

# INTERNATIONAL COUNCIL OF WOMEN.

## THE STATUS OF WOMEN.

### Introductory.

The International Council of Women, together with the component National Councils of Women, desires to express its deep interest in the forthcoming discussion to be held in the Assembly of the League on the important subject of the Status of Women. The International Council of Women has passed Resolutions at several Congresses in support of equal status and equal opportunities for men and women, and welcomes cordially the proposal of an international Convention based on the principle of equality of rights for both sexes.

In response to the invitation sent to women's international organisations to send to the League any views or useful matter concerning the subject, the International Council of Women circulated to the National Councils of Women a Questionnaire on certain leading aspects. It was designed in such a way as to bring out to what extent equality had been achieved in each country, or inequalities between the rights of men and women still existed. Since its circulation about three months ago, replies have been received from twenty-one of the National Councils. They happen to represent countries in which women have arrived at various stages of progress in their efforts to obtain rights and responsibilities of citizenship, and they provide to that extent useful comparative material. The replies include many details and statistics, but in editing them for the particular purpose in the League, attention has been devoted to a few main points, the same for each country:—

- (1) The Political Status of Women in the Legislature, in Local Government and in the Judicature.
- (2) The Legal Status of Women.
- (3) The Economic Status, in respect of employment in Government Services, the Municipal and Local Government Services, and the Professions (other than teaching).
- (4) Their status in the Teaching Profession and educational opportunities for girls and young women.
- (5) Opportunities and payment in Business employments and in Industry.

(6) The position of women compared with that of men in national schemes of Insurance against Sickness, Unemployment, etc.

(7) The general attitude of public opinion in the country with regard to the removal of all barriers of tradition, law and custom from the path of women's progress.

The replies have come from Argentina, \*Austria, Belgium, \*Brazil, Chili, \*Czechoslovakia, \*Denmark, \*Finland, France, \*Great Britain, Greece, \*Hungary, India, Italy, \*Lithuania, \*Netherlands, \*Norway, Roumania, \*South Africa, \*Sweden, Switzerland.

Of these countries, Finland has enjoyed the longest record of women suffrage. The others that are starred in the list with the exception of Hungary, have given to women *equal* suffrage rights with men and eligibility for elected bodies. *Hungary* has given Parliamentary suffrage and eligibility with restrictions, and municipal suffrage in some cases without eligibility.

In *Italy* a limited measure of municipal suffrage was given in 1923, but conditions were changed under the present system of a 'National Council of Corporations.' Women may vote in the individual Corporations and one woman sits in the National Council.

In *Greece* women have a limited measure of municipal and communal suffrage.

In *Argentina, Chile* and *Switzerland* they have neither federal nor municipal franchise.

Experience in Great Britain and the Scandinavian countries has demonstrated how rapidly the new women voters claimed and were in large measure granted the removal of sex disabilities, and freedom and opportunity for the development of their particular bent and capacities. These countries, however, were characterised by high cultural standards, democratic government, and stable political conditions. The situation proved much less favourable for the general advance of women in some of the Central European countries even although suffrage had been granted. *Czechoslovakia*, again, with its democratic leadership, has definitely profited by the remarkable progress made by women and their usefulness as citizens.

In none of the countries mentioned in the foregoing list is there any evidence of political disturbance or disaster that can be traced to the granting of women suffrage! On the contrary, the added energy and the fuller interests in the lives of the womenfolk have made them a beneficent and stimulating influence in the midst of the community.

Their patience, resource and helpfulness in the times of economic stress have helped to lighten the burden of disappointment among the unemployed men and young people, while their natural desire to relieve suffering and to build up higher social, moral and living standards brings their voluntary services to the aid of Governments in legislative projects.

One of the greatest results of giving equal suffrage and responsibilities of citizenship to women is that their vote weighs overwhelmingly in support of peace doctrines and policy. The majority of women in any

country recognise the infinite importance and necessity of preventing war and bloodshed.

It is, therefore, peculiarly fitting that the League of Nations should listen to the urgent appeal of women to endeavour to extend the number of countries in which women have equal status with men. The right of political suffrage enables them to become a much more potent influence in the building-up of security in the home country and friendly relations with other countries.

The new women voters quickly realise the benefit of visiting some of these countries where women have already had suffrage for some time and of seeing for themselves some of its practical results. The constructive work done by women's international organisations in bringing women of many nationalities together at meetings and Congresses, and keeping up contacts by letter must be reckoned as a considerable factor in the peace propaganda of our time. The International Council of Women is convinced that the Assembly of the League of Nations in supporting an international Convention for equal rights to men and women, would not only help to raise the status of women, but would thereby be serving the highest interests of peace and humanity.

### Present Conditions in a number of Countries.

NOTE:—The following brief statements are extracted from Reports sent by a number of countries (cf. Introductory, p. 2). The italics throughout the document are used to draw attention to the chief inequalities in the Status of men and women mentioned in the Reports.

#### Argentina.

*Women have no political rights*; they are not allowed to vote for, or to sit on the National Government and Local Government Authorities or in the Judicature. They have equal rights with men in regard to property, inheritance, the making of contracts, to bring actions before the Courts, and in domicil and nationality. They have the same opportunity as men to secure employment under the Government and local services, and are paid on the same scale. In commerce and industry they find place according to their capacities. In industry there is some protective legislation for women.

With regard to education, girls and boys have equal opportunities in the schools and colleges, in competitions for scholarships, and afterwards in the Universities. All professions are open to women and they may become members of the scientific and learned societies.

Thus while as private individuals women may develop their powers and capacities, they are debarred from any part in the political life of their country.



## Austria.

The new Constitution of 1934 has established "nominated" bodies to take the place of an elected Parliament. Although no legal discrimination was made between men and women, the *President has up to the present nominated women only to the "cultural" group*. Local Government bodies are nominated by provincial leaders, and a few women have been included in some places, including Vienna. No woman has yet served as a Mayor, but there is no legal disability. Women give evidence in courts of law and they serve on Juries. No woman has yet been appointed a Judge; no legal disability obtains.

In regard to property rights, an unmarried woman is in the same position as a man. In the case of a married woman, *unless a special contract has been made to the contrary, it is legally taken for granted that her husband has the right of administering her property*. If any doubt arises with regard to property acquired during marriage, it is assumed that it belongs to the husband.

The married woman *may not enter into contracts* except with the knowledge and consent of her husband.

The married woman is *obliged to have the same domicile* as her husband. An alien woman who marries an Austrian *must take her husband's nationality, and does not lose it if separation or divorce ensues*. An Austrian woman marrying an alien may retain her own nationality until such time as she acquires that of her husband.

According to a recent decree *a married woman in Government or Municipal Service (including doctors, etc.) is dismissed* if her husband is employed in any public service and their two salaries together exceed a certain minimum.

In banking and in business the conditions of work and the salaries are the same for men and women, but women seldom occupy the higher positions.

In industry wages are the same for men and women, but women rarely rise above the position of unskilled assistants.

