

Catholic Citizen

Organ of St. Joan's Social and Political Alliance, (formerly Catholic Women's Suffrage Society), 55 Berners Street, London, W. 1.

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Daughter of the ancient Eve,
We know the gifts ye gave and give;
Who knows the gifts which you shall give,
Daughter of the Newer Eve?

—Francis Thompson.

Equal Pay for Equal Work

BY MONICA WHATELY

Thirty-one organizations in Great Britain are again combining their forces to fight for a square deal for women. Their new campaign on Equal Pay for Equal Work follows on their great meeting which packed the Central Hall, Westminster, last November, when they demanded for Married Women the right not only to work but to earn.

All parties and classes are represented among the speakers who will support the feminist point of view on March 12th at the Central Hall, Westminster:

Miss Winifred Holtby, well-known author and journalist,

Major Hills, Conservative M.P.,

Miss E. E. Froud, President of the National Union of Women Teachers,

Lt.-Commander the Hon. J. M. Kenworthy, R.N., former Labour M.P.

Miss Mary Welch, herself a former factory worker and now a Trades Union organizer, who will speak for women in industry,

are among the speakers. Mrs. Wintringham, J.P., former Liberal M.P., will preside. The Civil Servants will also have a prominent representative.

The principle of equality of pay between men and women doing work of the same value has for several years been accepted in quarters which should be influential. The Treaty of Versailles, which brought the Great War to its official end, contains in Part XIII a Charter of Labour for the guidance of the International Labour Organization at Geneva. The Seventh

Principle of this Charter declares that "men and women should receive equal remuneration for work of equal value" and this, it might be supposed, should be binding upon all the signatory powers, of whom Great Britain was one. Moreover, the British House of Commons, on May 19th, 1920, accepted a Resolution "That it is expedient that women should have equal opportunity of employment with men in all branches of the Civil Service within the United Kingdom . . . and should also receive equal pay." If words mean anything, it would seem that men and women Civil Servants should have been receiving equal remuneration for the last thirteen or fourteen years; but such an interpretation ignores the wide gulf which exists, in official circles, between the acceptance of a principle and its practical application. Since it is idle to hope that principle will automatically translate itself into practice, women must bestir themselves anew to prove that they are as much in earnest now as ever they were in the past in their demand for this signal recognition of their professional equality with men.

We believe in equal pay because it is unfair to pay a woman less than a man, simply because she is a woman, irrespective of her qualifications, her length of service or skill in her job. Differentiation in salary based on sex is a survival of the social and political subjection of women and is contrary to the spirit of the times.

It is urged that on economic grounds men must receive higher salaries than their women

colleagues because their financial responsibilities are greater.

Are men paid according to financial responsibilities?

Do married men receive higher salaries than bachelors?

Do married men with families receive higher salaries than childless married men?

Do men with large families receive higher salaries than those with small families?

Do men with young families receive higher salaries than their colleagues whose children have grown up and become economic assets to them?

We know these things are not so.

Payment according to dependents does not operate where men only are concerned, and any attempt to pay them on such a basis would be resolutely opposed by them.

It is also known that large number of women have dependants; widows often have children and single women have aged or infirm parents, invalid brothers or sisters, or orphaned nephews and nieces to support.

The only logical conclusion is, therefore, that payment should be based on the nature of the work and not upon the sex, or family responsibilities, of the worker.

The women of this country view with horror the debasement of women in other lands. Recent political changes all over the world are tending to deprive women of their hardly-won rights, and this country is not without its guilt. A large proportion of the public here thinks that our problem of unemployment can be solved by making it more difficult for women to earn. The inequalities which exist, as for instance in the Civil Service, are glaring. In many grades the maximum for women is the minimum for their male colleagues. For example, a recently promoted High Executive Officer (woman) found, on taking up her new duties, that she had working under her a male Higher Clerical Officer receiving £400 (maximum) and an Executive Officer (male) receiving £375. She herself was being paid £300. Such unequal wages rates exist not only in the Civil Service, but amongst the teachers and women in industry.

An unequal standard of wages is unfair to men as well as to women, for the employer who is not allowed to pay his men less than one shilling and twopence an hour for repairing boots and shoes, will naturally employ a woman, to whom he has only to pay 10d. for doing the same job. Such instances could be multiplied a hundred-fold.

At the Mass Meeting we are proposing a resolution demanding Equal Pay for Equal Work.

