

THE VOTE,
Nov. 23, 1923.
ONE PENNY.

COME TO THE FAIR TO-DAY!

THE VOTE

THE ORGAN OF THE WOMEN'S FREEDOM LEAGUE.

VOL. XXIV. No. 735.

(Registered at the General Post Office as a Newspaper and transmissible through the post in the United Kingdom at the newspaper rate of postage, but to Canada and Newfoundland at the Magazine rate.)

FRIDAY, NOV. 23, 1923

OBJECT: To secure for Women the Parliamentary vote as it is or may be granted to men; to use the powers already obtained to elect women in Parliament, and upon other public bodies, for the purpose of establishing equality of rights and opportunities between the sexes, and to promote the social and industrial well-being of the community.

PRINCIPAL CONTENTS.

HELEN TAYLOR: FIRST WOMAN PARLIAMENTARY CANDIDATE.

WOMEN PARLIAMENTARY CANDIDATES (List).

WOMEN AT HOME AND ABROAD,
GREEN, WHITE, AND GOLD FAIR.

THE WOMEN'S ELECTION.

WOMEN PARLIAMENTARY CANDIDATES.

EQUAL PAY IN THE CIVIL SERVICE,
By a Woman Civil Servant.

IN PARLIAMENT. F.A.U.

SPECIAL ELECTION FUND

Now we have our splendid chance to get more women into Parliament, we want speakers, workers, motors and money to help in the fight. Please send to the office at once. Many women are standing for elections, but we must see that they head the polls.

WE MUST HAVE £500 AT ONCE

for the expenses of our Election Campaign, to take our full share at this critical time when women's help is so badly needed in the Councils of the Nation.

HOW MUCH ARE WOMEN M.P.s WORTH TO YOU?

Please decide at once, and forward your donation to:—

WOMEN'S FREEDOM LEAGUE,
144, High Holborn, W.C. 1.

E. KNIGHT,
Hon. Treasurer.

HELEN TAYLOR : FIRST WOMAN PARLIAMENTARY CANDIDATE.

In "Recollections of a Labour Pioneer," by F. W. Soutter, which is a treasure trove of fascinating and first-hand information regarding the political and municipal life of London during the last fifty years, the author devotes a chapter to the work of Helen Taylor, the gifted stepdaughter of John Stuart Mill, on the London School Board, and to her Parliamentary candidature for North Camberwell, in 1885, right up to the day of nomination, when the Returning Officer, exercising the power which the law then vested in him, refused to accept the nomination fee and form. Mr. Soutter, who so gallantly helped Miss Taylor in this contest, writes:—

"The Liberal Association had adopted as their prospective candidate Mr. W. A. Coote, the able Secretary of the Vigilance Association, a body whose objects filled a foremost place in Miss Taylor's political programme. With her the twin questions of personal purity and the freedom of women from the degrading inspection and examination by medical and police officials, to which so many of them were then subjected, were questions that admitted of no compromise. For many years she had been one of Mrs. Josephine Butler's most zealous helpers, and it should be here remarked that the Contagious Diseases Acts were still in force, their complete repeal not being effected until the following year. About five weeks before the Dissolution, the Association revoked its decision, rejected Mr. Coote, and installed another candidate in his place. Then it was that Miss Taylor resolved to offer herself as a candidate. She was impelled to take this desperate plunge by her passionate devotion to the twin causes above mentioned.

Thirteen Women and One Man.

"It is difficult to say what the result would have been, had Miss Taylor been permitted to go to the poll. During the time the contest lasted, the predominant effect seemed to be one of amazement rather than of understanding. . . . It must be remembered that she was appealing to men only, . . . for the Parliamentary woman voter did not then exist.

"The Election campaign as drawn up by Miss Taylor contained one item to which she attached particular importance. This was a mass meeting whereat the platform was to consist of some thirty women, each distinguished either in literature or in holding some important public official position, and with these women was to sit just one man—that distinguished writer, speaker, and thinker, George Jacob Holyoake, then approaching his ninetieth year.

"Forty-eight hours before the meeting, news came that we should not be allowed to carry it through; the platform was to be stormed, and the promoters ejected. . . . Fortunately, I had prepared for the worst, and was not caught napping.

"The lady who occupied the Chair was, if I remember aright, Mrs. Ethel Leach, who was at the time Chairman of the School Board for Great Yarmouth. She opened with a speech of nearly half an hour's duration. Miss Taylor followed. She was in one of her most eloquent, earnest, and commanding moods, spoke for just one hour, and resumed her seat amidst applause."

The Biter Bit.

The assailing party did not begin their attack until later in the evening. Suffragettes will find some satisfaction in reading: "Several of the ruffians, who had come prepared, if need be, to subject thirty women and one very old man to a violent assault, took home with them faces which bore eloquent testimony to the fact that the weapons they had started to use against the promoters of the meeting had recoiled in a most deadly fashion upon themselves."

We are told that the open-air meetings in support

of Helen Taylor's candidature were eminently successful, and that her contest awakened throughout the United States an interest as great as, if not greater than, in this country. Henry George wrote her an enthusiastic congratulatory letter on her candidature, and Mr. Soutter says, "none would be more delighted than he to recognise that the first woman of the British House of Commons was an American woman, one of his own countrywomen."

WOMEN PARLIAMENTARY CANDIDATES.

The following women have been definitely adopted, by their respective Political Parties, as Parliamentary candidates for the following constituencies. The majority of these women are standing for re-election, and against these are recorded the number of votes they polled at the last General Election, in 1922.

Unionist:

THE VISCOUNTESS ASTOR (13,924), Plymouth (Sutton).
MRS. HILTON PHILLIPSON (12,000), Berwick.
DAME HELEN GWYNNE-VAUGHAN (8,066), Camberwell (N).
THE HON. MRS. BRODRICK (9,138), Denbigh.
THE DUCHESS OF ATHOLL, Kinross and West Perth.
LADY BAXTER, Dundee.
MISS IRENE WARD, Wansbeck.
MRS. WOODS (Ind. U.), Belfast (West).
MISS PILKINGTON, St. Helens.
MISS VIOLET ROBERTSON, St. Rollox (Glasgow).

