)

Reconstruction in Ireland.

I.—HOUSING.

In every country the problems of reconstruction present themselves under special aspects. In Ireland we like to think of ourselves as different from other countries, especially from England; and this may be in part a result of the English tendency to regard other countries as exact replicas of England, and to consider that methods suitable to England must also be suitable to them. The corresponding Irish tendency to regard Ireland as a country wholly different from England has been exaggerated in recent years, but it contains a large element of truth. Thus all considerations of reconstruction in Ireland must be based on the principle that Ireland is an economic and social unit. It has been pointed out in a recent pamphlet of the Irish Reconstruction Association that "Ireland affords an excellent example of such a unit, from the fact that one part of the country is agricultural and, therefore, a saving and a lending community, and one part industrial and, therefore, a borrowing community. The housing problem cannot be considered without reference to measures for the provision of electrical or other power, which may lead to a decentralisation of industry and an altered distribution of population."

On February 25th an important deputation waited on the Chief Secretary in connection with the question of urban housing. In his reply he stated that reconstruction must be initiated in Ireland, and carried out by Irishmen. If so, it is unfortunate there is no Ministry of Reconstruction for Ireland. Also certain recommendations with regard to housing were made by the Housing Committee of the Irish Convention, and so far these have been ignored, and Mr. Macpherson himself made no reference to them.

The extent of the problem must first be considered. Mr. Macpherson said 60,000 houses were needed for the whole country. The official estimate for Belfast is 6,000, at a cost of five million pounds; for Dublin the official figures in 1918 were 16,500. The Housing Committee of the Convention estimated that in the urban areas 67,500 houses were urgently needed, and that the cost would be twenty-seven millions. Mr. Macpherson's estimate would seem to be a minimum, rather than a maximum.

The Chief Secretary proposed to meet the expense by a Treasury grant, supplementing loans raised by the local authority. The grant would be used to make up the difference between the economic and the "reasonable" rent, i.e., the rent which the tenant can afford to pay. No such method would meet the difficulties in Dublin, where the official minimum estimate of cost is over eight millions. An immediate and generous Treasury grant is imperative. To put the matter on the lowest basis, such generosity would pay politically. To quote the Chief Engineering Inspector to the Local Government Board, "the rebellion of 1916, with its terrible results in . . . the rebirth of dying antagonisms and the creation of new enmities, and the setting back of the clock in many most vital movements, might possibly have been prevented if the people had been better housed." During the Dublin strike of 1914, some of the leaders said to a well-known Irishman, who was in the confidence of both sides, "Is it worth while after all? If we get more wages we shall spend more on drink. If we get shorter hours we shall spend a longer time in the public house. What we need most are homes in which we can have comfort." In considering the cost, it should be remembered that Dublin is the resthouse, or almshouse, to which those broken in health, character, or fortune come to shelter or hide themselves, or to take advantage of its numerous hospitals and overlapping charities. A valuation, largely made up of property occupied by the poor, cannot give a civic authority an income sufficient for the ever increasing duties put upon it by the Legislature, without the imposition of very high rates. It is said the rates in Dublin as it is, without allowing for any housing schemes, will be 16s. 10d. in the £.

The administration of the grant must be in the hands of a special Housing Authority. This was a recommendation of the Convention Committee, and Mr. Cowan supports the view. This very important point was also ignored by Mr. Macpherson. Such an authority might secure some amendments of the Housing Acts which would reduce the cost. For instance, when premises are taken over as unfit for human habitation in consequence of non-compliance with orders for repairs, no compensation should be paid. Again, in acquiring land under the compulsory clauses, the cost of investigation of titles could be greatly reduced if the Local Registration of Title Acts were

obligatory, not permissive, thus furnishing another instance of the mischievous effects of these permissive measures, in spite of which the recent Medical Inspection of Schools Bill again uses "may" instead of "must." A competent Housing Authority would not, like the Dublin Corporation, be misled by "relief committee considerations," and would be less apt to confuse its functions with those of the Poor Law authorities. Mr. Cowan points out an instance in which this led to the use of cut limestone sills at double the cost of granite, and more than three times the cost of concrete, and another case in which footpaths were formed of granite, at a cost more than double that of equally suitable materials, and with the added disadvantage that every ten years the footpaths have to be relaid; and this is usually done at the most unsuitable seasons.