So great an authority as Sir William Beveridge has said recently: "The best-trained person should be in the place for which he or she is most suited. The fact that industry is in need of the very best brains is the best of reasons for removing the barrier of prejudice which survives to-day in many parts of the country on the score of sex."

NOTES AND COMMENTS--(Cont'd.)

At the monthly meeting of the French Section of St. Joan's Alliance held at Reid Hall, rue de Chevreuse, Paris, on January 14th, and presided over by the Hon. Secretary, Mademoiselle Lenoël; Miss Butler-Bowdon had the pleasure of being present.

The subject under discussion was the liberation of native women in Equatorial Africa.

The Standing Committee set up by the Lord Chancellor to consider the possible need of revising the law of this country, is to report on a husband's liability for his wife's torts. While realising that the law is sometimes unjust to the husband, we hope the Committee will bear in mind, what Miss Underwood calls the "precarious position of wives. A wife has no legal claim to a part of her husband's income, he can leave her without a penny, while married women are often turned out of employment, and discouraged from taking paid employment."

"Lady Moir, president of the Electrical Association for Women, recently opened the London School of Electrical Domestic Science, Imperial Court, Knightsbridge, which has been established for training women in all branches of domestic electrification so that they can enter upon careers as demonstrators, saleswomen, and as housekeepers in institutional or private employment. She stated that the membership of the association was about 200 at present, all of whom were engaged in the electrical industry, but if women could be trained for such careers she could find employment for double or treble that number."

We quote from the "Times," Jan. 30th, 1934.

OBITUARY

We ask the prayers of our readers for the repose of the soul of our members, Miss Well-beloved, who died recently.—R.I.P.

Notes and Comments

We hope all our members within reach of London will come to the Annual Meeting of St. Joan's S.P.A., on Saturday, March 17th, at 3 p.m., at St. Patrick's Clubroom, Soho Square. The committee will welcome advice, suggestions or criticism any member may have to offer. The Annual Meeting provides the great opportunity of the year for members to meet the Committee and each other, and to express their views freely on the work of the Alliance. Among the speakers will be: Miss Ida Dickinson (lately returned from India), Miss Eleanor FitzGerald, Mrs. Huggett, Mrs. Stewart Mason (Liverpool), Miss Jessie Organ, Miss Nancy Stewart Parnell (Manchester), Dr. Ethel Poulton (Birmingham).

Our Chairman, Mrs. Laughton Mathews, will preside.

We congratulate Dr. O'Donovan on getting the Matrimonial Causes Bill (for easier divorce), shelved, by talking it out.

It is difficult to see what the *honourable* gentleman of the House of Commons found to laugh at in the answer given by Mr. M. MacDonald to Mr. Banfield with regard to widows in Kenya, and the hut tax. We quote the following extract from the "Times":

Mr. M. MacDonald said: African widows are not taxed in Kenya. (Laughter.) The huts which they occupy are liable to hut tax, but in the great majority of cases the hut, together with the widow, becomes the property of the deceased husband's heir, and he, not the widow, is responsible for paying the tax. (Laughter.) In the exceptional cases where a widow can find no such protector, my right hon. friend is assured that she is normally exempted from the tax. (Laughter.)

Miss Rathbone (English Universities, Ind.) asked whether the provision in the statement the hon. member had just made was not a contravention of the Expert Commission's definition of slavery, that a slave was a person over whom any or all of the properties of ownership were exercised, and would he refer the matter to the Expert Commission? (Laughter.)

We can imagine the righteous indignation of these same honourable gentlemen had they been informed that certain classes of men anywhere were inherited with and as property by anyone

claiming the rights of ownership over them. There would certainly have been cries of "shame."

The conditions of pay and service prevailing in the profession of midwifery are well known to be disgraceful, it is, therefore, a very good thing that a Committee, under the chairmanship of the Earl of Athlone, has been set up to enquire into the question, which may have some bearing on the high rate of maternal mortality. Apart from the midwives, the "Spectator" asks: "Are we sure that our medical practitioners in these days of theoretic science, are better trained in the realities of their craft, than were their more empirically educated predecessors?" It is surely a subject which should receive the first attention.

With regard to the Mass Meeting on Equal Pay we ask our readers to note that a special block of good seats has been reserved for members and friends of the Alliance at 1s. each. Application for these should be made at once to Miss Barry at the Office, 55 Berners Street, London, W.1.

