

# The Common Cause

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## Notes and News.

### Women and the Legal Profession.

On March 11th the House of Lords passed the second reading of Lord Buckmaster's Barristers and Solicitors Qualification of Women Bill, without a single dissentient voice. The Lord Chancellor, Sir F. E. Smith gave the proposal a very warm welcome in the name of the Government. Mr. Bonar Law has already promised (in an answer to Major Hill in March) that when the Bill comes on to the House of Commons he will try to find some time for the consideration of it. So the Parliamentary path before it seems smooth. Meantime, we are informed that the Law Society is calling a special general meeting to consider the question of women in the Legal Profession. This was decided at a meeting of the Law Society's Council on March 7th, and a proposal that Lord Buckmaster's Bill should meantime be opposed by the Society was defeated by a substantial majority. There is a great advance in opinion on this subject among men lawyers, especially among the younger members. Sir F. E. Smith bore witness to this fact in his speech, and evidence of it comes to us from every side.

### Women and the Income Tax.

Mr. Baldwin has announced that a woman is to be placed on the Royal Commission shortly to be appointed to enquire into the whole question of the administration of Income Tax. We are specially glad that this announcement has been made now in view of the fact that considerable interest is being aroused in the worst anomaly under which women suffer, with regard to Income Tax; that is, for the purpose of the tax, the husband and wife are treated as one person. This point has often been referred to in our columns, and the abuse is a familiar one to our readers. We hope very much that women's societies, and individual women of all kinds will bring pressure to bear on their Members of Parliament to see that this injustice is put right. Major Tyrone in opening a debate on this subject in the House of Commons on March 5th made an interesting point as follows: "If I were to ask the Financial Secretary to the Treasury whether he considers a husband and wife to be two persons or one, he would be much too wise to answer. He would say, 'Under which tax does this question arise?' because under the Death Duties husband and wife are treated as two, but under the Income Tax they are treated as one. That

seems to me to be wholly indefensible, illogical and unjust. No one would conduct a business upon those lines, because it would not be considered honest."

### Existing Inequalities.

On March 4th, in the House of Commons, Mr. Lynn asked the Secretary for War whether women doctors employed by the War Office who are graded and ranked for purposes of pay, and perform the duties of officers, had been refused commissions and permission to wear badges of rank, and whether it was proposed to take steps to carry out the Prime Minister's promise to remove all existing inequalities in the present law as between men and women. Mr. Churchill, in replying, referred to the answer he had made to a similar question the previous day; which was, that the general policy of the Government "to remove the existing inequalities between men and women" could not be held to commit them to immediate action in this sense in every sphere, and that it was not proposed to introduce legislation during the present session. On March 5th the question was again raised by Mr. Acland, and on this occasion Mr. Churchill replied that he was not aware that women doctors employed in military hospitals suffered disabilities on this account, and that numbers of civil medical practitioners were employed full time in such hospitals under exactly similar conditions.

### Deputation to the Secretary for Scotland.

In reply to a deputation from the Scottish Federation of Women's Suffrage Societies which waited on the Secretary for Scotland at the House of Commons on the subject of his action under the Scottish Education Act, Mr. Munro stated that he hoped women might be placed on the Advisory Council on Education to be set up under the Act. The Act had made it clear that women were to be eligible for all the bodies set up under it. In response to the request that the Scottish Education Department should issue a circular to make provision that half the members of the School Management Committee should be women, and that the mothers as well as the fathers should be included on these bodies, he said he would not take such action, because he did not wish to interfere with the local autonomy of the Education authorities; these bodies had power to draft their schemes for the Management Committee so as to include women.

### The London County Council Elections.

Eight out of the fourteen women candidates for the London County Council have been elected. Five of these had the majority in their constituencies; Miss Margaret McMillan (Labour Candidate for Deptford), Miss N. Adler (Progressive Candidate, Central Hackney), Lady Trustram Eve (Municipal Reform Candidate, North Hackney), Mrs. E. Hopkins (Municipal Reform Candidate, South-East St. Pancras), the Duchess of Marlborough (Progressive Candidate, North Southwark). The other women elected were: Mrs. Hudson Lyall (Municipal Reform Candidate, East Fulham), Mrs. Lamartine Yates, the only Independent Woman Candidate (North Kennington), and Miss A. Susan Lawrence (Labour Candidate, South Poplar). We very much regret that Miss Rosamond Smith (Municipal Reform Candidate, Shoreditch) was not elected.

### Women in Local Government.

Mrs. How Martyn who, as we described in these columns last week, deliberately and as a matter of principle ran her campaign as candidate for the South-West Hendon Division of the Middlesex County Council on the most economical lines possible, has headed the poll. We heartily congratulate her on this triumph. It is interesting to note that even in such a

quiet place as Leamington there are signs that public opinion is being influenced by the prevailing idea that women are coming into their own. For some time there have been vacancies on the Town Council, and the women of the town met and decided to forward a request, signed by voters in the ward concerned, asking that a by-election should be held. In response to this, the Town Council fixed the date for February 26th—less than three weeks ahead—and the women at once carried out their preconceived plans. There were three vacant seats on the Council. Mrs. Rice and Miss Sargeant decided to stand as Independent Progressive candidates, backed by no party organisation whatever. It was a sharp quick fight, between amateurs and professionals, independent women and party-backed men, and the result was a conclusive victory for the former! The two women headed the poll. We are also extremely glad to hear that Mrs. Ellen Dykes headed the poll in the East Division of Leamington.

#### The International Labour Conference and Women's Work.

The International Labour and Socialist Conference at Berne passed a resolution demanding that "Equal Pay shall be given to both sexes for Equal Work." The Conference also resolved that "the hours of work of women workers shall not exceed four on Saturdays. They shall not be employed after mid-day Saturdays. Where exceptions are necessary in certain occupations, the women workers concerned shall be allowed an equivalent half-holiday on another day of the week. Women shall not be employed during the night. The employer shall not give women further work to do at home after their regular day's work." Also that "as a general rule women shall not be employed in especially dangerous trades where it is impossible to provide for sufficiently healthy conditions, nor in mines below ground." It was further resolved that "before and after childbirth women shall not be allowed to work for ten consecutive weeks altogether, four previous to and six after confinement. In every country a system of maternity benefit shall be introduced, providing compensation at least equal to the sickness insurance benefit payable in the country concerned." The object of these resolutions was of course to give special protection to women, but there is a certain danger that restrictions limited to women may be used to restrain their right to work. It was in consideration of this fact that the N.U.S.E.C. Council last week resolved that "regulations concerning wages, hours of labour, night work, &c., should be based upon the type of work, and not upon the sex of the workers, and emphasised "the extreme importance both to men and women workers of free competition and equal opportunities between them." In relation to this we are much interested to hear that the resolution originally proposed to the Berne Conference demanded that women should not be employed in mines above or below ground, and that the words "above or" were removed from the resolution in deference to the protest of the British miners' representatives, who said that in Great Britain women were doing useful and congenial work above ground, in connection with mining, and that they ought not to be excluded from it.

#### American Women Trade Union Delegates.

We are glad to learn that the American Women's Trade Union League is going to France to represent American Women Wage Earners in the discussions on Labour questions at the Peace Conference. Miss Mary Anderson, the Assistant Director of the United States Women's Industry Service, will accompany the delegation. We understand that President Wilson has himself been instrumental in getting the delegates appointed and sending it to Paris.

#### Women and Out-of-Work Donation.

It is officially stated that the number of women who took out out-of-work donation policies during the period between the Armistice and February 14th was 633,318. Of these, the large majority, 630,874, were civilians, while 2,444 belonged to the forces. Of these about twenty-five per cent. of the whole number (156,438) have since renounced their policies, and this is officially taken to represent the number of women who have found new employment, or who do not desire paid employment at the moment. About sixty-three per cent. of these who have renounced their policies are stated to have been placed in work by the Employment Exchanges. The industries and occupations which have absorbed the largest numbers through the medium of exchanges are: Domestic Service, 36,578; Commercial and Clerical, 14,319; Engineering Trades, 7,502; General Labourers, 6,277; Textile Trades, 6,027; Food, Drink, Tobacco and Lodging, 5,197; Dressmaking, 3,817.

#### Demarcation of Men's and Women's Trades.

A very interesting discussion on the demarcation of men's and women's trades took place at a conference called by the Fabian Women's Group and the Labour Research Department, on March 8th. Mr. W. J. Baker, of the Postal and Telegraph Clerks' Association, who presided, said that the work of the women members of his association was identical with that of the men but that they did not get equal pay and conditions. This he attributed to the women themselves, saying that although the women leaders demanded equal pay for equal work, women workers as a whole had not made up their minds what they wanted. Mr. George Ryder of the Associated Society of Engineers, and Mrs. Drake (author of "Women in the Engineering Trade") spoke from different points of view, but both expressed themselves moderately, and tried to look at more than one side of the case. The upshot of Mr. Ryder's speech, however, appeared to be that there would not be much toleration of the entry of women into new trades while there were still great numbers of men unemployed; and the upshot of Mrs. Drake's speech that if men would only welcome women freely to their trades, and their Trade Unions, matters would right themselves in time. Mr. Alexander Gossip, of the Furnishing Trades Association, put the liberal point of view with strength—even with passion. "I deny the right of anyone to claim the exclusive possession of any occupation or trade," he said, and added that men who were not willing to admit women to their trades at the same wages and in the same conditions as themselves had better say whether they were prepared to put their hands in their pockets and keep all their sisters. The opposite point of view was put by Mr. W. Mellor, who denied the rights of women altogether, and practically said that they must not make any claim at all at the present time, because their doing so might complicate the position of men.

#### The Women's Problem.

The problems involved are immense, but they certainly will not be solved by any section of workers denying the right of other workers to exist. The women's claim is as practically urgent and as theoretically just as any that has ever been put forward. In the first place they must live, and they cannot live long without eating, or eat long without working for their food. Mr. Mellor did not say whether he expected women workers to accept starvation, in case, by agitating against it, they might complicate the position of the men. And if it is argued that women workers are seeking something more than bare existence, and that they are reluctant to let go the opportunities for a fuller life, opened to them by the last four years, can any man in the Labour movement blame them? Are they not doing as a sex exactly what working people are doing as a class, and if Labour is demanding a new world shall not women demand one too?

#### The Men's Problem.

But no woman who thinks will attempt to minimise the difficulties which confront the man Trade Unionist, who, even if he faces the problem in the spirit of broad humanity shown by Mr. Gossip, cannot at once see a complete practical solution any more than we can ourselves. Mr. Gossip said that in the furnishing trades, the idea of demarcation had never gained any hold. French polishers might accept jobs as cabinet makers or vice versa, without any fear of interference from their fellow-workers. The women had been received into the trade in the same spirit, no attempt was made to exclude them from any kind of work which they wanted to do, and they were welcomed in the Furnishing Trades Association on exactly the same terms as men. He explained, however, that as about one-third of the male workers in the trade had been taken away by the war, and as it was hoped that large numbers of them would return, and as there was nearly always a high percentage of unemployment in the trade, it had been found necessary to organise the emergency women workers who came in during the war to do men's jobs on a different basis from the rest. It is, of course, these emergency workers who are the difficulty in every trade. There is enough work to do in the world for all, and when production is properly organised everyone who can work and wants to do so will no doubt be absorbed. But we are a long way from that yet. Great thought and effort, and patient fairness on the part of both men and women are needed to deal with the transition stage. No one has yet found a complete solution of the problem. It can no more be solved by saying that women must go back to their homes (whether they have got homes or not!), or that, for the future, women must be rigidly excluded from all men's jobs and that the men only shall decide which there are, than it would be solved if the women one and all

refused to give up their work, and told the men to go and fight again and leave industry to them! Such a frenzied demand would not be made by women or listened to by men; and neither should men make, or women listen to demands which are equally unpractical and unjust.

#### The Women's Movement in Canada.

We are glad that the Ontario Legislature is going to consider during this session a bill making women eligible for Parliament. It will also introduce a measure enabling women to hold municipal offices on the same terms as men.

#### The Women's Movement in Italy.

Reuter states that a Bill to remove the legal disabilities of women is being discussed in the Italian Parliament. We hope to publish further news on this subject next week.

#### Women and the Ministry of Health.

The chief interest in the discussion on the Bill for establishing a Ministry of Health centres round the provision made for the appointment of Consultative Councils. These Councils must, according to the Bill, consist of persons of both sexes, a provision which, as it stands, does not satisfy any of the women concerned in the matter. The Standing Joint Committee of Industrial Women's Organisations have issued a statement upon this subject, in which they advocate that one of these Consultative Councils could be made up on the lines of the Consumers' Council at the Ministry of Food, that is, that it should represent the people generally—the experts of ordinary life—rather than the professional experts in health work. They hold that such a Council should consist mainly of women who, in a very large degree, are the custodians of the nation's health. The woman in the home best knows how health regulations will affect its numbers, and also best knows what provision is now lacking. The establishment of such a Council would require no further amendment to the Bill, but the industrial women are strongly supporting an amendment to be moved by the Labour Party, which would require that there shall not only be men and women on every Consultative Council, but that the number of women on them shall be a very substantial one. Meanwhile, about seventy-five other organisations, including all the chief Women's Societies except the Labour ones—forming the Watching Council, of which Lady Rhondda is president, and whose constitution we this week publish on page 502, are pressing for an amendment to the Bill, which would allow of the appointment of a Consultative Council consisting entirely of women. They put forward this suggestion for very much the same reasons as the industrial women put forward theirs, and like the Labour movement they demand that women should be substantially represented on all the Councils, and in fact on all bodies that deal with public health.