With regard to the character of the houses, the standard of the Scottish Royal Commission might be adopted as the minimum for Ireland. This recommended a living room, two bedrooms, scullery with sink, tub with washing boiler, food larder, coal cellar, and w.c., with power to local authorities to require bathrooms. The Belfast estimate is based on a provision of semi-detached houses, ten to the acre, with three bedrooms and a bathroom, a fact which may or may not be due to the influence of 60,000 women voters, well informed and well organised. The Dublin official estimate states, cautiously, that the number to the acre should be less than twelve.

The vexed question of parlour and kitchen, *versus* a larger kitchen, cannot be decided offhand. Belfast working women are solid for the parlour and kitchen, even at a sacrifice of space in each. A provision of municipal wash-houses and drying-rooms might possibly modify this view. Mr. Cowan quotes a remark of a well-known Irishman: "The only chance a poor man had of any comfort in Ireland was to lose his wits, as then he would be housed in a palace." That may be slightly exaggerated, but it is full time some statutory standard of a reasonable kind should be provided to regulate the sizes and number of rooms in Irish houses.

DORA MELLONE.

Reviews.

Social Welfare. By Lilian Barber. (Church Army, 14, Edgware Road, W.1. Price 9d.)

Social Welfare is a short compendium of information about agencies already existing, and of proposals for agencies to be created, for the purpose of improving the conditions of the poorer classes.

The style lacks distinction at times, and there is a certain crudity in Miss Barber's attitude towards some of the fundamental ideas now revolutionising society. There are several such paragraphs as the following, which are not wholly satisfactory:—

"Having secured, as far as possible, public opinion as a powerful ally they [the public authorities] will then need to set to work to educate the women who are already mothers, and the girls who will be the mothers of the future. Some measures of reform necessarily take time and are of gradual growth, while others can be set in motion at once. For this reason I would begin with the education of girls and women in home-making, and in all that appertains to the care of children. Women may think they know sufficient about these subjects, but in reality they do not, and it is the duty of public authorities to bring this truth home to them."

It seems to us that the authorities responsible for our slums should learn something about home making themselves before teaching it to mothers; for "they think they know sufficient, but in reality they do not."

But Miss Barber herself has some sound knowledge. Page 21 is full of meat:—

"By means of lessons in citizenship [the boys] could be imbued with a sense of duty to their country, and then by taking the home as a small community, they could be brought to realise their share and responsibility in building up the home, as well as their share in its work and in the protection of those in it. In the course of homecraft lessons the boys could be taught simple methods of repairing various articles used in and about the home, and so they would be able to do their share in its economical upkeep and order. . . . We should then by degrees, see less of the careworn women dragged down by the heavy demands made on their strength and time. The result would be more evenly distributed work and responsibility."

And we congratulate the Church Army on this sentence in their publication:—

"So long as there is any suggestion of inferiority as regards the work and status of woman, social reform will be retarded, for such an attitude is antagonistic to any appreciable progress in the direction of right and justice; therefore, if the Church wishes to retain the help of educated women for her social work, she must take care not to retrograde in this respect."

The little book should prove a stimulus to deeper study. We heartily commend it to those whom it concerns, and, not least, to the Church worker.

A. H. W.

The Secret City. Hugh Walpole. (Macmillan & Co.)

The Secret City comes into the world of letters heavily handicapped from the outset by the fact of being a sequel. Always it will be judged by comparison with *The Dark Forest*, and will tend to be condemned not necessarily because it is inferior, but merely because it is different. In attempting to review *The Secret City*, I find myself particularly fortunate in never having read *The Dark Forest*.