In industrial concerns where two-thirds of the employees are women, the working week is limited to 44 hours, with no work on Saturday afternoon, in all other cases the 48 hours week holds good. Protective legislation for women includes prohibition of work in lead industries or in mines. Special provisions are made for the expectant mother.

Women are eligible for the Old Age Pension at 55, the men not until 60.

In the Secondary Schools 33% of the pupils are girls, while only 25% of the teachers are women. In the technical Colleges and Universities 18% of the students are women. Women are eligible for the Headship of Girls' Schools. All administrative posts under education Authorities are open to them and they receive the same salaries, but they are not given the same opportunities of promotion.

In the domain of Arts and Music, women are active and often brilliant, but they are *excluded from many of the higher positions in Academies and Art Schools, and are excluded from a number of the Private Societies of Artists*.

In recent periods of development there has been no tendency to place any barrier or hindrance to the progress of women; old traditions gave way to the popular feeling of individual freedom. In the present time, however, owing to the widespread unemployment, there are great difficulties for women in securing positions, and many are being crowded out in the professions and in industry.

## Belgium.

Since 1921 women may sit in both Houses of Parliament. The conditions are the same for men and women. At the present time there is one woman in the Lower Chamber and one in the Senate. Since 1921 the Constitution allows women the same right as men to vote for both Chambers, but this measure has still to be put into effect by a law and up to the present time has only been applied to certain restricted groups of women, war widows and mothers, and women who have suffered imprisonment for patriotic reasons. No woman has as yet been a member of the Cabinet; there is no legal obstacle. A woman who has acquired Belgian nationality only through marriage may not sit in Parliament. These same conditions apply to Provincial Councils.

Women have full right to vote for and sit in Municipal Councils since 1920. Many have been Mayors and Aldermen. *A married woman must have her husband's consent to serve in these capacities*, but if the consent is withheld or withdrawn, she may appeal to the Courts of Justice. If a woman is married while in office, she may serve during the period of her office even against her husband's will.

No law forbids women being judges, but the law of 1922 that admits women to the Bar, states that *no woman barrister may be called to sit on the bench*. A Committee appointed by the Government is studying the question of the admission of women to the Children's Courts. Women may vote for and sit in the Commercial Courts and in the Trade Councils that adjudicate cases between employers and employees. Women have the right to sit on the jury of the Assize Court, but may ask to be exempted.

All political rights are subject to restrictions that apply especially to one or the other sex in cases of prostitution and "souteneurs."

The legal status of an unmarried woman does not differ from that of a man as regards property, contracts, and bringing action before the Courts. *But the married woman cannot in principle act without her husband's consent and has her rights further curtailed by the marriage contract or system*. But recent laws have greatly modified this situation. Since 1932 a married woman has the right to manage her own "reserved property" (property that has a strictly personal character or that has been acquired through her earnings). She may freely dispose of this in favour of her home or children. She may freely enter into contracts and assume obligations concerning her trade or profession. The husband may also give his wife a general authorisation to manage and dispose of her property freely. If this is not the case *a woman married under the community system can neither manage nor dispose of her property*, and a

woman married under the separation system has only the management of it.

A woman may not enter a trade, industry or profession without her husband's express consent, their common property being involved by the wife's professional activity. A woman may get work with her husband's tacit consent. If either consent is refused she may appeal to the Courts. A woman may bring action freely before the Courts in all matters that pertain to her trade or profession, the property she has the management of, in actions brought against her husband, and actions in the Criminal Courts. In all other cases she must have her husband's consent.

A married or an unmarried woman has the same status as a man as regards wills and inheritance. *A married woman must take her husband's domicile.* A foreign woman who marries a Belgian or a Belgian woman who marries a foreigner takes her husband's nationality on marriage. She may retain her former nationality by declaring her wish to do so within six months after the wedding, and may recover her former nationality when the marriage comes to an end. A Belgian woman who has not acquired Belgian nationality through marriage may retain her nationality if her husband changes nationality during her married life. The nationality of a Belgian mother has a certain influence on that of her children.

All posts in the Civil Service are open to women, but in fact women are only admitted to the lower grades. *The Army and the Diplomatic Service are closed to them.* Since the crisis several attempts have been made to restrict the employment of women, but they were defeated as the result of a nearly unanimous protest of the women's organisations. There is no difference in pay. The situation is the same in local administration.

All the professions are open to women as to men. We do not know if the question of women mining engineers has yet arisen, as there is a provision concerning underground work in the protective legislation for women which is in force in industrial concerns. It extends also to childbirth, night work, and the dangerous trades. With these exceptions, women are admitted on an equal footing in industry and in the Trade Unions, in hospitals, financial and commercial enterprises. There are no women on the Stock Exchange.

Girls and boys have equal educational opportunities. Teaching and administrative work under the teaching authorities is open to women and to men on the same conditions. Their pay is the same, but women have hardly reached the higher administrative posts.

There are still prejudices and traditions that hinder woman's development and deprive the community of the full benefit of her collaboration.

#### **Brazil.**

The new Constitution, recently adopted, establishes absolute equality between men and women. Women have equal political rights with men; so far, only one woman has been elected to the Lower Chamber.

As in the U.S.A., Brazil is divided into a number of States, and at

the present time ten women have been elected in the 20 State Parliaments. Women take an active part in the public services and there are at present 4 women Mayors. Women are eligible as Judges and to serve on Juries. They have equal rights of nationality with men. *There are certain restrictions on married women with regard to domicile.*

The new Constitution gives complete equality of opportunity for men and women in respect of employment under Government and local Authorities. All professions are open to women, and there is a service of women health visitors throughout the country conducted under women on the staff of the Public Health Department. *Women are at a considerable disadvantage in commercial work.* In connection with industrial employments various protective laws apply to women in respect of dangerous or unhealthy occupations, night work, childbirth, etc.

Equal conditions are recognised in schools, colleges and universities. Payment is attached to any particular position, irrespective of sex. But in actual practice, the higher posts are mostly filled by men.

While legal barriers to the progress of women have been removed in Brazil, it is obvious that their political influence is very much behind that of men. The latter are well-organised and have by tradition and service the confidence of a great electorate. Women are still inclined to be individualistic in their outlook and are unaccustomed to work in the midst of large, organised bodies. The number, however, of capable women now coming forward for public service is steadily increasing.

#### **Chile.**

*Women may not vote for or sit in the Senate or Lower Chamber.* On two occasions women have been appointed as Consuls. A law recently passed has given women the right to vote and hold office in the Municipal Councils. One woman has been elected Mayor. The Governor of the Province of Santiago was represented by a woman during a period of absence. Women are allowed to serve as Judges and other Legal officers, and to serve as jurors in Courts of Law. They have equal status with men in regard to property and inheritance rights, the making of contracts, and the rights of domicile and nationality.