Liberal:

MRS. WINTRINGHAM (11,609), Louth (Lincs).
LADY TERRINGTON (11,154), South Bucks.
MRS. CORBETT ASHBY (5,673), Richmond.
HON. LADY BARLOW (5,802), High Peak.
MISS MARY GRANT (9,554), Pontefract.
MRS. STEWART BROWN (6,300), Waterloo (Liverpool).
MISS HELEN FRASER (9,336), Hamilton (Lanark).
MRS. R. CLARKSON, Moseley (Birmingham).
MRS. H. FOLLAND, Gower (Glamorgan).
MRS. MARCUS DIMSDALE, Cambridgeshire.
MISS URSULA WILLIAMS, Consett, Durham.
MRS. GEORGE CADBURY, King's Norton.
MRS. ROWKEY MOODY, Hanley, Stoke-on-Trent.
MRS. OGILVIE GORDON, Hastings.

Independent:

MRS. OLIVER STRACHEY (7,804), Middlesex: Brentford and Chiswick.

Labour:

DR. ETHEL BENTHAM (5,900), Islington (E.).
MISS MARGARET BONDFIELD (14,498), Northampton.
MISS SUSAN LAWRENCE (6,747), East Ham (N.).
MRS. BARTON (Co-op., 7,017), King's Norton.
MISS MINNIE PALLISTER, Bournemouth.
MRS. M. A. HAMILTON, Chatham.
THE COUNTESS OF WARWICK, Leamington.
MISS DOROTHY JEWSON, Norwich.
MISS E. C. WILKINSON, Ashton-under-Lyne.
MRS. E. A. BENNETT, Banbury.
MRS. A. CORNER, Farnham (Surrey).

OUR ADVERTISERS

like to know the results of their Advertisements. When writing them, mention THE VOTE.

WOMEN AT HOME & ABROAD. GREEN, WHITE & GOLD FAIR.

Women's Law Successes.

At the recent examinations of the Law Society, the following women were successful:—Intermediate Examination: the Misses Margaret Ivy Blyth, Lilian Doris Elder, Doris Mary Hobrow, and Dorothy Und; Trust Accounts and Book-keeping: the Misses Wilhelmina Telfer Leviansky, Cicely Plumb Smith, and Iola Blanche Winifield Swan; Final Examination: the Misses Charlotte Maud Beatty, B.A., Oxon, Cecilia May Cruttwell, M.A., Oxon, Beryl Edith Rotherham Formoy, Winifred Lewis, Isabel Marianne Crane Ritchie, LL.B., Victoria, Kathleen Stephens, and Catherine Charlotte Tritjen.

Women Barristers "Called."

Three women were amongst those called to the Bar last Monday. They were the Misses Winifred Nellie Cocks, and Maria Alice Westell, at the Middle Temple, and Miss Edith Jane Douglas Morrison, at Gray's Inn. Miss Cocks is a mistress in a secondary school, and Miss Morrison is an inspector in the Insurance Department of the Ministry of Health. The number of women barristers is now 24.

American Pen Women.

American women authors, poets, dramatists, journalists, scenario writers, and the allied clan of publishers, lecturers, and editors, will meet in convention at Washington next spring, when the Authors' Congress will meet under the auspices of the League of American Pen Women. This will be the first time that a general conference of all phases of literature, bringing together women prominent in letters and journalism, has been held. The organisation has a membership of 2,000.

Educational Pioneers.

Miss Penelope Lawrence, M.A., Headmistress and Founder of Roedean School, Sussex, is about to retire, after 38 years' work, with her sisters, the Misses Dorothy and Millicent Lawrence, co-founders and house-mistresses at the same school. Roedean School was first opened in Brighton in 1885, and was moved to its present position in 1899. It is one of the best-known girls' schools in the country. A school on exactly similar lines, also known as Roedean, was founded in South Africa some years ago by a fourth sister, Miss Theresa Lawrence.

Woman Barrister's Gift.

The first woman barrister, Miss Ivy Williams, is the first woman to be accorded the D.C.L. Oxford, which she obtained by a thesis on the Swiss code. She has given a munificent gift to the University to found scholarships in jurisprudence. We are glad to learn that the Government is allocating, for ten years, £4,000 (of its annual grant to Oxford of £60,000) to the women's colleges.

Poetess Occupies Pulpit.

Miss Morgan, the American poetess, was invited to read her poems last Sunday from the pulpit of the Chapel Royal, Savoy. She is the first woman who has done so. Her war poem, "The Unknown Soldier," was the memorial for the American Pen-Women's League. This poem she read over the bier of the Unknown Soldier at the memorial ceremony held at Washington on November 10th, 1921.

Women Pig Breeders.

The Southdown Large Black Pig Breeders' Club, in the Ditchling area of Sussex, was founded by two women and a man, the Misses Lucas and Mr. R. Motte-Harrison, who have developed under difficult circumstances what may be described as a smallholders' pig industry.

The Annual Green, White, and Gold Fair will be held on Friday and Saturday, November 23rd and 24th, in the Basement Hall, at the Central Hall, Westminster, and will be opened on Friday, November 23rd, at 3.30 p.m., by The Lady Amherst of Hackney, and on Saturday, November 24th, at 3.30 p.m., by Miss Lilian Barker. The Fair will be open from 3 to 9 p.m. The Chair will be taken on the Friday by Councillor Mrs. Schofield Coates, J.P., and on Saturday by Dr. Octavia Lewin.

STALLS AND STALLHOLDERS.