The atmosphere of *The Secret City* is from start to finish one of imperceptibly growing tension. The impression conveyed is that soon, very soon, something must snap with the jarring suddenness of a breaking bow-string. And the lesser tension felt in the home of the Markovitchs is all part and parcel of the greater strain of the impending dissolution of Russia; the whole seems the working of some malignant influence that is not clearly revealed even at the climax of the book.

This impression of strain gains immeasurably from the ominous character of Alexei Petrovitch. Petrovitch is a figure whom one might well label "Mr. Walpole's Own." His parallel is in *The Green Mirror*, in *Maradick at Forty*, in *Fortitude*, in *The Duchess of Wrexhe*. He is the man behind the scenes, the puller of wires, the hidden influence. He is the personality with whom Mr. Walpole can never dispense, the semi-supernatural character, and as usual he is excellently drawn.

One has of recent years become so weary of hearing books described as "so Russian!" that one has become cynically ready to attribute Russianism to the power of ushering in a character under a pet-name and marking his exit with a patronymic. A "vitch" or an "ovna" will work wonders with the most discouraging plot. Yet there is a subtle something common to all Russian novels and defying the worst translation, a quality peculiar to books concerned with Russia, a quality which must belong to Russia itself and be, in fact, Russian. This quality is strong and cogent in *The Secret City*.

For me the weakness of *The Secret City* lies in the manner of its telling. Frankly, I am bored by Durward. I could cheerfully see him consigned to oblivion and his narrative transported into the third person. The continual intrusion of his personality comes as a continual irritant, and his frequent sicknesses must always be felt as an anti-climax to the more fatal malady of Russia.

I. M. F.

Correspondence.

(Letters intended for publication should reach the Editor by first post on Monday.)

THE PROGRAMME OF THE N.U.S.E.C.: PROPORTIONAL REPRESENTATION.

MADAM,—Among the resolutions which were carried at the recent Council meeting was one to the effect "That this Council is of opinion that the adoption of a system of proportional representation would facilitate the return of women as Members of Parliament, and therefore wishes to place this reform among those advocated by the National Union."

The members of the N.U.S.E.C. are being consulted as to the choice of six points on which efforts are to be concentrated, and I write to urge the claims of proportional representation to a place among these. The achievement of P.R. is the necessary and natural sequel to the conquest of the vote. Without P.R. the vote loses a great part of its value. We must not let the apple of Atalanta have the taste of Dead Sea fruit!

The present system of election is largely unreal. It results in the return to Parliament of men who, under most favourable conditions, represent only a majority of the electors in the constituencies into which the country is divided, and it leaves unrepresented large minorities (and in some instances, majorities) of voters throughout the United Kingdom. In the result the direction of political affairs tends to fall into the hands of unrepresentative persons, and in large parts of the country we find political and social stagnation and apathy, disturbed only at long intervals by the feverish violence of a general election. The idea that the House of Commons should represent the whole electorate is lost sight of and many most valuable elements of our national life are submerged. It is true that as women had only three weeks between the passing of the Women's Eligibility Act and the General Election, there was but little chance for any of them being able (1) to get accepted as candidates in constituencies, and (2) to fight a winning battle for the seat; still, I am convinced that women candidates would have a much better chance of success in large constituencies returning from five to seven members, under the single transferable vote, than on the present system of one-member-constituencies with simple majority voting. Many voters although not prepared to vote for a woman if she were the only representative of the constituency, would look upon it as quite reasonable and desirable to return one woman among a group of men members.

The remedy for the evils of our present system has long been pointed out by political thinkers, foremost among whom was John Stuart Mill, who combined his advocacy of the cause of women with that of the reformed and proportional system of representation, which the N.U.S.E.C. have recently decided to support. Such a system would involve larger constituencies returning several (say, on an average, five) members and the method which in my opinion is best adapted to English conditions is the single transferable vote. Those who desire information as to

Items of Interest.