The Professions are entirely open to women without any differences of conditions or remuneration. The Universities have been open to women since 1877. Women may graduate in medicine, law, engineering, etc. Women have taken an eminent position in the Arts (painting, sculpture, music). In the schools and colleges the conditions are equal throughout, both for pupils and teachers. Recently a woman has been appointed General Director of Secondary Education.

In Industry there is protective legislation for women in regard to hours of work, employment in dangerous trades, child-bearing and welfare generally.

There is no national Scheme for Unemployment.

There are no barriers to the progress of women; sex prejudice is not shown; women are not excluded from learned Societies or other private undertakings.

### Czechoslovakia.

Women have full political rights in all respects in the Upper and Lower Chambers, and the Provincial Municipal Councils. In the Judicature they have the same rights as men; in juries chosen by lot at least one-third of the members must be women.

The unmarried woman has the same rights of property as a man. According to the old Austrian Civil Code of 1811, the property of the married woman, *unless a formal declaration be made to the contrary, is administered by the husband who is only responsible to her for the capital; the interest belongs to him.* Both married and unmarried women have the same testamentary and inheritance rights as men; the same rights to make contracts and to bring actions before the Court. *The married woman acquires by marriage the domicile of her husband, and legitimate children have the domicile of the father. On marriage with an alien, a woman loses her Czechoslovakian nationality, whether or not she acquires that of her husband.*

All Government and municipal Services are open alike to men and women, under the same conditions.

The professions are open to women, but women doctors have difficulty in securing responsible posts. In the schools the same possibilities of education are open to boys and girls; in all the compulsory schools for children from 6 to 14 years of age half the teaching staff must be women and in girls' schools the Head must be a woman. In Art and Music there is no discrimination on account of sex. In commerce women have limited opportunities compared with men. In industry they are admitted to the skilled trades, *in Trade Agreements woman's wages are put at a lower figure than those of men.* The conditions of Health and Unemployment Insurance are the same for both sexes.

There is no tradition to hinder the progress of women. But the recent economic crisis has tended to bring back certain pre-war inequalities and to remove work from women in the effort to deal with unemployment.

### Denmark.

Women have equal political status with men in respect of the Government, Parliament, Municipal and other local authorities; also in the judicature and as jurors. They have the same legal status as men in respect of property rights, testamentary and inheritance rights, contracts, and domicile. *A Danish woman loses her own nationality on marriage with a foreigner if she acquires his nationality by marriage and if she leaves the country. An alien woman marrying a Dane, acquires Danish nationality.*

In regard to their economic status, women have the same opportunities as men in the Government Services (except Army and Church) and under local authorities; the professions are open to women (e.g., law, medicine, engineering). Girls and boys have equal opportunities in education, and women teachers have the same chances of promotion as men and equal scales of payment.

*In business, generally speaking, the status of women is, on the whole, lower than that of men even if in principle there is equality. Some institutions dismiss their women employees on marriage.* Women are admitted to the Stock Exchange. In industry, there is no formal restriction to the admission of women to the skilled trades. They have the same position as men in regard to the Trade Unions. *Their wages in trade and industry are generally lower than those of men.* Protective legislation for child-bearing requires four weeks' rest for the factory worker after confinement.

The position for men and women is the same in the National Health Insurance scheme, with some few exceptions for married women who are not wage-earners themselves. *Old Age Pensions and Invalidity pensions are lower for women than for men. Rates of unemployment allowances depend on the workers' wages.*

About one-fifth of the persons employed in agriculture are women; their level of wages is lower than for men. They are proprietors of farms of all types and sizes, and run them well. Women have the same opportunities as men for getting a small holding under the Government scheme.

In Denmark undoubtedly equality between men and women exists to a great extent. There are not many special regulations for women. Traditional and sex prejudice, however, still exist to some extent, and more especially affect the married woman.

Recently, on account of the spread of Unemployment, attempts have been made, but with little success, to restrict women's work by dismissal of women teachers and others on marriage, by obligatory reduction of hours for married teachers, and in various other ways.

### Finland.

Women have equal political status with men in the Legislature and in the Local Government Authorities. They may vote for, and sit in Parliament and in provincial bodies and may hold office as Ministers of State, Mayors, and in other public positions. They have equal rights with men in the Judicature, and may serve as Judges and other law officers, and as jurors. Up to the present, however, women have not obtained the highest administrative offices or judiciary positions in Finland, owing to the fact that the law has been in operation only a short time, and that women have been unable to secure the qualifications necessary for the highest positions. Women have equal legal status with men in regard to property, testamentary and inheritance rights, contracts, domicile. The Marriage law, which came into force in 1930, is based on equality between husband and wife. It abolished the guardianship of the husband over his wife and granted her full legal rights. She has also equal rights with the father as guardian of their children.

A Finnish woman retains her nationality and rights of citizenship on marriage to a foreigner as long as she resides in Finland with her husband; *but loses it if on leaving she acquires another nationality.*

Employment in all Government and local government services is open to women *with certain exceptions*, which are enumerated under an ordinance of 1926-27, e.g., posts at the Ministry of Defence, County

Governor, Chief of Police, Manager of Custom-House, Chief Factory Inspector and Inspectors in factories for men, Locomotive-engine driver, etc. Certain other posts under the same ordinance are reserved for women. *Scales of payment in these services are inclined to be lower for women.*

The same rights obtain for men and women in the professions. *In business, the salaries are usually lower for women.* In industry women are admitted to the skilled trades. Labour legislation for the most part has followed the principle that adult men and women need equal protection against the dangers of growing Industrialism. Special legislation for women exists only in very few cases.

There are no National Insurance schemes. Education offers the same opportunities for boys and girls and makes no distinction between men and women either for teaching or administrative posts. University facilities are the same for both. In the field of education, women have long had equal standing with men both in official position and in remuneration.

The Ecclesiastical law of 1869, which is still in force in Finland, states nothing as to the sex of a person appointed to the ministry. Owing to long established custom, however, the Bishops' Council has until now not allowed a woman to be ordained as a minister of the church, although women may take a University theological degree.

A certain tradition still exists against the progress of women in the public life of the community, but there is no real sex prejudice against their entry into learned societies and other private undertakings.

## France.

### NATIONALITY.

Unless she expressly declares otherwise, a Frenchwoman who marries a foreigner keeps her nationality on condition that the first home of the married couple is in France.

### MARRIED WOMEN.

*In marrying, the woman loses her civil rights. She can neither make contracts nor plead in court, nor be a guardian without the authorisation of her husband. She cannot enter into commerce or a profession without his consent. In the matter of property, the husband has the right to administer it whether held in common or separately; even in the case of a separation or divorce, the wife cannot sell or mortgage real estate which belongs to her without marital authorisation. The parental rights belong only to the father.*

### SALARIES OF MARRIED WOMEN.

According to the law of 1907, the married woman who enters a profession which is distinct from that in which her husband is engaged has the right to her own earnings. She can with the money she has saved from her work buy furniture or real estate and she can sell or mortgage these without the consent of her husband. Also, this law gives her the

advantage under the given circumstances of pleading in court, if necessary, without the consent of her husband.