#### A Deputation to the Minister of Labour.

The Minister of Labour received a deputation headed by Lady Rhondda from the Industrial Women's League last week, and promised to consider the point that it brought before him about the present unemployment of women and the need for organising schemes of work. Sir Robert Horne frankly admitted that the deputation had brought home to him many things about the present condition of women workers which he had not understood so clearly before. He promised to consider earnestly the need of getting further information about these matters.

#### Women 'Bus Conductors.

It has been announced in the press that the London General Omnibus Company has decided not to employ women bus conductors in future when men can be obtained. We understand that three hundred women have already received notices of dismissal from the company. We cannot as yet pronounce any opinion as to the justice of these dismissals; it partly depends on whether it was made clear to the girls when they were engaged that they were only emergency workers and partly on the number of men bus conductors who want to return to their pre-war occupations. But one thing we are sure of, and that is that the public will miss the women conductors who have given them such efficient and courteous service, and that the company will make a grave mistake if it decides to exclude women permanently from work for which they have shown themselves so admirably fitted.

#### Oxford University By-Elections.

The candidates at the Oxford University By-Elections are Professor Gilbert Murray, Professor Oman and Mr. Athelstan Riley. A group of women from the Oxford Women's Colleges are supporting Dr. Murray, and urging women electors to vote for him, on the ground not only of his general qualifications, but of the fact that he is a well-known supporter of women's enfranchisement, and will, if he is elected, do all that he can to get the Oxford degree open to women. If we are not mistaken, Professor Oman is an anti-feminist. We sincerely hope that Dr. Murray will be elected.

#### Mrs. Fawcett's Speech at the Council.

Nothing in Mrs. Fawcett's presidency of the National Union of Women's Suffrage Societies was more characteristic than the manner of "the leaving of it." If any of the delegates at the Council meeting were inclined to show their sorrow at her resignation of the office, which had been announced some weeks before, or to be at all melancholy in listening to her last "Presidential Address," they were effectively prevented from giving way to any gloomy feelings by the tenor of the speech itself. It was full of the serene and joyful spirit that has carried not only Mrs. Fawcett herself, but all of us who follow her through many days of difficulty and disappointment, and what would have been depression if we had not had her to lead us. She told us at the Council that when the terrible years of war began she had not known how to drink the cup that was offered to us. But none of us have ever seen her courage fail even for the fraction of a moment. When she went on to tell us of the joy she now felt in the great spiritual revival among women and men, and the greater intensity of life that has come out of suffering and death, we recognised the triumphant faith that has led us all along, and which makes many of us believe that no body of reformers ever had such a leader as this.

#### Retiring Officers of the N.U.W.S.S.

Mrs. Fawcett referred in her speech to some of the distinguished Suffragists who, like herself, think that the time has arrived when they have a right to seek leisure from their offices in Suffrage Societies. None will be more missed than Miss S. E. S. Mair, the president of the Edinburgh National Society for Women's Suffrage, whose many years of devoted work for the Suffrage cause, and, since the war, for the Scottish Women's Hospitals, have earned the gratitude of her fellow-Suffragists not only in Scotland but also in England. Another old friend and fellow worker of Mrs. Fawcett's, Lady Frances Balfour, has been president of the London Society for seventeen years, and has recently retired from that office and from the National Union Executive Committee. The Committee, while welcoming its new members, will very much miss those old friends who have been unable to stand for re-election. Among these are: Mrs. Auerbach, whose vigorous and devoted service as treasurer was for many years a great source of strength to the Union; Miss Atkinson who became hon. secretary at a time of great difficulty, and carried on the work with unselfish devotion in spite of many hindrances in health and circumstances; Mrs. Alys Russell, Mrs. Robie Uniacke, and Mr. Armstrong, who as speakers and workers are all well known to the Union. Mrs. Oliver Strachey has resigned the Parliamentary Secretaryship, but is remaining on the Executive Committee. The new president, Miss Eleanor Rathbone, reminded the Council of all that Mrs. Strachey's Parliamentary work has done for the Union, and what a very large share it has had in securing the triumph of Women's Suffrage in the Representation of the People Act.

#### The New President.

Miss Eleanor Rathbone received a warm welcome on her election as President of the Union. Few people have devoted their lives more wholeheartedly to the service of great social causes than Miss Rathbone; and ever since she was a girl at Oxford she has put Women's Suffrage first of all. In those days it was expected by many who knew her that she would do great things as a philosopher, but the practical needs of our suffering generation made too strong a claim for her to be able to devote herself to a contemplative life, and directly she left Somerville she threw herself into social work. She has done an immense amount of work for our Cause, and also for the solution of local government problems, and has given untiring practical service to soldiers' and sailors' families, widows, fatherless children and others who are, or are in danger of being, "desolate and oppressed." She is a Councillor of her native city of Liverpool, where she had added fresh honour to an already honoured name.

## THE NATIONAL UNION OF SOCIETIES FOR EQUAL CITIZENSHIP.

THE Council Meeting at which the National Union of Women's Suffrage Societies transmuted itself into the National Union of Societies for Equal Citizenship was in many ways an interesting gathering. The great convulsions of the war have shaken and changed every political organisation, and there has not yet been time to see how far any of them will fall back into their old lines, or what new developments will take place. But if other organisations are in a state of transition, this is still more the case with the National Union, for it has been shaken and changed not only by the great distraction of the war, but by the great success of the Representation of the People Act.

No one quite knows where these things have left us, and it was with minds full of uncertainty that many of the delegates went to the Essex Hall last week. One thing, however, soon became certain. No one who was present, even for an hour of the Council Meeting, could doubt that the desire for full enfranchisement and for the real equality of the sexes, is still a very strong passion among women in many different parts of this country, and it is far from having been satisfied by the measure of political rights that has been extended to us.

As the Council went on, other things became plain. One was that there was a strong desire on the part of the majority for continuity of organisation. Some members of the Executive Committee and others, who have felt the difficulty of adopting our present rather complicated machinery to the changed conditions, believed that the best hope of revived life in the Societies up and down the country, was to loosen the bonds of union, and stop the central machinery—at any rate for the time being. It was thought by those who supported Mrs. Strachey's scheme that such a temporary quiescence would make it possible to see how much practical enthusiasm for sex equality and citizenship there really was, and what forms it would most naturally take in different parts of the country; and that in time—perhaps very soon—a new and spontaneous organisation would spring up, which would be better adapted to our needs than the old. Others believed that it might perhaps be better to give up having a Union for the moment, and to try to concentrate our strength in a single Society with groups; this idea was embodied in Miss Rathbone's amendments. It was perfectly plain, however, that the majority of the Council did not agree with either of these plans. They were determined to continue the National Union as a Union of Societies, and to keep the machinery which has done such good service in the past.

The scheme which did meet with a cordial reception from the Council and which, with some modification was finally adopted, was that put forward by Mr. Oliver Strachey. The idea embodied in it was, that we should strengthen our organisation and give new life to our demand for equality, by reunion with all those persons and associations who have equality between the sexes as one of the objects of their lives. This idea is to be carried out in two ways; first by inviting Societies which have equality as one of their objects, to affiliate to our Union, whether they work for other objects or not; and, secondly, by forming special committees to work for specific "equality" reforms, and inviting persons to join who are not necessarily members of our Executive, but who are "experts" in the special reforms for which the committees exist. The

scheme is designed to widen, and at the same time to strengthen the Union. It also provides for the concentration of activity which is felt to be necessary, by limiting to six the number of specific reforms which are to be placed on the immediate programme of the Union.

It was quite evident that the idea of a reunion of all the scattered elements that are seeking, in different ways and under different names for solutions of the sex equality problem, made a profound appeal to the majority of the Council, and it was eagerly decided that the attempt should be made. The details of the organisation adopted cannot be discussed in this article, but can be studied (by all those who are sufficiently interested), in the Council's resolutions published on page 589. The Council adopted there and then three reforms to place on the immediate programme of the Union, *i.e.*, widows' pensions, equal guardianship of children for mothers and fathers, and the opening of the legal profession to women; three more equality reforms to be worked for at once are to be chosen by postal vote. The Societies with equality as one of their objects, which are now invited to join the Union, will do so under conditions of the fullest equality with the original National Union Societies. They have not had any opportunity of sharing in the election of the Executive Committee which has just taken place, but this difficulty will, it is hoped, be met by the power of co-opting not more than six additional members which was given by the Council to their new Committee.

The success of this effort for new life will, of course, depend partly on outside organisation, for if our invitation to "reunion" is not accepted by other associations the object aimed at will not have been achieved. But it depends still more on ourselves. The full enfranchisement of women will only be accomplished if there are enough people who are still willing to devote their lives to the cause. Both the honorary secretaries, who have given such devoted service to the Union, told the delegates to the Council in plain words that if our own Societies really wished to continue an active struggle for sex equality they must face the return to our old pre-war methods, to house-to-house canvassing, to street corner meetings, to office drudgery, to painful arguments with individuals and in the press; in fact to all the ceaseless, patient, mental and physical toil without which no great constitutional agitation ever reached a triumphant close. Some National Union Societies are, we know, facing this need already. Their labours will not be in vain, and they will, we doubt not, draw into their ranks those younger women who have not yet got votes and who are now faced with a denial of their right to work. But without the steadfast determination to go on toiling themselves, it is quite useless for any group of suffragists to think that they can gain any strength, either from outside organisations or from "younger women." No one in the world will do our work for us, and other people will only work with us if we show that we are prepared to work well and hard. The future of the National Union of Societies for Equal Citizenship depends on the practical enthusiasm of those who have just formed it. The Council Meeting was, on the whole, encouraging. If the fervour shown by many of the delegates represented a strong and solid determination to work and make sacrifices, on their own part and on the part of those who sent them, then we can look forward with confidence to the future, and our Union will surely achieve its aim.

## Women's Institutes.

By LADY DENMAN.

Chairman of the National Federation of Women's Institutes, 48, Grosvenor Place, S.W. 1.

"Our lives have got to be political lives. All lives have got to be made political lives. We can't run about loose any more." These words of Mr. H. G. Wells express one of the fundamental ideas of Women's Institutes. The formula of the village woman, "I keep myself to myself" must go. It must be realised that this is no longer an attitude denoting self-respect and the reverse of the busybody frame of mind, but that it is a non-social attitude, a denial of responsibility. In the nine hundred villages in which Women's Institutes exist, this idea has received its death-blow. The members of an Institute work together for the good of their homes, their village, and their country. They meet once a month; they consider the needs of

the village; they hear a lecture on some subject on which they want information; they discuss housing or some kindred subject; they arrange to buy goods co-operatively. Whatever shape their activities may take the value of co-operative effort is emphasised.

The benefit is not only a practical one, but consists to a large degree in bringing classes together on equal terms, and thus doing away with the social cliques which are unfortunately so firmly rooted in most villages.

It is very pleasing to review the immense amount of work which has been done by the Women's Institutes during the past twelve months. The libraries which have been started, the

co-operative markets which have been organised for the sale of surplus produce, the classes in cooking, dressmaking, history, and literature which have been arranged, the increased attention which has been given to child-welfare and the discovery which has been made that household work is a skilled craft full of interesting possibilities.

By laying too much stress on the actual achievements of the Institutes, we risk losing sight of the main ideals. An Institute which has run dinners for school-children successfully and has started a rural industry on a business basis, need not necessarily be a good Institute. These activities may have been originated and carried through by one energetic woman, the remainder of the members may take no interest in them or in any other form of communal effort. For an Institute to be a real influence and a lasting organisation, its salvation must be worked out by the members themselves. They must decide that they want to make the life in the village more interesting and more alive, and they must strive to reach the goal. This spirit exists in the Institutes and is the great force behind the movement.

A Women's Institute is a very simple organisation; any woman over sixteen is available for membership. The members pay 2s. a year subscription.

A Committee, usually consisting of ten members, is elected by ballot at the Annual Meeting.

Each month the members meet, the afternoon consists usually of a short lecture, an entertainment, a discussion amongst the members or suggestions from them on some given topic, a demonstration and tea. Demonstrations are very popular items, for many people can learn more through their eyes than through their ears. Demonstrations on tinkering, shoe-mending, upholstery, and the use of the hay-box are subjects which generally find a place on Women's Institute programmes. The fact that the members leave their places in order to watch the demonstrator does away with formality, and emphasises the idea that it is a gathering of friends rather than a "meeting."

The question is often asked how lecturers and demonstrators can be obtained in remote country villages. The answer gives one of the most satisfactory features of the movement, for it is found that when an Institute has been in existence a few months, the country women themselves give a large proportion of the lectures and demonstrations.

A member may be an expert gardener, dressmaker, or poultry keeper, and after some persuasion consents to advise her fellow-members and to answer questions. Gradually she becomes used to speaking and even visits neighbouring Institutes to give them the benefit of her expert knowledge.

Every day good speakers are coming forward who owe their power of self-expression to their Institute.

The County Educational Authorities are in most cases ready to send speakers and teachers, and many educational societies are generous in the assistance they give.

Institutes are beginning to invite the members of neighbouring Institutes to attend their meetings, a custom which may lead to interesting developments. The name Women's Institute leads people sometimes to suppose that a large and expensive building is a necessary part of the organisation. This is, however, not the case, the meetings are held in the parish hall, the schools, or in a room lent for the occasion. A special hall, where no suitable public room exists, is a luxury after which a number of Institutes are striving. A permanent home is of the greatest help to an Institute, but it is not an essential.

A Women's Institute should include everyone—church, chapel, poor, rich, and those holding every shade of political opinion. No controversial subjects may be discussed at meetings and party politics are taboo. Subjects such as citizenship are, of course, discussed, and before the General Election many Institutes made it their business to see that those members qualified to vote were put on the register. Up to the present, there has been no difficulty in deciding where "politics" end and "party politics" begin.