From a feminist point of view "The Purse Strings" (the play recently at the Garrick Theatre and which we think would be well worth reviving) is very good; but from a moral point of view is it quite consistent? Certainly Mrs. Wilmore was tempted sorely and fell very naturally, and confessed it with such sincerity that she had the audience on her side all the time, but even this did not excuse her in our eyes; in fact, the more we thought about it, the more we became convinced that had the play been written by a woman Mrs. Wilmore would have found a way out of her difficulties more easily. The play is this. Mrs. Wilmore, the charming wife of a stupid rich husband, is kept entirely without a dress allowance or pocket-money of any sort. Certainly her husband dressed her beautifully, and gave her a lovely home, but she seldom had more than half-a-crown in her purse, and often nothing at all. The reasons for the smallest fanciful purchase had to be gone into thoroughly with her husband before she was allowed the cash for it, and this naturally she found extremely wearing. In this penniless state she attended sales at Walford's Emporium, and lifted some lace. To be sure she begged the price of the goods from her husband (a terrible job), and sent the money later to the shop, and Mr. Parry seems to think that this is quite excusable; but what would happen if we all did this? Mary Wilmore took things in this way twice successfully, but the third time in the act of "taking stockings to the door to judge the colour" (and taking the added precaution of slipping them into her muff) she was caught by Walford himself, who frightened her into granting him an appointment, on the undertaking that he would say nothing about the attempted theft. Mrs. Wilmore, urged by her friend, confessed this to her husband, but concealed the truth about the stockings. The inevitable followed. The hot-headed husband wrote a furious letter to Walford's directors, and subsequently involved himself in a lawsuit, with two thousand pounds' damages. Then, in order to escape paying the damages, he makes himself an undischarged bankrupt, with all his property settled on his wife. But two incriminating envelopes in his wife's handwriting kept by Walford bring to light Mrs. Wilmore's thefts, and then follows a scene in which the worm turns. The money is now Mrs. Wilmore's by law, and so is everything else, so when Mr. Wilmore leaves the house in wrath he cannot come back without her permission. He has a bad time after this, for never having worked he is loth to begin, and as his wife only allows him £1 per week, he finds it very hard to live honestly. Till, just as we are feeling sorry for him, Mrs. Wilmore relents, and the play ends in mutual forgiveness and a lesson learned by both.

News from Societies.

WEST RIDING FEDERATION.—Mrs. Oliver Strachey addressed a series of meetings in Yorkshire during the week ending March 15th, on the subject of Equal Pay. Meetings were held in Sheffield, Barnsley, Huddersfield and Bradford. Much interest was aroused by the meetings and questions were many and discussion breezy. The tour was a valuable piece of propaganda work, and the Federation is much indebted to Mrs. Strachey for her able advocacy of equal pay.



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Headquarter Notes.

The N.U.S.E.C. is this week and next vigorously working in favour of the Women's Emancipation Bill which is being introduced as a Private Members' Bill on Friday, April 4th. As this Bill does not, in practice, go beyond the pledge of the Coalition Government "to remove all existing inequalities in the law as between men and women," we hope it will have the support of all Members and of all parties. We are also doing what we can to help Mr. Locker-Lampson in his campaign against the taxation under the Income Tax of the incomes of married people as one income.

Mrs. Fawcett's Victory Thanksgiving Fund.

Table listing donors and amounts for Mrs. Fawcett's Victory Thanksgiving Fund. Includes names like Mrs. Daniel Evans, Mrs. Adler, Mrs. Harold Oarmer, etc., with amounts in £ s. d.

Forthcoming Meetings (N.U.S.E.C.)

March 31. Leeds—University House, College Road—Meeting of Welfare Workers—Speaker: Miss Hartop—Subject: "Equal Citizenship" 7.15 p.m. April 1. Leeds—Park Lane Chapel, Caroline Street—District Meeting of the B.W.T.A.—Speaker: Miss Hartop—Subject: "Equal Citizenship" 3 p.m. April 3. Birmingham—Soho Hill—Speaker: Mrs. Ring—Subject: "Women Voters" 8 p.m.

Coming Events.