The Stalls at present arranged for the League are:—
Hampstead Branch.—Handkerchiefs, Antiques, and White Elephants. Miss Goodliffe, Miss Lyndon, Miss Vibert, and Mrs. Harvey James.
Montgomery Boroughs Branch.—Welsh Produce and General Stalls. Miss Alix M. Clark, Mrs. Elias, Miss Elias, Miss Pritchard, and the Misses Codd.
Portsmouth Branch.—Household. Mrs. Whetton and Mrs. Tanner.
South-Eastern Branches.—General Stall. Miss White, Mrs. Kither, Mrs. Strickland, and the Misses Stone.
Scotch Branches (Edinburgh and Glasgow).—Woollies. Miss Munro, Miss Eva Munro, and Miss Steven.
General Stall.—Mrs. Thomas, Mrs. Abbott, and Miss Furbank.
General Stall (2).—Mrs. Lloyd.
Overalls and Aprons.—Mrs. Mustard, The Misses Underwood, Mrs. Bayne, and Miss Brewer.
Pound Stall.—Miss Merridith, The Misses Stutchbury, and Mrs. Lawrence.
Stationery Stall.—Mrs. Preece, Mrs. Armev, Miss Thomas, and Miss Wilkerson.
Toy Stall.—Mrs. Knight, Mrs. Shore, Mrs. Nettleton, Mrs. Mockford, and Mrs. Moccock.
White Stall.—Mrs. Holmes, Mrs. Catmur, and Mrs. Trafford Williams.
Hygiene Stall.—Dr. Octavia Lewin, Dr. Patch, and Miss Welstead.
Literature Stall.—Miss Telling, Miss Kirby, Miss Branson, and Mrs. Aucott.
"Vote" Stall.—Mrs. Flowers, Mrs. Northcroft, Mrs. Evans, Mrs. Newsome, and Mrs. Hanscomb.

The Competitions and Games will be under the direction of Miss Dickeson, Mrs. Whitley, Mr. Clayton, and members of the Golders Green Branch.

The part of the Hall reserved for the games will be decorated to represent "A Corner of Old Bagdad," with all the magic and wonders of the East. Members and friends must make a special effort to visit this part of the Fair.

ENTERTAINMENTS.

The Entertainments will be varied and attractive, and will include Readings by Henrietta Leslie and Mr. F. W. Soutter; Recitations by Miss Bessie Broomhall, Miss Jacob, and Mrs. Harvey James; Songs by Miss Mary Baker, Mrs. Cunningham, Miss Marianne Elias, Mrs. Eleanor Coates, Miss Stella Godwin, Miss Fred Thomas, Mr. Frank Legge, Mr. Percy Kelly, Miss Newman, Mr. Eric Richmond and Mr. Frost; Piano Solos by Mrs. Van Raalte, Mrs. Rush, and Mr. P. A. Hurren. The Concerts will be given at 5.30 and 7.15 each day, and will be under the direction of Mrs. Legge. Character Readings will be given by Mrs. Grace Goodall and Mrs. Spon, and Phrenology by Mr. F. Sons and Mr. S. W. Marshall.

The Teas, Suppers, and Refreshments will be served at moderate prices, and have been undertaken by Mrs. Fisher, Mrs. Pierotti, and the Minerva Club and Café.

SOCIETIES TAKING STALLS.

The Nine Elms Settlement.
The League of the Church Militant.
The Catholic Women's Suffrage Society.
The Bucks Cottage Workers' Agency.
The Friends Relief.
The Friends of Armenia.
The Food Education Society.
St. Dunstan's.
The Montessori Society.
The Theosophical Society.
The British Esperanto Association.
The Stonehenge Woollen Industry.
Miss Burwood (Beads).
Madame Buie (Egyptian Industries).
Minnie Culverwell (Handicrafts).
Miss Ramsey (Roumanian Goods).
Miss Phyllis Mott (East European Agency).
The Misses Shuffrey (Ymagynatyf Pottery).
Miss Nettleton (Association for the Deaf and Dumb).

THE VOTE.

Proprietors: THE MINERVA PUBLISHING CO., LTD.
Offices: 144, High Holborn, W.C. 1.

FRIDAY, NOVEMBER 23rd, 1923.

NOTICE.—Letters should be addressed as follows:—
To the Advertising Manager—on advertising.
To the Secretary—on all other business, including VOTE orders, printing, and merchandise, etc.

EDITORIAL.

The Editor is responsible for unsigned articles only. Articles, paragraphs, or cuttings dealing with matters of interest to women generally will be welcomed. Every effort will be made to return unsuitable MSS. if a stamped addressed envelope be enclosed, but the Editor cannot be responsible in case of loss.

THE WOMEN'S ELECTION.

As the General Election draws nearer, women are becoming more and more jubilant. Whatever Party comes into power in the next Parliament, we can be sure that it will not be able to afford to ignore the immense influence that women will exert at this Election. The last General Election took place on November 15th, 1922, and the incoming Government declared for a policy of tranquillity. Women could not expect to get a great deal out of that policy. They certainly have nothing for which to thank that Government. It deliberately, throughout its tenure of office, shelved the question of the equal enfranchisement of women with men, and we consider it is a monstrous injustice that at the third General Election after the partial enfranchisement of our sex, no woman in this country under thirty years of age is allowed to vote, whereas almost any young man from the age of 21 can exercise a vote. As the Home Secretary informed Mr. Foot (Bodmin) last week, there are 12,479,161 women over 21 years of age in this country, but out of that number only 7,831,583 are entitled to vote at this Election; but out of the 10,754,022 men over 21, 10,449,820 are entitled to vote. That is certainly not representative government as we understand it. As to the Sex Disqualification (Removal) Act, the outgoing Government has done nothing to enforce its provisions in regard to the employment of married women, but, without protest, has practically acquiesced in the dismissal of women, solely on the ground of marriage, employed in various capacities by local governing authorities. It is true that Major Entwistle's Matrimonial Causes Bill and Lady Astor's Liquor Bill were passed into law, but in both cases it was rather in spite of the Government than with that Government's assistance! Then, too, the President of the Board of Education proposed to differentiate still further in the salaries of men and women teachers, and the Government's Anderson Committee reported very adversely in regard to equal pay for men and women Civil Servants. Perhaps our greatest grievance is that the Government failed to make any provision of work for unemployed women. In spite of the fact that a fifth of the million and a quarter unemployed persons were women and girls, the Government could decide to plan work for men to the amount of fifty million pounds, but not a penny of it was to provide work for women. If women under 30 years of age (and these form the great majority of unemployed women) had the Parliamentary vote, we do not think it would have passed the wit of politicians to devise schemes of work for them. So it is somewhat with a feeling of relief that we bid adieu to the old Government, with its old-fashioned ideas, and look forward to a new one, with fresh Members and a more alert outlook on the things that matter.

