

# THE WOMAN'S LEADER

## AND THE COMMON CAUSE

Vol. XVII. No. 49. One Penny.

REGISTERED AS  
A NEWSPAPER.

Friday, January 1, 1926

### CONTENTS.

	PAGE
THE POLITICAL YEAR. By E. M. Hubback . . .	385
WOMEN IN INDUSTRY. By Madeleine J. Symons, J.P.	387
WOMEN IN THE PROFESSIONS. Contributed by the London Society for Women's Service . . .	388
WOMEN IN COMMERCE AND BUSINESS. By Viscountess Rhondda, J.P. . . .	389
WOMEN IN THE MEDICAL PROFESSION. By L. Martindale, J.P., M.D., B.S.(Lond.) . . .	389
WOMEN IN EDUCATION. By Reta Oldham, O.B.E. . .	390
WOMEN AND LOCAL GOVERNMENT. By Bertha Mason . . .	391
SOCIAL ADMINISTRATION. By a Correspondent . . .	392
WOMEN IN INTERNATIONAL LIFE. By E. M. Leaf . . .	393
WOMEN IN THE CHURCH. By E. Louie Acres . . .	393
WOMEN IN THE THEATRE. By Cicely Hamilton . . .	394
WOMEN IN THE HOME. By M. D. S. . . .	394

Annual Subscription for Postal Subscribers: British Isles and  
Abroad, 6/6.

Common Cause Publishing Co., 15 Dean's Yard, Westminster, S.W. 1

### RETROSPECT, 1925.

Our annual stock-taking is upon us again—as difficult and indeterminate a business as ever. This time, however, there are some spectacular and definite gains to chronicle, though we will not anticipate the contribution of our political correspondent by reminding our readers of what they are. At any rate a crop of solid legislative milestones has been erected to mark the progress of women towards a "real equality of liberties, status, and opportunities." This means that 1925 may go upon its way sealed by the women of Great Britain as a "good year." But how good? With that question the mists descend upon us. Like Bishop Blougram, we find it difficult to trace the course of our mountain path while our feet are still set busily upon it. Whither is it leading?

—That Way

Over the mountain, which who stands upon  
Is apt to doubt if it be indeed a road;  
While if he views it from the waste itself,  
Up goes the line there, plain from base to brow,  
Not vague, mistakeable! What's a break or two  
Seen from the unbroken desert either side?

But the difficulty remains—we who are climbing cannot easily step back to the objective viewpoint. We find ourselves preoccupied by the breaks. We remind ourselves that straws do not invariably show the way of the wind but may be the victims of local currents and artificial draughts. Thus we are inclined, in the execution of our New Year's task, to adopt the method of a certain lady of our acquaintance who, being asked to make an inventory of her household effects for the benefit of incoming tenants, presented a document which ran: "There are no fish knives. There are no small tablecloths. There are

only three lamps. There are no dishcovers. . . ." And in a like strain it continued to its ending. In a like strain, too, we are inclined to present our inventory with the opening words: We are not yet fully enfranchised. We are not yet accorded equal opportunities to develop our earning power, and achieve a just price for such earning power as we possess. Our principal occupation is still degraded by a servile economic status. Its product: human life, is still undervalued in a social system which is more solicitous for the sanctity of material property. We are not yet "pulling our weight" in the world. Our world is, in fact, still overwhelmingly a man-made world, with man-made politics, churches, preoccupations, laws, customs, economic arrangements and social values. We do not use the term "man-made" in an abusive sense—rather in a descriptive sense. It is partly our fault that we have left men so long to mould our joint world on their own one-sided plan. And on the whole they have not done so badly with it. It is at least a very well-ordered world, and one which has gone very far towards solving the problems of material production. But it is still a world in which one would not choose (unless endowed with the fighting spirit of revolt) to be born a woman. In other words, it is not yet quite the kind of world we want. Such is our inventory. And in view of its nature our readers may be inclined to suggest that for the heading, *Retrospect*, 1925, should be substituted the heading, *Prospect*, 1926. It is indeed with this latter pre-occupation overshadowing our minds that we hand over to a distinguished group of contributors the difficult task of telling the story of the Old Year.

### IN MEMORIAM.

In any review of the dying year it is fitting that our thoughts should dwell for a few moments in memory of those who are no longer with us. The death of that gracious lady, Queen Alexandra, is still fresh in our minds, and in less exalted circles many women who can be ill spared have left us. We can only mention a few of these. Literature has lost Mary Cholmondeley, journalism Miss Mary Billington. The public service has lost Lady Nott Bower, Dame Louise Samuel, Mrs. Styring, J.P., and Miss Grace Taylor. The deaths of Mrs. Haldane, Mrs. Baldwin, and Miss Helen Gladstone removed three women closely identified with political life who won distinction by their own personality. The sudden death of Mrs. Arnot Robinson left another empty space in the ranks of those who laboured for the political equality of the sexes. And as we go to press we learn that the medical profession has become poorer by the death of Dame Louisa Aldrich-Blake.

### THE POLITICAL YEAR.

By E. M. HUBBACK.

1925 stands out among recent years in the variety and importance of the measures before Parliament specially affecting women and children which reached the Statute Book, or which passed through some of their stages; and, in addition, for an unusual number of inquiries, which may or may not result in legislation of special interest to women in future years, which have been carried out by Royal Commissions, Departmental Committees, etc. Thus, standing as it were on a ridge between 1925 and 1926, we are in a position to estimate what has been achieved this year and what will be attempted next.

'Keep fit on  
cocoa'

**BOURNVILLE**  
SEE THE "Cadbury" ON EVERY PIECE  
OF CHOCOLATE

Write  
Cadbury, Bournville  
about Gift Scheme



Of these achievements, far and away the most important is the Widows', Orphans', and Old Age Contributory Pensions Act. The contents of this Bill are fortunately familiar to our readers, as they cannot be described in a nutshell. The 10s. a week it provides for the existing widows of insured men with dependent children, for future widows with or without dependent children, the allowances of 7s. 6d. for orphans, of 5s. and 3s. for the children of widows, and the pension for insured men and their wives and for insured women at the age of 65, will go far to remove the spectre of poverty from many homes in return for a contribution of 4d. a week for men and 2d. for women. A few days after this is in the hands of our readers the first benefits will have been paid.

The National Union of Societies for Equal Citizenship worked hard from the date of the introduction of the Bill to remove certain glaring anomalies, and thanks to the help of Members of Parliament of all Parties, more especially perhaps to Miss Ellen Wilkinson, Mr. Lees Smith, and Mr. Harney, the scheme as it emerged at the end of its Parliamentary ordeal was considerably more satisfactory than that introduced at the beginning. The most notable achievements were (1) the concessions, which reduced the number of annual contributions required from elderly people for the few years before 65; (2) the deletion of certain of the special disqualifications attached to widows' pensions only; (3) the eligibility of uninsured men, married to wives hitherto insured, to become voluntary contributors; (4) the raising of the age during which allowances can be paid on behalf of widows' children still attending school from 14½ to 16.

It is, we feel, a notable achievement of which any Government must be proud to have carried out this great reform, for some form of which Women's Organizations and Political Parties have been working for many years. At the same time the limitations of the scheme stand out with increasing clearness as the time for paying benefits draws near. The miserable inadequacy of the allowances to widows and children, which in cases in which the widow has no other resources will force her still either to depend on the Poor Law or to enter the labour market to supplement her pension. The omission from the scheme of a large number of widows, as much if not more in need of a pension than many of those who will be receiving one, will give rise to many discontents and heart-burnings. We can only hope that in the future the burden of caring for widows with children will rest on the broader shoulders of the State and not be imposed on our already overburdened industries.

At long last the Guardianship of Infants Act is on the Statute Book, and has been continually made use of. As we always expected, the kind of case that has been most relieved under this Act is that in which parents are living apart without a legal cause for separation and in which a mother either applies for the custody of the child or for its maintenance, if she already has the custody, from the father. Those who feared that the Bill, though it might relieve hardship, would not improve the status of the mother will have read with interest circulars such as that sent by the Home Office to certified schools pointing out the necessity of obtaining the mother's as well as the father's consent with respect to the future occupation of the child. Equal rights for mothers and fathers in any dispute affecting the child brought before the Courts, equal rights with regard to the appointment of guardians after death, the rights referred to above for a mother to receive maintenance from the father for the child when given its custody and the right to bring cases in the summary courts,—all this is going a long way towards that complete equality of rights and responsibilities for which women's organizations have already stood.

The Summary Jurisdiction (Separation and Maintenance) Bill has also become law. This useful little measure gives to either husband or wife the right to apply for a separation order on the grounds of cruelty to the children or habitual drug taking; it gives to a wife the right to apply for a separation order on the grounds that her husband has forced her into prostitution or has insisted on cohabitation whilst suffering knowingly from venereal disease; it provides that a wife need no longer leave her husband before applying for a separation order on certain grounds. The loss of the amendment to allow a court to make an order for the division of furniture was singularly unfortunate, but the matter will not be allowed to rest here.

Another success won earlier in the Session was the reception given to Major Harvey's motion to give to a married woman the same right to change or to retain her nationality as has a man. The carrying of this resolution has forced a rather

unwilling Government to inform its dominions of the view of the British House of Commons on this matter and to ask for their views. We, unfortunately, have reason to believe that this business has been carried out in a very perfunctory manner, and there is very little to report at present.