WESTERN AND EASTERN STUDIO. March 28-29, Scarsdale Studios, Stratford Road, Kensington, W.8—Lecture—Speaker: Mr. Bupendranath Basu—Subject: "Montagu-Chelmsford Reforms for India" 5 p.m. April 4—Speaker: Khawja Kamal-ud-Din, B.A., LL.B.—Subject: "How to Walk Humbly with God."

NATIONAL ASSOCIATION FOR THE PREVENTION OF INFANT MORTALITY AND THE WELFARE OF INFANCY.

March 31-1, Wimpole Street, W.1—Speaker: Eric Pritchard, Esq., M.A., M.D., F.R.C.P. (Physician, Queen's Hospital for Children)—Subject: "The Symptoms, Treatment, and Prevention of Rickets" 5.30 pm. April 7—Speaker: Philip Franklin, Esq., F.R.C.S. (Aural Surgeon, Evelina Hospital for Children)—Subject: "The Care of the Throat, Nose, and Ears" 5.30 p.m. April 3-12, Buckingham Street, Strand, W.C.2—Speaker: Miss L. G. Moberly (Secretary of the Surrey County Federation of Women's Institutes)—Subject: "Character Training of Children under School Age" 7 p.m. April 10—Speaker: Miss Syngé—Subject: "The Clothing of Infants and Young Children" 7 p.m.

FABIAN WOMEN'S GROUP.

March 31—Fabian Hall, 25, Tothill Street, S.W.1—Public Meeting. Free—Speaker: Dr. Letitia Fairfield—Subject: "The Constructive Side of the Health Services" 8 p.m.

GUILD OF EDUCATION AS NATIONAL SERVICE.

April 1-11, Tavistock Square, W.C.1—Speaker: Alfred Perceval Graves, Esq., M.A., F.R.S.L.—Subject: "The London and Provincial Voluntary Education Councils"—Chair: A. J. Mundella, Esq. 6.30 p.m.

FREE CHRISTIAN SOCIAL UNION.

April 1—St. Mary-le-Bow Church, Cheapside—Preacher: The Rev. J. F. Marr (Vicar of St. Botolph, Aldgate)—Subject: "Possible Effects of the Ascendancy of Labour" 1 p.m. April 2—Christ Church, Westminster—Preacher: The Rev. C. S. Woodward (Canon of Southwark)—Subject: "The Importance of Character" 1.15 p.m.

LONDON SOCIETY FOR WOMEN'S SERVICE.

April 2—Evergreen Club, Hither Green Mission, Nightingale Lane, Hither Green—Speaker: Miss Margaret Jones—Subject: "Equal Pay for Equal Work" 3 p.m. April 3—Women's Presbyterian Settlement, 56, East India Dock Road, Poplar—Speaker: Miss Dorothea Fox—Subject: "The Need and Use of Trade Unions" 8.15 p.m. April 9—Presbyterian Church Hall, Westferry Road, Millwall—Women's Meeting—Speaker: Miss Helen Downs—Subject: "The Responsibility of the Vote" 3.15 p.m. April 9—Women's Tipperary Club, Plaistow Road, West Ham—Speaker: Miss F. E. Relf—Subject: "Duties of Citizenship"

YOUNG WOMEN'S CHRISTIAN ASSOCIATION.

April 2-April 4-3y, North Parade, Bradford—Conference of Club Leaders—Apply, enclosing 1s. registration fee, to Secretary, Y.W.C.A., 14, Park Row, Leeds.

THE CHILD STUDY SOCIETY, LONDON.

April 3—The Royal Sanitary Institute, 90, Buckingham Palace Road, S.W.1—Speaker: Eric Pritchard, Esq., M.A., M.D., M.R.C.P.—Subject: "Home v. Institutional Training of Young Children"—Chairman: The Hon. Sir John A. Cockburn, K.C.M.G., M.D. 6 p.m.

KENSINGTON WOMEN CITIZENS' ASSOCIATION.

April 4—Kensington Town Hall—Speakers: Judge Henry Neil, Miss Leadley Brown, Miss Penrose Philp (State Children's Association), &c.—Subject: "Widows' Pensions"—Chair: Lady Davison (Mayores of Kensington) 5.30 p.m.