Our own part in this Election is clearly defined. We appeal to all our branches, members, and friends to give all the help they possibly can to any woman Parliamentary candidate in their district, irrespective of the political Party to which that woman belongs, for we believe that the election of women to Parliament is the quickest way to secure all the reforms for which women are working.

We have written to Mr. Baldwin (as head of the Conservative Party), to Mr. Asquith (as head of the Liberal Party), and to Mr. Ramsay MacDonald (as head of the Labour Party), asking each of these gentlemen if he will make a public pronouncement as to what his Party is prepared to do, if returned to power, in order to secure:—

- I.—Equal political rights for women and men; that is, that women and men shall be entitled to a Parliamentary vote as soon as they have attained the age of 21, on a short residential qualification.
- II.—The enforcement of the provision of the Sex Disqualification (Removal) Act, so that marriage shall be no excuse, reason, or justification for the dismissal of women from the Civil Service, from work under local governing bodies, or from private employment.

Below we give the list of questions which we are asking our branches and groups of members to send to all their local men candidates, and we urge all our members, friends, and sympathisers (men and women) in every district to record their vote for the candidate who deals most satisfactorily with these questions. In this way they will ensure a triumph for the women's cause in the next Parliament.

- I.—Will you, if elected, urge the Government to introduce legislation, and pass it through all its stages at the earliest possible date, which will secure—
 - (a) Equal political voting rights for women and men—that is, that women and men who have reached the age of 21 shall have the right to vote on a short residential qualification?
 - (b) Equal pay and equal opportunities for women (whether married or unmarried) and men in the professions, in Civil and Local Government Services, and in industry?
 - (c) An equal status for married women with married men in regard to the guardianship of children; their equal right with men to retain or change their nationality on marriage; and their separate assessment for Income Tax?
 - (d) The raising of the Age of Consent for girls to 18 years, with a similar protection for boys?
- II.—Will you do your utmost for the relief of unemployment amongst women by securing that an equal amount shall be spent on schemes of work or training for workless women, in proportion to their numbers, as on schemes for unemployed men, remembering that for every four men unemployed there is one woman unemployed?
- III.—In order to relieve the pressure in the labour market, will you urge upon whatever Government is in power that boys and girls should be kept at school until they are 16 years of age, with maintenance if necessary?

WORK FOR WOMEN CANDIDATES!

Up to the time of going to press, we are collecting names of fresh women candidates. On another page we give the addresses of a few of their Committee Rooms. Next week we hope to publish the complete list of women standing for Parliament, with more addresses of Committee Rooms. In the meantime, we appeal for speakers, canvassers, and clerical workers for all these women. All who can offer any kind of help to London women candidates should at once communicate with this office, and we will put them in touch with their agents and Committee Rooms. All kinds of help are needed, and women suffragists should all give every possible assistance to secure the return of more women Members of Parliament. Their chances are improved tenfold at this Election, and every hour's work will increase them. Where women are standing out of London, we appeal most earnestly to all readers of THE VOTE, and all our members and friends, to report at once at their Committee Rooms, and do everything in their power to send these women to Westminster.

WOMEN PARLIAMENTARY CANDIDATES.

A record number of women candidates are expected to make their appearance at the December Election. In the General Election of 1918, when women stood as Parliamentary candidates for the first time in the history of this country, sixteen women were adopted by the respective political Parties. The Countess Markievicz alone secured a seat, and she never entered the House, but several scored a high position in the ballot, polling an average of 3,462 votes each, and one and all were responsible for much excellent pioneer work.

In the General Election of 1922, 33 women stood for Parliament, polling an average of 6,911 votes each, and though only two women—Lady Astor and Mrs. Wintringham—were elected, the majority of women did remarkably well at the polls. All had a very strenuous fight; not one of them was unopposed, and some had to contest seats which were practically hopeless from their own Party point of view.

The majority of the women so far definitely adopted for the December Election stood also in 1922. These include Lady Astor and Mrs. Wintringham, Dame Helen Gwynne Vaughan (Camberwell, N.), the Hon. Mrs. Brodrick (Denbigh), Lady Terrington (South Bucks), Mrs. Corbett Ashby (Richmond), Mrs. Stewart Brown (Waterloo, Liverpool), Mrs. Oliver Strachey (Middlesex: Chiswick and Brentford), Dr. Ethel Bentham (Islington, E.), Miss Margaret Bondfield (Northampton), Miss Susan Lawrence (East Ham, N.), Miss Helen Fraser (Hamilton, Lanark), The Hon. Lady Barlow (High Peak), Miss Mary Grant (Pontefract), and Mrs. Barton (King's Norton).

Of these, Dame Helen Gwynne Vaughan, Professor of Botany at the University of London, is a noted scientist, and has twenty years of educational work to her credit. She is a Fellow of the Linnean Society for her Researches on Protoplasm, and, in 1920, was awarded the Trail Medal, given only once in five years. The Hon. Mrs. Brodrick is a sister-in-law of Lord Middleton, and has large estates in Denbighshire, where she is an excellent landlady. Mrs. Corbett Ashby is now President of the International Woman Suffrage Alliance, in succession to its Founder and first President, Mrs. Chapman Catt. Mrs. Oliver Strachey, who is connected with America by ties of blood, is a well-known feminist, whilst Miss Helen Fraser has only recently

returned from a world lecture tour. Miss Margaret Bondfield, who began life as a shop assistant, is to-day the first woman President of the General Council of Trade Unions.