Mr. Alfred Watt, M.A.M.B.E., first brought the idea of Women's Institutes to the country in 1913, from Canada, where similar organisations had been in existence for some years.

Mr. Nugent Harris, the general Secretary of the Agricultural Organisation Society, realising that rural development must to a great extent depend on country women became a warm advocate, and the first one hundred and thirty Institutes owe their existence to the A.O.S., which was fortunate in obtaining the services of Mrs. Watt and Mrs. Nugent Harris, who has done so much for the movement.

In 1917 the Women's Branch of the Board of Agriculture took over the work of forming Institutes. The movement has been very greatly assisted by the Women's War Agricultural

Committees in the country and by Miss Talbot (Director Women's Branch) and Mrs. Alfred Lyttleton, D.B.E. (Deputy Director) at headquarters. There are now over nine hundred institutes in England and Wales.

A fear was expressed that a Government Department would not be sufficiently elastic to undertake the organisation of Women's Institutes. This fear has proved groundless, as once a Women's Institute has been started by a trained organiser and reported on as being satisfactorily established it becomes entirely self-governing and free from control.

The Institutes in England and Wales are united in the "National Federation of Women's Institutes." At the annual meeting an Executive Committee is elected to carry out the policy laid down by that meeting and to conduct the affairs of the Federation. Miss Alice Williams is the energetic Hon. Treasurer, and Mrs. Kelroy Kenyon the General Secretary.

When sufficient Institutes exist County Federations are formed on the same democratic basis. A County Committee starts an Information Bureau, organises industries, arranges tours for speakers, and generally looks after the welfare of the Institutes.

A strong County Federation has already considerable influence on the County Council, an influence which should increase and make a vast difference to the status of the country woman in the eyes of the powers that be.

Women's Institutes are rural organisations, many of the most successful exist in villages which are little more than hamlets. They have been formed in every county in England and seem to suit the north as well as the south, the east as well as the west. In Wales very live Institutes have been established.

A practical step has been made in rural reconstruction. For the first time country women have been organised—they will not fail to make the most of their opportunity to improve the conditions of village life.

## Women and the Election of Guardians.

The order has gone forth, and the overdue elections of the Boards of Guardians will take place on April 7th. The elections will then proceed as they would have done in April, 1916, if the Postponement Act had not been passed. In cases where the whole of the District Councils or Guardians retired every third year, all the members will retire in April next. Where one-third retired each year, those Councillors or Guardians only will go out of office in the present year who would have retired in April, 1916, or those who have been co-opted to fill their places.

It will be a great mistake if women allow any uncertainty as to the future of the Poor Law to deter them from seeking election or re-election upon these bodies. Whether a long or a short time should elapse before the break up of the Poor Law—whenever reconstruction may come—it is important that women should be in their places engaged in the actual work of the administration of the Poor Law. There is danger of a serious decrease in the number of women engaged in this branch of public service in future unless they can prove themselves to be qualified as persons of experience.

The Local Government Committee of the Ministry of Reconstruction, appointed in July, 1917, issued a report early in 1918, in reference to the better co-ordination of public assistance, and dealing in the first instance with the functions of Boards of Guardians and other Poor Law authorities. It is probable that this report will be taken as the basis upon which the very varied functions of those authorities will be allocated to other bodies already sharing in some of their functions, such as the Board of Education and the Board of Control, or to authorities still to be set up, such as the Ministry of Health, possibly a Prevention of Unemployment and Training Committee, and a Home Assistance Committee.

If the recommendations of the Reconstruction Committee are carried out, it is to the Home Assistance Committee that the work of the Boards of Guardians in dispensing Out-door Relief will be entrusted. This Committee, we are told, would consider all applications for Home Assistance—that is, grants in money or kind in the home—and would have the responsibility of considering whether the condition of the applicant or that of any of his dependants was such as to render it desirable that he should receive specialised treatment in an institution, such as a hospital, an asylum, or a school or other training establishment. It would be the duty of the Committee to make the necessary enquiries into the economic circumstances

of applicants for or recipients of any form of assistance in money, kind, or service, wholly or partly provided out of rates or taxes; to exercise general supervision over the recipients of such assistance given in the home of the applicant; to exercise the powers of the Guardians of acquiring the rights and powers of parents as regards any children maintained by them who are orphans or whose parents are unfit to have the care of them; to seek institutional treatment for any applicant or the dependant of any applicant for whom such treatment is required; and to keep a register of all families within the area, any member of which is in receipt of assistance as above defined, together with particulars of such assistance.

It is further recommended that the Home Assistance Committees, exercising these important functions, should be appointed by County or County Borough Councils (with the proviso that a borough or urban district with a population of over fifty thousand should be in the same position as a county borough under the Scheme) and should be formed on the lines of the Education Committee, including persons experienced in the work to be done, and in the first instance, some who have been members of Poor Law Authorities.

Since women at present constitute but a very small minority of the members of County, Borough, and Urban Councils, few will find their way on to these new bodies except as "persons of experience," and this experience can be obtained nowhere else so well as upon the existing Poor Law authorities.

"Communal charity," said Canon Barnett, "is the charity of the future, the humanising of justice." Women have already contributed something towards the humanising of the Poor Law. If the woman Poor Law Guardian is passing, it is essential that she should reappear on the new Committees, and to ensure this she must be at her post at the moment of transition.

## Ireland and the Ministry of Health Bill.

The position of Ireland with regard to the Ministry of Health Bills is extremely difficult. The system of Local Government in the two countries differ widely. The only Education Authority in this country is the National Board, appointed by the Crown, through the Lord Lieutenant, which administers the Treasury grant, paying the salaries of the teachers and determining rates of increase, pensions, etc. Schools are built and the teachers appointed by the local managers, generally clergymen, as the school is most often owned by a religious body. Thus the entire section of the Bill which pre-supposes the existence of a local Education Authority would require remodelling. Further, the Insurance system differs, owing to the existence in Ireland of the dispensary system. There are no panel doctors, the place being taken by the local dispensary doctor; there is no medical benefit. The Insurance Committee for Ireland has unanimously demanded a separate Bill for Ireland, as the readjustment required under the different systems is quite beyond what can be effected by amendments.

Setting aside these problems, it is clear that a Ministry of Health, if needed in England, is even more urgently necessary in Ireland. The overlapping and confusion is, one would imagine, quite as great. In Belfast there are five Committees of the City Council concerned with health, each working through its own inspectors or visitors, quite apart from each other, and there is no effort to co-ordinate the work. The resultant burden of inspection is somewhat appalling, small wonder the harried working woman tends to regard the inspector, man or woman, as her natural enemy, and makes it a point of honour to put difficulties in the way. Under the new Bill it is to be hoped there would be a general committee, working through a sub-committee, which would include a compulsory proportion of women. On only one of the present Committees is this the case, and the minimum number, two, is of course absurd.

The Bill would also apparently render provision for mentally or physically deficient children possible. A pathetic case the other day once more showed the need for this. A father brought his little girl, eighteen years in age, but a child in every respect, back to the school where she had been, well—not taught, but allowed to sit and listen to the others, without one word of the instruction being understood. He begged she might be allowed to attend again as there was nothing else for her to do. With proper training, that child might have been able to undertake some regular work.

Even if the question of provision for necessitous widows with children is not brought into the Bill, as it certainly ought to be, one may still be glad that the question of sickness relief will be once for all separated from that of ordinary Poor Law work. In

this country, if the mother has to go into the infirmary, the children are taken into the workhouse. It would appear possible that under the new system the reform urged by the Belfast Joint Committee for Mothers' Pensions will be carried out, and during the absence of the mother, provision shall be made for the children to be boarded out with relatives or other suitable persons.

With regard to the Consultative Council, which will be especially necessary in Ireland, and the admission of women on equal terms, it will be wholly unsafe to leave this to discretion of any body; public opinion in this country is not sufficiently educated and is too engrossed with other issues to make anything of the permissive nature satisfactory. The inclusion of women must be compulsory, and the proportion fixed in the Bill.

The dispensary system may be very briefly sketched. The country is divided into districts, each with its own doctor, who sees patients on certain mornings. The sick people therefore have often to come many miles, in districts where railways are few and stations fewer. If too ill to come themselves, the doctor will do his best to get through his private practice, with out which he could not live, and get to the patient before things have gone too far. The income paid for his special work is so low he could not possibly give full time to it. No application of the present Bill to Ireland could be satisfactory without reform of the system, with smaller districts, and sufficient income attached to render full time work possible.

As regards nursing, the present position is even worse. Various districts have nurses, paid partly by voluntary sources, supplemented in cases by grants from the local body, County or Borough Council as the case may be. The income again is practically never sufficient to enable the nurse to give full time. Midwifery is generally included in her duties. There is no need to press the unsatisfactory nature of this system. That it works at all is due to the self sacrifice of the doctors and nurses, not to any inherent virtue in the system itself. It is enough to say that in such districts as North West Donegal the nurse may have to travel fifteen to twenty miles in the day, over bad mountain roads. At the same time the pay is inadequate, and the housing often bad, owing to the difficulty of obtaining satisfactory rooms in the country. The general ignorance among the Irish farmers as to the value of the nurses services, and the difficulty of getting anything like reasonable pay or treatment, renders the case worse, and the need for complete reorganisation more pressing.

Lastly, there is one aspect of the matter which should not be forgotten. The country outside Ulster has practically disfranchised itself, as the majority have been taught to believe justice for Ireland cannot be obtained from a Parliament sitting at Westminster. Let the present Parliament prove that such a belief is unfounded, and treat the case of Ireland as regards the Ministry of Health with real care and generosity. This does not mean that unlimited funds should be allocated to Ireland without thought; the procedure which gave an out of work donation on a higher scale than the average rate of wages was not justice, but vote catching, and of course failed even in that. But it does mean that such replies as that given by Mr. Bonar Law with regard to Mothers' Pensions in the House the other night are unwise. Major O'Neill, M.P. for E. Antrim, raised the question, and was supported by Mr. Devlin, who pointed out that on this subject Ireland was united, a statement which shows the work of the Joint Committees in Belfast and Dublin has not been in vain. Mr. Bonar Law replied that was due to the wish to get money from the Treasury. This is not the spirit in which to treat demands for social reform from Ireland.

DORA MELLONE.

## News from the Netherlands.

By MARTINA G. KRAMERS.

In Holland since September, 1918, we have had a conservative and reactionary Government. Still, the November wave has swept over the country, and the fear of a possible revolution, even in our calm Holland, has inspired our Cabinet with an ardour for reform which caused the Queen to issue, on November 20th, a proclamation full of promised reforms, which, she said, were to be put into execution with a promptness corresponding to the quick pulse of our time. Among these reforms were the eight-hours-day and votes for women. However, seeing that the Dutch people was not quite determined to have a revolution, our Government is not inclined to make haste and our Women

Suffrage Association is obliged to claim the fulfilment of the royal pledge.

On February 5th the Women Suffrage Association celebrated the jubilee of its twenty-five years of existence, yet it has not had the joy of collecting the full harvest of its work for the enfranchisement of women, as the vote is still denied us, although the Constitution has given us eligibility. So at present the Association claims the immediate passing of the Electoral Bill that is to give votes to women.

Meanwhile, the Minister of Labour is not going to remain inactive. God has given him power that he may make the people happy, and that he may be a glory to his party and his electors. He has found the means of achieving this without any cost to the Treasury, and now proposes to prohibit women's work in shops and factories after one o'clock on Saturdays. In this way he protects the women, he obliges the employer by furnishing him a pretext to pay his women employees less than the men, and he obliges the workmen who have a chance of obtaining the women's job. This is indeed an expensive way of being a benefactor. The sufferers are only women, voteless women!

The only woman M.P., the Socialist deputy, Suze Groeneweg, has opposed the Minister in the Chamber by arguing that, if limitation of working hours for all by closing the factories at one o'clock on Saturdays would be a blessing to the workers, this is not true for the proposed interdiction of work to a group of labourers, because these would be handicapped by such special legislation. Women will not be better but worse off by special limitation of their hours.

## A Suffragist's Experience in India.

It is over two years ago. I can recall it all as vividly as if it were yesterday—an insistent ring at the telephone bell and then: "Are you there? You? My dear, I want you to go to India next week. It is very important. I can't explain now, but can you come to my hotel at ten to-night? . . . but you must go. If you leave on Tuesday, you can catch the 'Khiva.' Good-bye!" That was so exactly like Dr. Elsie Inglis. I caught the "Khiva" at Marseilles.

A night at the end of June—a night like a combination of a Scotch rainstorm and a dry Turkish bath—saw our tug pushing off from the "Khiva" towards the twinkling lights of the Apollo Bunder: Bombay and India, at last. Bombay is an altogether delightful, ridiculous twinkling little place, reminiscent, one would say, in shape and colour, of the pattern you see at the end of a penny kaleidoscope. But Bombay claimed only two days. The journey's end and the work's beginning lay in Simla—the summer headquarters of the Government of India.

Most people going to India are, I believe, filled with dreams of a romantic nature. I do remember being thrilled by seeing a monkey dancing on a roof as we passed through Agra. Otherwise my journey northwards was spent in trying to live through the torrid heat, and in dreams of an eminently practical character—of what facilities I could find in Simla for organising a tour on behalf of the Scottish Women's Hospitals throughout India. And since Simla was the headquarters of Government, I expected many things. Blessed is he that expecteth little. There are two very useful words in Hindustani—"pukka" and "kutcha." If the thing is all right, it is "pukka." If it is all wrong and third-rate, it is "kutcha." I found Simla "kutcha."

