

MONTHLY NEWS
of the
**Conservative Women's Reform
ASSOCIATION.**
NEW ISSUE.

President: THE COUNTESS OF SELBORNE.

Chairman of Executive Committee: LADY TRUSTRAM EVE.

Hon. Sec.:

Hon. Treasurer: MRS. KENYON SLANEY.

Central Office: 48, Dover Street, Piccadilly, W. 1. *Telegraphic Address:* "Cufranchis London." *Telephone:* 886 Mayfair.

No. 5.

MAY-JUNE, 1919.

Price 2d. Annual Subscription (post free) 2/-

"Democracy is not, and cannot be its own security. Its very existence depends upon the character and temper of the people who compose it. It is nothing but a single principle. Used aright, it is a unitive force and a friend of a liberty; but in the hands of an unenlightened and selfish people, it is a menace of major proportions. Of all corrupt government, there is nothing equal to the corruption of a corrupt democracy."

"Democracy is the watchword of the day; but in itself it can do nothing but disappoint our hopes, unless we briskly set to work to cleanse its skirts from the stains which defile it—its hypocrisies, its venalities, its corruptions, its graft, its aristocratic spirit, its self-righteousness. It is true that the world must be made safe for democracy, but it is equally important that democracy should be made safe for the world. Democracy as it has been is a pale ghost of what it must become if it is to bar the door of mankind to war."—*"The Mount of Vision"* BY BISHOP BRENT.

Women's Industrial Charter.

OFFICIAL REPORT.

The Report of the War Cabinet Committee on Women in Industry, which has recently been published (Cd. 135, 1/6 net), should be carefully studied. It contains valuable information on the employment of women and girls in industry, and it deals specially with the relation of women's wages to those of men.

Other important questions, such as Mothers' pensions and Maternity allowances, Equal pay for equal work and the Minimum wage are carefully considered.

On the question of Equal pay for equal work, the Committee recommend:—

That, on systems of payment by results, equal payment should be made to women as to men for an equal amount of the same or similar work done.

That the relative value of work done by women and men on time on the same or similar jobs should be agreed between employers and trade unions, acting through the recognized channels of negotiation.

That where the employer maintains that a woman's work produces less than a man's, the burden of proof should rest on the employer.

That the employment of women in commercial and clerical occupations especially requires regulation, in accordance with the principle of "equal pay for equal work."

That the Government should support the application of the principle to industry by applying it with the least possible delay to their own establishments.

In dealing with Minimum wages for women and girls, the Committee consider:—

That, in order to secure and maintain physical health and efficiency, no normal woman should be employed for less than a reasonable subsistence wage

That this wage should be sufficient to provide a single woman over 18 in a typical district where the cost of housing is low with an adequate dietary, lodging (to include fuel and light) in a respectable house, clothing sufficient for warmth, cleanliness, and decent appearance, money for fares, insurance, and trade union subscriptions, and a reasonable sum for holidays, amusements, &c.

That there should be additions to this wage for women working in the larger towns, and in London to cover the cost of living there.

That the wage should be adjusted periodically to meet variation in the cost of living.

That the basic subsistence wage should be fixed, and the variations determined, by a specially constituted authority.

That the subsistence wage should apply to employment in all occupations (other than domestic service), for which a minimum wage has not been established by an Industrial Council or Trade Board.

That a scale of wages should be established for girls 2s. a week less than the women's subsistence wage for each year under 18.

Among other important recommendations are the following:—

That employers and trade unions should make possible the introduction of women in occupations shown by war experience to be suitable by agreements which would protect the interests of the men workers along the lines of the recommendations already indicated.

That the Factory and Workshops Act should be reformed and extended in various specified directions (including the reduction of working hours) for the protection of the health of women workers.

That the present factory medical inspectorate should be strengthened by the appointment of women medical inspectors, and a considerable increase in the number of lay women inspectors.

That a local factory medical staff should be established, whose duties should be co-ordinated with those of the existing local medical authorities.

That the Government should give consideration to the question of adopting a scheme of mothers' pensions for widows and for deserted wives with children, and for the wives with children of men physically or mentally disabled, such pensions to be granted only after investigation where there is need and subject to supervision, and otherwise to be administered on the lines followed for pensions granted to the widows of men deceased in war.

That the Department or Departments of Government concerned should draw up for the consideration of the Government a scheme by which the entire direct costs involved by the lying-in of women under thoroughly satisfactory conditions should be provided by the State.