April 2—The New House, Airlie Gardens—Meeting for Members—Speaker: Mrs. Stocks—Subject: "The Future of the National Union and the South Kensington Branch"—Chair: Mrs. Corbett 5 p.m.

BRIGHTON AND HOVE WOMEN'S LOCAL GOVERNMENT ASSOCIATION.

April 3—Municipal Art Gallery, Church Street, Brighton—Speaker: Mrs. Gervis—Subject: "The Education Act of 1918" 6 p.m. April 3—Ralli Hall, Hove—Speaker, Miss E. M. White—Subject: "Active Citizenship" 5.30 p.m.

HASTINGS AND ST. LEONARDS WOMEN CITIZENS' ASSOCIATION.

April 4—East Sussex Arts Club Gallery, Stonefield Road, Hastings—Speaker: Miss E. M. White—Subject: "The Present and the Future" 7 p.m.

MISS A. MAUDE ROYDEN preaches at the City Temple, next Sunday, at the 11 a.m. service. Subject: "Is Resignation a Virtue?"

Table listing donations to the National Union of Societies for Equal Citizenship. Includes names like Dorking & Leith Hill W.S.S., W.S.S., Liverpool W.S.S., Salisbury W.S.S., etc., with amounts in £ s. d.

This fund is still open.

A limited number of copies of the Women Citizens' Diary for 1919 is on sale in the Literature Department at half-price, 6d. (cloth bound), 1s. (leather). With these diaries will be supplied a list of corrections to the list of Women's Suffrage Societies included in the diary. Order early.

PROFESSIONAL AND BUSINESS WOMEN'S HOSPITAL LEAGUE.

At the annual meeting of this League, held last week at the Women's Institute and presided over by Mr. Harold Marigold, the title was altered by the insertion of the word "Hospital," so as to make the object of the Society clearer.

Its aim is to provide hospital accommodation and all necessary medical and surgical treatment in cases of serious illness for women in business. The majority of women earning their own living live in rooms or flats in which there is no room for a nurse, nor are these rooms suitable for an operation should such be necessary, and the cost of such an illness would be greater than the sufferer could afford to pay. The League provides a bed in the private ward of the South London Hospital for Women at the low minimum subscription of five shillings per annum, which covers all expenses. It is hoped to enter into similar arrangements with other hospitals should the membership of the League become sufficiently large.

There were present Miss Philippa Fawcett (Vice-President), Mrs. MacArthur, Miss Smythe, Miss Costello, Miss Mann, and many others. The Secretary is Miss Mildred Ransom, to whom all enquiries should be addressed, at 195, Edgware Road, W. 2.

BRITISH WOMEN'S EMIGRATION ASSOCIATION.

INFORMATION and Advice, GRATIS, to Women and Girls of all Classes, Professional, Business, and Domestic. Escort provided for Children and others going to Friends or Situations. Teachers needed for Government Schools Overseas. "The Imperial Colonist," monthly, 2d., 2s. 6d. per annum, post free, gives practical information to intending Colonists.—Apply Miss LEFROY, Hon. Sec., The Imperial Institute, South Kensington, London, S.W. 7.

AUTHORITY: THE FUNDAMENTAL PROBLEM OF SOCIETY

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ANNOUNCEMENTS.

ADDRESSES BY WOMEN.

ST. BODILETH'S, Bishopscote.—Every Thursday, at 1.15 p.m. Subject for Lent, "Christ's Demand for Mental Effort." Addresses by Miss Mary Morshead and Miss Maude Royden. On Good Friday the Three Hours' Service will be conducted by Miss Royden.

ASSOCIATION OF ADVERTISING WOMEN.—April 7th, Imperial Hotel, 7.40 p.m. Mr. George Springfield will speak on "The Making of a Newspaper," and Mr. d'Arcy Denny on "Personality by Food." Music and refreshments. It is proposed to change the name to the Association of Business Women, and applications for membership should be made to the Hon. Secretary, A.A.W., 62, Oxford-street, W.

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