Could one get in the Mall a room to use as an office? No! Could one hire a typewriter at the X—Agency? No! Could one have one's notes typed at the Agency? No! Could they, then, send out a shorthand "babu"? No! Anyone used to modern organising would have found nothing to their hand that the modern organiser expects. Meantime, many of the delightful people I met in Simla were beginning to invite me to tea, to luncheon, to dinner; and suddenly it dawned on me that this is the way to organise in India. You meet people and you meet people and you meet people until you are dazed, and as you meet them you try to interest them, so that, when you visit their plains stations later, they may be willing to help you with your work. And so, through the day and late into the night I met people and met people, and still later into the night and on into the small hours of the morning. I worked with Thackers Spink's "Indian Directory," writing personal letters, drafting circular letters, and sending a letter to every college, school, mission, club, in India; and also several circulars to the chief officials of practically every Indian station—and at last, towards the middle of October, I was ready to leave Simla for a

fortnight's rest, having carefully planned, even down to the time of catching trains, a tour which took me all over India.

During that fortnight's rest in Dera Ismail Khan (this place, known as Dreary Dismal, is really a most delectable little spot; miles and miles across the Indus, miles from anywhere), I received four letters which smashed my tour from top to bottom—indeed, there was nothing left of it but me. That is exactly what an organiser in India must be prepared for. Nothing you plan happens, but something else happens instead. In this case, Mrs. Hall happened.

At the end of a swiftly arranged meeting in Lahore, I met for just five minutes the brilliant colleague who helped me in my Calcutta campaign, and in those five minutes we agreed to travel together—at any rate, for a portion of my tour. It would be impossible to imagine a better companion for such work; one whose knowledge of organising was almost unlimited, whose Press work was brilliant, whose cheerfulness and wit never failed, and, most rare at all, one of those who can see the humours of success as well as of failure.

To Calcutta, then, I went with Mrs. Hall, intent on making the Scottish Women's Hospitals appeal a great success. For what Calcutta does it does well, and the whole of India knows about it. It would be difficult for anything Scotch in character to fail, or fall altogether flat, in the second city of our Empire. Our visit was well timed. St. Andrew's Day was approaching, and when it came, the Dalhousie Institute resounded to the skirl of the bagpipes, the platform was crowded with both Scotch and English representative men and women, Lord Carmichael was in the chair, and the whole proceedings were aglow with Scotch enthusiasm. £6,000 was subscribed at the meeting, and that sum was made up to nearly £14,000 in the course of a few weeks.

Apart from Calcutta and Cawnpore, the British community in India is very small and not wealthy, and the fact that the rest of the tour, which covered Madras, Burmah, Bangalore, Hyderabad, and various stations in the United Provinces, Punjab, and North-West Frontier, resulted in another £14,000, says much for the generosity of the British in India.

At each station visited meetings were held—called probably at the Club by the Commissioner or some other official. Some donations were given on the spot, others sent in afterwards, and one might take Mandalay as a fair example of the liberality shown; at the meeting there were twenty-eight people, and over £100 was subscribed, and more followed from others unable to be present.

A stout heart, some sense of humour, tact, patience with ignorance—all these qualities we needed and exercised in the old suffrage days. They are needed to almost painful excess in India. I shall never forget the young man at Simla who, fixing his monocle in firmly, said: "Er—but why do Scottish women need hospitals?"—nor the lady, reputed to be influential and charming, who replied briefly to a letter: "Madam,—Neither my husband nor I approve of your holding any meeting here. And what is the Official Status of the Scottish Women's Hospitals?" To explain the awful importance of "Official Status" in India would take many columns of THE COMMON CAUSE! But their interest and sympathy once aroused, our British community in India are second to none in their kindness and hospitality. Not only did they help to make the actual work a success: their doors stood open for this pilgrim, and no place of interest in any station was left unvisited.

I have written only a few aspects of organisation in India. India is a country of many aspects and many interests, many charms, and many annoyances, many things one wishes one had never seen, and as many perhaps that one wishes never to forget.

ELIZABETH ABBOTT.

## Reviews.

### REPORT ON UNEMPLOYMENT OF WOMEN DURING THE WAR

The Board of Trade has issued a Report on the Increased Employment of Women During the War, with statistics up to April, 1918. In examining this very interesting document, it is necessary to bear in mind that:

"A woman is classified according to the business of her employer and not according to her actual occupation. Thus a clerk engaged in a boot and shoe factory would be included under 'Industrial occupations,' and not under 'Commercial occupations,' and so on."

The first table in the Report shows that 47 per cent. of the number of females employed in July, 1914, have been drawn

into occupations of all kinds—industry, transport, Government offices, Agriculture, Banking, &c., &c. The next increase of female workers employed outside their own homes is about 1,200,000. The report says:—

"A comparison with the pre-war numbers employed shows that the occupations in which there have been the highest percentage increases are those in which comparatively few women were engaged before the war, while the demand for female workers has been largely increased by war conditions; this is the case in Government establishments, in the supply of gas, water, and electricity, in all land transport, in finance and banking, and in the Civil Service. The largest numerical increases have, however, been in industry, which has drawn in over half a million additional female workers, and in commerce, which has drawn in 352,000."

With regard to women replacing men (in occupations excluding Agriculture), the estimated number is 1,516,000. The biggest replacement has been in industry and commerce; in the former one half a million women have replaced men; in the latter the replacement figures account for almost the entire increase in the number of women employed.

Table II. sets out the employment of women in industry. The increase in the metal and wood trades is almost enough to account for the total increase during the year, while the textile trades show a very considerable decrease and the chemical trades a small one. The number of women in the clothing trades has risen by seven thousand in the quarter January to April, 1918, mainly from seasonal causes. There are still, however, thirty-seven thousand fewer than before the outbreak of war. As it is estimated that forty-six thousand fewer females engaged on work normally done by women than in July, 1914.

Although "no comprehensive information is available to show from what source the women who have come into industry have been drawn," Table III. analyses the pre-war occupations of four hundred and forty-four thousand women who, in 1917, applied for Unemployment books under the Insurance (Munition Workers) Act. From this:—

"It will be seen that over 30 per cent. had been previously employed or had been engaged in household duties—that is to say, roughly a half of the total number covered by the enquiry had been drawn in from other occupations. Of these the largest number (nearly 17 per cent. of the total numbers covered, had been in domestic service. The only industries from which considerable numbers had been drawn are the clothing and, to a lesser extent, the textile trades. This bears out what is suggested by other evidence, that it is these typically women's industries which have been most seriously affected by the competition of 'war work.'"

The Report continues:—

"Although the total number of females engaged in industrial occupations has increased by only 4,000 during the quarter, it is estimated that the number who are replacing males has increased by 14,000."

On pp. 10, 11 and 12 are three tables giving the figures of replacement of men by women in various industries. A special questionnaire on this subject was issued to employers, specifying the main processes in each trade; and the returns accounted for two hundred and seventy-seven thousand women—87 per cent. of the total number of women replacing men in the industries which made the returns.

"An interesting point was the large number of females engaged in general labouring work—namely 25,000, or 9 per cent. of the total, in addition to those who were engaged on other branches of work, such as foundry work, which demand a similar degree of physical strength; it is clear, therefore, that the employment of women on heavy work of this kind has become an important factor in the situation. At the same time, though many of the processes mentioned were unskilled, it was noticeable how many of the women were engaged on skilled or semi-skilled process."

Table V. gives the numbers of women engaged on Government work. The figures given relate only to private industry, including controlled factories; but not to municipal works, Woolwich Arsenal Workshops, Admiralty Dockyards, nor to workers on Transport, Commerce or the Civil Service. The largest increase during the last year has been in the metal trades, and the next largest on the textile industry; the other trades, in order of increase, are, Clothing, Chemicals, Food, Drink, Tobacco, Paper, Printing, Wood, Building, Mines and Quarries. There is also a considerable increase under the heading "Other Trades." Adding to these the workers in the Trades mentioned above not being included in Table V., it is estimated that one million and three-quarters women are engaged on work for the British and Allied Governments.

The next section of the Report, which deals with Agriculture, contains figures relating to the end of July, and the tables show the number of women employed in agriculture in the July of each year from 1914 to 1918. These statements apply only to Great Britain, not Ireland. The Report says:—

"The net inflow of women in response to this need began earlier in England and Wales than in Scotland, and has been continuous since 1915, except for seasonal variations. In Scotland, on the other hand, the shrinkage was continuous until the summer of 1917, when it was arrested, and during the last twelve months the number of women regularly employed in agriculture has increased by 3,200, as against a decrease of 4,000 in the first three years of war. It should be remembered that the figures given in the table necessarily understate greatly the extent of women's labour, both before and during the war, in Scotland, where

women have always taken a share in farm work, and especially in dairy work. In the South-Eastern counties of Scotland this is largely performed by farmers' wives and daughters, while in all parts of the country female relatives of the men on the farms are accustomed to take part in farm work as the need arises. These workers seldom appear in the figures given on returns. In the supply of female labour hired in the ordinary way there had been a notable and progressive shrinkage for some years before the war, and the demand for women in other occupations resulting from war conditions only intensified this. Even so, however, the proportion of regular female to regular male farm workers is still considerably higher in Scotland than in England and Wales."

By July, 1916, ninety-eight thousand seven hundred women being employed in his work in Great Britain, an increase of eighteen thousand seven hundred or 23 per cent. on the 1914 figures. Women are still volunteering, and the Report states that "the work of women on the land has become an accepted and welcome fact." The Report continues:—

"The figures for casual female workers show a large increase in the first two years of the war. As in the case of regular female workers, the increase was very large in the twelve months July, 1915—July, 1916. There was a slight decrease in the numbers in July, 1917, probably due, in part, to the rise in the number of women regularly employed on the land, some women having doubtless passed from the class of casual labourers on the regular farm staffs."

A study of Table X., relating to women in Commerce, shows what has already been stated, that more women have gone into these occupations than into any other except industrial. This increase is very largely accounted for by the replacement of men.

The final section of the Report deals with professions, finance and transport, and from these we quote:—

"Professions.—Of the 50,500 women employed in July, 1914, in the professions covered by the enquiry, 14,500 were employed on the staffs of accountants, advertising agents, architects, auctioneers, and solicitors; 33,000 were employed in hospitals, and 3,000 were employed in other professions."

"Finance.—In banking and finance large numbers of women have been introduced, the increase in banks being particularly striking in view of the small numbers employed before the war. In July, 1914, there were only some 1,500 women employed in banks, and there are now 37,600. The largest increase took place during the first two years of the war, and though up to the present the number of women has continued to grow, it is becoming increasingly difficult for women to fill the places of the experienced men who have enlisted, and during the last three months the expansion has been very small, owing partly to this fact and partly to the return of men from the Forces."

"Transport.—The number of women employed by Municipal Tramway Departments has increased during the war from 1,200 to 18,800, those employed by private tramway companies from 200 to 5,800, and those employed in the omnibus service from 300 to 4,300."

"Although before the war considerable numbers of women were employed by railway companies, they were mainly engaged on clerical work. Since the war, however, women have been employed in increasing numbers both as clerks and on other work, especially ticket collecting, inspecting, and carriage cleaning. The numbers have increased from 12,000 to 65,000, practically all the additional women being employed on work formerly done by men."

## Correspondence.

### THE BLOCKADE OF GERMANY

MADAM,—Whether we regard the continuance of the blockade as a necessity or a mistake, none can wish that it should result in the death and starvation of young children. But that result is with us to-day in Austria where, according to official reports, the suffering is specially acute, as well as in Germany, Russia, and other countries. To all who feel either responsibility or pity, I make an urgent appeal for help as immediate as is the need.

A committee (of which Mr. T. R. Bridgwater is chairman, supported by Miss M. Edith Durham, Miss Margaret Bondfield, and others) has now been started in aid of Swiss Relief for starving children mainly from the large towns of Austria. Thousands of these enfeebled children have already been received into Swiss homes. Last week a guarantee for 8,000 shillings (£400) immediately required to provide food for children too small or too weak to travel to Switzerland was urgently cabled for and promised by members of the committee, but the call for larger sums is constant. The stark fact by which we are faced is this—that no amount of money we can collect will be sufficient to save all the lives that ought to be saved, while of those for which there is yet hope the chances diminish from day to day.

Where time is so vitally important, generous publicity is an aid which I trust you will not refuse. Donations should be sent to either of the Secretaries of the Fund, Miss Durham, 71, Belsize Park Gardens, Hampstead, N.W. 3, or to Miss E. Hobhouse, 157, Fellows Road, N.W. 3, and they should be sent instantly.

LAURENCE HOUSMAN.

MADAM,—I have lately been told that since the signing of the Armistice, the wives of Germans who have been allowed to return to their own country have been imploring to join their husbands there. It seems only humane, therefore, to publish as widely as possible some of the facts about the conditions of life which they may have to face. A letter from an English woman who has gone to Dortmund, says:—

"You could not believe things could get to such a state as they are here. . . . The poor children are very unhappy. . . . We in England did not know this was war. . . . You really cannot imagine how sad it is. . . . clothes cannot be bought. . . . bed linen and blankets seem impossible to get, and the food is not sufficient to keep us alive. . . . To-day the snow is on the ground, and my poor

children had to go to school without a breakfast, only a cup of water and very little bread, and for their dinner I have only carrots, and a few potatoes boiled in water. You can buy milk only once a month, and I was lucky to get a quart at Christmas. It cost 5s. No butter, or fuel, or fat, or anything. . . . and worst of all, no soap to wash ourselves. We have some stuff that looks like monkey-brand, that makes you look as if you had washed in whitewash. All my clothing is dropping to pieces, and we cannot replace it, and what to do I do not know. I feel as if it is all a terrible dream. If you hear of anyone coming to Dortmund, in the name of pity show them my letter. To see the dear English children here would break your heart. . . . I would rather be shot than remain here."