The newcomers include the Duchess of Atholl (Kinross and West Perth), Mrs. Marcus Dimsdale (Cambridgeshire), Miss Ursula Williams (Consett, Durham), Miss Minnie Pallister (Bournemouth), Mrs. George Cadbury (King's Norton), Lady Warwick (Leamington), Mrs. M. A. Hamilton (Chatham), Miss Dorothy Jewson (Norwich), Mrs. Rowkey Moody (Hanley, Stoke-on-Trent), Mrs. Corner (Farnham), Miss Wilkinson (Ashton-under-Lyne), Miss Irene Ward (Wansbeck), Mrs. Clarkson (Moseley), Lady Baxter (Dundee), Mrs. Woods (Belfast, W.), Miss Pilkington (St. Helens), Mrs. Bennett (Banbury), Mrs. H. Folland (Gower, Glamorgan), and Miss Violet Robertson (St. Rollox, Glasgow).

Mrs. Dimsdale, who is a Fellow of Newnham College, is keenly interested in agriculture, and for some twelve years had a small farm, and was the first producer of "clean milk" in the county of Cambridgeshire. She is still better known perhaps for her work in connection with the Papworth Tuberculosis Colony, of which she was one of the founders. Miss Ursula Williams will probably be the youngest woman candidate fighting in the General Election, for she is only 27 years old, and is not even entitled to vote. The Consett Division of Durham, which she has been invited to contest, was once held by her father, Mr. Aneurin Williams. Miss Minnie Pallister, in early life, taught in a Welsh mining village, but, becoming deeply interested in industrial questions, finally gave up educational work in favour of politics. She has acted both as Organiser and National Propagandist for the Labour Party. Mrs. M. A. Hamilton is a well-known journalist, and is on the staff of the *New Leader*. The Duchess of Atholl's husband is the only person in the realm besides the King who has the right to maintain a retinue of armed retainers, the "Atholl Highlanders," who until recently numbered 250. Mrs. George Cadbury was prominently associated with her late husband in his social work in Birmingham and district. She is also an enthusiastic supporter of the political interests of women, and of many movements associated with the civic and religious life of Birmingham.

EQUAL PAY IN THE CIVIL SERVICE.

By A WOMAN CIVIL SERVANT.

The demand for equal pay between men and women in the Civil Service was first made over twenty years ago, when the women in the Headquarters Branches of the Post Office, employed on exactly the same work as men, found their male colleagues in receipt of salaries sometimes double or even treble their own. The Post Office removed the anomaly by arranging that men and women should never be employed upon identical work, and by this method awkward comparisons were avoided for many years.

In 1911, the principle of Equal Pay was adopted for the first time in the Civil Service, when the appointments to the National Health Insurance Commission were made, but, curiously enough, it was only applied to the very highest and lowest ranks, the men and women Commissioners, and the men and women in the lowest grade of the Inspectorate, receiving identical salaries.

In 1920, a National Whitley Council was set up for the Civil Service, and the pay and grading of the whole Service was reconstructed on the lines laid down in their Reorganisation Report. This Report recommended that the initial salary for men and women should be identical in each grade, but that, after periods of service varying from four to eight years, men should proceed by higher increments to a higher maximum. This recommendation, which was carried out, actually took away the equality from the two grades in which it had already been obtained.

The recommendation of this Committee was based on the assumption that a married man should receive more than a single woman, and that the normal marrying age was 26. No evidence was taken as to the proportion of men and women with dependants, and, in fact, this principle of paying a man more because he is assumed to have more persons to support is never carried to its logical conclusion, which would involve the introduction of family allowances.

In 1921, the women in the Service were so dissatisfied at the methods of grading their work always lower than the same work done by men, which had the effect of increasing the differentiation of pay, that they succeeded in having a debate in the House on August 5th, 1921, on equality of opportunity and pay. As the cry for National Economy was then insistent, it was not considered advisable to press the Equal Pay clause, but the Resolution as passed provided that the question of Equal Pay shall be reconsidered within three years.

In the meantime, the Anderson Committee, which was recently set up to inquire into the pay and conditions of State servants, has made some curious recommendations on this subject. They say that the "risk of marriage" reduces the value to her employer of the young woman, and that, as the employment of women in "superior clerical posts" is still in an experimental stage, the value of the older woman is not as great as that of the man, and that therefore equal pay is not justified in either case. In the first instance, they

entirely ignore the fact that the difference in pay is far greater than would balance the loss to the employer of the 3 per cent. of young women who retire for marriage, and in the second instance they have conveniently overlooked the fact that women occupied with success superior clerical posts in the Civil Service 25 years ago. No evidence was taken as to the relative value to the State of men and women Inspectors, where much of the work is more suitable for, and therefore better done by, women.

In view of past experience, women Civil Servants feel, however, that at the moment it is better to fight for equal opportunities both of entrance and promotion. At present, even were Equal Pay introduced, its effect would be entirely discounted by the practice of earmarking certain posts and branches to either sex, and then grading the work in the women's branches lower than similar work done by men. While men and women are recruited separately and placed on separate lists for promotion, there can be no equality for the sexes in the Civil Service, and the principle of Equal Pay for Equal Service, even if theoretically adopted, can always be rendered ineffective until equality of opportunity has been won.

IN PARLIAMENT.

Parliament was prorogued last Friday till Thursday, December 20th, the only business which the Government succeeded in doing since the reassembling of Parliament being the passing into law of the Workmen's Compensation (No. 2) Bill. Readers of THE VOTE will be interested in the following replies to questions:—

Housing.