The Criminal Justice Act is of peculiar interest to women in two respects. It establishes a probation system under which probation officers must be appointed for every area or group of areas, and it removes the presumption of coercion in cases in which a wife has committed crimes other than treason or murder in the presence of her husband, though it leaves to a wife the right to plead coercion if she so wishes.

So much for the successes—now for the attempts, which are important in that they each and all mark steps in the campaign for their respective causes. Far and away the most important of these was the attempt to promote Equal Franchise made by the Labour Government early in the Session. It was possibly too much to expect a new Government to father a Franchise Bill so early in its history, and it certainly marked a definite advance in the Equal Franchise Campaign to hear the creed of equal political rights emerging from the Government Benches, but their refusal to state the age at which Equal Franchise should be given and the absence of any definite promise as to when the Conference of all Parties to arrive at an agreed measure should be set up gives rise to apprehension. An estimate of the present situation has been made too recently, however, in these columns to require enlarging on again.

We were particularly sorry that the Government's Legitimacy Bill, which in some form or other has been before the House since 1920, failed to be considered in the House of Commons, though it passed through all its stages in the House of Lords, owing to lack of time. The promise of its introduction by the Government next year has, however, been made.

The Government's Married Women (Torts) Bill to abolish a husband's liability for his wife's torts, which passed through the House of Lords in the summer has also failed to be considered by the Lower Chamber this autumn. We hope to see it introduced as a wider measure covering many of the anomalies concerning married women which exist under the law of coverture.

Lady Astor's Public Place (Order) Bill, which seeks to abolish legislation penalizing prostitutes only and to require more than police evidence only as a proof of "annoyance," received a good reception when moved by her in a singularly able speech under the Ten Minutes' Rule. An important deputation, organized by the Association for Moral and Social Hygiene to beg the Home Secretary to set up a Joint Select Committee or some other form of public inquiry into the working of the present laws dealing with solicitation, was informed that the Home Secretary was considering a Departmental Committee. This, though better than nothing, would have the grave disadvantage that its sittings would probably be held in private.

Miss Ellen Wilkinson's Municipal Corporations Amendment Bill to impose on Watch Committees the Statutory Duty of appointing Women Police was very well received when it came up for its first reading in the House of Commons, and may be followed up by a Private Members' Bill next Session. The Deputation on this Bill, organized by the N.U.S.E.C. and recently described in the WOMAN'S LEADER showed undoubtedly the sympathy of the Home Secretary for the cause of Women Police even though he did not agree with the method advocated in this Bill for increasing their number.

The Parliament (Qualification of Peers) Bill, initiated by the Six Point Group and introduced by Lord Astor, was only defeated on its second reading by one vote. Practically no opposition at all was raised to the principle.

During the year the Royal Commission on Lunacy and Mental Disorder has received communications from Women's Organizations with respect to the need for a larger part being played by women in the administration of Lunacy Laws, and the Royal Commission on National Health received evidence from the Standing Joint Committee of Industrial Women's Organizations and the N.U.S.E.C. on points such as the desirability of extending medical benefits and dependents' allowances to the wives, children, and other dependents of insured persons, and of substantially improving the provision for Maternity made under the Act. As we stated last week the Royal Commission on the Coal industry took evidence from Miss Rathbone on the subject of Family Allowances, and a statement on that subject was sent by the Family Endowment Society to the National Wages Board of the Railways.

The question of the employment of married women has been

prominently before the public during the year, firstly owing to the increase in the number of local authorities who are enforcing the resignation of teachers and other women employees on marriage, and secondly on account of the spirited action of the married women teachers under the Poole Corporation in suing their employers for wrongful dismissal. Unfortunately, as our readers will remember, the judgment of Mr. Romer that an Education Committee could only discharge its employees if it appeared desirable to do so in the interests of education and not on personal grounds, was set aside by the High Court. We hope that next Session the House of Commons will be given an opportunity of expressing its view on the matter by means of a Bill promoted by the N.U.S.E.C. to make such action on the part of local authorities illegal.

The English Committee to deal with Sexual Offences against Young Persons, has just reported, and has recommended many and drastic remedies for the attacking of this most urgent and difficult problem, and the Committee set up by the Colonial Office to deal with Social Hygiene in certain Crown Colonies issued a most important report dealing with prostitution and venereal diseases in the Straits Settlements, especially in Singapore.

The industrial position of women has been very little to the fore except with respect to the way in which married women have suffered under the new regulations relating to unemployment benefit. The Factories Bill which was expected to materialize was never introduced, and Lead Paint (Protection against Poisoning) Bill, which prohibited women from using Lead Paint, never reached its second reading. The Two-Shift System for women in other industries was extended for another year.

Of the various new Committees which have been set up during the year, Miss Madeleine Symons was appointed to that dealing with inquiry into the State Purchase of the Liquor Trade; Miss Bondfield and Miss Alice Franklin were appointed on various Committees dealing with Overseas Settlement; Dame Helen Gwynne-Vaughan on that dealing with the Safeguarding of the worsted industries.

The Honours List was of peculiar interest this year, and contained such illustrious names as Dame Millicent Fawcett, G.B.E., Dame Ellen Terry, G.B.E., Dame Louisa Aldrich-Blake, D.B.E., Dame Louisa Lumsden, D.B.E., and others.

It is impossible to conclude an article on the Political Year without recording our very grateful thanks both to Lady Astor and Miss Wilkinson for their untiring and devoted work on behalf of legislation specially concerning women and children.

## WOMEN IN INDUSTRY.

BY MADELEINE J. SYMONS, J.P.

The year that has just ended is not marked by any striking events as regards women in the industrial field. The women, like the men, have been continuing the struggle against political and industrial reaction, although there are some signs that the downward tendency of wages is being arrested, and that organized women are making a beginning in the effort to recapture some of the ground that has been lost since the beginning of the industrial depression.

Politically, one of the most important events has undoubtedly been the passing into law of the Widows' Pensions scheme, but the nature of the Government scheme, and particularly the contributory principle on which it is based, has meant that this long-promised measure of justice has come to the working women of the country in the shape of Dead Sea fruit. The contributions exacted under this scheme place a further burden upon the inadequate wages of the unmarried woman worker, while the low rate of the pension will still compel the childless widow and even the widow with children to compete in the labour market. In spite of Miss Wilkinson's gallant efforts in the House of Commons, no concession was secured for the large number of women workers who, because they do not marry, can never hope to secure any return for the contributions levied upon them.

Great indignation is also felt among industrial women at the continual delay of the Government in introducing an amended Factory Bill. Modern developments have rendered the old Factory Acts, with their maximum week of sixty hours, totally out of date, and a Bill on the lines of that introduced by Mr. Henderson, which had received the consideration of successive Governments, should secure the support of enlightened members

of all parties. Industrial women attach the greatest importance to the proposal contained in that Bill to enact a forty-eight hour week for women and young persons, with a maximum total of nine hours of work in any one day, and I cannot help feeling that the difference of opinion which appears to exist in feminist circles on this matter is partly, if not wholly, due to a misconception as to the real facts of the situation.

Organized men, and women in organized or comparatively well-organized trades, have won the principle of a forty-four, a forty-seven, or a forty-eight hour week, which they are determined to hold at all costs, but they are in favour of the proposal contained in Mr. Henderson's Bill in order to prevent the exploitation of women and girls in unorganized trades. Where long hours are worked at present they are almost invariably worked in factories employing a large proportion of cheap girl labour, and in such cases the girls are being used to their own detriment and to the detriment of organized workers who are trying to hold and improve the conditions which they have won. In view of these facts, it seems hardly possible to construe the enactment of a maximum forty-eight hour week for women as a proposal likely to place the women at a disadvantage as against men, or to interfere with the freedom of the woman worker. Women who can be said to have any real freedom of choice at the moment do not, and will not, accept a working week exceeding forty-eight hours. For the same reasons the economic argument that such a provision would interfere with trade is beside the point, because freedom to work longer hours would not be exercised by reputable trades and employers who could not and possibly would not wish to upset the arrangements reached through collective bargaining, but only by the worst employers on whom the prosperity of a trade never depends.

Considerations of space make it impossible to deal with questions of improved ventilation, lighting, prevention of accidents and other important matters which require to be dealt with in the Factory Bill, but working women attach great importance to the necessity for strengthening the provisions dealing with the medical examination of young persons in view of the fact that the existing system has been condemned by a Departmental Committee as a failure.

The delay of the Government in proceeding with the establishment of Trade Boards in the Distributive and other trades brings us to what is, after all, the main problem to which many other problems affecting industrial workers are really due. Long hours and bad conditions are undoubtedly great evils, but willingness to work long hours and to submit to bad conditions is always due to one cause—underpayment. This is a platitude to readers of the WOMAN'S LEADER, but unfortunately it is a platitude of which the general public needs to be constantly reminded. On the occasion of the recent production of Bernard Shaw's *Mrs. Warren's Profession* a reviewer, commenting on the changes which have taken place since this play was written, selected the following passage in one of Mrs. Warren's speeches:—

"And then I went to a bar at Waterloo Station, fourteen hours a day serving drink and washing glasses for 4s. a week and my board."