A further recommendation may be quoted:—

That the Government should continue to give the strongest possible support to proposals for the international regulation of labour conditions, which should lessen the danger of the foreign trade of this country being injured as a result of the employment of underpaid labour abroad.

The Committee which is responsible for this "Woman's Industrial Charter" was set up by the War Cabinet in September, 1918, when the question of "equal pay for equal work" had been raised in an acute form by a strike of the London omnibus workers to enforce the claim of the women conductors to the same war-wage advance as the men had received. In view of the important issues of the maintenance of the war output, and of the future welfare of women workers and the progress of industry Mr. (now Lord) Justice Atkin was appointed Chairman of a Committee of Inquiry composed of Miss Janet Campbell, M.D., Sir Lynden Macassey, Sir William Mackenzie, Sir Matthew Nathan, and Mrs. Sidney Webb. The main Report, embodying the above recommendations, is signed by the Chairman and all the members except Mrs. Sidney Webb.

About 35 pages of the Report consist of a memorandum by Miss Janet Campbell on the health of women in industry. The inherent physiological differences between the man and the woman which handicap the woman in competition with the man are briefly discussed. The general conditions under which women have been employed before and during the war are reviewed and some of the effects of these conditions on the health of the woman worker and on the function of maternity are analysed.

It is impossible within any reasonable space to do justice to the Report as a compendium of facts and inferences on many aspects of the industrial life of women. It collates a body of useful information about women's employment and women's wages before and during the war in all the chief occupations where women are found, and brings together some illuminating views on the relative efficiency of the man and woman worker. The Report is full of human interest and is a valuable contribution to the study of one of the most important problems of modern industry.

Women and Science.

The Geological Society have followed the example of the Geographical, Historical, and other learned Societies, and have decided to admit women as Fellows. It is to be hoped that the Royal Society and the Society of Antiquaries may shortly also cease to make discrimination of sex in matters of brain.

We are glad to note that in the debate on the Ministry of Health Bill in the House of Lords on May 13th, the Government accepted Lord Askwith's amendment to Clause 6 providing that the Minister of Health should, in making appointments, "give equal consideration to the suitability of persons of both sexes."

Words, stating that there should be no discrimination on the ground of sex in the making of appointments under the Ministry of Health were inserted in the Bill in the Committee of the House of Commons, but were taken out in the Report stage.

The National Unionist Association. (Women's Branch).

MISS GORING THOMAS, *Organising Secretary.*

The Representation of the People Act, which granted the franchise to Women, has necessitated a development of the work of the National Unionist Association as regards the organization and education of the Women electorate. To attain this object a Women's Branch, mainly composed of Members of the Women's Unionist and Tariff Reform Association, has been formed in the Central Office of the Association to carry out this special work, and it is hoped before long a good deal may be accomplished in bringing home to the Women of the country a sense of their responsibility and the importance of their position as voters. Special Organizers have been appointed throughout the country and they are responsible for the training of workers and the formation of Branches and Committees in the different constituencies. The main object of our work is of course the education of the woman elector, and it is certainly found that as a rule the women are ready and anxious to be taught. For this reason we find that Women's Meetings where the questions before Parliament and the great measures of Reconstruction can be put before them in clear and simple language are much appreciated. It is reassuring to find from the reports we receive from all over the country that the working women are far less inclined to be attracted by the revolutionary programme which is constantly being brought before them than the Men, and it is only in very few instances that we find a tendency on their part to uphold the extreme Bolshevik propaganda that is being disseminated in our great manufacturing centres. The next Election, whenever it takes place, will be fought on very different lines to the last, and there is no doubt that the future of the Empire will largely depend upon the Women's Vote. It is incumbent on every woman who recognizes this to do her utmost to assist in this education work which will mean so much to the Empire.

The work of the Association is carried on by our Branches in the Constituencies and Committees are being organized in every District. Through these Committees we are enabled to get in touch with the people in the most remote villages. Meetings for Women are organized where the topics of the day are discussed, and the audience invited to ask questions, for there is no doubt at the present time the average woman elector is shy of expressing her opinion and exposing her lack of knowledge before a mixed audience, and she gains confidence and takes a keener interest when the proceedings are less formal than would be the case at a joint Meeting. Take for instance the Industrial problems alone, which are so very varied and require so much education and propaganda. Mothers with young sons earning 35/- a week (where their fathers at their age earned 7/- or less) ought to be in a position to discuss these problems with their children and give them wise counsel and advice, for, "Everything they eat and wear or otherwise

enjoy" is at the present day an industrial problem that must be faced. It is vital that our Empire that has been second to none in the past should maintain its position against all competitors in the industrial world of the future. For this reason we advocate the holding of small Cottage Meetings with Women Speakers, where these subjects can be dealt with in such a way as to bring home to the Women, now that they have the Vote, the necessity of giving that vote intelligently when the occasion arises.