SIR WILLIAM JOYNSON-HICKS (Minister of Health), replying to a question sent by COMMANDER KENWORTHY (Central Hull), said that by November 1st 10,854 houses had been commenced, and 1,849 houses completed, under the Housing Act, 1923. In addition, 1,366 houses were commenced, and 2,523 completed, since August 1st last, in connection with uncompleted schemes under the Housing (Town Planning) Act, 1919. Statistics were not available as to the number of working-class houses erected without State assistance during the period, but from returns which he had recently obtained, approximately 20,000 new houses of a rateable value not exceeding £26 had been completed during the six months ending Sept. 30th last, and over 22,000 containing five rooms or less were in the course of construction at that date. To a further question by MR. RHYS DAVIES (Westthoughton), the Minister said that he hoped the Act would show, in the first year of its operation, a greater number of houses built than in any year since 1909, including working-class houses.

Training College Students (Employment).

MR. WOOD (President of the Board of Education), in reply to a question by MR. TURNER (Batley and Morley), said that out of 6,081 students leaving training colleges in England and Wales in 1922, about whom he had been able to obtain information, 5,721 (or 94 per cent.) had obtained teaching posts, 86 had not attempted to obtain posts, and 274 were not known to have obtained posts. Out of 6,324 students leaving colleges in 1923, about whom he had obtained information, 4,381 (or 69 per cent.) had obtained teaching posts, 169 had not attempted to obtain posts, and 1,774 were not known to have obtained posts.

Child Adoption.

MR. GERALD HURST (Moss Side) asked the Home Secretary whether the evidence and memoranda submitted to the Home Office Committee as to child adoption could be printed and published; and, if not, whether any records of such evidence and memoranda could be made available to persons and societies interested in the matter? MR. BRIDGEMAN replied that he would not feel justified in incurring the expense of printing the evidence and memoranda referred to; but he would consider the suggestion made in the second part of the question.

Government Departments (Women).

MAJOR BARNETT (St. Pancras, S.W.) asked the Prime Minister if he would consider the desirability of extending to those women who were exempted from substitution on the grounds of hardship or for other reasons, such as service in His Majesty's Forces, the system prevailing in War Department out-stations, under which temporary male adult employees at present on work graded as proper to writing assistants were not discharged to make room for junior writing assistants from outside the Service, but the latter were only introduced as vacancies arose on the resignation of the former? LT.-COL. GUINNESS (Financial Secretary to the Treasury) replied that ex-Service personnel, whether men or women, were accorded preference for temporary employment or retention in Government Departments over other temporary staff, so far as was compatible with the interests of the Service; and it was also the practice to take individual hardship into account in determining the order of discharge of non-Service staff. He considered that this should enable the justifiable claims of individuals to be met, and he was not prepared to accord a general preference over candidates who had been successful at the appropriate competitions to women who had not been successful.

Proportional Representation.

MR. H. H. SPENCER (Bradford, S.) asked the Prime Minister whether, having regard to the success of Proportional Representation in the Irish Free State, and the fact that representation there was closely proportionate to the number of votes cast, he would introduce a Proportional Representation Bill into the House before the Dissolution of Parliament? THE PRIME MINISTER said that the answer was in the negative. MR. SPENCER further inquired if the right hon. Gentleman could say whether, presuming that the result of the forthcoming Election was a majority of seats in the House for a policy of Protection, with a minority of some millions of votes, he would still think he had a mandate to enforce Protection? THE SPEAKER intervened with the remark that that was a hypothetical question.

Juvenile Offender.

SIR FRANK SANDERSON (Darwen) asked the Home Secretary if he would have inquiries made into the case of a boy living in Darwen who had recently been sentenced to three years' detention at a Borstal Institution for stealing one banana, with a view to withdrawing him from Borstal and placing him under the supervision of a suitable probation officer, by which treatment he would have a very much better opportunity of redeeming his reputation, and of developing into a good citizen? MR. BRIDGEMAN replied that he was having inquiry made, and that he would inform the hon. Member of the result. F. A. U.

BOOK REVIEW.

Women at Work in the League of Nations. By D. M. Northcroft (with Preface by Mrs. Corbett Ashby). 6d. net. (Can be obtained from this Office.)

Mrs. Northcroft's "Women Police" has been among the Women's Freedom League's best sellers, and we confidently expect that the first edition of "Women at Work in the League of Nations" will be exhausted within a few weeks. As Mrs. Ashby points out in her Preface, Art. 7 of the Covenant declares that "All positions under or in connection with the League, including the Secretariat, shall be open equally to men and women"; and this pamphlet not only gives us a clear insight into the workings of the League itself, but first-hand information of the special work which women of various nationalities are doing so admirably in this World Parliament, the object of which is to secure the peace of the world. Mrs. Northcroft's sketches of these women are vivid and excellent, and her lists of the women who have taken part in each of the four Assemblies of the League of Nations, and in the five International Labour Conferences, are invaluable to all who take an intelligent interest in the personnel and work of the League of Nations.

Women's Freedom League.

Offices: 144, HIGH HOLBORN, W.C. 1.

Hon. Treasurer—Dr. E. KNIGHT.

Hon. Organising Secretary—

Councillor Mrs. SCHOFIELD COATES, J.P.

Vote Sales Department—Hon. Head: Miss ALIX M. CLARK.

Literature Department—Hon. Head: Mrs. PIEROTTI.

General Secretary—Miss E. A. UNDERWOOD.

FORTHCOMING EVENTS W.F.L.

LONDON AND SUBURBS.

Friday and Saturday, November 23rd and 24th.

Central Hall, Westminster, Green, White, and

Gold Fair. To be opened on Friday, at 3.30, by

The Lady Amherst of Hackney, and on Saturday,

at 3.30, by Miss Lilian Barker, C.B.E.

Monday, December 10th, at 3 p.m. "Fair"

Sub-Committee Meeting at 144, High Holborn,

W.C. 1.

DARE TO
BE FREE.

Candidature. Speakers: Miss F. A. Underwood and Miss Minnie Pallister.

Wednesday, November 28th, at 8 p.m. Brighton. A meeting will be held in Hove Town Hall (Banqueting Hall). Speaker: Mrs. Mustard. Chairman: Miss Hare.