This letter describes the facts that bare statistics from reliable sources are giving us. The correspondent of the *Morning Post* reports that in Dusseldorf, 80 per cent. of the children are dying for want of proper nourishment; the current number of the *London* quotes the figures given by Dr. Hamel, medical expert to the German Ministry of the Interior: "Amongst children from one to five, the mortality in 1917 was 50 per cent. greater than in 1913. In elder children, from five to fifteen, it had risen 75 per cent."

Our own soldiers, who have been eye-witnesses of the suffering amongst women and children in the famine districts abroad, are growing restive under this infliction of misery. They know what privation and death means, and we are told that they are beginning "to complain," and are feeding the civilians from their own rations. Can we not, as women, follow their chivalrous example, and take the necessary steps to end this slaughter of children, by giving our whole support to those who are working for the most effective method of ending the artificial conditions, which are causing starvation, not only in the Central Empires, but in other vast areas in Europe.

E. M. LEAF.

### DOMESTIC SERVICE.

MADAM,—In the letters and articles in your journal *re* domestic service and other employments for women and girls, there is one point which has, I think, been overlooked. Women workers are told never to undertake any work unless it is congenial to them, all disagreeables are to be eliminated from the daily routine, they must have higher wages for doing less work; in fact, an easy pleasant life must be their aim. How, under these circumstances, are the grit and backbone, the power of endurance, and the unselfish thought for others to be developed, which we have always proudly hoped were the characteristics of our English race? For we know by experience that the cultivation of a virtue depends on the opportunities we have of practising it, and in an easy life these opportunities would be reduced to a minimum. We all wish that the increased power given to the women of England may lead to a higher moral standard for the country. Is it therefore wise to train the future wives and mothers of the race to consider ease and pleasure as the chief aim of their lives, and to think that instead of "equality of service," all the sacrifice should be borne by their employers?

A MEMBER OF THE N.U.W.S.S.

[May we not find consolation for any possible diminution of heroic virtue in the servant class, in the increased opportunity that their employers will have of practising the qualities of endurance and unselfishness? We do not think that anybody has urged women workers to make "an easy and pleasant life their aim." We do urge them to seek justice and fair conditions for themselves and their fellow-workers, and we urge the employers to help them obtain it. One cannot make other people good by oppressing them, but one can certainly diminish one's own virtue by consenting to oppression.—ED., COMMON CAUSE.]

MADAM,—In answer to the letter of March 7th, signed "M. Smith," we do not consider our amount of leisure a large one. The plan, of course, is not at all necessary for such a house as the correspondent's, where the maids have four and three-quarters hours off duty, with an interval of five minutes' work only. The plan was to help those who are always at the end of a bell, and to do away with the horrible feeling of being under an obligation of asking someone to do your work when it is not your afternoon and evening off. Is there no hot water put in bedrooms, or late dinner in correspondent's house, as there is in this establishment? The sooner a union is formed to protect domestic workers the better it will be for them.

THE STAFF OF FIVE.

### WOMEN AND PROPERTY.

MADAM,—The interesting article on the above in THE COMMON CAUSE, February 28th, touches one of women's most vital grievances. The potential motherhood of the nation, whose independence and well-being should be one of the first considerations of any Government worth the name, is the one most insufficiently and indifferently provided for.

The cruel injustice of the old laws respecting woman's property, and inheritance has been to a comparatively slight, although important, degree modified by the passing of the Married Women's Property Act.

And here one cannot refrain from asking: Why was it ever necessary to pass a Married Women's Property Act? Has it ever been felt necessary to ask for the passing of a Married Men's Property Act? and if not, why not? Simply because no such cruel injustice was ever meted out to married men to deprive them of the power of holding property. The same kind of reasoning ought to enlighten us materially with regard to questions of inheritance.

In Eastern countries this question has been regarded from a different standpoint. In order that there should be some security for shelter and nurture of the newly born, it was held essential that the home, the family possessions should be attached to the mother—the feminine, even whether she held entire control or not. To this day this principle largely prevails in India and Burmah; but it is being undermined under British rule, and with many unfortunate results. Well might a Judge of the Supreme Court of Madras deplore the unfortunate position of the Englishwoman, who is more or less forced to sell her body, either permanently as in legal marriage, or temporarily, on the streets, for a livelihood.

And as we have women pandering to the vices of men, because in that way they obtain some sort of a hold over them, and share

more or less satisfactorily or unsatisfactorily in their possessions or in what property men have been able to amass.

First, then, let us radically alter the laws of inheritance. Certainly nothing short of an equal share in their parents' property ought to be claimed for daughters. There have been cases when fairly enlightened men have given to their son or sons a business or profession, while to their daughters they have given their wealth; and if at the same time the daughter's education has been such as to enable her to manage and safeguard that wealth, the result has been most valuable. In the U.S. millionaires have in many cases preferentially left the control of their vast wealth to their wives and daughters, in the belief that it would be most beneficially employed by them. Perhaps the day will come when it will become the national custom for all parents to save in moderation for their children. If every boy and girl knew that when they reached the age of twenty-one a small capital, say, £100, would be theirs, to help their start in life, and enable them to obtain some sort of training, or to exercise some choice in the careers open to them, what a difference it would make.

The deplorable position of many apparently wealthy women is often most humiliating. Their wealth and luxury may be lost in a moment through the death of a husband, a father, or they may sometimes inherit a comfortable maintenance but coupled with a stipulation as to celibacy. What man would be expected to inherit wealth coupled with such a condition? I am not sure that such a condition would hold good in a court of law.

The sooner the laws of inheritance are altered the better. It is a disgrace to men of this country—this belief that everything that makes toward freedom and the power of self-determination is a masculine monopoly. It is a part of the veiled warfare always being waged in order to maintain women in subjection, both in spirit and in action. No woman ever ought to be absolutely penniless.

In short, men still look upon women as their property, and virtually they say even to those for whom they experience any affection, as Mr. Lindsay said to his niece Ellen Montgomery: "You are my own dear little daughter (or wife, as the case may be), and you shall do exactly as I like."

DR. ALICE DRYSDALE VICKERY.

## National Union of Societies for Equal Citizenship

The National Union of Societies, for Equal Citizenship,

President: MISS ELEANOR RATHBONE.

Hon. Secretary:

Secretaries:

MISS MARGARET JONES.

MISS INEZ M. FERGUSON, MRS.

Hon. Treasurer:

HUBBACK (Information and Parli-

MISS ROSAMOND SMITH.

mentary).

Offices—Evelyn House, 62, Oxford Street, London, W. 1.  
Telegraphic Address—Voiceless, Ox, London. Telephone—Museum 2668.

## Headquarter Notes.

### National Union of Societies for Equal Citizenship,

62, OXFORD STREET, W. 1.

The following Honorary Officers were elected at the Annual Council meeting:—

President: MISS ELEANOR F. RATHBONE.

Honorary Secretary: MISS MARGARET JONES.

Honorary Treasurer: MISS ROSAMOND SMITH.

The following have been duly elected by ballot to be members of the Executive Committee:—

Miss K. D. Courtney.

Miss Clough.

Mrs. H. A. L. Fisher.

Miss F. de G. Merrifield.

Mrs. Corbett Ashby.

Miss Helen Ward.

Miss Chrystal Macmillan.

Mrs. Bethune-Baker.

Mrs. Oliver Strachey.

Miss Pictou-Turbervill.

Mr. Oliver Strachey.

Mr. Cross.

Mrs. Stocks.

Miss Deneke.

Mrs. Ring.

Miss Helen Fraser.

Miss O'Malley.

Miss J. L. Franklin.

Miss Margery Fry.

Miss Jessie Beavan.

Professor Barbara Foxley.

The following resolutions were passed at the Annual Council Meeting on March 5th, 6th, and 7th:—

A.—CONSTITUTION OF THE N.U.W.S.S.

That this Council resolves to adopt the following Scheme:—  
(I.) *Object.*

To obtain all such reforms as are necessary to secure a real equality of liberties, status, and opportunities between men and women.

(II.) *Methods.*

(a) To organise Societies under the conditions of affiliation of the Union, and to appoint standing committees and local correspondents in localities where there are no Societies.

(b) (c) and (d) as at present in the rules of the Union.

(e) To maintain at Headquarters an Information Bureau to collect and distribute information of feminist interest.

(III.) *Affiliation.*

(a) Any Society, any standing Committee, or any group of not less than ten persons within any unaffiliated Society, may be admitted by the Executive Committee as a Constituent Society of the Union; provided that it has as one of its objects the object of the Union.

(This provision shall not be held to exclude an affiliated Society which supports one aspect of the Union's object.)

- (b) Where, in the opinion of a Federation Committee (or where there is no Federation, of the Executive Committee) the work of the Union is not sufficiently represented, the Federation Committee (or where there is no Federation Committee, the Executive Committee) shall appoint a local correspondent, whose duty shall be to organise the propaganda of the Union in the locality, through the local social, political and religious organisations, through the press, and otherwise.
- (c) It shall be in the power of the Executive Committee to refuse, or terminate the membership of any Constituent Society, pending appeal to the Council, if in their opinion the membership of that Society would be injurious to the object of the Union, or for other reasons undesirable.

(IV.) Council.

Every Society affiliated to the Union shall be entitled to send delegates to the Council in the following proportions:—

Societies of 10 annually subscribing members, 1 delegate	"	"	"	"	"
" 11-100 "	"	"	"	"	2 "
" 101-200 "	"	"	"	"	3 "
" 201-300 "	"	"	"	"	4 "
" 301-500 "	"	"	"	"	5 "
" 501-700 "	"	"	"	"	6 "
" 701-1,000 "	"	"	"	"	7 "
" 1,001-1,500 "	"	"	"	"	8 "
" 1,501-2,000 "	"	"	"	"	9 "
" 2,001-2,500 "	"	"	"	"	10 "

up to a maximum of twenty delegates.

Local Correspondents shall be entitled to one vote.

The Council shall meet annually for the purpose of:—

- Electing an Executive Committee.
- Passing the Annual Report and Balance Sheet.
- Deciding what reforms submitted for their consideration shall be included in the object of the Union.
- Deciding what reforms (not exceeding six in number) shall be referred to special Committees as requiring immediate attention.
- Laying down general rules for the guidance of the Executive Committee, as to the policy and methods by which the work of the Union shall be carried out.

(V.) Executive Committee.

It shall be the duty of the Executive Committee

- To form Special Committees to work for the reforms placed on the programme of the Union.
- To carry on the Information Bureau.
- To carry out through its official staff the three-quarters majority decisions of the Special Committees as to action to be taken, unless it considers such action contrary to a resolution of the Council, or prejudicial to the interests of the Union.
- To take action upon any general matter coming clearly within the object of the Union, but not yet included in the programme, which becomes unexpectedly ripe for action in the interval between Councils.
- To raise funds for the general work of the Union.

Addendum.

For this year only, the Executive Committee shall be empowered to co-opt no more than six additional members. These shall be chosen as far as possible from members of affiliated Societies not eligible for membership of the Union previous to the holding of this Council.

(VI.) Special Committees.

- The Executive Committee shall have power to form Special Committees on the following basis:—
- Not less than three members of the Executive Committee.
  - Persons appointed by the Executive Committee.
  - Representatives of any Society interested in that special subject, and invited by the Executive Committee to appoint a representative.
- (2) Co-opted members.
- The Chairman shall be chosen from among the members of the Executive Committee.

The functions of the Special Committee shall be:—

- To collect and to consider evidence upon the subject in hand, and to circulate information upon it when thought advisable.
- To issue an annual report.
- To recommend action to the Executive Committee.
- To raise on the authorisation of the Executive Committee by *ad hoc* appeals, the money necessary for carrying out the propaganda, &c., necessitated by their work. This money to be placed to the account of the National Union, and earmarked for the purposes for which it is raised, and such other Special Committees as are necessary for carrying on the work of the Union.

(VII.) Officers.

The Officers of the Union shall be a President, an Hon. Treasurer, Hon. Parliamentary Secretary, and Hon. Secretary, elected by the Council.

Addendum.

The Executive Committee shall be empowered to appoint an Hon. Parliamentary Secretary for the current year, or to make such other arrangements for the Parliamentary work as they think fit.

- "That the Executive Committee shall be empowered to fix affiliation fees, and fees for delegates' tickets at the Council Meeting."
- "That the amendment to the rule shall be left to the Executive Committee, and be carried out in conformity with the decisions of the Council, on Mr. Strachey's scheme."
- "That this Council now consider the desirability of a change in the title of the Union."
- "That the title for the Union shall be 'The National Union of Societies for Equal Citizenship.'"
- "That Rule VII. (2) be deleted, and that this resolution take effect at the election held during the present Council."
- "That widows' pensions, guardianship of children, and the opening of the legal and judicial professions to women,

be three out of the six items of the Programme, and that the remaining three be chosen by the Societies by postal vote, from among the reforms included in the object of the Union."

7. "That the Executive Committee be empowered to group together resolutions which refer to the same or to cognate reforms, and to treat those for purposes of the ballot as single reforms, and that this principle be applied to the three reforms already placed on the Programme, provided that the resolutions so grouped constitute for all practical purposes a single reform."

B.—PROGRAMME. Extension of the Franchise.

8. "That this Council deplores the injustice to both women and men of the registration anomalies shown in the working out of the Representation of the People Act, and calls for the elimination of these anomalies at the earliest opportunity by assimilating the Parliamentary franchise for women to that now conceded to men, in accordance with the historic demand of the N.U.W.S.S."