But after all, sympathy, tact and personality are the influences which count most in the work of education, and when these are forthcoming and the workers get in personal touch with the electorate success is generally assured.

Women's Suffrage in Belgium.

After prolonged conferences between representatives of the three parties in the Chamber, the following compromise on Electoral Reform was arrived at:—

Besides all men over 21, the following women are to have votes:—Unmarried widows of soldiers killed at the Front in the war previous to January 1st, 1919, or failing the widows, the mothers, if they are not remarried widows; (2) similarly widows or mothers of civilians shot by the enemy; (3) women imprisoned by the enemy for patriotic acts.

The Socialists and Catholics agree to support women's suffrage for communal elections, but the Liberals reserve the right to oppose it. At the same time the Liberals insist and the other parties agree that "integral" proportional representation, whereby the surplus votes, which hitherto have been lost, will be counted, will be passed this session.

There were great scenes of enthusiasm at the declarations of the representatives of the respective parties, and M. Delacroix, the Prime Minister, received warm congratulations at the happy issue of what has been an exceedingly difficult position for the Government.

At the unusually late hour of 8.10 p.m. the Bill was carried unanimously by an absolutely fall House.—*Times.*

Deputation to the Amalgamated Society of Engineers.

Miss Eveline Mitford represented the Conservative Women's Reform Association on a Deputation organized by the National Council of Women to the Amalgamated Society of Engineers, to discuss the future of women in connection with the Engineering trades. The Deputation was introduced by Mrs. Ogilvie Gordon, President of the National Council, and was received by Mr. Brownlie, Chairman of the Council of the A.S.E. The proceedings lasted over an hour, and were most interesting. While expressing great sympathy with the demands of the women, Mr. Brownlie explained the position of the Council on the matter, and said that nothing could be done at present.

OUR WORK.

Speakers' Classes.

In our last issue we gave a preliminary notice of a course of classes on public speaking. The course, which consists of five classes, began on May 16th; and in order that it might be concluded before the end of May, it was arranged to have two classes a week on May 20th, 23rd, 26th and 30th. The Chairman, Miss Lucy Bell, is well known as a professor of elocution. The class is limited to twenty in number. Several members unable to join the present course owing to pressure of engagements, have already petitioned the Committee to hold a further course in the autumn.

Mr. Bonar Law has not yet fixed a day for the introduction of the Solicitors' (Qualification of Women) Bill into the House of Commons, although it has passed all its stages in the House of Lords, and has received the support of the Law Society.

The Women's Freedom League are sending in a resolution on the subject for discussion at the Annual Meeting of the National Council of Women, and to this resolution our Executive Committee has given its support.

Netley Red Cross Hospital.

Within the past few days we have received from the authorities of the Red Cross Hospital at Netley the tablet bearing the name of our old Association, the Conservative and Unionist Women's Franchise Association, which has been over the bed in the Hospital, maintained by the Association from September, 1915, to March 31st, 1919, when we were informed that no further subscriptions were needed, as the Hospital was about to be closed. During the period mentioned the sum of £217 was paid over—£52 for the first year—at the end of which, owing to the rise in the price of food and commodities generally, the cost of maintenance rose to £66 per annum. This latter sum was paid in quarterly instalments of £16/10 for ten quarters.

Loan Training Fund.

It has been arranged by the Finance Committee, with the consent of the Executive Committee, that £60 of the Loan Fund shall be allocated to the Association for Promoting the Training and Supply of Midwives for the purpose of training two women. An agreement has been made with the said Association, by which the loan will be repaid within a period of five years. The training will be according to the regulations of the said Midwives Association, and the candidates chosen will be introduced to our Committee, who will naturally take a great interest in their welfare and career.

The Committee propose also to undertake the training of Sanitary Inspectors or Health Visitors by means of the courses provided by the National Health Society.

THE PRETTIEST GIRL IN TOWN.