### INDUSTRY.

There are numerous restrictive laws regulating women's work, for instance, *in the matter of night-work*; on the other hand, in certain inferior and badly paid work, which men do not wish to undertake, these restrictions are not imposed. Women can elect and be elected to professional bodies, such as an industrial board of arbitration, workers' councils and tribunals or chambers of commerce.

### PROFESSIONS.

Women can enter all the professions. They can be doctors, lawyers, architects, engineers and public officials. The mixed civil service competitions permitted women sometimes to be placed ahead of men. These mixed competitions have been replaced by separate competitions for each sex, and the possibility of advancement has been limited or suppressed for women.

### TEACHERS.

Women may be teachers in all the school grades and may be members of the faculty of a university.

## Great Britain.

Women have the same rights as men to vote for, and sit in, the House of Commons or "Lower House" in the Legislature, *but they are not admitted to the House of Lords, or Upper House, which is composed of Lords Spiritual and Lords Temporal. The Peerage is hereditary, and although there are some women who are peeresses in their own right they do not receive the Writ of Summons to Parliament.*

In virtue of their position in the House of Commons women may become Ministers of State and may hold Cabinet rank.

Women have the same rights of franchise as men in respect of voting for, or being elected on, the Local Municipal, Borough and District Councils. In England and Wales they may hold the office of Mayor, Alderman or any position thereon, and in Scotland the analogous offices of Provost, Bailie, etc.

There is no distinction of sex in respect of holding judicial offices or posts, although as yet no woman has been appointed as a judge. There are, however, in the Magistracy over 3,000 women (unpaid) serving as Justices of the Peace and taking part in the local judiciary system and in the Juvenile Courts. Women may also serve on Juries: the judge retains the right to make an order that the jury shall be composed of men only, or of women only. In regard to legal status, there is, broadly speaking, no difference between that of an unmarried woman and a man. The chief difference concerns special laws that are directed specifically against the common prostitute.

The legal position of the *married woman still shows a few of the inequalities handed down from the time when her legal individuality was*

merged in that of her husband. Much has been done to improve her status, and this year an Act of Parliament was passed which gives to the married woman the same rights and responsibilities as those of an unmarried woman or man in regard to holding property, making contracts and incurring debts; renders her equally liable to the laws of bankruptcy and torts (wrongs not arising from contract and not coming under Criminal law, e.g., libel), and abolishes the husband's liability to pay for his wife's torts, ante-nuptial contracts and debts, and any restraints on her anticipated income fixed by settlement. No new settlements of the kind may be made after Jan. 1st, 1936, but those already made will hold good.

In respect of *domicil*, the married woman has to take that of her husband and cannot acquire one of her own as long as the marriage lasts. Nor does desertion or a judicial separation make any difference. A man has a domicile of birth or of choice. Again, marriage does not affect the *nationality* of a man. A woman, on marriage to an alien, loses her British nationality excepting in cases (a) when she does not acquire her husband's nationality by the marriage, (b) when the husband loses his British nationality during marriage; in which case she is entitled to retain her own if she applies within twelve months of the date of the change in her husband's.

All persons have complete freedom to dispose of their own property by will or testament. Neither husband nor wife is compelled by law to make any provision for the surviving spouse or children; the Scots' law differs from this.

There is no distinction of sex in the laws governing inheritance through intestacy. The rights of sons and daughters are the same in respect of property which they inherit through intestacy.

The *economic* status of women was greatly improved by the Sex Disqualification (Removal) Act, 1919. It laid down that a person shall not be disqualified by sex or marriage from the exercise of any public function or from being appointed to or holding any civil or judicial office or post, or from entering or assuming or carrying on any civil vocation, or from admission to any incorporated society.

But although there is no legal disqualification attaching to sex or marriage, it does not deprive employers of the right of restricting their appointments to men or women only, or to unmarried persons only. Further, a clause relating to the Civil Service permits of Regulations being made which (a) prescribe the mode of admission of women and their conditions of service, and (b) reserve to men any posts overseas.

In March, 1934, the principle of complete equality of opportunity in respect of entrance to, and appointment in, the Government Services was conceded by a Treasury Agreement, and is now in operation. *The following exceptions are made:* (1) *Posts overseas are reserved to men (e.g., diplomatic and consular services, Indian and Colonial appointments).* (2) *Posts may be reserved either for men or women in cases where adequate and publicly announced reasons exist for the reservation.* (3) Another inequality is commonly known as the "marriage bar". *Women have to retire from the Civil Service on marriage unless specially asked to remain.*

*Further they receive less pay than men though they enter by the same examinations and are occupied in the same work.* The differentiation in regard to payment is in some cases greater and in some less, and in a few small classes there is equal pay for the two sexes.

The professions are open to women. In the medical profession there are over 2,800 women in actual practice in Great Britain and over 5,500 on the Medical Register. Those employed by the *Government and by many of the Local Authorities have to resign their appointments on marriage.* Salaries are the same for men and women doctors, with very rare exceptions. In the practice of law, in engineering, in aeronautics women are making steady advancement in public opinion. They hold their own in the Arts and Music, and are developing new openings for themselves in architectural work, decoration, designing and electrical engineering in connection with the modern methods of large-scale building. Housecraft with the help of recent labour-saving appliances and increased knowledge of food values is being lifted by women into a higher plane of national importance. At least one University now gives a degree in domestic science and progress is being made towards more enlightened social and living standards.

In business occupations, generally speaking, the *more responsible and better-paid posts are filled by men and the routine and lower-paid by women.* Women are not admitted to the Stock Exchanges although a few women deal in stocks and shares outside the Stock Exchanges.

The number of women holding responsible positions in Trade and Industry is not large, but is increasing, especially in the distributive trades. Over 35.6% of the industrial workers of England and Wales are women; over 1,800,000 women are so employed. *Various restrictions not applying to the work of men are placed on the work of women by custom and by law.*

By custom, the work reserved to men includes not only the heavy metal trades, mining, building and the like, but also such lighter occupations as watch-making and type-setting. In general the skilled processes in the trades are held to be "men's work" and the unskilled and repetitive processes to be "women's work." These restrictions do not exist in the Textile trades where women become highly skilled. In the pottery trade women may become skilled workers and a few trades such as dress-making, upholstery and laundry are regarded as women's skilled trades.

*Another disadvantage to women is their exclusion by law from many well-paid forms of employment on the ground of the processes being dangerous, or unsuited, or demanding nightwork, or unhealthy, etc.* These restrictions are frequently resented by the women, who believe that protective legislation of the kind should apply equally to men and women, and the decision be left to the individual.

*The restricted scope in industry thus imposed upon women is accompanied by a generally depressed level of wages. Both piecework and time-work rates for women are in general substantially lower than the rates for men. In 1926 the average weekly earnings for men and women in the pottery trades, for example, were 55/6 for men, and 22/3 for women.*

In the Textile Trades it has always been customary to pay equal piece-work rates to men and women in weaving, and in consequence women have attained a close approximation to equality of pay and opportunity throughout these trades.