SCOTLAND.

Friday, December 14th, at 7.30 p.m. Glasgow. Branch Meeting in Religious Institution Rooms, Buchanan Street. Address by Miss Minto on "The League of Nations."

OTHER SOCIETIES.

Sunday, December 2nd, at 6.30 p.m. Kingston Church of Humanity, Orchard Road. Speaker: Mr. William Platt (author of "The Joy of Education.") Subject: "Simplicity and Sincerity in Music." Chairman: Miss F. A. Underwood.

1924.

Saturday, April 5th. Caxton Hall, Westminster. Women's Freedom League Seventeenth Annual Conference.

BRANCH NOTES.

HULL.

On Thursday of last week, the Hull Branch of the Women's Freedom League held a very successful Bazaar, Whist Drive, and Social in the St. Peter's Memorial Hall, Church Street, which was opened by Alderman Dr. Lilly, J.P. Miss Morton, of London, spoke on Proportional Representation. Mrs. Stowman moved, and Mrs. Raney seconded, a vote of thanks to Dr. Lilly and Miss Morton. Much to our regret, Sister Hilda was too ill to be with us, having had a severe attack of influenza. The following ladies assisted at the stalls:—Mrs. Searby, Mrs. Raney, Mrs. Stowman, Mrs. Fox, Mrs. Jackson, Mrs. Shirley, Mrs. Waddington, Mrs. Barton, Madame Burnham, Madame Smili; also Mr. Stowman, who gave valuable assistance.

(Hon. Sec.) Mrs. RANEY, 195, Hedon Road.

GLASGOW.

The "on-ding o' sleet," and the no less sudden and furious "on-ding" of political activities, prevented our having a very large meeting on Friday last, but a very interesting discussion followed Miss Cameron's address on the "Land Question." The speaker was especially strong on the depopulation of the Highlands. Dealing with emigration within the Empire, she said it was good, but that there was still room for land settlement in our beloved North. She gave us some enlightenment on the cost of the new housing around Glasgow, when she quoted the prices demanded for feus (building-sites) which had long lain waste, and been rated at almost nothing a year.

For donations to the Fair, our thanks are due to Mrs. Kerr, Miss Hamilton, Miss Steven, Miss Carswell, Miss MacDonald, Mrs. and Misses McLelland, and Miss McDougall.

(Hon. Sec.) J. H. MCELLELAND, 5, Hayburn Crescent, Partick.

WOMEN PARLIAMENTARY CANDIDATES' COMMITTEE ROOMS.

Miss SUSAN LAWRENCE: 534, High Street North, East Ham.
Miss MARGARET BONDFIELD: 66, Abington Street, Northampton.
Mrs. OLIVER STRACHEY: 211, Chiswick High Road. (Station, Turnham Green.)
Mrs. CORBETT ASHBY: 15, Hill Rise, Richmond, Surrey.
Miss MINNIE PALLISTER: 190, Holdenhurst Road, Bournemouth.

In Memoriam.

We deeply regret to record the sudden death from heart failure, at a meeting of the Baptist Union Council, last Tuesday, of our old and valued friend and supporter, Dr. John Clifford. In his many-sided life, and his extraordinarily wide interests, Dr. Clifford could always be relied upon to champion the women's cause, long before it became popular.

NOTES AND COMMENTS.

A Woman Peacemaker.

Miss Margaret Bondfield, President of the General Council of the Trades Union Congress, has succeeded in bringing about a settlement of the boilermakers' strike, which has lasted for seven months, involving 70,000 workers, and costing about £1,000,000.

Unemployment Returns.

The number of persons on November 12th on the live registers of the Employment Exchanges in Great Britain was 1,244,400. This included 934,400 men, 233,700 women, 40,000 boys, and 36,300 girls. In addition, the number working systematic short time and drawing benefit for intervals of unemployment was 66,600 on November 12th, as compared with 62,191 on November 5th, and 56,261 on January 1st, 1923.

Mrs. Phillipson's Maiden Speech.

On the last day of Parliament, Mrs. Phillipson, M.P., made an excellent contribution to the Debate on the Vote of Censure on His Majesty's Government for neglecting to deal with the pressing needs of the unemployed, moved by Mr. Ramsay MacDonald. "Bad as unemployment hits men, like war it hits the women and children more hardly still," she declared, and added, "This is the first time that the women have had an opportunity of judging and deciding upon this question, and I feel that they will do so without prejudice."

Women Workers Assisted.

At the Annual Meeting of the Society for Promoting the Employment of Women, held last week at Queen's Gate, Lady Bertha Dawkins, the honorary Treasurer, pointed out that the Society, which was founded over sixty years ago, helped educated women to be trained for suitable occupations, so that they might be self-supporting and useful members of society. Loans were granted for both training and maintenance, and at the present time 130 grantees were on the Society's books. Miss Maddock said much success had been achieved in training nursery nurses, and the demand for these was greater than the supply.

Married Women Teachers.

The question of married women teachers was again under discussion at the meeting of the London County Council last week, the Education Committee bringing up a recommendation to the effect that women teachers exempted from the obligation to resign on marriage should include such as were in the service on March 6th last, sessional or part-time teachers, and those "on supply." In regard to the last-named, Sir John Gilbert moved an amendment to the effect that the exemption should only apply to such as were on the Council's lists the day previous to the Council's meeting, and this was carried on a division by 60 votes to 46.

Women on Birmingham Committees.

Councillor Miss Bartlett was last week elected Chairman of the Public Health Committee. For the past three years she has been Chairman of the Asylums Committee. She has also rendered excellent service on the Education Committee. Another local woman Councillor holding a Committee Chairmanship is Miss Martineau, Chairman of the Mental Deficiency Act Committee.

The Temptresses.

"Girls are in many cases the temptresses, rather than the tempted," said Mr. Justice Roche at Derby Assizes last week, in a charge deploring the laxity of moral discipline among young people. He suggested that parents should reassert their authority, and school teachers, particularly women, should be trained to impart more moral and religious education. Will not the best of teachers find this difficult if they have to teach sixty girls in a class?