While it is true that bars are no longer open for fourteen hours a day, with the slight substitution of a "restaurant, hotel or tea-shop" for the "bar," the conditions are as true to-day in some places as when Shaw wrote of them. It is some years now since a Trade Board was first promised for the Catering Trade, but although the Government has completed a new inquiry into the conditions in that trade, it has not yet seen fit to take the House of Commons into its confidence on the matter, but it is to be hoped that the House will demand it at an early date, and subject it to the most searching examination. Wages of ten shillings and less for a week ranging from sixty hours to seventy-three hours are not uncommon, and while it is argued that waitresses can supplement these wages by means of tips, it will often be found that kitchen workers who have no opportunity of receiving tips are paid on an equally low scale.

Apart from such conditions of actual sweating, the average minimum rate for adult women under Trade Boards works out at 6½d. per hour, or 27s. for a full week of forty-eight hours, and while the workers covered by Trade Union agreements, skilled workers, and piece-workers, receive higher rates, it is undoubtedly true that large numbers of women are in receipt of wages well below this figure. If readers care to inquire for themselves as to the price of lodgings in our industrial centres, and add to this weekly items of necessary expenditure, they will find it difficult to balance a budget on a 27s. rate, and can



form for themselves some idea of the position of women whose wages fall below this level. Such a position means that the independent woman worker is struggling against intolerable odds and that thousands of women workers cannot be said to be self-supporting at all but are forced to let themselves be subsidized by families already overburdened. These conditions would only be tolerated by a community soaked in the old convention of the unequal needs of men and women—a convention accepted by the general public, acted upon by nearly all employers, and unfortunately too often ingrained in the women themselves by the tradition of years.

The recent administration of unemployment insurance provides another instance of the effect of this tradition. Six thousand married women were deprived of unemployment benefit during the period recorded in the *Labour Gazette* for October, 1925, and all over the country women who have contributed towards unemployment insurance are having their benefit questioned and sometimes withheld on grounds which would not be advanced in the case of men. In view of these and many more difficulties which it is impossible to indicate in a short article, widespread indignation exists among industrial women at the injustice of depriving them of the Parliamentary franchise during the very years when their struggle is keenest. They will not be satisfied with anything less than full adult suffrage at twenty-one years of age.

The new Census figures show that out of a total of over five million women in occupations of all kinds, 2,453,000 are under twenty-five years of age, and in certain industrial occupations, the proportion of women under twenty-five is as high as three-quarters. Many of these young women are bearing more than their share of the burden of citizenship, and they are clearly entitled to any protection which the weapon of the Parliamentary franchise may afford to them.

### WOMEN IN THE PROFESSIONS.

CONTRIBUTED BY THE LONDON SOCIETY FOR WOMEN'S SERVICE.

1925 has been a year of slow and steady progress, even although it has witnessed a widespread attack upon the employment of married women. Throughout the year, in almost every profession, efforts have been made to deprive the married woman of her right to work, and for the most part these efforts have been temporarily successful. The Civil Service continues to enforce its rule, the London County Council and other municipal authorities follow suit, and the local education authorities backed, most unfortunately, by the Board of Education have been trying to apply the same procedure to married women teachers.

If politics can be considered a profession, women are obviously making headway there—and, curiously enough, the question of marriage does not seem to arise in this case any more than it does on the stage or in literature or business.

The Duchess of Atholl was appointed Substitute British Delegate to the Sixth Assembly of the League of Nations, and Miss Eleanor Rathbone has been appointed Assessor to the Committee on Women and Children. In July two women, Mrs. Drapper and Mrs. Wilson, were put upon the Food Council, and the fact that they were married was positively hailed as an asset. Miss Margaret Bondfield has been appointed to the Oversea Settlement Committee, Dame Helen Gwynne-Vaughan to the Advisory Council on Safeguarding in the Worsted Industry, Miss Bondfield and the Viscountess Milner to the Committee of Inquiry into Unemployment Insurance, Mrs. Cadbury, Lady Lawrence and Lady Lyttelton to the Home Office Inquiry into the treatment of young offenders, and Miss Violet Markham to the Committee on Education and Industry.

In the Civil Service a great event, long worked for and long delayed, has at last taken place, and the first women to enter the Administrative Class by open competitive examination took up their duties this autumn. The examinations were held in August, and twenty-seven women and eighty men competed; of the twenty-two successful candidates, two, Miss Enid Russell Smith (ninth) and Miss Alix Kilroy (twelfth), were women; and at a later date the next on the list, Miss Smieton, was also appointed. These pioneers have been sent to the Ministry of Health (Housing Department), the Board of Trade and the Record Office respectively. This event is of the utmost importance for the future position of women in the Civil Service, and indeed ensures their ultimate equality; but meanwhile the situation of the existing Civil Servants is far from satisfactory. Women

continue to be passed over for promotion, and the administration of the new work entailed by the Pensions for Widows and Orphans is apparently to be entrusted almost entirely to men. Protests on this and kindred grievances have been repeatedly made throughout the year, and the campaign for equal pay, which has been vigorously taken up by the men's associations, is assuming great importance. We may therefore expect further developments before long.

Equal pay has, of course, been greatly to the fore in the teaching profession during the year, particularly during the months before the Burnham Committee's Award on Salaries was adopted. This award, which is to be in force six years, practically stabilizes the women at a salary four-fifths of that of the men in the profession. Though this award has been accepted it is not satisfactory to any of the parties.

Among the employees of local authorities the position of women has shown little change. Salaries, particularly for Health Visitors and Sanitary Inspectors, are deplorably low, and prospects are not improved by the policy of the Ministry of Health in regard to training. Some progress is to be noted among librarians, although there too salaries are often disgraceful, Lewisham, for example, advertising for a female assistant librarian at 8s. a week.

The employment of women police has not increased, and Watch Committees almost all over the country have refused to sanction their appointment. In some cases, this refusal has followed a favourable recommendation from the Borough Council, and in Sheffield a regular pitched battle between the two was the result. The upshot in that case was a compromise, by which two women were appointed; but in the majority of cases the Council has been content to be defeated. This state of affairs has led to the introduction into Parliament of a Bill requiring the appointment of "a sufficient number of fit women to act as constables." This Bill was introduced by Miss Wilkinson on 8th December but is not likely to secure time to proceed further at present.

In the nursing profession the efforts to reduce the hours, increase the pay, and raise the whole position of the profession are being continued, and proposals for the much-needed pensions schemes are under discussion. Great efforts are also being made by the Ministry of Health to secure the appointment of nurses to posts in the Public Health Services, an effort which is admirable so long as it is so arranged as to involve no lowering of the standard of knowledge and training in social work and economics required for that service. A lengthened period of training for midwives has been approved, and will be enforced from May, 1926. The supply of probationers for all branches of the profession continues to be inadequate.

Social work of all kinds continues to be very popular in itself, but the inordinately long hours and absurdly small pay of almost all the non-voluntary posts make it a very difficult profession to adopt. The courses of training are still crowded, while the posts to be offered continue to be highly exiguous; and although this type of work affords endless scope for energy, initiative, responsibility, and knowledge, it can hardly as yet be regarded as a satisfactory profession. There is, however, no sex bar of any kind, conditions being precisely similar for men. We note with satisfaction the appointment of Mrs. Wootton to be the Principal of Morley College.

At Cambridge there has been no change in the position of women, but at Oxford the participation of women in University life has ceased to be a novelty and has become an accepted fact.

Miss L. Grier, the Principal of Lady Margaret Hall, was president of the Economic Section of the British Association this year, and Dr. Lilian Clark was secretary to the Educational Science Section.

In Medicine the only official event has been the opening to women of full membership of the Royal College of Surgeons. There was, however, an attack on women doctors in the Press in January, when the supposed "glut of women doctors" was widely canvassed. It seemed to have little or no result.

In law the number of women qualifying as barristers is steadily increasing, while some among them continue to gain medals, prizes, and first classes in the examinations. Those already called have entered upon the long lean years of waiting for briefs; and are, on the whole, doing unusually well. There are fewer women qualified or training to be solicitors, but there also progress is sure if slow.

"An event unparalleled in the catering world" (as the newspapers put it) took place this year, when Mrs. Thompson Price was appointed chairman of Slaters, Ltd.; a similar revolution took place when the direction of Samson Clark, the great

advertising agency, passed to two women. The Institute of Chartered Shipbrokers opened its doors to women in January, and the Dublin Stock Exchange has admitted Miss Keogh to membership.

The most notable progress has been made during the year in the business world. Although good posts are hard to get, educated women are awakening to the varied interests and possibilities of business life. At the same time increased life and spirit is evidenced by the clubs which are starting up. A private club for city women was opened this year and another for providing gymnastics and recreation for professional and business women is advertised. The Young Women's Christian Association is raising a large sum of money for the same purpose, and yet another, promoted by the congregation of St. Martin's in the Fields, is in contemplation.

The International Committee on Air Navigation has, however, refused to licence women as eligible for the operating crew of aircraft engaged in private transport.

A women's Electrical Association was formed this year, and an important International Conference of women engaged in science, industry, commerce and engineering was held at Wembley in July. While these movements are still in the early stages, it is clear that they are not going to fade away, but that they are part of the continuous and steady widening of the sphere of women's professional life.

### PROGRESS OF WOMEN IN COMMERCE AND BUSINESS DURING 1925.

By VISCOUNTESS RHONDDA, J.P.