Compulsory National Insurance schemes for manual workers and others whose earnings do not exceed a certain limit cover Health, Widows' Pensions and Allowances, Orphans' Pensions and Old Age Pensions, Unemployment Insurance is also compulsory except in certain specified occupations. *The contributions required from a woman, whether married or unmarried, for Health Insurance, are less than those required from a man in the ratio of 8 to 9. The benefits received by women are less in a greater proportion.* But the benefits of medical attention and the provision of medicine and appliances are the same for all. The discrepancy between the rates of benefit paid to men and women in proportion to their contributions in Health Insurance is officially excused by the fact that there is a higher rate of sickness among women than among men. But in Unemployment Insurance, in spite of the fact that there is a higher rate of unemployment among men than among women, *the woman's benefit is also proportionately lower than the man's. For every penny paid in contributions by the adult man and woman in Unemployment Insurance, the man receives a benefit of 20.4 and the woman a benefit of 20.*

The status of women in education has made rapid strides during the last two generations. All Universities are open to women, although the ancient *Universities of Oxford and Cambridge still place a limit on the number of women students admitted, and Cambridge University, while it grants titular degrees to women, still refuses to admit women to the full rights of membership.*

Technical training for industrial careers is provided to both sexes by the Local Education Authorities. The scholarships from public grants open for competition to pupils in the public elementary and secondary schools are distributed fairly as between girls and boys, and carry them forward to University careers. Posts are held to be open to women equally with men, as professors, readers and lecturers in the Universities, but there are very few women in the higher posts. *In the scales of pay or teachers in elementary, secondary and technical schools the women receive 5/8 of the salaries paid to men equally qualified and doing the same work.*

In the Church of England, as in the Roman Catholic Church, the priesthood is not open to women. Among the Free Churches the Congregational, Baptist and Unitarian Churches admit women to be ordained as ministers. There is no differentiation of sex in the organisation of the Society of Friends and that of the Salvation Army.

The above brief survey of some of the equalities and inequalities in the political, economic and social status of men and women shows conclusively that women in Great Britain are far advanced on the way towards the free exercise of responsibility. Much remains to be done, especially in the industrial sphere. The energies of the new women voters of this generation have been bent hitherto mainly upon cultural, philanthropic and moral issues, and the freedom and expansion that have

been won for women in the professions have yet to be won for women in industry.

### Greece.

*Women have no political rights, they may not vote for, or sit in, the Upper and Lower Chambers or hold Ministerial positions.* Under laws that were passed in 1925 and 1929 women above 30 years of age, able to read and write, were given the vote for the Municipal Councils. This vote was used for the first time in 1934. *Women have no rights on the judicature or as jurors.*

They have equal rights of property with men. In the case of a married woman with no property of her own, her husband is obliged to leave her by will a portion of his property, which is stated at a quarter when there are not more than three children, or a portion equal to that of each child when there are more than three children. Women have the right to make contracts and to bring actions before the Court. *A woman is required to take the same domicil as her husband and the same nationality, except in cases where on marriage with an alien she is precluded from acquiring his nationality.*

There is no actual barrier to the employment of women in the Government and Civil Services, except in the Ministries for War and for Foreign Affairs. But in practice they are only admitted to lower-grade posts, where they work under the same conditions as men. In municipal and other local services, as a rule only the lower posts are open to them. In the medical and legal professions they have equal opportunities with men, also in the teaching profession.

In business and commercial work employment depends on individual capacity; there is no sex discrimination. *All official positions in the Stock Exchange are reserved for men. The married woman must have the consent of her husband if she enters business.*

In Industry women are admitted to the skilled trades and to Trade Unions. There are certain protective ordinances for women, dealing with nightwork, dangerous occupations, childbirth, etc.

The principle of equality is embodied in the social insurance schemes except in a few measures specially applicable to women.

All schools and colleges, Universities, and other public Institutions are open equally to both sexes.

In Greece, tradition and custom still place barriers against the free development of women's powers and capacities, and make it impossible for women to contribute their full quota to the well-being of the state and the community. The right of Parliamentary suffrage if accorded them would have immediate re-action in helping to break down the old-world traditions.

### Hungary.

The members of the Senate or Upper Chamber of Parliament are not elected; they are nominated or have membership by birth. *No woman has yet been placed in the Senate.* With regard to the Lower



Chamber, men have the right of voting at 24 years of age, if they have passed through four elementary classes at school; they cannot be elected to the Lower Chamber until they attain the age of 30. *Women may not vote for, and sit in the Lower Chamber until they are 30 years of age and they must have passed through six elementary school-classes. The education test is not enforced in the case of a woman having three or more children. A woman University Graduate has the right to vote at any age. Women may vote for, and sit in the municipal and other local Councils. They are not admitted to the judicature, as judges or other officers of law, nor may they serve as jurors. Women have equal legal rights with men in respect of property, testamentary and inheritance, they may make contracts and bring actions before the Courts, and have the same rights of domicil as a man. A woman married to an alien loses her Hungarian nationality; an alien woman married to a Hungarian acquires Hungarian citizenship.*

*The higher positions in the Government and Municipal services require legal training and as the faculty of Law at the University is closed to women it is impossible for them to reach these positions.* In the lower grades, conditions of entry and payment are the same for both sexes. The possibilities of promotion are the same, but in practice men are preferred.

The profession of medicine is open to women. Women are employed in hospital administration, but the heads of hospitals have so far always been men. There are a number of women dentists and nurses, also women public health officers and sanitary inspectors.

Many women are employed in banks and are owners of shops, but *there are no women occupying responsible positions in accountancy, the Stock Exchange, or in business Corporations and big firms.*

Women are admitted to some skilled trades, such as dress-making, hairdressing, etc. They can join the appropriate Trades Union.

There is some protective legislation for women, in agreement with international conventions. They are forbidden to work at night in certain trades, or to be employed in dangerous trades. A woman is entitled to six weeks away from work with full pay before and after her confinement (twelve weeks in all) and her post must be kept open for her.

Women are in the same position as men in respect to National Insurance schemes.

Elementary education is compulsory for girls and boys. More boys than girls take advantage of opportunities for higher education in secondary schools, technical colleges, and at the Universities.

In the teaching profession women have the same opportunities as men; so far no woman has held the post of University professor. There is no bar to the employment of women as administrators under education authorities. Only a few women have as yet been appointed, and their salaries have been at the same scale as their male colleagues.

There is no tradition acting as a barrier to the progress of women. Women have never been excluded from learned societies nor private undertakings.

## India.

### I. POLITICAL STATUS.

#### 1. In the Legislature.

Women have the same rights as men with regard to the power of voting. As regards seats in the legislatures it was left to the provincial legislatures to make bye-laws to admit women as members on the same terms as men—some provinces have done it whereas others have not. Women have never held office as Government Ministers because they are not represented properly in the Legislatures and consequently have no following.