CONFERENCE ON LOCAL GOVERNMENT.

The Council of the Women's Local Government Society begs to announce that the Conference of Women Councillors, Guardians, and Magistrates, fixed for December 5th and 6th, in consequence of the General Election, is postponed until January 16th and 17th. Tickets already issued will be available for the later date.

CONFERENCE ON THE PREVENTION OF THE CAUSES OF WAR.

The International Council of Women, in co-operation with several other important international organisations, is arranging an international Conference on the Prevention of the Causes of War, under the Chairmanship of the Marchioness of Aberdeen and Temair. The Conference will be attended by delegates from international organisations from all over the world, and will be thoroughly representative. It is to be held in one of the Lecture Halls of the British Empire Exhibition at Wembley, in the first week in May.

The leading women's international organisations are taking advantage of the presence of these Overseas delegates in London to organise three Public Meetings in the course of the same week, with the object of bringing home to the ordinary man and woman what they can do to promote peace among the nations, and friendliness and concord among individuals from different parts of the world.

FRIDAY,
NOV. 23,
1923.

THE VOTE

ONE
PENNY
WEEKLY.

Please send me *THE VOTE* every week, post free, for 6 months, for which I enclose 3/3.

Name

Address

THE VOTE, 144, High Holborn, W.C. 1.

EDUCATIONAL.

LINDUM HOUSE, BEXHILL-ON-SEA.
HOME School on Progressive Thought Lines; Large Garden; Cricket Field; Sea Bathing; Small Classes; Special care given to backward and delicate girls; Coaching for advanced pupils. Principal: MISS RICHARDSON, B.A.

YOUR Character and Capabilities delineated, with colours, jewels, etc., from handwriting, and date of birth. P.O. for 2/- and stamped addressed envelope to Miss Adams, Box 2, 92, Victoria Street, S.W. 1.

ELOCUTION, Public Speaking, Singing, Dancing. "Florence Etlinger Theatre School," 60, Paddington Street, Marylebone. Kate Korke, Ben Webster, May Whitty, Henriqueta Crichton, Janet Duff. Special Ballroom classes, Marie Larle, Fridays, 8 p.m.

NOTICES.

FELLOWSHIP SERVICES.—Guildhouse, Eccleston Square, S.W. 1. Sunday, November 25th. 3.30. Music, Poetry, Lecture. Dr. Dearmer. 6.30. Miss Maude Royden: "Christ Triumphant. VI. Why Christ must triumph."

MISCELLANEOUS.

BARGAIN—list free. Plants, Garden Utensils. Beautiful dwarf roses, named varieties, 6/- dozen, carriage paid. —MCELROY, 33, Saville St., South Shields.

64-PAGE BOOK ABOUT HERBS AND HOW TO USE THEM, 2d. Send for one.—TRIMNELL, The Herbalist, 144, Richmond Road, Cardiff. Established 1879.

WANTED. A First-Class Insurance Company are open to appoint one or two ladies or gentlemen as representatives, town or country (spare time or otherwise). Experience unnecessary. Every assistance given. Good commission paid. Apply Box 123.

AGNES EDITH METCALFE.—Advertiser greatly desires copies of "Memoirs of a Mongrel." Kindly state price. Box No. 456, 144 High Holborn, W.C. 1.

AGNES EDITH METCALFE.—Will anyone having negatives of snapshots of A. E. M. kindly communicate Box No. 789, 144 High Holborn, W.C. 1.

MISS NICHOLAS, ex-Transport Driver. R.A.F. Landulette Car for hire. Tel. Hampstead 8341. Private address: 3, Christchurch Road, Hampstead.

REST AND HOLIDAYS.

BUSY Women requiring Rest will find comfortable Board Residence at Miss TURNER'S, "Sea View," Victoria Rd., Brighton. Early Dinner. Tel. Brighton 1702

CHRISTMAS in Lakeland.—Mild and beautiful. Rambling, climbing, fox-hunting on foot.—Victoria Family Hotel, Buttermere, £3 3s. weekly; £10 monthly. Book early. Cheerful party expected. (No licence).

LITERARY Society having good first floor front room in square in Bloomsbury, wishes to sub-let for part time. Available daily—morning, possibly some afternoons. Apply A. B. C., 144, High Holborn, W.C. 1.

FURNISHED Cottage. For Winter, 23/- weekly. Two Ladies only. No children or animals. CLEAVE, Hyde Heath, Amersham (3 miles), Bucks.

ISIS CLUB, 79, Fitzjohn's Avenue (2 minutes Hampstead Tube Station), Magnificent Reception Rooms. Central heating. Sunny bedrooms. Sandy soil. Lectures, dancing, listening-in. Christmas parties arranged for visitors. Telephone: Hampstead 2869.

Prepaid Classified Advertisements.

Number of Words.	Once.		Three Times.		Six Times.	
	s.	d.	s.	d.	s.	d.
20	1	6	4	0	7	6
30	2	3	6	3	12	0
40	3	0	8	6	16	0

Displayed Advertisements,
8/- per Inch.

SMART CUT, AND
PERFECT TAILORING
AT MODERATE
PRICES.

H. Melissen,

Ladies' Tailor,

PERSONAL ATTENTION.

62, GREAT PORTLAND STREET, LONDON, W.1.

DO NOT BE WITHOUT A FOUNTAIN PEN.

This is our Lever Action, Self-filling model.

14-ct gold nib. Will not leak.



PRICE **8/6**

Equal in value to any pen costing double.

Other varieties in stock. Please call and inspect.

THE MINERVA PUBLISHING Co., Ltd., 144 High Holborn.

Membership Application Form.

To be returned to The Secretary, 144, High Holborn.

Please enrol me as a Member of the Women's Freedom League.

Name

Address

I enclose £ : s. d. as my first Annual Subscription.

Minimum Annual Subscription, 1s.