Some eighteen months ago I was supplied with some figures relating to women in the higher ranks of business, and on that occasion I took as test the one which is the easiest to make on paper. It was found that out of some 27,000 directors of limited companies about 200 were women. But figures unless they are brought to life can be dull things, and there are many women occupying important positions who are not directors of limited companies. Perhaps it may help to give an idea of the kind of work women are doing if I mention one or two individual instances of achievement.

I do not know whether all the readers of the *WOMEN'S LEADER* are aware that the post of advertisement manager of *Punch*, one of the biggest plums in existence in the advertising world, is filled by a woman, Miss Jean Lyon. Miss Lyon, a Scotchwoman, has made her own way and reached her position as manager of the advertisement department of one of the most conservative papers in the country and one of the best advertising mediums in the world by sheer ability.

Another pioneer is Miss M. E. Moore, a chartered accountant with a wide range of business; here again is a woman who, unaided, has reached a good position in a new walk of life. Or, to take a third instance, there is Mrs. Le Mesurier, of Craig's Court, who seems to have developed something little short of genius for running restaurants.

Nineteen twenty-five has been a year of some importance in respect of the progress of woman in business and commerce. During the past year we have become more definitely self-conscious; we have come to think of ourselves as a group. Women in business far more than in any other profession had worked alone, each in her own little department, unknowing that there were others and who those others were. And that was natural. Compare the entry to business to the entry into any other profession. Medicine, teaching, and the like are entered by two or three strictly guarded doors, and it is easy to know who has entered beside one's self. People in these professions can scarcely help knowing each other and knowing of each other—but business is quite different, business has ten thousand doors; and until recently, although isolated women had reached comparatively high positions in various directions, few of them knew of the others or had any group consciousness. How has this been altered? Well, partly by their coming together in clubs, most of which are a very recent feature. There is, for instance, the Efficiency Club, which has been in existence for some years, and there are now in London two clubs whose members, drawn from business and professional ranks, meet regularly for luncheon, and are thus able to get to know each other; the Provisional Club and the Soroptimist Club. Then again, such a function as the highly successful International Conference organized at Wembley last July by the Women's Engineering Society conjointly with a special concourse of women experts in science,

industry, and commerce, does much to bring business women into touch with one another and to make them—and the world at large—realize how far they have already travelled.

Lastly, there has been a movement recently started by a woman right outside the business world which has helped to make us group conscious and group proud. Professor Caroline Spurgeon believes "that we have reached a point in the history of the progress of women, in the training of them to be citizens of the world, when it has become essential that some women at any rate should turn their attention to, and take their part in, the higher branches of commerce, industry, and finance" (*Time and Tide*, 11th July, 1924). The result of Professor Spurgeon's initiative has been the formation of a Business and University Committee, whose object is "to act as a link between Industry and Commerce and the Universities in the interests of women (a) by working for the opening up of careers for University Women in Commerce and Industry; (b) by the collection and distribution of information by the promotion of publicity, and generally by working for an enlightened public opinion on the subject of the University woman in Commerce and Industry; (c) by getting in touch with employers, and by acting in all appropriate ways as an advisory and consultative body." The Committee, which was formed this autumn, and held its first meeting in November, numbers amongst its members outstanding women in the University and business worlds. It should be able to do good work to further the penetration of the higher ranks of commerce and industry by women.

### WOMEN IN THE MEDICAL PROFESSION.

By L. MARTINDALE, J.P., M.D., B.S. (Lond.).

The year 1925 has been an eventful one in the history of medical women.

The *Medical Women's International Association*, to which some twenty countries are affiliated, has made steady headway; two numbers of its *Journal* have been issued and widely circulated. The November number is of special interest, as it contains full reports of the work of medical women in Denmark, Germany, Great Britain, India, Poland, Switzerland, and the United States; articles on International Congresses on Child Welfare, Industrial Hygiene, and Radiology, in which women doctors have taken part, and the preliminary report of the Post Graduate Research in Medicine being carried out by medical women all over the world.

The reviews of books written excite one's interest, for as far as possible these have been written by members of different nationality to the authors.

In Great Britain amongst the *notable events* occurring this year were the conferment of:—

- (1) The D.B.E. on Miss Aldrich-Blake, M.S., M.D., Dean of the London (R.F.H.) School of Medicine for Women.
- (2) The Kaiser-i-Hind Medal of the First Class for Public Service in India on Dr. Edith L. Young and Dr. Esther G. Bare.
- (3) The Kaiser-i-Hind Medal of the First Class for her work in connexion with leprosy in India on Dr. Isabel Kerr.

Amongst *important appointments* nothing has been of greater interest to medical men as well as women than the appointment by the University of London of *Professor Louise McLroy* as Associate examiner in Obstetric Medicine for the M.B. B.S. Examination in 1925.

*Dr. Marguerite Douglas Drummond* has been appointed by the Ministry of Health as one of the representatives on the Central Midwives Board.

*Miss Mabel Ramsey*, M.D., F.R.C.S., has been appointed Hon. Gynaecologist to the Plymouth Infirmary.

*Miss Gertrude Herzfeld*, F.R.C.S., has been appointed Surgeon to the Royal Edinburgh Hospital for Sick Children, by which appointment Miss Herzfeld automatically becomes a University Lecturer on Diseases of Children.

*Dr. Isabel Elmslie Hutton* has been appointed Honorary Physician to the British Hospital for Mental Disorders and Nervous Diseases.

*Miss Lewis*, M.S., F.R.C.S., has been appointed Honorary Surgeon to the new Urological Department for Women at the Royal Free Hospital.

*Miss Lily Baker*, F.R.C.S., has been appointed an examiner at the Bristol Centre of the Central Midwives Board.

*Miss Janet S. F. Niven*, M.B., Ch.B., has gained the Brunton Memorial Prize awarded by the University of Glasgow to the most distinguished graduate in medicine of the year 1925. This is the first occasion on which the prize has been won by a woman.



## INTERESTING CEREMONIES.

(1) *The opening of the Redlands Hospital for Women*, staffed by medical women. This hospital is situated in the west end of Glasgow; it contains fifty beds, and the patients contribute towards their maintenance. A special feature is the provision of single rooms for private patients. Also a well equipped Maternity Department.

(2) *The opening of the Elsie Inglis Memorial Hospital*, a beautiful up-to-date institution in one of the finest situations in Edinburgh.

(3) *The Ceremony of the Unveiling of the Five Sisters' Window in York Minster*.—The restoration of this window was undertaken in memory of women who gave their lives for their country in the Great War; these included many well-known women doctors and surgeons.

(4) Presentation of *Miss Ivens*, M.S., President of the Medical Women's Federation, and Dame Louisa Aldrich-Blake, M.S., to the King and Queen at the opening of the new British Medical Association House.

The names of Medical Women have also been conspicuous in the activities of the British Medical Association, the Royal Society of Medicine, and the Royal Institute of Public Health, as well as amongst those organizations engaged in Medical Research. *Lady Barrett*, C.B.E., M.S., acted as President of the section of Obstetrics and Gynaecology at the British Medical Association at Bath. *Dr. Dorothy Hare* was Hon. Secretary of the section of Therapeutics, and papers were read both in these and other sections by various well-known women. *Dr. Christine Murrell*, who has served during the past year on the Council of the British Medical Association as a representative of the Metropolitan Counties Branch, has been returned unopposed to the Council for the year 1925-26, while various other medical women have been elected to serve on different Committees and sub-committees of the B.M.A.

Amongst the non-medical honours gained by medical women we note that:—

*Dr. Jane Walker* has been elected a Justice of the Peace. *Dr. Stella Churchill* and *Dr. Adeline Roberts* have been elected to serve on the L.C.C.

*Dr. Ethel Bentham, J.P.*, has been appointed to serve on the Metropolitan Asylums Board.

*The Medical Women's Federation* has undertaken and accomplished a vast amount of work during the year. Some of it was described in an article appearing in a June number of this publication, and especially that part dealing with the action of the Federation with regard to the exclusion of married women from employment under the London County Council.

Another important piece of work was carried out by a special Committee formed to draw up evidence to place before the Home Office Committee dealing with the question of "Assaults on Young Persons." Medical knowledge is particularly useful in dealing with the subject, and the evidence was found to be most helpful.

*A Cancer Research Committee of the London Association of the Medical Women's Federation*, consisting of the following members: Miss Chadburn (chairman), Lady Barrett, Miss Bolton, Lady Briscoe, Dr. Helen Chambers, Professor M. McIlroy, and Miss Martindale, has been at work during this year. The Medical Research Council have recently presented to the Committee the loan of a considerable quantity of radium from the British Empire Cancer Campaign, to be used for research in the treatment of cancer of the uterus and vagina. They have also granted the salary of a whole-time Medical Research Officer. Funds have been collected in response to a public appeal in the Press, and work has now commenced at the four hospitals included in the scheme, viz. (1) The Elizabeth Garrett Anderson Hospital, (2) the South London Hospital, (3) the Royal Free Hospital (Gynaecological and Obstetrical Unit), (4) the New Sussex Hospital, Brighton.

A number of cases of cancer have now been treated, and the Committee hope to publish its results from time to time. As far as we can learn this is the first occasion in Great Britain in which an organized scheme for the treatment of large numbers of cases of cancer by a special dosage of radium with a uniform technique by a number of surgeons in different hospitals has been carried out.

There is little doubt that the very special opportunities women doctors have of dealing with early as well as the more advanced cases will be of tremendous value in this particular field of research in the most modern methods of treatment.