Economic Position of Women.

9. "That the N.U.W.S.S. calls attention to the need of safeguarding the industrial work of women in any legislation dealing with the restoration of pre-war practices, and resolves to oppose the introduction of any claim whereby any legal restrictions are imposed on women's right to work, pointing out that such legal restrictions would not restore pre-war conditions, but would impose a new legal condition of inequality upon women workers."

10. "That in view of the fact that the Peace Conference is discussing the conditions of labour, and that international regulations concerning the work of women may be laid down in the League of Nations, this Council calls attention to the great importance of safeguarding women's right to work. It, therefore, resolves that regulations concerning wages, hours of labour, night work, &c., should be based upon the type of work, and not upon the sex of the workers, and emphasises the extreme importance both to men and women of free competition and equal opportunities between them."

11. "That this Council adopts the principle of Equal Pay for Equal Work."

12. "That this Council denounces the prevailing custom of paying a double standard of wages for men and women for the same kind of work, and urges the Government to give a lead to private employers by establishing the principle of equal pay for equal work, and equal opportunities of promotion in all branches of State service, and by making it legally compulsory for local authorities to base the payment of their employees on the same principle."

13. "That in the opinion of this Council the exclusion of women from so many opportunities of technical training is a glaring injustice, and one which in the case of institutions supported by public funds should be immediately remedied by legislation."

14. "That this Council offers its heartiest congratulations to those professional organisations and Trade Unions which have opened their doors to women, and calls on all other such bodies to adopt a similar policy."

15. "That this Council resolves to work for the endowment of maternity and childhood by the State, provided that no definite scheme be adopted until it has been submitted for adoption to a future Council Meeting."

16. "That a maintenance allowance for themselves and their children should be paid by the State to widows with dependent children. That the administration of these allowances shall not be in the hands of Boards of Guardians or Parish Councils. Any such schemes shall provide that the widow draws her pension as a right, and that she shall not forfeit it unless there is proof of definite charge in a court of law or before a competent tribunal set up by the administrative authority, that she is unfit to have charge of the children, and that she should not be subject to any form of regular inspection unless there is evidence that there is misuse of the pension. This Council urges that a campaign be undertaken immediately to give effect to this resolution."

Equal Moral Standards.

17. "That this Council demands the repeal of all laws at present on the Statute Book with regard to solicitation and common prostitutes, and that they be replaced by legislation on the basis of an equal moral standard for men and women."

18. "That this Council declares itself in favour of an alteration in the Divorce Laws such as will establish equality between men and women."

Unmarried Parents and their Children.

19. "That the N.U.W.S.S. shall promote legislation to provide:—

- That the sum payable for the maintenance of illegitimate children shall be fixed according to the financial position of the parent ordered to make the payment.
- That the duty of collecting such money shall be placed on a public authority, who shall be authorised to use for its collection the same method as is in use for the collection of State debt.
- That the procedure for securing affiliation orders be simplified.
- That the subsequent marriage of parents shall legitimatise the child.
- That where there is no will (i) an illegitimate child shall be deemed to be legitimate for the purpose of inheriting from its father or mother; and (ii) if the child has no spouse or children the mother shall inherit all, as the legitimate father does in the same case."

Women and the Law.

20. "That this Council welcomes the near prospect of the admission of women to the practice of the law as solicitors, law agents, barristers, and advocates, and declares its belief that the time is come for the inclusion of women in the administration of justice in our country, as Justices of the Peace, Jurors, Magistrates, and Judges."

21. "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 the reforms advocated by the National Union."

22. "That this Council, believing that the cause of woman's permanent progress is involved therein, supports the institution of a League of Nations on really democratic lines, and in view of the possibility of its considering international action on industrial rather than social questions,

this Council emphasises the urgency that women shall be represented on all bodies set up in connection with the League, and of the need for establishing women's suffrage in all countries."

Election Policy.

23. "That this Council resolves to promote the candidature of women for Parliament."

24. "THE COMMON CAUSE."—"That this Council offers its heartiest congratulations to the Editor of THE COMMON CAUSE on the success with which it provides news of the women's movement, reports of action taken in Parliament, and information and articles upon the subjects connected with the programme of the N.U.W.S.S., and particularly congratulates her upon its readable character, which has led to its general acceptance as the best serious women's paper."

25. GENERAL.—"That this Council welcomes the recommendation by the Machinery of Government Committee of the Ministry of Reconstruction that it is no longer expedient in the public interest to exclude women on the ground of sex from situations in the Civil Service usually entered by the Class I examination, or from any other situation usually entered by competition."

26. "That this Council congratulates the women of Wisconsin, Michigan, South Dakota, and Oklahoma, of Germany, Austria, and Hungary, upon their recent enfranchisement, and confidently trusts that the other nations of the world will, without delay, admit women to a share in their respective governments."

27. "That this Council congratulates the Government upon the inclusion in its official programme of the removal of all existing inequalities of the law between men and women. This Council deplores the fact that no mention of this subject was made in the King's Speech, but trusts that the necessary legislation will be introduced without delay."

28. "This Council further congratulates the Liberal Party upon the adoption of a similar programme, and welcomes the Bill proposed by the Labour Party for the removal of all the statutory disabilities of women. It recognises in this Bill the unwavering allegiance which the Labour Party has given to the cause of the full enfranchisement of women, and offers to the Labour Party its sincere and lasting gratitude."

29. "That this Council congratulates the French Suffrage Society upon the result of the meeting of suffragists of allied countries convened in Paris on February 10th, 1919, in placing before the Allied delegates the importance of the representation of women at the Peace Conference."

30. "That this Council expresses its cordial thanks to the manager and staff of the Templar Printing Works, Birmingham, for the efficient work which they have carried out under considerable difficulties in connection with the present Council."

31. "That this Council expresses its cordial thanks to Miss Morton and the Proportional Representation Society for kindly undertaking the counting of the vote for the title of the Union."

RECEPTION TO MRS. FAWCETT.

On Thursday, March 6th, at 50, Porchester Terrace, the house of the Hon. Mrs. Franklin, a reception was held in honour of Mrs. Fawcett, to which the Executive Committee, delegates to the Council meeting, and organisers were invited. This was the occasion for the presentation to Mrs. Fawcett of the sums collected by various Societies towards the "Mrs. Fawcett Victory Thanksgiving Fund." At the end of a long and beautiful room, which was lined with the guests, Mrs. Fawcett stood with Miss Rathbone close by; the representatives of the various Societies approached one after the other in a long line, each presenting a purse or bag in the colours, or a packet tied with red, white, and green ribbon; while Miss Margaret Jones read out their names and the places from which they came. Mrs. Fawcett then made a delightful speech, in which she referred to the absolute necessity not only of workers and enthusiasm, but of money, and thanked the Societies who had contributed to the Fund. These, with the names of those who presented the purses, are as follows:—

	£	s.	d.
Ambleside, Mrs. Cunliffe	...	...	8 0 0
Barnsley, Miss Hartop	...	...	10 0 0
Birmingham, Mrs. Ring	...	...	17 9 0
Bradford, Mrs. Waugh	...	...	10 0 0
Brighton, Miss Merrifield	...	...	13 0 0
Cambridge, Mrs. Gray	...	...	10 0 0
Chester, Miss Raleigh	...	...	5 0 0
Chipley, Mrs. Preston	...	...	6 0 0
Dorking and Leith Hill, Miss Rawlings	...	...	10 0 0
Eastbourne, Mrs. Corbett Ashby	...	...	5 0 0
Farnham, Miss Milton	...	...	5 0 0
Glasgow, Miss Snodgrass	...	...	30 0 0
Hastings and St. Leonards, Miss Rance	...	...	10 0 0
Kensington, South, Mrs. Fyffe	...	...	50 0 0
Letchworth and District, Hon. Mrs. Fordham	...	...	5 0 0
Liverpool, Mrs. Pares	...	...	50 0 0
Malvern, Mrs. Radford	...	...	10 0 0
Olton, Mrs. Husband	...	...	5 0 0
Pangbourne, Miss Jones	...	...	5 0 0
Redhill and Reigate, Mrs. Auerbach	...	...	18 0 0
Salisbury and South Wilts, Miss Hardy	...	...	7 10 0
Sheffield, Miss Hartop	...	...	30 0 0
Sidmouth, Miss Dutton	...	...	5 4 0
Tunbridge Wells, Mrs. Tattershall Dodd	...	...	5 0 0
Wallasey and Wirral, Mrs. Stallybrass	...	...	15 0 0

The following Societies have sent or are sending purses towards the Fund:—

	£	s.	d.
Deal and Walmer	...	...	5 0 0
Gerrards Cross	...	...	7 10 0
Keswick	...	...	8 9 6
Nottingham	...	...	10 0 0
Oxford Women's Students	...	...	10 0 0
Petersfield	...	...	10 0 0
Paisley	...	...	5 0 0

The following Societies contributed to a joint purse: Accrington, Beaconsfield, Bristol, Burnley, Camberley, Cheltenham, Chepstow, Clevedon, Clitheroe, Dundee, Ealing, Gateshead, Hereford, Hendon, Hexham, Holt, Ilkley, Kilmacolm, Littlehampton, Maidstone, Marple, Norwich, Oxted and Limpsfield, Preston, Shrewsbury, Shipston, Shetland, Southampton, Upton-on-Severn, West Bromwich, Willesden, Winchester. The total amounts so far to over six hundred and fifty pounds.

The Women's Industrial League

Women's Meeting

in the CENTRAL HALL, WESTMINSTER, S.W.1.  
On Thursday, March 20th, 1919, at 7.30 p.m.

Chair by—The VISCOUNTESS RHONDDA  
Speakers: Mr. BEN H. MORGAN, Miss NAYLOR, and others

To secure the redemption of pledges made by the Prime Minister to the Women's Industrial League on Women's Work, Rates of Pay, Training and Representation.

Admission Free.

COLLECTION TAKEN TO COVER EXPENSES.

For Reserved Tickets apply—

THE WOMEN'S INDUSTRIAL LEAGUE,  
1, Central Buildings, Westminster, S.W. 1.

S. GEORGE'S, BLOOMSBURY.

(HART STREET, W.C.1. Museum Tube.)

MISS A. MAUDE ROYDEN will speak on the  
"FAMINE IN EUROPE"

on Sunday March 16th. at the close of the 11 o'clock service

A Series of LENT LECTURES will be given  
on THURSDAYS at 1.15 p.m., by the  
REV. EDWARD SHILLITO, of Buckhurst Hill.  
Subject—"THE RETURN TO GOD."

AUTHORITY: THE FUNDAMENTAL PROBLEM OF SOCIETY

A Course of LECTURES

on this subject will be given by

MR. HOMER LANE

(of the Little Commonwealth), at the

Central Hall, Westminster Every Tuesday at 8 o'clock

on March 18th, 25th, April 1st, March 18th, Subject: "FACTORS IN CONDUCT." Fees for three Lectures, reserved, 10s.; unreserved, 6s.; single tickets, 2s. 6d., can be obtained from the Secretary, Women's International League, 14, Bedford Row, W.C.1.

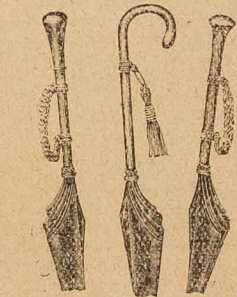


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## News from Societies.

**FARNHAM AND DISTRICT.**—An interesting little ceremony took place on February 21st, when a small group of members of the Farnham and District W.S.S. were present at the planting of a beech tree to commemorate the first casting of the Parliamentary vote by women. The site chosen was part of a piece of ground, known in the old records as "Paradise," which was recently given to the Farnham parish for rest and recreation. Miss Antrobus, President of the Society, scattered the first spadeful of soil over the roots, and later declared the tree to be "well and truly planted." Miss Eggar, nothing daunted by the rain which was descending in sheets, made a charming little speech, pointing out the appropriateness of planting a beech—the "mother" tree—with its wide-spreading branches typifying shelter; the glory of its spring foliage—childhood; the deep shade of its summer leaves—rest; the brave bronze of its winter crown, lasting until the return of spring—steadfast endurance, handing on the torch of life.

Later a meeting, held at the house of the Secretary, Miss Crundwell, was addressed by Miss Hilston, Organiser in the Surrey, Sussex, and Hants Federation. Miss Hilston spoke with deep earnestness of the needs and difficulties of women in the industrial world, and made an eloquent appeal to the members to stand together and to strengthen the great organisation which has done so much to help women in the past, and has won the respect of all classes of the community and of all parties in the State—the N.U.W.S.S. She pleaded with them to use their votes at the coming Annual Council so that the Union's power for concerted action may be increased in the future, rather than diminished. At the close of her speech the meeting passed the following resolution:—

"That the Farnham and District Women's Suffrage Society continue in lively existence, and instructs its delegate to the Annual Council to support in every way in her power the continuance of the central organization."

**CHESTER.**—On February 28th, at Haswell's Café, Miss Leadley Brown gave an address upon "Widows and the Poor Law," Mrs. Thomas presiding. She strongly advocated the adoption of widows' pensions for necessitous widows with dependent children in place of the present uncertain and unsatisfactory system of out relief under the Poor Law—a system producing over-worked and worn-out mothers and ill-cared-for and poor nourished children. It was pointed out that with no greater expenditure of money children could be cared for in their own homes rather than institutions or by foster-parents, and that a woman attending properly to her own home and children cannot fairly be expected to earn money outside to supply the place of the dead father. A resolution was passed, urging the Government to introduce a system of pensions for widows with young children as the audience was of opinion that reconstruction should start with the care of the future citizens.