In renewing her subscription to the "Catholic Citizen" a non-Catholic subscriber writes: "As far as I know I have not missed one number since its first appearance and congratulate all concerned on its excellence and common sense which I suppose are the reasons for its long life."

Members are invited to a meeting on Tuesday, February 20th, at 6 p.m., which will be held by kind permission of Dr. Shattock at 3 St. James' Terrace, Regents Park, N.W.8., when Mother Mary Christian and Sister Mary Stanislaus of the White Sisters will speak on the position of women in North and Central Africa. This will be an excellent opportunity for members to obtain first-hand information.

Several members of the Alliance lobbied at the House of Commons during the committee and report stages of the Unemployment Insurance Bill, asking members of Parliament to give their support to amendments which would make the Unemployment Insurance scheme in this country equal for men and women.

(Continued on previous page)

ST. JOAN'S SOCIAL AND POLITICAL ALLIANCE,

AND

Editorial Office of "Catholic Citizen":

55 BERNERS STREET, LONDON, W.1. Tel. Museum 4181

Signed articles do not necessarily represent the opinions of the Society.

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Women and Diplomacy

Feminists were glad to learn that Sir John Simon had set up a Committee to enquire into the desirability of admitting women to the Diplomatic and Consular Services of the country, under the chairmanship of Sir Claud Schuster. Two women serve on the committee—Miss M. Ritson and Miss H. Martindale. Since 1919 when Parliament, passing the Sex Disqualification Removal Bill, distinguished itself by deliberately excluding women from the Diplomatic and Consular Services, thus raising barriers at the moment it was supposed to be removing them; women's societies have raised protests against this closing to women of vast fields of service. Indeed, while formerly they had been excluded by British tradition and prejudice, they are now excluded by Orders in Council. But members of Parliament, apparently lost to all sense of humour, could see nothing peculiar in their conduct, so stubborn are our countrymen in their prejudices. While not claiming that women must necessarily do better than men, it can scarcely be claimed, seeing the state of the world, that the latter have been wholly successful in diplomacy. In other countries where women have been appointed to diplomatic and consular posts the experiment has been a complete success. And why not? Tact, courtesy and a strong desire for peaceful relations are qualities with which women are richly endowed, and they are qualities which may go far in breaking down prejudices between the representatives of different nations. Anyone who has attended the big Congresses of the International Women's Suffrage Alliance, especially those following close

on the end of the War, must have admired the ability and tact with which rough moments, due to national prejudices, were smoothed over by Mrs. Chapman Catt, or Mrs. Corbett Ashby. If we turn to the past could any diplomat have done better than St. Catherine of Siena in negotiating the return of the Pope to Rome? We live in times when no nation can afford to ignore offers of service from those qualified to give it, merely on the grounds of sex—such prejudices belong to a past age, and progressive nations must be ready to depend for service upon those best fitted for the purpose irrespective of sex. The question has been re-opened on the recommendation of the Royal Commission on the Civil Service 1929-31. One of the Civil Service Commissioners, giving evidence before that Commission, put forward as an objection to the appointment of women as Consuls, "that other countries had not arrived at a state when they would like to have them." The fact is that it is Great Britain that lags behind, while other countries have had no scruple in appointing women to their diplomatic and consular services, even to the higher posts. Russia appointed Madame Kollontay its Diplomatic representative in Oslo. Last year Dr. Ruth Bryan Owen was appointed United States Ambassador to Denmark, Mlle. Adele Maksudi, a graduate of the Law School in Ankarán, was appointed attaché to the Turkish Ministry of Foreign Affairs, and Margarita Sallaverra came fifteenth on the list out of a total of 270 in an examination for entrance to the Spanish Diplomatic Service. Miss Pattie Field, U.S.A., was appointed in 1925 Vice-Consul at Amster-

dam, and Miss Frances Willis was Vice-Consul, U.S.A., in Valparaise in 1930. Miss Jean Iris Howard was appointed Acting Agent General for Nova Scotia in London on the death of her father, the appointment being confirmed later, and Miss Nadejka Stancioff, now Lady Muir, held a diplomatic post in Washington for Bulgaria, while Señora Olga de la Barras is Chilean Vice-Consul for Scotland.

These are few of the appointments made by other countries. We claim that British women are no less fitted than women of other lands to enter the Diplomatic and Consular Services, and that promotion should depend on merit and not on sex.