## WOMEN IN EDUCATION.

By RETA OLDHAM.

A year ago educationists were watching with anxiety for the first signs which might indicate the educational policy of the new Ministry. The Government which had just passed out of office had given proof of a progressive spirit in educational affairs, and the declarations of the leaders of the three great Parties seemed to show that all were agreed as to the vital importance of a fair and generous treatment of national education.

The Burnham Award, awaited so eagerly, was published at the end of March, and the scales there adopted became operative on 1st April and will continue so for six years. No one is ever fully satisfied with the results of arbitration, but the findings of Lord Burnham were, on the whole, fairly conceived.

Certain features of the award, e.g. the retention of sex discrimination in salaries, and the reduction of the annual increment in the case of women, while that of men remained practically unchanged, bore hardly upon women. On the other hand, it must be remembered that the case for equal pay stated uncompromisingly by the Burnham Committee of 1920 was not this time under consideration. Women teachers had long known that they could hope for no more than the preservation of the approximation then reached, and this in point of fact was what they now claimed. Their acceptance of the award in no way surrendered their right to put forward their claims to equal pay whenever the present scales came up for revision. The principle of a "halt," i.e. one year without increment of salary, applied to both sexes, and its effect together with that of the reduced increments was tempered by the provision that no existing salary was to be actually reduced, although the recipients must then mark time till the scale overtook them. If the action of women teachers in agreeing to reduce their claims is questioned it should be remembered that just as in 1920 they accepted the original Burnham report as a step to a national settlement of the salary problem, so now they accepted the award, as giving hopes of a more national operation of scales than had hitherto existed. So long as a large number of their fellow-teachers were working under authorities which had steadily refused to accept the 1920 scales on the ground that they were too high, they felt they could not refuse to make a sacrifice which would bring relief to their colleagues.

With this in mind it is not surprising that teachers viewed with much uneasiness the letter written towards the close of the year by Lord Eustace Percy to the Essex Education Authority, which refused to adopt the Burnham scale and claimed the right to negotiate directly with its own teachers and to arrange for different scales to be paid in different parts of its area. Lord Eustace stated that in his view their claim is not unreasonable, thereby leaving the way open for the six other recalcitrant authorities to persist in repudiating the Burnham awards and offering a temptation to every Education Authority to make its own arrangements with its teachers. If the Board does not exert pressure to compel Essex to accept the national settlement, it is hard to see how the laboriously constructed Burnham scales can be maintained.

The Superannuation Bill introduced by Lord Eustace Percy was issued on 24th March and passed into law in August. The benefits of the 1918 Act remain almost as they were. The contributory system, introduced in 1922, is now incorporated as the basis of the scheme, and, if regarded dispassionately, is really a safeguard, lifting pensions from the sphere of charity to that of insured security. Teachers contribute 5 per cent of their salaries and another 5 per cent is to be paid by the Local Education Authority, this latter contribution to date from April, 1928, and counting for grant. Thus the Treasury freed itself from all financial responsibility except that for back service.

A welcome concession is made in regard to Dominion service. A teacher may discontinue service in the United Kingdom for four years if he is in full-time service in other parts of the Empire, or for one year in any other case, without losing his pension rights for those periods, provided that with the Board's consent he pays by way of contribution 10 per cent of his salary in respect of the period of absence.

The qualification for grant was generously dealt with in the case of a teacher who is a married woman, the compulsory period

of thirty years being reduced by the number of completed years (not exceeding ten), during which she was, while married, absent from recognized contributory or qualifying service.

This considerate treatment of the married woman under the Superannuation Act makes all the more disappointing the judgment of the Court of Appeal in the Poole case. This reversed the decision of Mr. Justice Romer, who held that the Poole Education Authority was not justified in dismissing a married woman on the ground that her husband could provide for her support, or that many unmarried women were unemployed, or for any but educational considerations. The Court of Appeal held, however, that the discretion of the Local Authority should not be interfered with provided that it was exercised and its limits not passed.

In the East Ham case the plaintiffs were three married women certificated teachers who were dismissed without any suggestion that they had failed in discharging their duties satisfactorily. The defendants (the County Borough of East Ham) stated that they had come to the conclusion that the employment of unmarried women teachers was more for the benefit of education in their area than that of married women. Mr. Justice Lawrence has not at the time of writing pronounced judgment.<sup>1</sup>

These two cases following on that of Price v. Rhondda, in which Mr. Justice Eve dismissed a claim that a Local Education Authority had no power to dismiss a woman teacher because she was married, left the whole question of the employment of married women teachers in a very unsatisfactory state. If the decision of the Court of Appeal stands, it is clear that the practice will vary from area to area in accordance with local opinion on the subject. Already no Court of Law can oblige any Authority to offer employment to married women or restrain them from making it a condition of engagement contract that they shall resign on marriage, while it would seem that Authorities are entitled to use their own judgment as to whether the employment of married women does or does not militate against good education.

On Circular 1,371, recently issued by the Board, which is at the moment convulsing the educational world, it is not possible to comment at length beyond saying that there must be, to say the least, grave objections to anything which has united local authorities, administrators and teachers of all descriptions in a solid body of opposition. Against one point women will unanimously protest. They have always stood for the interests of young children, whose needs are ill understood by masculine administrators. The promise of 30s. per child to local authorities who exclude all children under five at present in their schools is a step which women should steadily resist. It was satisfactory to see that the Duchess of Atholl denied that the object of the Board was to discourage Local Authorities from receiving these children, but if she was right then Circular 1371 certainly needs the fuller explanation called for in the House of Commons.

Education during the past year has suffered loss by the death of Sir James Yoxall, for many years Secretary of the National Union of Teachers, of Sir John Struthers, Secretary for Scottish Education, of Mr. Norman MacMunn, author of *The Child's Path to Freedom* and *The Play Way*, of Mr. A. C. Benson, the well-known writer, of Mr. Kingsley Fairbridge, who did so noble a work for child migrants to the Dominions, and of Miss Millicent Laurence, one of the founders of Roedean School.

## WOMEN AND LOCAL GOVERNMENT.

By BERTHA MASON.

The outstanding feature of 1925, so far as local government is concerned, has been the series of elections for local government authorities, on all of which women are eligible to serve. Elections for County Councils which take place triennially, were held in March, followed in April by elections for Urban and Rural District Councils, Parish Councils, and Boards of Guardians, followed again in November by the triennial elections for Metropolitan Borough Councils and for Town Councils.

*County Councils*.—In London fifty women came forward as candidates for seats on the London County Council, of whom 11 stood for re-election. The number returned was 20 as against 12 in 1922, an increase of 8. The number of women now serving

<sup>1</sup> Since the above was written Mr. Justice Lawrence has decided against Mrs. Fennell in her action against the East Ham Corporation.

on the L.C.C., including 4 women aldermen, one only of whom was elected by the new council at their first meeting (the terms of office of the others not having expired) is 24, an increase of 7 on the previous year.

Returns from the provinces show that the number of women elected to serve on 45 County Councils outside London is 91, an encouraging increase on the year 1922.

The actual number serving at the time of writing is probably slightly in excess of the figures given as returns in respect to the appointment of Aldermen have not reached us, except in the case of London.

Seventeen County Councils, however, are still without women members.

*Urban and Rural District Councils, Parish Councils, and Boards of Guardians*.—Returns indicate that in spite of the appalling apathy which prevailed throughout the country in respect to the spring elections, there is a growing interest in the work of these Councils on the part of women, and an increasing willingness on the part of the electorate to recognise the need for the co-operation of women in the administrative work of local authorities. Women were returned for the first time at Molesey, Ellesmere Port, Fishguard, Sidcup, Millom, West Wickham, and Sangate. The district councils of Hanwell and Beeston at their first meeting elected women as chairmen.

The returns of 1924 (the latest available) show that 2,330 women are serving as Poor Law Guardians in England and Wales, and the number continues to increase. At the first meeting after the April elections the Boards of Bolton, Greenwich, Nottingham, Oldham, Sculcoates, and Westminster elected women as their chairmen.

*Metropolitan Borough Councils and Town Council Elections* took place on 2nd November. In London where the elections are triennial, all the members retiring together, 340 women were nominated, of whom 140 were returned. The number of women councillors serving on the Metropolitan Borough Councils in October last was 122, and 6 aldermen. There is therefore a satisfactory increase in the number of women elected to serve for the next three years.

The only metropolitan borough which failed to return a woman to its council was Wandsworth. The number of women serving on the other 27 varies from 1 to 12. The figures given apply to women councillors only. As in the case of the County Councils, there may be a slight increase in the number serving on Borough Councils owing to aldermanic appointments.

In the provinces polling took place in over 300 cities and boroughs in England and Wales to fill the vacancies created by the retirement each year of one-third of the Councils. The returns which are to hand point to a slight increase in the number of women elected. In the North of England few women apparently stood for election.

*Women Mayors*.—Six women were elected as Mayors in 1925, viz.: Mrs. Caxon, Kings Lynn; Miss Lucy Dales, Dunstable; Miss M. E. Neville, Lincoln; Mrs. Phillips, Honiton; Mrs. F. G. Simpson, Higham Ferrers, and Miss Mary Short, Eye, Suffolk, who was re-elected for a second year. Mrs. Phillips, of Honiton, has entered on a fifth term of office, after an interval of one year, 1924.