#### 2. In Local Government.

Women have the same rights as men, but the number of women voters has always been very small because the franchise is in the main a property qualification and very few Indian women are property owners in their own right.

#### 3. In the Judicature.

No women have been appointed as judges. A few Hon. Magistrates have been appointed who sit in Juvenile Courts with Stipendiary Magistrates and do very good work.

### II. LEGAL STATUS.

The legal status of women differs in different communities. Among the Christians and Parsis and Jews they have equal rights with men. Mahomedans too have a Law of their own by which women can hold and inherit property.

Hindu Women have only Testamentary Rights. Under the Joint Hindu Family system (which is most common amongst the Hindus) they inherit a mere pittance or a marriage portion. If their fathers and husbands have private property of their own, and make a will bequeathing any part of this private property, women may then inherit from this source. In the case of childless Hindu Widows, her share of her husband's property goes to the adopted son. She may will her private property according to her wish.

The rights of domicil and nationality are not properly or definitely settled. Among the communities where women enjoy greater and fewer rights like the Christian women, the question does not arise. There is no compulsion of domicil. Indian women take the nationality of their husbands and so are governed by the laws of the Community to which their husbands belong. Among some communities where women suffer under many Legal Disabilities, domicil and nationality are very often dependent on inheritance or pittance given to widows.

### III. ECONOMIC STATUS.

1. No women are employed in Government services except in the Educational and Medical Departments. In these departments, they are mostly employed for women and children. Hence the conditions of employment are distinct in these departments from others where only

men are employed. There is a Women's Medical Service recruited both in India and England. The pay is slightly less than that in the Indian Medical Service.

In Posts and Telegraphs, women are employed in minor positions.

2. In Municipal Services, women are employed in the Medical and Educational Departments. The conditions of service are the same as for men, where they are employed in the same Departments. On the other hand, when women are employed as Surgeons and Doctors in Hospitals for women and children, where there are no men doctors, comparisons of pay, promotion, etc., do not arise.

3. The question of the position of women in respect of the "Churches," does not arise in India.

4. The Professions (other than teaching):—

(a) *Law*. Barristers and Solicitors. No disabilities exist against women in either branch, although no headway has been made by the few existing women members of the profession.

(b) *Medicine*. As Doctors and Surgeons the position of women compares very favourably with men, and in Zenana Hospitals, and Hospitals for women and children, they have exclusive privileges in the Medical Profession.

No women Sanitary Inspectors or Health Visitors are employed, but Bombay Presidency has a Factory Inspectress (a lady doctor) doing excellent work among women employed in factories.

A lady "Port Health Officer" is employed by the Bombay Port Trust for women and children embarking from the Port of Bombay.

The nursing staffs of hospitals are mainly composed of women, and comparisons do not arise.

Hospital Administration is in women's hands in the Hospitals exclusively for women and children. All big cities in India have hospitals for women and children, where only women doctors are employed, and the administration is therefore naturally in the hands of women.

A few women have taken up dentistry as a profession, but none have qualified as veterinary surgeons.

(c) *Engineering*. Civil, Mechanical and Electrical. No women have qualified in engineering. Quite recently a woman student has entered the Victoria Jubilee Technical Institute, and one has entered the Agricultural College.

5. The Arts. There are a few women earning their livelihood through music, but the number is very small—so small that it is practically negligible. Painting and Sculpture have not yet been taken up as a profession by women.

#### IV. BUSINESS AND INDUSTRY.

Women have little or no part in the higher class business occupations. The Central Bank of India employs a few women, and women are slowly coming forward in clerical forms of work.

There are several private firms exclusively conducted by women in smaller industries, e.g., embroidery-making, bakeries, hotels, silk weaving.

In skilled trades there are no restrictions, and women may be employed along with men.

Some women have joined the Trade Unions, but the number is insignificant.

Legislation does exist in some provinces for the protection of expectant mothers among the mill-hands and in the shape of "Maternity Benefit Acts." Women are not employed generally in dangerous trades, except in mines. Private efforts are made to develop welfare work among women and children, but little progress has been made in this direction.

It may be pointed out that the Government of India issued orders as early as in 1929 whereby, by a process of gradual exclusion, women will cease to be employed underground in Indian mines, hours of work restricted and night work prohibited, after July, 1939.

Maternity Benefits exist also for women employed in Postal Departments.

In factories, women are not employed (generally) for dangerous and arduous work, but in unregulated industries women are employed without restriction.

#### V. EDUCATION.

As pupils in schools girls have the same opportunities as boys. In regard to technical colleges, there are separate institutions for girls, including such subjects as weaving, block-making and printing; embroidery and commercial classes (the latter are almost exclusively attended by Anglo-Indian girls).

As teachers in the above institutions, the following statement refers to Bengal (conditions in other provinces are fairly similar):—

The highest posts i.e. Director of Public Instruction and Indian Educational Service. First two grades—no women are admitted to these grades at present. Third grade—women admitted. Salaries for men Rs 1200/- rising to Rs 1500/-. Salaries for women Rs 900/- rising to Rs 1050/-. Only one woman in this grade.

Fourth grade—Men Rs 400/- rising to Rs 1250/-. Women Rs. 400/- rising to Rs 850/-.

Bengal Educational Service. Men Rs. 150/- rising to Rs 750/- Women Rs 150/- rising to Rs 300/-.

#### VI. THE GENERAL ATTITUDE OF PUBLIC OPINION.

The Social and Legal Disabilities of Indian Women are very heavy and act as a barrier not only to the progress of women in the country, but to the progress of the country as a whole. Existing Inheritance and Marriage and Divorce Laws and polygamy prove a great stumbling-block to all progress. Attempts are made mainly through women's associations, for the removal of these barriers, and some progress has been made.

There is prejudice against women taking up a profession or a business

occupation, but in the case of entering learned Societies, women more or less enjoy the same freedom as their Western sisters. The proportion is however too small, and much social work will have to be done before this sex prejudice can be eradicated. When women do enter any profession they do not encounter as great opposition from men as in many countries in the West.

### Italy.

In Italy the Senate or higher Chamber of Parliament is nominated by the King and *no women have been nominated*. The Lower Chamber is elected by the corporations and syndicates, and women have the same right as men of voting through those on which they are members. Women may be, and have been elected to the Lower Chamber.

Women advisers are attached to the Municipal and other Local Councils. Women are not admitted to the judicature, and there is no jury in Italy under the new Code. A woman has the same legal rights as a man in regard to property, will and testament, and inheritance; she may also make Contracts and bring actions before the Courts. A husband has no claim, right or control over his wife's property. A woman has the same rights of domicil as a man; *but a married woman has to follow the domicil of her husband, unless she declares her desire for another*. On marriage to an alien she loses her own nationality; while an alien woman on marriage with an Italian acquires his nationality.