L. DE ALBERTI.

International Notes

We heartily congratulate our American colleagues on their victory at the Pan-American Congress at Monte Video. What that Victory has been is very clearly expressed in "Equal Rights" in an article by James Brown Scott, President of the American Institute of International Law, and former President of the *Institut du Droit International*. He says: What was the victory?

What was the victory? The adoption by the Conference of the Nationality Treaty without a negative vote on the part of any Republic; the adoption by four American republics: Uruguay, Paraguay, Ecuador and Cuba, of the Equality Treaty in civil and political relationships of men and women; the adoption, without a negative, of the recommendation to the American Republics to consider how inequalities in the civil and political relationships of men and women could be abrogated, and equality in all human relationships between men and women become their law and practice; and the continuance of the Inter American Commission in order that it should carry on its investigations on the relationships between men and women, and serve as an advisory body to the Americas.

Thus, through the work of the Inter American Commission of Women the fight for equality has taken a big stride forward.

We congratulate Mme. Schwyzer-Vogel, President of the Union Feministe of Lucerne, who, as reported in "Le Mouvement Féministe," has been appointed by the Federal Council to be one of its representatives on the Administrative Council of the Swiss *Banque Populaire*. Mme. Schwyzer, who is a subscriber to the "Catholic Citizen," is a keen feminist, and a business woman of wide experience.

In connection with our article on the Diplomatic and Consular Services, it is interesting to read in the "International Women's News" that Nina Rialstova Lovilev (Russia), who was a member of an exploration party to Franz Josef Land a year or two ago, has been appointed Governor of Severnaia Zemlia, the northern-most district of Siberia.

The aims of feminists are universal, we read in "La Femme Polonaise" (Warsaw) that feminist societies there are protesting with vigour against the proposed dismissal of married women officials. Our colleagues speak with conviction of the disasters which will ensue from preventing women from engaging in paid employment according to their abilities. Such as the ruin of families, the prevention of the foundation of other families, the incitement to "free unions," and to fictitious separations. The signatory societies beg the Government in the name of public welfare to avert the perils of the proposed measure.

A. A. B.

DINNER TO MADEMOISELLE LENOEL

On Thursday, February 22nd, we shall have the pleasure of entertaining Mademoiselle Lenoël, Founder and Hon. Secretary of the French Section of St. Joan's Alliance, at Supper at Pinoli's, 17 Wardour Street, at 7-30. Tickets 3s. We hope members will make a special effort to attend, both to do honour to Mademoiselle Lenoël and to hear of her important work in France and at Geneva, where she attended the meetings of the Permanent Mandates Committee of the League of Nations. Another guest will be Miss Nina Boyle, who will give us some personal reminiscences of the militant suffrage movement. Mrs. Laughton Mathews will preside.

Reviews

Encyclical Letter of His Holiness Pope Pius XI on Christian Marriage, in view of the present Conditions, Needs, Errors and Vices that affect the Family and Society. With a Commentary by Father Vincent McNabb, O.P. (Sheed & Ward, 2s. 6d.)

Messrs. Sheed & Ward are to be congratulated on publishing in permanent form the famous Encyclical of H. H. Pope Pius XI *Casti Connubii*, to which Father Vincent McNabb has supplied a valuable commentary. The modest price of 2s. 6d. brings it within the reach of most of us.

Protective Legislation for Shop and Office Employees. By J. Hallsworth, Industrial General Secretary of the National Union of Distributive and Allied Workers. (Harrap & Co., 5s. net.)

Although conditions for shop assistants and clerical workers have been ameliorated of late, Mr. Hallsworth shows that much remains to be done. It is not so long ago that shops might remain open to all hours, and a weekly half-holiday was unheard of. The purpose of Mr. Hallsworth's book is threefold: (1) to give in a simple manner an outline of legislation at present in force by means of which the working conditions in offices, shops, warehouses, and other commercial establishments are regulated; (2) to survey the existing situation with the object of ascertaining how far the present labour laws are adequate to serving admitted needs, and (3) to suggest amending or new legislation most urgently needed.

Shop assistants were sending up petitions for early closing as far back as 1825, but the earliest shop's bill was brought forward in 1873, and the first Act passed in 1886. The book is up to date, and includes an exposition of the employment provisions of the Children and Young Persons Act, July 1932. It is clear and presents conditions past and present in an interesting form, and should be of considerable use in procuring needed reforms.

L. DE ALBERTI.

Unfinished Adventure. Selected Reminiscences from an Englishwoman's Life. (John Lane, The Bodley Head, 12s. 6d.)