## SOME PERSONAL RECOLLECTIONS OF MRS. ILLINGWORTH.

Mrs. Alfred Illingworth will be missed by hundreds who knew her personally and by thousands who did not, for her ardent, generous personality radiated far beyond the home circle and she gave freely of her thought, her energy, her love, her wealth, to individuals and causes innumerable. By many Institutions and Societies in Bradford, in London, in Paris, she will be sorely missed, but even more than the generous gifts were prized the kindly interest, the tender thought, the gracious acts, which she showered so freely on her friends, her servants, her tenants, her pensioners.

She retained to the very end of her life her freshness of outlook, her *joie de vivre*, her accessibility to new ideas and her diversity of interests. She must have been close on seventy years of age, when she went to enjoy the Winter Sports at Grindelwald. On a pair of double-bladed skates of her own design—for she inherited from her adored father, Sir Isaac Holden, something of his inventive genius—she industriously practised, day after day, on the arm of her teacher, the gentle art of skating. But what she chiefly enjoyed was to start off in the morning on a large wooden sleigh, with the guide Peter in attendance on the front seat, and career gaily down the snow-covered slopes and steep roads, in search of the ideal spot for lunch.

Picnics were always a great joy to her, and many a one have I enjoyed in her company, not only in Switzerland, but in the Yorkshire dales, in the beautiful grounds of Bolton or Fountain Abbeys, or on the heather-covered moors round Windermere. The making of the salad on these occasions was not so much an agreeable incident of the feast as a solemn rite. She prepared it herself after a secret recipe, the while the guests looked hungrily on, and when at last the bowl of succulent and delicate green-stuffs was handed round, she would look expectantly round and say "Well, is it good?" Which, indeed, it was.

She must have been nearly seventy, too, when she converted her drawing-room and lounge into one large room and laid a parquet floor. And here every evening before retiring, to the strains of the Angelus piano, she devoted a few moments to the Terpsichorean Muse. She was to the last an elegant and graceful dancer, and though forbidden by her doctor to over-exert herself, she had much ado to resist the seductive strains of that queen of waltzes "The Blue Danube."

I could speak of her in graver mood—of her truly religious spirit—her creed was "God is Love"; of her strenuous and serious work in the realm of politics and social progress; of her high sense of duty; but she lives chiefly in my mind as a gracious figure in her charming soft grey draperies, filmy laces and gleaming diamonds, retaining to the last her youthful spirit, her gaiety, her ardent, affectionate temperament, and after a long life, usefully, fully, joyously and unselfishly lived, passing peacefully and painlessly to that other fuller, more perfect life in which she earnestly believed.

O. A. E.

## MINISTRY OF HEALTH WATCHING COUNCIL.

Objects. The objects of the Council shall be:—  
(1) To watch the progress of the Ministry of Health Bill through all its stages.

(2) To take any action during the progress of the Bill considered necessary for the health of the nation, and to secure the adequate representation of women in the Ministry.

(3) To take any further action considered necessary for the health of the nation upon which the Council may decide after the passage of the Bill.

**Council.** The Council shall consist of women only, and shall include individuals and representatives of Women's Societies interested in the nation's health.

**Executive.**—An Executive Committee shall be formed, consisting of not more than thirty-five members of the Council, of whom twenty-five shall be elected by the Council, and the Executive shall have power to co-opt additional members, at its discretion, up to the limit specified. New candidates shall require nomination by a proposer and seconder, and nominations must be sent in not less than four clear days before the Council meeting at which election shall take place. This provision shall not apply to members co-opted by the Executive. The Executive shall be elected at the autumn quarterly meeting, and shall retire at the end of one year's service, and shall be eligible for re-election.

**Officers.** The Chairman and Honorary Officers of the Council shall be elected by the Council at the autumn quarterly meeting, and shall hold office for one year. The Executive Committee shall elect its own Chairman.

**Local Councils.** It shall be open to the Council to encourage the formation of Local Watching Councils, such Local Councils to be independent of the Ministry of Health Watching Council, and to be treated in every respect as other Women's Societies represented on the Council.

**Meetings.** The Council shall meet quarterly. A book shall be kept wherein all attending Council meetings shall sign their own names and write that of the body which they represent. The Executive, the President, or twelve members of Council may call an extraordinary meeting of Council. The Executive shall meet fortnightly or as often as shall be found necessary.

**Voting.** Council: The President shall have a casting vote, fifteen shall form a quorum; there shall be no proxy votes, and any majority shall be a majority. Executive: Five shall form a quorum.

**Representation.** Application from Societies to be represented shall be passed by the Executive and confirmed by the Council. Each Society shall appoint one representative. Should the representative of any Society be unable to attend a Council meeting she may send a proxy.

**Consent of Societies.** In adopting any schemes of action the Council shall only attach thereto the names of those individuals or Societies who do actually support its adoption.

**Finance.** An annual levy of five shillings for each Society represented, and two shillings and sixpence for each individual shall be paid to the Council on joining and in January of each year. If the Ministry of Health Bill shall be passed in all its stages, satisfactorily to the Council, and if the Council shall then decide to dissolve and there shall be any funds in hand, the Councils shall decide on their disposal.

**Alterations in Constitution.** Alteration in the Constitution of the Council shall only be made by the Council.

**Members of Watching Council.**—Lady Aberdeen, Mrs. Archdale, Councillor Mrs. Ashdown, Lady Askwith, Countess Brassey, Lady Frances Balfour, Mrs. George Cadbury, Mrs. Kitson Clark, Miss Collins, Miss N. Davies, Miss Dawson, Mrs. Dimsdale, Countess Ferrers, Miss Franklin, Mrs. Freke, Mrs. Garnett, Miss Gilliat, Mrs. Edwin Gray, Mrs. Gough, Mrs. Handley-Read, L.R.C.P., M.R.C.S., L.D.S., Muriel Lady Helmsley, Mrs. Henriques, Miss F. Herbert, Miss Amy Hughes, Miss Hunt, M.D., Councillor Mrs. Idris, Mrs. H. B. Irving, Miss Norah March, Miss C. Margesson, Councillor Mrs. Heron Maxwell, Mrs. Morris, Mrs. Mostyn, Mrs. Mustard, Mrs. Munro, Miss Naylor, Lady Nott-Bower, Miss S. V. Ogilvie, Viscountess Rhondda, Sibyl Viscountess Rhondda, Mrs. Broadley Reid, Dr. Adeline Roberts, Miss Ida Samuel, the Countess of Selborne, Mrs. Gilbert Samuel, Mrs. Montgomery Smith, Councillor Mrs. Ridley Smith, Miss Rosamond Smith, the Lady Henry Somerset, Lady Sykes, Miss Jane Turnbill, M.D., B.Sc., C.M.O., Q.M.A.A.C., Dr. Chalmers Watson, M.D., C.B.E., Mrs. Wragge, Miss Vivien.

The following Societies are represented on the Council:—Actresses' Franchise League: Dame May Whitty; Association of Head Mistresses: Miss Steele, M.A.; Association of Inspectors of Midwives: Miss E. Macrory, M.B., B.C.L., D.P.H.; Association for Moral and Social Hygiene: Miss Hessel; Association for Promoting the Training and Supply of Midwives: Miss Emily F. Ford; Association of Teachers of Domestic Subjects: Miss K. M. Buck; Association of Women Clerks and Secretaries: Miss A. M. Florence; Babies of the Empire: Miss Wrench; Bradford Ministry of Health Watching Council: Dr. Helen Campbell; Camberwell Maternity and Child Welfare Centre: Miss Elsie Hall; Camberwell Association of Infant Welfare Centres: Miss de Burgho Hodge; Catholic Women's League: Miss Balfe; Catholic Women's Suffrage Society: Miss A. E. Elliott; Church Army: Miss J. S. Walker; College of Nursing: Mrs. Cox Davis; Conservative Women's Reform Association: Mrs. John P. Boyd-Carpenter; Cottage Benefit Nursing Association: Mrs. Oliver-Bellasis; Criminal Law Amendment Bill Committee: Mrs. Percy Bigland; Federation of University Women: Mrs. Smedley McLean; Federation of Women Civil Servants: Miss Jenkins; Free Church League; Hammersmith and District Nursing Association: Miss Rodgers; Hammersmith Infant Welfare Centre: Mrs. Hepburn; Hampstead Council of Social Welfare: Miss Atherton; Invalid Children's Aid Association: Miss Broadbent; Joint Parliamentary Advisory Committee: Mrs. Torrey; League of the Church Militant: Miss E. M. Morrison; London Society for Women's Suffrage; Matrons' Council of Great Britain and Ireland: Miss Heather-Bigg; Medical Women's Federation: Lady Barrett; Midwives' Institute: Miss Gibson; National Association of Women Pharmacists: Miss C. A. Andrews; National Baby Week Council: Mrs. Duncan Harris; National Council of Trained Nurses: Mrs. Bedford Fenwick; National Council for the Unmarried Mother and her Child: Mrs. J. Gluckstein; National Federation of Women Teachers: Miss E. E. Froud; National Health Society: Miss Lankester; National League for Health, Maternity and Child Welfare: Miss Bunting; National Society of Day Nurseries: Miss E. Maddock; National Union of Trained Nurses: Miss Rimmer; National Union of Women's Suffrage Societies: Miss Chrystal Macmillan; North St. Pancras School for Mothers: Mrs. H. B. Gair; Passmore Edwards' Settlement School for Mothers: Miss E. Thonless; Poor Law Infirmary Matrons' Association: Miss Barton; Princess Club for Mothers: Mrs. Hawke, Miss Ridpath;

## THE PRIME MINISTER'S APPEAL.

## Great Task Before The Nation.

## INCREASED EFFICIENCY NEEDED ALL ROUND.

## How Pelmanism is Helping Thousands to Succeed.

No one can read the Prime Minister's speech at the opening of Parliament without feeling that, always provided that the people of this country rise to the height of the opportunities now opening before them, the business and industrial future of the nation ought to be even more brilliant and successful than its past has been.

The war has left behind it many burdens. These burdens, as Mr. Lloyd George said, "bear heavily upon all purses and upon all industries." But "the world has not been supplied during the last four or five years with some of the essential ingredients of work for the countries which constitute our markets. In railways, textiles, ships, in furniture, in building, there are great arrears." And "all these have got to be made up." So, as the Prime Minister pointed out, "there is no danger of unemployment if certain essential conditions of employment are adhered to."

## THE NEED OF THE DAY.

Every reader will agree that one of the most essential of these conditions is increased efficiency. Increased efficiency is the vital need of the moment. Everywhere more efficiency is needed: in our businesses, in our industries, in our commercial undertakings, and in our public services. We need more efficiency in Parliament, and more efficiency amongst the members of the public. We want more efficiency in order to cast off the burdens which will otherwise handicap us, and we want more efficiency in order to reconstruct a finer world than that which the war has tumbled into ruins.

In every trade, in every business, in every profession, in every occupation, thousands are finding the need for greater personal efficiency if they are to make the best of their opportunities now and in the future. And thousands, too, as the letters printed on this page show, are finding that by Pelmanising their minds they are securing that increased efficiency which they so greatly need, and which is helping them to increase their incomes and to widen their opportunities of advancement.

Pelmanism is helping thousands to succeed. It will help those who read these columns to succeed also if they accept the opportunity which is given them to-day.

## THE GREATEST BUSINESS ASSET.

## A Pelmanist's Resolve.

## Higher Pay, Rapid Promotion, and Bigger Profits through Pelmanism.

Here is a letter which has just been received by the Pelman Institute:—  
In sending completed lesson-sheet of the last lesson of the Course, I wish to place on record my appreciation of the Training I have received during the past nine months.  
I am glad to think that the Course has been taken up at this stage of my life, when but a youth, for it has imbued me with a realisation of the great part I have to play in the next few years towards building up a new England after the ravages of the war. (H. 12425.)

That is the spirit which is going to pull us through all our difficulties. And if Pelmanism did no more than to produce this spirit of Optimism and Determination in the minds of those who followed it, it would still be performing a great national service.

## PELMANISM IN BUSINESS.

But Pelmanism does far more than this. During the war Pelmanism helped hundreds of thousands of officers and men to use their minds efficiently, and by doing so they became better soldiers, and secured, in innumerable cases, rapid promotion and advancement, and now that the war is over Pelmanism is helping thousands of men and women in business and industry to secure higher positions, and to double and treble their income-earning power.

The following are taken from a recent post bag:—  
"I may say that this week my firm offered me the position of Assistant Secretary, after being an assistant in clerical work for nearly fourteen years, and I venture to think that this is the result

of my improved capabilities (due to your system) having come under the notice of the management." (D. 16296.)

(I have secured) "a decidedly improved memory, a wider range of ideas . . . as regards the working of the mind—a more hopeful outlook, and a much greater faith in myself; last, but not least, two rises in twelve months." (B. 10113.)

In the first example we have the case of one who has worked for nearly fourteen years without apparently much recognition of his services. He takes a course of Pelmanism, improves his capabilities, and immediately attracts the notice of the management, and secures promotion. The other writer—a woman—gains from her course a greater faith in herself, and, this being reflected in her work, she is given two rises in a year—and doubtless others will follow.

## DOUBLED INCOMES.

Letters are pouring in in thousands from Business and Professional men and women testifying to the immense value Pelmanism has been to them as a means of securing higher pay, rapid promotion, and bigger profits.

Hundreds state that they have actually doubled their incomes as a result of practising Pelmanism. Others report an increase in earning power of 200 per cent., and at least one case could be reported of a Pelmanist who had received an increase of 600 per cent. since adopting this wonderful system.