A woman has the same opportunities of employment as a man in the Government and Local Government Services, *except that all positions in the Army, the Judicature as before stated, and the diplomatic service are closed to her*. The possibilities of promotion and rates of pay under the Government and Local Government services are the same for both sexes.

All professions are open to women. The legal and medical professions attract a considerable number of women. Among Public Health Officers, the Sanitary Inspectors are all men, and the Health Visitors are all women. A number of women study and work in the various branches of Engineering.

Many women are employed in banks, in Accountancy and on the Stock Exchange and by business Corporations and firms.

In industry women are admitted to the skilled trades, especially the chemical trades; they can join all trade organisations on equal terms with men.

There are certain protective ordinances for women in connection with dangerous and unhealthy trades and with child-bearing. Women may not be dismissed on marriage.

Women are on an equality with men in all National Insurance Schemes.

In respect of education, boys and girls are taught together in the lower grades. In the higher schools, technical colleges and Universities the studies are identical and the classes mixed.

Women teachers are employed in all types of schools including boys' schools, and are paid according to the same scale as the men. *Women are only allowed to teach in certain branches of the University curriculum.*

Administrative positions under education authorities are open to women.

Tradition is against certain positions being open to women, but is not against their general progress in citizenship rights. Boys and girls follow the same studies in the same public schools of a very mixed and democratic character. The number of women attending the Universities is growing steadily, the most popular subjects are philosophy, literature, chemistry, medicine, law, and more recently, economics.

There still remains among some women a certain prejudice against public life.

### Lithuania.

There is no Upper Chamber or Senate in Lithuania; women have the same right as men to vote for, and sit in, the one-Chamber Parliament. They have also equal rights in local Government. No woman has occupied the position of a Minister of State. In the judicature they have the same rights as men; there are no juries.

Women have the same legal rights as men in regard to property, testament and inheritance, contracts and domicil. *A Lithuanian woman on marriage with an alien loses her own nationality and must follow that of her husband.*

The opportunities and conditions of entry and appointment in the Government, Municipal and other local service are theoretically the same for men and women, but *difficulties are frequently placed in the way of woman's advancement*. The scales of payment are the same for both sexes.

Women are admitted to all professions, and a few have held responsible positions. In addition to those in law, medicine and education there are many women dentists, a few veterinary surgeons, and engineers. Although they are admitted to the Universities, *they may not study in technical schools.*

In the teaching profession women have in theory the same opportunities as men, but again, in practice, *many obstacles are put in their way*. The same may be said of the administrative positions.

*In business and commercial firms they are usually allocated to inferior positions.* There is keen competition between men and women in industry. The country being mainly agricultural, the question of admission of women to Trade Unions has not arisen. The conditions in regard to the National Health and Unemployment Insurance are the same for men and women.

The protective legislation for childbirth requires the manual worker to cease work for six weeks after confinement, and the clerical and other employees for two weeks before and six weeks after. Other regulations for women's work are in accord with international Conventions.

At the time of the restoration of independence in Lithuania (1918) there used to be a tendency not to allow the girls to enter the public elementary and secondary schools. That soon cleared away; the girls and young women are keen pupils and students and take full advantage of cultural opportunities.

## Netherlands.

Women have the same political rights as men, to vote for, and sit in the Senate and in the Lower Chamber of Parliament; also in the provincial, municipal and other local Councils. No woman has yet filled the position of a Minister of State, or a Mayor. A few have been Aldermen and some women are serving in high public positions.

*Women are not eligible for the judicature; there are no juries. They have the same legal status in respect of property, testamentary and inheritance rights. But where both husband and wife have separate fortunes, the wife has not ipso jure the right of administration of her own property. The husband has that right, but cannot dispose of it without her consent. An unmarried woman has the right to make contracts and to bring an action before the Courts; the married woman must have the consent of her husband except in certain cases. The married woman must follow the domicile and nationality of her husband.*

All professions are open to women. In the schools, those attended by both sexes are placed under a headmaster; most girls' schools have a headmistress. Among the inspectors a few are women. In November, 1934, owing to the economic crisis, a law was passed requiring women teachers to retire on marriage. A circular was also issued requiring strict compliance with the existing regulations that women civil servants retire on marriage and no married women be appointed. The municipal authorities were urged to put similar regulations into effect.

In Banks only a few women reach the higher positions such as managers of Branch banks. In Amsterdam a large Bank has a special department for women customers, staffed entirely by women. *Women clerks are paid less than men.* There are a few women accountants, and also a few in leading posts who attend the tin exchange, the sugar exchange and public sales of tobacco. A few women occupy responsible positions in business houses or are in business on their own account. Small shops are often carried on by married women. *In shops women are generally paid less than men.*

In Industry, there are great differences between different branches of work. In the clothing and textile trades women are admitted to skilled work, although most are doing semi-skilled or unskilled work. Women are admitted to the Trade Unions, but they form a very small percentage of the membership. Speaking generally, labour legislation is framed in the interests of all classes of workers irrespective of sex. For example, a 48-hour week is laid down for adult men as well as for women, and night work from 6 p.m. to 7 a.m. is forbidden for both sexes—with certain specified exceptions for particular industries and allowing for differences between the sexes.

There is a National Insurance Scheme dealing with sickness, also Unemployment insurance. In addition, many Trade Unions and other organisations have their own unemployment schemes, which if submitted to the State and approved may revive a subsidy. Membership of these Trade Unions' schemes is usually open to both sexes. In agriculture women seldom are engaged upon precisely the same work as men and

they may only work at certain periods of the year. *Their wages are lower than those of the men, generally about two-thirds.*

## Norway.

The political status of women is the same as that of men. They vote for, and sit in, the Senate and Lower Chamber and also on provincial, municipal and other local councils. *Women are not admitted to the Cabinet, but they may hold position as Mayor in the provincial and local councils generally.*

They have the same rights as men in the judicature and as jurors. Women have equal status with men in regard to property, testamentary and inheritance rights, the right to make contracts and to bring actions before the Courts. *The married woman must follow the domicile and the nationality of her husband.*

Women have the same opportunities as men for employment in Government and local government services. *All positions in the military, diplomatic and consular services are closed to them.*

The professions are open to women. They may hold any position in banking, accountancy, stock exchange and business corporations. They are admitted to the skilled trades and have equal rights with men in trade unions.

Labour legislation places certain restrictions on women's work and requires that a woman ceases work for four weeks before and six weeks after childbirth. In the National Health and Unemployment Insurance Schemes women are treated on the same basis as men.

In respect of education both sexes have equal opportunities in schools, technical colleges and universities. Teachers, men and women, are allowed the same opportunities of promotion and are paid on the same scale. All administrative posts in education are open to women on the same conditions as to men.

Recently, as a result of the economic crisis, an attempt has been made to introduce restrictions in regard to the employment of women in municipal and other services (e.g. teachers and others) *by means of dismissal on marriage or by changing their positions for permanent to temporary.*

## Roumania.

Two years ago a special law was passed granting civil rights to Roumanian women. The laws of the "Code Napoléon" dealing with the marriage dowry have been altered. The Roumanian woman may now administer her own property and enter into legal contracts concerning its disposition. The new Civil Code proposes to accord her wider and more complete rights of disposition. The Bill including this measure has been laid before the Chamber and its discussion will begin in October of this year (1935).