An encouraging feature of the Metropolitan Borough Council elections was the increase in the number of those who voted, 48 per cent. of those on the register actually recording their votes as against 36 per cent. in 1922 and 27 per cent. in 1919. This is a distinct advance. At the same time it must be remembered that even on this increase, only one out of every two on the register took the trouble to record their votes. This indifference characterised all the elections for local government authorities throughout the country during 1925, and in many places the percentage was considerably less. Apparently much remains yet to be done before local government electors, men as well as women, are really alive to the importance of their electoral responsibilities and duties, and to the obligations of citizenship.

*The Women's Local Government Society*.—On 28th April the Women's Local Government Society, at an extraordinary general meeting of its members, decided upon the voluntary winding up of the Society. The Society dates from 1888, when it started as a committee formed to promote the return of women as County Councillors. Since then its activities have widened with the widening of opportunities for women's work in Local Government, and its demise recalls memories of honourable achievement and well consolidated advance.



## SOCIAL ADMINISTRATION IN 1925.

BY A CORRESPONDENT.

It is obviously impossible to deal adequately with a subject which has no boundaries to mark it out in a few hundred words, or to avoid unduly trespassing on the preserves of other contributors to this New Year number of the WOMAN'S LEADER. I can only attempt a rapid survey of the field of social administration during 1925, regarded more particularly from the woman's angle of vision. The most remarkable achievement has, of course, been the Widows', Orphans' and Old Age Contributory Pensions Act, and, though actual achievement is still remote, the issue by the Government of concrete proposals for Poor Law Reform is not far behind in importance. Housing still remains the key problem. The Housing Act of 1925 is a highly useful measure, consolidating no fewer than eighteen Housing Acts from 1887 down to the present time. But periodic Acts of Parliament do not apparently yield results proportionate to the need. Birmingham, with a record of over four thousand, and Plymouth stand out as shining examples, but we cannot look with much satisfaction on the output, though the year ends on a hopeful note in the decision of the Government to step into the breach and become responsible for the erection of new houses in Scotland. In these columns a few months ago Captain Reiss pricked our consciences by the remark that he felt that women as a whole have not pulled their weight. Can we resolve, individually and collectively, to do better next year?

Public health, smoke abatement, and the provision of open spaces follow naturally as closely associated with the housing problem. Developments in public health, as in housing, fall more correctly under another heading, but the valuable experiments undertaken by different voluntary organizations in the provision of artificial sunlight as a form of curative treatment may be alluded to here. The Allotment Act which was passed during the year is a step in the right direction. A sufficient supply of allotments and of playing fields for young and old may indeed be regarded as a form of insurance for physical and moral health. The provision of more playing fields has attracted a good deal of attention and the needs of girls and women as well as boys and men have not been overlooked.

Important Commissions appointed by the Government during the year dealing with such subjects as the Lunacy Acts, Health and Unemployment Insurance, Juvenile Offenders, Sexual Offences against Children (Scotland), Education and Training for Future Employment, have met during the year, but have not yet completed their deliberations. At the close of the year the departmental committee on Sexual Offences against Young Persons (England and Wales) presented its report and recommended, with some dissentients, that the age of consent for girls be raised to 17. We would like to take this opportunity of urging rank and file social workers to keep themselves better informed with regard to such committees of inquiry. Valuable evidence is frequently lost by ignorance on the part of those who have facilities for acquiring first-hand knowledge with regard to the subject of investigation.

Turning to questions relating to moral welfare we find that, though intelligent and public-spirited, public opinion is still sharply divided on the question of genuine temperance reform. Local Option is gaining in popular favour. A small committee of women representing women's organizations has been formed in order to arouse interest in and spread knowledge of the Liquor (Popular Control) Bill. There are no legislative changes to report, but the Government has appointed a committee to report on disinterested public-house management, of which Miss Madeleine Symons is the only woman member.

During the year a real effort has been made to attack the money lending evil, or, as our American friends would say more tersely, "the loan shark." A joint Select Committee appointed to consider the two Bills before Parliament reduced them to a single measure which is still before the country. Meantime, a valuable experiment was initiated by the Liverpool Personal Service Association with the double object of the education of the public likely to resort to money lenders and the granting of loans at reasonable rates of interest. A good deal of controversy was waged around Lord Darling's Bill for regulation of reports of judicial proceedings to which added proof was given by the revolting and copious reports of unsavoury cases which filled columns of the Press from time to time throughout the year.

A hopeful symptom of progress has been the growth of interest in rural social life. Rural Community Councils are becoming more common, and the development of the Women's Institute movement throws similar urban movements completely in the shade. The last annual meeting filled the Queen's Hall, and it

was announced that instead of the large Government grant of £10,000 of past years a subsidy of £900 was all that was required.

Perhaps the most striking feature of the year has been the growth of new standards of child welfare. Last May, in Geneva, took place the first meeting of the reconstructed Commission of the League of Nations which will in future be known as the Commission for the Protection of Children and Young People. This Commission has two sets of assessors, one consisting of experts on problems connected with the traffic in women and a second group composed of those who represent organizations concerned with child welfare. Readers of this paper will remember that there are three women out of eleven Government delegates on this Commission, and that of the nine new assessors on child welfare appointed this year by International Associations, three are women—Dame Katherine Furze, Miss Eglantyne Jebb, and Miss Eleanor F. Rathbone. Such international discussions of such subjects as infantile mortality, child labour, the age of consent, among others, cannot fail to react favourably on the participating nations. In June a joint meeting was arranged by the National Council of Women for the purpose of signing "the Declaration of Geneva," the official charter of child welfare accepted at the fifth assembly of the League of Nations. Representatives of practically all the leading national organizations for women and children by signing signified their adherence to its principles. Later in the year, the minimum standards required by the Declaration were submitted to a crucial test in an intensive inquiry into the conditions under which children live in Westminster. The results reveal a state of affairs which are a disgrace to a Christian country.

The importance of training social workers has attracted much more attention than it has received since the fresh impetus given during and immediately after the war. The subject was discussed at the Summer School of women magistrates and citizens held at Oxford in September. A conference was recently convened by the Central Association for Mental Welfare to discuss a systematic scheme of training in co-operation with Social Study departments of the Universities, and a joint Committee consisting of medical men, representatives of the Hospital Almoners' Institute, and of the Joint University Council for Social Studies is preparing a report on training for hospital social work. The first book on the subject in this country (the United States has several), *The Equipment of the Social Worker*, by Elizabeth Macadam, was published in September.

In such a short article it is impossible to touch on all the work of the year, but two new editions of books of reference, both of which have been reviewed in these columns, must be mentioned, *The International Year Book of Child Care and Protection*, and *The Public Services Handbook*. For those who wish to keep up to date and well informed in 1926 on the subjects which we have superficially reviewed we recommend the monthly Social Service Bulletin of the National Council for Social Welfare and the weekly WOMAN'S LEADER.

**DELICIOUS FRENCH COFFEE**

**RED**

**WHITE  
& BLUE**

**For Breakfast & after Dinner**

**In making, use LESS QUANTITY it being  
much stronger than ORDINARY COFFEE**

**THE SOCIETY OF WOMEN JOURNALISTS.**

**PRESIDENT: VISCOUNTESS BURNHAM.**

Founded for the Association of Women engaged in Journalism in the British Empire and abroad, *The Woman Journalist*, the organ of the Society, is published every alternate month. Supplied free to members, it is an invaluable guide to current journalism. Members of the Society are privileged to receive free medical advice, free legal advice, and the Honorary Ophthalmic Surgeon is always available by appointment. A Benevolent Fund, administered without publicity, is another advantage to members.

*The Subscription for membership is One Guinea for London and Half a Guinea for Country.*

Application for membership should be made to **Sentinel House, W.C. 1.**

## WOMEN IN INTERNATIONAL LIFE.

By E. M. LEAF.

Looking at the years since peace was signed, there seems to be little prospect of a lull in the call for Women's International activities, and the last year has only served to open out the immense field of service needed. In reviewing it women may truly feel that not only is "the world their parish" but it is their hospital, workshop, reformatory, and therefore, since the vote is so widely extended, their whole field politically. As we learn of conditions abroad—hitherto unknown to us—the primary demand, the care of children, cries more loudly than ever. At the beginning of the year the report of the children in Chinese factories came to us, and we heard of the "infants, dull and leaden-eyed, five and a half years old, on their way to twelve hours' work, already stricken with industrial disease"—a tale which reminds us of I. O. Ford's description of English factory children in the last century. Dame Adelaide Anderson addressed a great meeting on the subject organized by the Y.W.C.A., and gave her own impressions of a visit to China and personal investigation. The refugee problem, with its tales of persecution, and thousands of destitute women and children, still haunts us this Christmas, and in the territories under our own administration there is the problem of slavery and forced labour to be faced, while, nearer still, conditions in Strasbourg and the occupied territories have awakened a new sense of horror at the dangers which assail the young men and women of the coming generation.

The record of the year shows how women have been responding through their international organisations to the new demands made upon them. The Save the Children Fund, founded by Miss Jebb during the years of blockade, has obtained its Charter of Children's Rights, and immense possibilities of service thus open out, through its declaration and intended application of a standard of life for all children irrespective of nationality or creed. Following on this, the special question of protection of children has been included this year in the work of the Social Section of the League of Nations, under Dame Rachel Crowdy, and three British Women Assessors have been appointed, Miss Rathbone, nominated by the women's organizations, being the first to serve on it. As a result it is hoped that increased activity will be shown in inquiry into the conditions of child life throughout the world. This section includes also the Advisory Commission on the Traffic in Women and Children on which sit seven women, amongst them Miss Baker, Director of its International Bureau, who has worked indefatigably since 1887, and has pioneered the cause since the meeting in London of the first International Congress in 1899.