"Who is the prettiest girl in town?" I put this question to every acquaintance I met in the park this morning, and opinions varied from famous society beauties long past their first youth to leading actresses and stars of the Corps de ballet. I found the verdict was overwhelmingly in favour of "Miss Dainty," who, when all is said and done, "hasn't a single distinguishing feature," as her dearest enemy puts it, while the friend of her youth, although generously admitting her claim, pointed out that not being much more than five feet nothing in her heels, Dorothy Dainty couldn't be said to score so far as her figure was concerned, yet nobody denied Miss Dainty's claim to beauty, though everyone agreed it was the beauty she herself had created rather than that with which nature had endowed her.

"All the more to her credit," was my comment.

"Yes—s, but how does she do it?" asked the women folk in one breath.

"It is just her daintiness, her chic and style," I explained. It's her dress that makes the difference between her and scores of better-looking women. She is always in the fashion, never before, never behind it. Her clothes are always suitable to whatever she is doing, and everything she wears is stamped with that hall-mark of originality that signifies the height of good taste.

"It must cost her a fortune to clothe herself like that," commented an overdressed acquaintance, enviously.

"No, that is just what it does'nt," explained her chum. "And what is more, the clothes she wears so well don't express her own taste either—but that of Swan and Edgar's, the Corner Shop of Piccadilly-circus. That is where Dorothy is so clever. Realising she doesn't quite know what's right and what's wrong, and what suits her and what doesn't, she tramped all over London in search of someone to dress her, and after a dozen failures she hit upon Swan and Edgar's, where she not only buys all her clothes at a reasonable price, but gets advice and help in the selection of her toilettes from a highly trained expert.

"In this way she makes her allowance go double as far as it did in the old days, and by having all her wardrobe so skilfully planned and chosen for her she has always the right thing ready for every emergency.

"This is the secret of Dorothy Dainty's success. She'll hate me for having let it out, but I pass it on so that all the rest of you may follow her lead and score the same brilliant sartorial success as she achieves."

International Women's Franchise Club 9, Grafton Street, Piccadilly, W. For MEN and WOMEN.

Subscriptions: London Members, £2/2/0; Country Members, £1/5;
Irish, Scottish and Foreign Members, 10/6 per annum.
Entrance Fee One Guinea.

LECTURES, HOUSE DINNERS, etc.
LUNCHEONS AND DINNERS A LA CARTE.

All particulars—Secretary.

Tel. 3932 Mayfair.

The WOMEN'S FREEDOM LEAGUE

WILL HOLD

PUBLIC MEETINGS ON WEDNESDAY AFTERNOONS

at 3 p.m. IN THE

MINERVA CAFE, 144, HIGH HOLBORN, W.C. 1.,

May 28.—Mrs. M. W. Nevinson on "The Future of the Home."

June 4.—No Meeting.

„ 11.—Mr. Laurance Housman on "Who fears Revolution?"

Admission Free.

For further meetings in June, see THE VOTE.

Tea can be obtained in the Café at close of meetings at 6d. each.

The Hon. GABRIELLE BORTHWICK'S WORKSHOPS, Ltd.

Course of Instruction—24 Lessons for 8 guineas.

CARS FOR WOMEN
BOUGHT, SOLD and EXCHANGED.

The Hon. GABRIELLE BORTHWICK gives Expert Advice
to Women on purchase of suitable Cars for all purposes.

Small Cars on Sale from £75 upwards.

8, BRICK STREET, Piccadilly, W.1.

Telephone: Mayfair 5740.

GEO. WEBB'S DYE WORKS,

Chief Office: 254, BRIXTON HILL, S.W. 2.

TEL. 1852 BRIXTON.
The finest Quality.

Cleaning and Dyeing of Costumes, House Furnishings, etc.

Only the highest skilled labour employed, and
absolutely the best colours and chemicals used.

VANS COLLECT and DELIVER TWICE WEEKLY THROUGHOUT the WEST END.

Recommendations from all parts of the country.

Orders by Post or Telephone command Immediate Attention.



By Special Appointment
"Purveyors of Milk and Cream"

To
HIS MAJESTY THE KING.

WELFORD'S DAIRIES

FOR ABSOLUTELY PURE MILK.

Branches in all parts of London.

Chief Dairy and Offices: ELGIN AVENUE, W.9.

Principal Phone No.: PADDINGTON 5440.

All communications respecting **Advertisements**
should be addressed to—

The Manager, Miss FULLER, 99, New Bond Street, W.1.

TEL. 2421 MAYFAIR.