Roumanian women are free to follow professional or other occupations.

In Roumania the question of the "Nationality of Married Women" is no longer a subject of discussion, seeing that existing legislation already accords to a Roumanian woman married to an alien the right to

retain her own nationality provided she stipulates her desire in her marriage contract. A new law already passed by the Senate and submitted to the Chamber goes further. If passed, Roumanian women would be allowed automatically to retain their nationality on marriage with an alien, and would only lose it if they definitely expressed their desire to change their nationality.

#### South Africa.

Since 1930, European women have had full political rights and may vote for, or sit in both the Assembly and Senate. Two women are already in Parliament, both S. African born. There is nothing to prevent women holding Ministerial Office. They may vote for, and sit on Provincial, District and Municipal Councils. Women have been elected Mayors in several towns. A Dutch lady was for two years Mayor of Pretoria and is now a member of Parliament.

The Judicature is open to women; although no woman has become a judge, they have been lawyers and barristers since 1925. An Act was passed three years ago to provide for women jurors in special cases; but the qualifications are such as to make it practically impossible to put it into effect.

The legal status of unmarried women or widows is the same as that of men. A married woman may hold and inherit property *provided that an ante-nuptial contract has been made to this effect* and may make a will independent of her husband. If she is married in community (as most are) she has a claim on half her husband's estate, and can run up bills to the amount of half his income, and his will must be counter-signed by her. If he dies intestate, half his estate goes to her and the other half to children or relatives. Provided her husband gives consent, a married woman may carry on business and may enter into all necessary engagements, and sue or be sued on her trade contracts.

*The wife has to take the domicil of her husband.* There are 4 domiciles in the Union and in case of divorce proceedings they must take place in the Province which is the husband's domicil. *A woman acquires on marriage the husband's nationality.* In 1926 it was decreed that if he should change his nationality, it was open to her to retain her S. African nationality.

The Clerical work in all Government services is open to women. By a recent enactment the higher branches at increased salaries were opened to them. Women have equal rights with men in the professions and in the teaching staffs of the schools and universities. They are engaged in every variety of occupation—physicians, surgeons, dentists, solicitors, hospital almoners, sanitary inspectors, health visitors, property managers, architects, etc. There is no sex discrimination as to salaries. Women play in orchestras and take an active part in music generally and in all forms of art and culture.

Many women are employed in Banks and Insurance Offices, and a certain proportion of them in the higher kinds of work. In industrial work there are many laws and regulations that apply equally to both sexes, although there are special provisions for women, e.g., *debarring*

*them from nightwork* of which there is little in the Union, and from certain dangerous trades; also requiring a rest period from work in a factory for four weeks before and eight weeks after childbirth.

There is every desire in the Union to give women full opportunities to develop their own particular gifts and powers and to rank side by side with men as citizens and contributors to the prosperity and well-being of the community.

#### Sweden.

Women have the same political rights as men. They may vote for, and sit in, the Upper and Lower Chambers, and the provincial, municipal and other local Councils. They may hold office within the Government and as Mayors. They may serve as Judges and on juries.

Women have the same legal status as men in respect of property, testamentary and inheritance rights, to make contracts, and bring actions before the Courts. A married woman has the same right as a man to choose her domicil. In respect of nationality, *a Swedish woman married to an alien loses her nationality if she lives in her husband's country and acquires his nationality. An alien woman marrying a Swedish man automatically acquires his nationality.*

By the "Sex Disqualification Removal Act" of 1925, all posts in the Civil Service with a few exceptions were opened to married and unmarried women on the same terms as to men. Conditions of entry and promotion are the same for both sexes. *Certain differences exist in regard to the salaries.*

In the municipal and other local services, conditions are as a rule equal but there are local variations, e.g., in Malmö, *married women are not employed.* All professions are open to women. *In many banks and the larger Insurance Companies, women are obliged to resign on marriage; with few exceptions they occupy the lower positions and are paid on a lower scale.*

In industry, there is in theory no sex discrimination. But, as some trade schools are open to men only, *it is impossible for women to reach the higher position in the trades concerned.* *As a rule women are paid less than men.* Women are well organized and they have good positions in the trade unions. *Protective legislation forbids women to work underground or at night except in industrial work at which less than ten workers are employed; and special provisions are made with respect to child-bearing.*

The insurance of the worker against illness and accident is voluntary. The State supports the Health Insurance scheme and regulates insurance against accidents during the working hours. The conditions are the same for men and women; and this is also the case in the regulations regarding unemployment.

Maternity insurance is given under the Health Insurance scheme.

In Schools, technical colleges and universities, equal opportunities are given to pupils of both sexes. The women teachers have the same opportunities of promotion as men, *but there are slight differences in the*

salaries. The same applies to the administrative posts under the education authorities.

Lately, owing to increased unemployment, proposals have been made to limit the work of married women, to hinder promotion of women telegraph officials and in other ways to give preference to men. In general, women in Sweden have the same rights as men, but there still continue many old prejudices that have to be overcome.

### Switzerland.

*Women have no political rights. They may not vote for or take part in the Federal Government or in the cantonal administration.*

*They are not admitted to the judicature, except in some of the cantons for juvenile cases, and in the Courts of Arbitration for cases between employers and employees. At Basle women may serve as Clerks of Court and they may hold office as judges in charge of preparing the cases (juges d'instruction). They may not serve as jurors.*

Women have the same legal status as men in respect of property, testamentary and inheritance rights, domicile; also to make contracts and to bring actions before the Courts. On marriage the wife acquires the nationality of her husband. *A Swiss woman loses her nationality on marriage with a foreigner unless she is unable to acquire the nationality of her husband and would become stateless.*

In business and commerce, e.g., in banking, accountancy, and in large firms and corporations, they have equal rights with men; promotion depends on their capacity. *They are not admitted to the Stock Exchange.* There is no restriction against their entry in the skilled trades, and no actual disqualification as to the membership of women in the Trade Unions. In industry, there are special restrictions on women's work; and they have to cease work, usually for four to six weeks, at periods of confinement. The cantons have their own protective regulations, side by side with the Federal laws, and the system is very complicated.

The schools, colleges and universities give the same opportunities of training and education to both sexes. In the after-careers there is no legal barrier to women attaining the higher positions in the colleges and university staffs, but in general they occupy the less responsible positions. *In the Schools throughout the country there is much less likelihood of promotion for women teachers than for men.*

Old traditions against the public activities of women in the federal and canton authorities still cling hard in Switzerland among considerable sections of the community, notwithstanding that the men fully realise the adaptability and capacity of the womenfolk and take abundant advantage of their help in fitting out the large Exhibitions and programmes of attractions which add so materially to the repute and prosperity of their country.

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