The necessity for the inclusion and addition of women on the Slavery and Mandates Commissions has been constantly urged by the Council for the Representation of Women on the League of Nations. On the Slavery Commission there is still no woman, and the demand is reinforced when we remember that "Slavery" covers the position of girls or children acquired for gain or compulsory labour, and realize the necessity on such commissions from the human as well as the expert outlook.

On the Permanent Mandates Commission Frau Wicksell sits, the only woman Member of Parliament, and well remembered as one of the first suffrage leaders in Norway. Her work—much too great a task for one woman—covers the care of women and children in the vast area of mandated territories. Other women serving on Commissions are Dr. Alice Hamilton (Health Section), expert in hygiene and questions of epidemics, Miss Jeppe, and two others on the Commission on Deported Women and Children—a Commission established after the wholesale Turkish deportations after the war, and which, in spite of almost insurmountable difficulties, has succeeded in rescuing thousands.

Legislative measures affecting the life of women and children are constantly discussed and reviewed at the Conferences of the International Labour Section in Geneva. It is to be regretted that so far so few women have been appointed delegates, though women technical advisers have exerted considerable influence, and women are numerous on the staff of the office. Another matter for regret is the retirement of Miss S. Sanger, who as chief of her section brought such able service to the study of Labour Laws, a work which she initiated and developed before the war.

It was hoped by many that the year would see the League attended by a full woman delegate from this country. The Duchess of Atholl went still as an alternate delegate, but she was the first woman member of a Government to be included in a League of Nations delegation, and earned the gratitude of all who

appreciated her strenuous service. Neither has the custom been varied of concentrating women's interests on questions dealing with women and children, though there was an exception in the case of Mrs. Swanwick when she addressed the Assembly on the Protocol. This brings us to the political work of the Women's International League, founded in 1915, and now organized in thirty countries. The British section, under the leadership of Mrs. Swanwick, has concerned itself chiefly this year on work for the promotion of peace through arbitration. It has conducted a campaign of petition, lectures, and meetings throughout the country, and has concentrated on close study directed to the activities and commissions of the League of Nations and to the causes of unrest in disturbed countries.

We cannot conclude without reference to the host of other organizations functioning internationally—the International Woman Suffrage Alliance, the International Federations of University and Medical Women, the Women's Co-operative Guilds, the Young Women's Christian Association, the Scouts' and Girl Guides' movements—all widening the river flowing Peaceward.

## WOMEN IN THE CHURCH.

By E. LOUIE ACRES.

1925 has been marked by real progress in the position of women in the Anglican Church, although there are few milestones to mark the distance travelled. Nothing spectacular has occurred on a large scale to compel world attention but there has been a genuine advance and consolidation of public opinion upon the general ministry of women in the Churches.

The National Union of Societies for Equal Citizenship at its 1925 Annual Council passed a resolution urging the official recognition of vocation in the following terms: "That this Council respectfully urges the authorities of the Churches to do all in their power to secure that a vocation to the Ministry of Religion shall receive official recognition whether its possessor be a man or a woman," and in July the National Council of Women, by more than the necessary two-thirds majority, passed a resolution in similar terms. This was received with amazing interest by the general Press, and wide discussion was stimulated. That as representative a body as the N.C.W. should have passed such a resolution gives the lie to the charge frequently brought by Anglicans against the advocates for the admission of women to the priesthood that, except for a small "feminist" minority, women themselves do not desire, and would not submit to, the spiritual ministrations of women.

There is still much confusion among Anglicans as to the exact status of the Deaconess and the "character" of the ordination conferred upon her. An authorised form has been drawn up and issued with the authority of Convocation, but one wishes that the same service could have been used as that for the Ordination of the Deacon with the necessary changes of pronoun. Confusion as to status and "character" would then have been avoided. A Provincial Council for the Work of Deaconesses has been formed for the Province of Canterbury, and it is proposed to build a central house for the Order at Hindhead.

There are still a number of dioceses with no recognised centre for women's work, although where there is a Diocesan Board useful work has been done in raising the intellectual standard and economic status of the full-time worker, but this is a very slow process. The difficult task of eliminating the untrained without hardship or injustice, and of finding enough financial support to pay an economic wage, is an almost impossible task in some of the smaller dioceses. In June a very representative conference met at Swanwick, of clergy and laity, men and women interested in, or actively engaged in, the work of women in the Church, and to the rebel in their midst it was most refreshing to note the dawning freshness of outlook and the new corporate sense born of wider responsibilities and opportunities. Exception must of course be made of the few Diehards whom nothing will move. The desire is slowly taking shape that some central body for the whole Church should be appointed to be a bureau of information on women's work, and 1926 may see something of this kind accomplished.

Inequalities in the Marriage Service have received some attention during the year. The American Episcopal Church has revised its service, eliminating the word "obey," and various other objectionable features. In the Anglican Church the matter is still *sub judice* as the bishops have not yet reached the Occasional Offices in their deliberations. In January



last the Consultative Committee of Women's Organisations passed a resolution urging the authorities to "bring the service into harmony with the highest ideals of the men and women of to-day on sex relationship," and the N.U.S.E.C. Council passed a resolution stating: "That this Council calls upon the National Assembly of the Church of England to recommend the revision of its Marriage Service in accordance with the principle implicit in the teaching of the Christian Gospels of an equality of responsibility and obligation between men and women," while public Press and private pen have persistently laid before the bishops the great desire for drastic alteration. This has been one of the special points taken up by the League of the Church Militant throughout the year.

The Minister for Ecclesiastical Affairs in Copenhagen brought in a bill during the year giving the right of ordination to women to act as chaplains to female prisoners and in maternity hospitals. It is a little difficult to judge the real significance of this action, as it is not a matter that could be so dealt with by political legislation in England and it is impossible at the moment to say how far this represents a liberal growth of ideas in the mind of the Church in Denmark, or whether it can be regarded merely as a gain in the political or social sphere.

The Free Churches in England, in greater or less degree, affirm the spiritual equality of women and men, but in the practice of most of them their ministry is confined to men. Theological training is available for women students but few avail themselves of the opportunity. This is not to be wondered at for in the present state of public opinion it is very difficult for the woman minister to find a sphere of work where she may make even a bare livelihood. It is in this particular that one so much regrets the disbanding of the old "Free Church League for Women's Suffrage," for there is still need for their work in the religious sphere among their own denominations, even as there is considerable work being done in the Anglican Church by the "Church League for Women's Suffrage," now known as the "League of the Church Militant."

### WOMEN IN THE THEATRE.

By CICELY HAMILTON.

Among the actresses who have enhanced their reputation during the past year must be counted Olga Lindo who established her position on the London stage by her performance of the prostitute-heroine in *Rain*; in addition she made good in another type of play, the sentimental *Lavender Ladies*. The same may be said of Edith Evans whose engagement at the Old Vic has proved her as masterful in Shakespearean drama as she is in the drama of to-day. Sybil Thorndike, after an absence on tour, is returning to Shakespeare—and London—and before these lines are in print may have added to her many laurels; but at the time of writing her appearance in *Henry VIII*, at the Empire, is still an event of to-morrow. The woman manager is still a rare bird in the theatrical world, but the rare bird is sometimes extremely energetic; Miss Baylis, of the Vic, is endeavouring to widen her sphere of activity, revive the old glories of Sadler's Wells and create a new Vic in north London.

Of the works of women dramatists, one of the longest-lived was *Lavender Ladies*, by Daisy Fisher, a play well described by its title; discovered originally by one of the play-producing societies, it was transferred, later on, to the regular stage where it speedily made itself a public favourite. An event, in its way, was the production, for a few performances only, of *The Verge*, by Susan Glaspell, the American dramatist, whose admirers claim for her the rank and title of genius. If *The Verge* did not convince us of its author's right to such rank and title, its production was an experiment worth making; and it provided Sybil Thorndike with a fine acting part in its heroine—a megalomaniac of erotic and murderous tendencies. A puzzling, ambitious, unusual play which suggested—despite its American origin—the inspiration of literary Russia, the domain of the vague and unbalanced. Another ambitious play, of a different order, was Gwen John's *Gloriana*, produced in December at the Little Theatre, also for a few performances. Miss John chose the difficult chronicle form for her drama and dealt with the life of Queen Elizabeth in a series of episodes or scenes.

Miss Tennyson Jesse, in 1924, made a success in collaboration as one of the authors of *The Pelican*; in the early part of 1925, she essayed a drama on her own. The result was the queerly

named *Anyhouse*, an uneven piece of work better in idea than in execution; it did not take the fancy of the public and its run at the Royalty was brief. The same verdict—better in idea than in execution—may be passed on another short-run play, George Egerton's *Camilla states her Case*. Clemence Dane's work for the theatre, this year, has been confined to the publication of a play in book form; and Gertrude Jennings has given us no new comedy. On the other hand Elizabeth Baker, the author of *Chains*, has broken a lengthy dramatic silence and report speaks highly of a new piece of hers played recently at Birmingham by Sir Barry Jackson's repertory company. I may be permitted to mention that the same management is responsible for the production, at the Kingsway Theatre, of my own play, *The Old Adam*, which has been variously described by its critics as an incitement to militarism and a work of pacifist propaganda.