Miss Sharp, one of a large family, has had an interesting life and shares her varied interests with us in this pleasant book. She has been

lucky too, not every writer, however accomplished would have found, on coming to London, instant welcome in the literary circle of the "Yellow Book." She brings before us the literary dignitaries of the nineties, and re-creates the atmosphere of a London now gone for ever. The suffrage movement broke into Miss Sharp's life, and brought her with many others to Holloway Gaol. Miss Sharp had sufficient faith in woman suffrage to carry on during the war, as we did. After the war she worked with the Quakers in the famine districts of Germany and Russia, and though restrained has heartrending tales to tell of sufferings and distress. The whole book is written in a lucid and agreeable style for which Miss Sharp is noted.

L. DE ALBERTI.

Council for the Representation of Women in the League of Nations.

The C.R.W.L.N. has just issued its Annual Report for 1933. It shows once again the amount of useful work that this Council (to which St. Joan's S.P.A. is affiliated) is doing. It represents a number of societies and is able to keep in contact with the League in a manner which could not be done by one single body of women. It keeps the claims of women to be heard in the councils of nations continually before the Secretariat and the Council of the League. The resolutions passed at the Annual Meeting, and printed in the Report, cover many subjects. Notably the Disarmament Conference; the question of the admission of women to the Diplomatic and Consular Services of Great Britain. The ninth resolution welcomes the appointment of the new permanent Committee on Slavery, and the inclusion of Señora Palencia, Spain, as a member; and asks that special forms of enslavement of women and girls associated with tribal and other customs may be carefully investigated.

BOOKS RECEIVED

Riddle of Poland. By A. M. W. Singleton, M.S.P. (Washbourne & Bogan, price 9d.)

Set on a Hill. By Wilkinson Sherren. (Washbourne & Bogan, 3s. 6d.)

A Merry Eternity. By Noel Macdonald Wilby. (Washbourne & Bogan, 7s. 6d.)

LIVERPOOL AND DISTRICT BRANCH

Hon. Sec.: Mrs. A. Stewart Mason, B.A., "Brinsworth," Grosvenor Road, Birkenhead.

The 22nd Annual Meeting of the Branch was held on January 29th at the Cosy Café, Colquitt Street. We were delighted to welcome Miss Barry and Miss Spender from headquarters and Miss Parnell from Manchester. Miss Barry gave us a resumé of the year's work of the Alliance, and Miss Spender spoke on slavery, a question which is occupying a good deal of the attention of the Alliance at present.

Miss Parnell, in congratulating us on our work done in the past year, remarked on the widespread attack on women's work—especially that of married women. She said that societies such as ours were specially needed in these times, and encouraged us to continue the struggle with good heart.

The reports of the Hon. Secretary and the Hon. Treasurer were read, confirmed and resolutions passed, dealing with the various points on the programme of the Alliance, including one opposing any bill which would legalise the sterilisation, compulsory or otherwise, of mental defectives. The Hon. Treasurer's report showed a small deficit.

For some years we have sent copies of the "Catholic Citizen" to the Archbishop of Liverpool, to Monsignor T. J. Walshe, and to Monsignor George. We should be very grateful if some kind friends would send us donations to help to cover the cost of these copies.

TREASURER'S LIST

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TREASURER'S NOTE

A supply of jumbles, old clothes or any other second-hand articles, is again badly needed for the stocking of the barrow, and any gifts of this sort will be most gratefully received by the Office.

May I also remind members of the great assistance they can render the Alliance by paying their subscription, which are now due, promptly. Our best thanks to those who have already done so.

P. M. BRANDT.

NATIONALITY OF MARRIED WOMEN IN AUSTRALIA

(From the "International Women's News")

A deputation, led by Mrs. Rischbieth, President of the Australian Federation of Women Voters and a member of the Alliance Board, has petitioned the Prime Minister, Mr. Lyons, for an amendment to the nationality law in order to permit an Australian woman who marries an alien to retain her citizenship. It is stated in the brief press notice that Mr. Lyons promised to give the petition his careful attention, but women in Australia fear that their Government probably has a tacit agreement with the Imperial Government so that any amendment will most probably be on the lines of the recent unsatisfactory British Act which gives effect to the Hague Nationality Convention on lines which made it universally disliked by all women's organisations.

**ST. JOAN'S SOCIAL AND
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