## HIGH POST SECURED.

"After taking up Pelmanism for about three months," writes a Departmental Manager, "and working through about four lessons, I was offered a very high post in the firm in which I am employed. This necessitated me devoting the whole of my energies to starting and systematising a new department, so that my time has been fully occupied."

"This advancement, which incidentally doubled my salary (which was not inconsiderable before), I attribute entirely to Pelmanism."

Letters such as these come not only from employees in every conceivable business and industry, but also from employers, who find Pelmanism of the utmost help in increasing their business efficiency, and thereby adding to their profits.

"The Pelman Course is by far the best investment I ever made," writes a merchant. "The Course is so very interesting from beginning to end, and I would have no hesitation in recommending it as a sure cure for mind-wandering and forgetfulness. It has improved my self-confidence greatly, and made me much more observant. No business man should be without the Pelman Course."

Convinced of the value of Pelmanism in business, many important firms have recently enrolled their entire staffs for courses of Pelman Training, knowing that the cost of the fees would be repaid them over and over again in the increased efficiency of their employees.

## AN INTELLECTUAL TONIC.

But Pelmanism is not only adopted by those who wish to win Business, Professional, or Social Success. It is not only an Income-increaser, it is an intellectual tonic.

Hundreds of people practise Pelmanism because it widens and enlarges their minds, sharpens their perceptions, makes them happier.

"My health has considerably improved," writes a lady. "The Pelman Course has given me a new start in life after a most serious illness. It has helped me to regain confidence in my mental and physical nature, and I have now a happy outlook on life and no fears for the future. Before taking up the Course I feared my memory and powers of concentration were much disturbed, but under right training they are quite normal. The system has also helped me to know my true self, my possibilities and weaknesses, and knowing the latter and the cause, I am eradicating them." (D. 12330.)

## THE TRIUMPH OF PELMANISTS.

Easy and delightful to follow, involving no hard work itself, but making all work easier and more interesting, helping thousands to success and brightening the lives of thousands of others, Pelmanism is advancing by leaps and bounds amongst all classes of the community. Pelmanists are everywhere—and wherever you find Pelmanists there you find men and women confident of their powers, sure of their aim, and advancing speedily and sometimes rapidly towards whatever goal they have set before them.

Full particulars of the Pelman Course are given in "Mind and Memory," which also contains a complete descriptive Synopsis of the twelve lessons. A copy of this interesting booklet, together with a full reprint of "Truth's" famous Report on the work of the Pelman Institute, and particulars showing how you can secure the complete Course at a reduced fee, may be obtained gratis and post free by any reader of THE COMMON CAUSE who applies (by postcard) to the Pelman Institute, 177, Pelman House, Bloomsbury Street, London, W.C. 1.

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### SUGGESTIONS FOR THE SUPPLY AND ORGANISATION OF AGRICULTURE LABOUR.

(We have received the following interesting and practical scheme, which we are glad to be able to publish in full.)

1.—That the farmers be urged wherever possible to make a practice of employing families rather than individuals.

It is suggested that the wives and daughters of the permanent farm hands should be employed for milking and the care of the young stock, and that the children, as they become old enough, should also be employed in the lighter forms of farm work. (It would be possible in most cases for a labourer's wife to undertake milking night and morning, and yet have time for the care of her home.)

This practice would lead to the following results:—

(a) The farmer would be able to employ a smaller number of permanent hands.

(b) The labourer's household would receive a greatly increased weekly income, which would ensure a higher standard of living, and in all probability too a better class of labour.

(c) The work of the farm would be the interest of the whole family instead of being, as in the past, the interest only of the man.

2.—That the Board of Agriculture of the County Councils be urged to set up farm schools in each County, where the wives, sons, and daughters of farm labourers would obtain instruction in milking and certain branches of farm work; these schools to be quite distinct from the Agricultural Colleges, where the whole subject of agriculture is taught. Scholarship might, however, be granted from the schools to the College.

3.—That wherever possible the demand for seasonal work be met by local labour, village women being employed under recognised forewomen.

4.—That where local labour is not sufficient for the seasonal work, gangs of young men and gangs of young women should be employed under foremen and forewomen.

The gangs could be engaged by the Farmers' Association and work in definite areas, so that each gang could have a permanent headquarters, or else move to a succession of recognised billets. A precedent for this is already in existence in Surrey, since the Farmers' Association has just engaged two women milk recorders to work in different areas, and go from farm to farm belonging to the members of the Association, the salaries of the milk recorders being paid by the Association. In the same way the wages of the gangs and foremen and forewomen could be paid by the Farmers' Association, the individual farmers paying the Associations for the work done at piece rates. In this way the loss for wet weather would fall on the whole Association, and not on the individual farmer. In a fine season the Association would stand to gain; in a wet season to lose. The members of the gang would be paid a regular weekly wage, the foremen and forewomen being paid a higher rate.

These gangs could be considered the recognised means by which young men and young women from the towns could obtain employment on the farms. It has always been easy for the children of agricultural labourers to get employment on the farms, but no farmer wishes to take unskilled labour from the towns and pay for it while it is being taught. But the gangs would overcome this difficulty, as it would be perfectly possible for each gang to take on three or four novices each season to work alongside the skilled workers, and the practical training which these novices would obtain would be admirable. They would be taught each piece of work in its season, and in going from farm to farm would be accustomed to different methods and work on different soils. The work of the gangs could be watched and tested from time to time, and the really promising workers granted scholarships to the Agricultural Schools. In fact, the gangs might be regarded as the preparatory for the farm or secondary schools would lead on to Agricultural Colleges.

The work of the gangs could be arranged as follows:—

April, May, June, July—Hoing and Weeding.  
June, July—Haymaking.  
August, September—Harvesting.  
September, October—Potato lifting.  
November—Mangold pulling.  
December, January, February, March—Manure spreading, hedging and ditching.

The gangs could also be used during the winter months for faggoting, timber cutting, and afforestation, and during these months a fortnight's holiday could be granted to each member of the gang. This arrangement will have the following results:—

(a) Less permanent labour would be required on the farms, and that labour would be better paid and more highly skilled.

(b) A channel would be provided through which fresh labour from the towns could be drafted on to the farms and trained in farm work.

(c) It would be possible to ensure that no pupils were sent to the farm schools who had not already shown a real aptitude for farm life.

(d) Those who went to farm schools would have received their practical lessons first, and would be in a much better position to profit by the instructions in theory that they would receive at the schools than if they had gone straight to the schools from the towns.

#### Notes.

It would, of course, be open to country boys and girls to join the gangs.

Farmers could, if they wished, engage permanent labourers from the gangs after due notice had been given to the foremen or forewomen, who would have to fill up the vacant place.

Application to join the gang would be made through the Employment Exchanges, which would have the addresses of the gang, foremen and forewomen in their county, or application could be made through the education authorities, which would naturally be asked to further the scheme in every way possible.

### BARNETT HOUSE.

The high practical value of disinterested scientific research was instanced on Saturday at Barnett House (the Oxford Centre for Social and Economic Study and Discussion), when Dr. Vernon (Investigator of the Industrial Fatigue Research Board) lectured on "How Can Industrial Efficiency be Attained?"

The dwindling section of people who believe that by shortening workers' hours the employer faces financial ruin, and the increasing section who feel dimly sure that the shorter the hours the better the output, may be equally silenced and convinced by looking at incontestable statistics that show the truth to lie between these two extreme points of view. Within limits, reduction of hours can lead to increase of output. These limits are set by the operation of over-fatigue, and it seems possible to assess them with very approximate certainty from experiments made in munition works on repetitive processes in which it was possible to vary no single factor except the factor of hours. So tested, it would seem that for many industries a forty-four-hour, or even a forty-hour week represents reasonable working time, allowing for some spare energy in the worker for recreation or self-education, but the economic factor of competition with other countries must be considered, and may prove a hindrance; nor is it possible to lay down the same rule for every industry, workers on watching machines, for example, bringing no greater output for having shorter hours. A disturbing factor, and one that needs the searching force of daylight, is the immense drop in the percentage of output in the coal industry of the United Kingdom as between 1888 and 1911, to balance the immense rise in output in America and some of the colonies. While it calls for an explanation into which many considerations must enter, it would seem that restriction of output may possibly be the chief cause; and that the first charge on our country will be to investigate this matter openly, dispassionately, and scientifically, and to remove any cause that could make the labourer work as little as possible, whether that cause be the mistaken idea of the worker, by which he thinks the less work he does the more there will be for everybody, or whether it be distrust and suspicion of the employer.

### BRITISH WOMEN'S EMIGRATION ASSOCIATION.

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

MARCH 17.

Poplar—Presbyterian Settlement, East India Dock Road, Girls' Club—Speaker: Miss Reif—Subject: "The Importance of the Women's Vote." 8 p.m.

MARCH 23.

Reigate—Hethersett, Gatton Road, by kind invitation of Mrs. Auerbach—Speaker: Miss Margaret Jones—Subject: "The Agenda of the Annual Council Meeting of the N.U.W.S.S." 3.30 p.m.

## Coming Events.

### NATIONAL FEDERATION OF WOMEN TEACHERS.

MARCH 15.

Memorial Hall, Farringdon Street, E.C. American Sale—Twelve Stalls, Ladies' Orchestra, Concerts, Teas, &c. Object: To clear off debt on Albert Hall Meeting in support of Equal Pay, and to raise money for future work. 3 to 8 p.m.

### ARTS MISSIONARY CAMPAIGN.

MARCH 15.

Christ Church, Victoria Street, Westminster. Musical Devotion with address by brother Ernest Newlandsmith. Subject: "Spiritual Peril." 3.15 p.m.

### CHRISTIAN SOCIAL UNION.

MARCH 18.

Mary-le-Bow Church, Cheapside. Midday Sermons—Lent, 1919. Preacher: The Rt. Rev. Bishop of Stepney. Subject: "Public Worship." 1 p.m.

### LEAGUE OF THE CHURCH MILITANT.

MARCH 19.

All Saints' Institute, Newby Place, Poplar. Public Meeting. Speaker: Miss Maude Royden. Subject: "The Position of Women in the Church." 8.30 p.m.

### NATIONAL ASSOCIATION FOR THE PREVENTION OF INFANT MORTALITY.

MARCH 20.

12, Buckingham Street, Strand. Speaker: C. F. Preston Baly, Esq., M.R.C.S., L.D.S. (Dental Surgeon, Gt. Northern Central Hospital). Subject: "The Care of the Teeth." 7 p.m.

MARCH 24.

1, Wimpole Street. Speaker: Mrs. Greenwood (Sanitary Inspector and Health Visitor to the Borough of Finsbury). Subject: "Home Visiting." 8.30 p.m.

### THE WOMEN'S INDUSTRIAL LEAGUE.

MARCH 20.

Central Hall, Westminster. National Women's Meeting. Speakers: Mr. Ben H. Morgan, Miss Naylor. Chairman: The Viscountess Rhonda. Object: To secure the redemption of pledges made by the Prime Minister to the Women's Industrial League on Women's Work, Rates of Pay, Training, and Representation. Admission Free: Tickets from W.F.L., 1, Central Bldgs., Westminster. 7.30 p.m.

### CHILD STUDY SOCIETY, LONDON.

MARCH 20.

Royal Sanitary Institute, 50, Buckingham Palace Road, S.W.1. Discussion on "Training of the School Girl in Infant Care." 6 p.m. Opened by Mrs. K. Truelove.

### BRIGHTON AND HOVE WOMEN'S LOCAL GOVERNMENT ASSOCIATION.

MARCH 20.

Municipal Arts Gallery, Church Street, Brighton. Speaker: Dr. Rawdon Wood. Subject: Municipal Powers for Maternity and Child Welfare. Discussion to follow. 6 p.m.

MARCH 20.

Ralli Hall, Hove. Speaker: Mr. W. Jermyn Harrison, B.A. Subject: "How Towns are Governed." 5.30 p.m.

### HASTINGS AND ST. LEONARDS WOMEN CITIZEN'S ASSOCIATION.

MARCH 21.

4, Wellington Square, Hastings. Speaker: Miss E. M. White. Subject: "Active Citizenship." 7 p.m.

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**DEATH.**

**TUCKER.** — On Sunday, March 9th, at Ivydene, Bridport, Gertrude G. J. (Leighton) Tucker, beloved wife of Rev. W. Lyddon Tucker, M.A.

**ANNOUNCEMENTS.**

**CHRISTIAN SOCIAL UNION** (London Branch) Lent Sermons. 1. At Bow Church, Cheapside, on Tuesdays, at 1 p.m. March 25th, Rev. C. Coleridge Harper, "Man: His Potentiality and Environments." 2. At Christ Church, Westminster, on Wednesdays, at 1.15 p.m. March 26th, Rt. Rev. the Bishop of London, "A New Earth."

**MISS A. MAUDE ROYDEN** preaches in the City Temple, Holborn Viaduct, E.C.4, next Sunday, at the 6.30 p.m. service. Subject: "The Search for Truth."

**HELP WANTED.**

**SUFFRAGE SOUVENIR AND JUMBLE SALE** at 5, Duke-street, Adelphi, W.C.2 (close to Charing Cross Station), on Saturday, March 22nd, at 3 p.m. The premises rented by the International Suffrage Shop having been sold over its head, an appeal is made for Suffrage Souvenirs and White Elephants. About £400 is urgently needed in order to clear up the loss on trading due to the war. During the eight years the shop has been running some thousands of copies of the COMMON CAUSE have been sold. Will all readers do what they can to help? —Parcels should be sent as soon as possible to Miss Trim, International Suffrage Shop, 5, Duke-street, Adelphi, W.C.2.

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