[Miss Hamilton omits to mention that *The Old Adam*, though it may be variously described "as an indictment to militarism and a work of pacifist propaganda," has been unanimously described as one of the most brilliant and original of the year's dramatic productions.—ED.]

### WOMEN IN THE HOME.

The tale of progress (or it may be retrogression) is still only half-told when we have followed it through social administration, the drama, the school, the Church, the political arena, commerce, industry, and the professions. For the great inarticulate majority of women, however, the day to day conditions of normal home life are the principal determinants of well being. To the separated wife, the widowed wife, and the wife at odds over the destiny of her children, the departing year has brought, as we have seen, some measure of relief. What has it brought to the great majority?

In the matter of economic independence, as expressed by the recognition of family needs and household activities as a factor in the distribution of wealth, it seems to have brought nothing more than a widening and deepening of public interest. The "family endowment" idea has made headway in the Press and on the platform. It has become part and parcel of economic studies. It was included in the summer deliberations of the British Association at Southampton. In July it found a place in the abortive wage programme of the South Wales mine-owners; in December it was the subject of serious consideration by the Coal Commission, whose discussions are still under way. But except in the internal administration of a constituent college of London University (a notable pioneer experiment of which we hope to give detailed particulars in the near future) we can record no practical application. Motherhood, the foremost occupation of women, is still unregarded as a work of social importance. The mother and her children remain as heretofore in the category of private luxuries upon which a man may at his own discretion expend the whole or part of his surplus income. It is only when we turn our eyes upon the Continent, and especially upon France, that we see the family endowment principle gaining ground over rapidly widening areas of economic life and the family coming into its heritage of social respect and security in the enjoyment of direct participation in the product of industry.

Nor is there any concrete advance to chronicle concerning the achievement of a fuller self-determination in the occupation of motherhood. The 1924 demand of the organized Labour women for the provision through maternity and infant welfare centres of disinterested and expert birth-control information was reiterated with virtual unanimity by the Women's National Labour Conference held in Birmingham last May. The Labour Party, however, at its September Conference held in Liverpool, saw fit to ignore this emphatic expression of opinion on the part of its women, and consideration of the question was shelved on the ostensible ground that it was not a political matter. This is a judgment which has not infrequently been applied in the past to questions of peculiar concern to women by men absorbed in preoccupations of peculiar concern to themselves. It is related to the old familiar anti-suffrage contention that politics is not the concern of women, which being translated means that women are not the concern of man-made politics. Meanwhile, the above mentioned demand for a change in the present policy of the Ministry of Health has not been confined to a political party. It became, by the overwhelming vote of its Annual Council held in March, part of the programme of the National Union of Societies

for Equal Citizenship. But the Ministry of Health remains obdurate. Mr. Wheatley's veto of last year has been confirmed by Mr. Neville Chamberlain. And family limitation pursues its disastrous and destructive underground course among those who are too poor to take advantage of the facilities for professional medical advice open to the middle and upper classes. Here, again, then, it must be confessed that apart from a perceptibly increased public preoccupation and discussion, and the extension of stop-gap voluntary efforts to meet the needs of the overburdened mother by the provision of birth-control clinics, progress has marked time.

When we turn to the destinies of the home-maker in her capacity of buyer of commodities and delegated administrator of income, we find that 1925 has brought definite ups and downs. In the economic conflict between producer and consumer in its modern phase, we must regard the producer as primarily masculine, the consumer as primarily feminine. Any development therefore which affords protection or brings disadvantage to the citizen *qua* consumer must be counted as a vital factor in the well-being of the home-maker. It is thus that we must evaluate the National Food Council appointed by Mr. Baldwin in July in accordance with a recommendation of the Royal Commission on Food Prices which reported in May. Measured in concrete achievement, the work of the Food Council would appear to consist in a solid though perhaps temporary reduction in the retail price of bread. Nor can we forget that the conditions of retail trade constitute a very narrow margin of its field of endeavour. The conditions of wholesale trade, of flour-milling; sea-transport, wheat-pooling, and farming, to take the case of a single foodstuff, still challenge its attention. Its larger task lies ahead of it. Nevertheless it is encouraging to note that when the Food Council found itself angrily at issue with the trade, the power of the Press and the sympathy of the Prime Minister were thrown into the balance on the side of the consumer. Nor can the consumer fail to derive satisfaction from the leadership of the Food Council by Lord Bradbury, a public servant whose past record and present outlook combine to inspire confidence.

In other fields, however, the consumer has less cause for satisfaction. The multiplication during the year of tariffs on commodities which enter into daily consumption, both in connexion with Mr. Churchill's budget and under the auspices of the Safeguarding of Industries Act, tempt us to issue the reminder that, whatever advantage may be derived from such developments by the National Exchequer or by sectional groups of producers, it is generally the consumer who bears the immediate burden. The game may be worth the candle—it is no part of our intention to embark upon the pros and cons of the free trade controversy. But since it is the home-maker whose candle is burned, such a reminder may not be out of place.

But, taking a long view—and a wider view than is expressed by the consideration of this or that specific problem—can we say that the problems of the home are coming year by year to focus a larger measure of national thought and effort? And are they focusing in this year of grace 1925 a measure of national thought and effort commensurate with their significance in the lives of countless women—still for the most part, inarticulate women? We suggest that the answer to the first question is in the affirmative; that the answer to the second question is in the negative.

M. D. S.

### THE WOMAN'S LEADER IN 1925.

The WOMAN'S LEADER has kept its flag flying during the past year. It has not had an altogether easy time. Financial necessities have pressed very hard upon it, leaving no margin for capital expenditure or development schemes. It has thus been very largely dependent upon voluntary work, including voluntary overtime contributed by its own indefatigable office staff. Nor does the continued boycott of a 1d. paper by the organized newspaper distributors provide favourable conditions for the increase of circulation which is still necessary (do our readers realize how necessary?) for the paper's economic health. But against such material difficulties, tiresome and sometimes even discouraging as these may be, we count one stupendous asset: the steady stream of news that comes our way and the peculiar facilities which our association with the Parliamentary department of the National Union of Societies for Equal Citizenship and other active women's organizations present for conveying it freshly gathered and properly digested to our public. If this boast catches the eye of any new and uninitiated reader, and tempts her to ask precisely in what kind of news we specialize,

we can but point to the chronicle of events which now lies before us. This, in greater detail and wider implication, is the kind of news in which we specialize. Nor is our boast a personal one. The only editorial merit which we claim is the merit of infinite audacity. We have no shame or hesitation in asking for what we want. Thus no acknowledged expert in any matter of peculiar interest to women is safe from our attentions. We ask Miss Cicely Hamilton to tell us about the theatre; we ask Lady Rhondda to tell us about the progress of women in commerce; we ask the London Society for Women's Service to give us the benefit of their multifarious activities on behalf of professional women; we ask Miss Madeleine Symons for her knowledge of the industrial world, Miss Mason for the fruits of long years spent in the service of Local Government; we ask Miss Rita Oldham for educational news. These are a few selected at random from among our multitudinous askings on behalf of our subscribers. And we get in return what we want and what our readers want, not because we pay for it (though we hope that some day that too may serve as a subsidiary cause) but because the foremost women of this country and other countries are passionately interested in the causes which interest us, and willing at all times to serve them, and doubtless because of a certain "good-will" which must attach to a paper which has served the Suffrage movement through its stormiest days and which is resolved to continue in the faith until the last letter of the law has been fulfilled or until the last penny of its available cash has been spent.

But such a discontinuance as is suggested by this last-mentioned condition is unthinkable. To truncate the propaganda Press of the women's movement would be to stifle its voice. Thus we herald the coming of the new year with an appeal. What we have given in the past we can give in the future. And we can give more—if more subscribers demand it, for we too have our own peculiar application of that many-sided truth "to him that hath shall be given." Therefore, oh uninitiated reader, for it is to you that this appeal is addressed add your name to our subscribers' list for the insignificant price of 6s. 6d.—and be sure to start the new year with the printed record of the old year.

## The Woman's Leader

### WOMEN in 1925

This is our "INDEX NUMBER".

It gives you a survey of women in 1925.

If you want to keep informed during the coming year

**Subscribe at once.**

6/6 a year post free to all parts of the world; 10/10 for two copies.

All those who subscribe before 7th January will receive a copy of this paper so that the file for the year will be complete.



**TYPEWRITING AND PRINTING, Etc.**

**M. McLAHLAN and N. WHITWHAM—TYPISTS.**—  
4 Chapel Walks, Manchester. Tel.: 3402 City.

**TYPEWRITING** executed promptly. Careful, intelligent work by expert lady. Very reasonable terms.—Box 1,176, WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1.

**TEMPLAR PRINTING WORKS, BIRMINGHAM.**

**SPECIALISTS IN WORK FOR NATIONAL SOCIETIES.**

**ENQUIRIES SOLICITED.**

**TO LET AND WANTED.**

**FLORENCE, ITALY.**—Miss Muirhead, 11 Viale Mazzini, receives **PAYING GUESTS**; moderate terms.

**LAKE OF GENEVA.**—**PAYING GUESTS**, moderate terms. Vegetarian. Close to Fellowship School.—Mrs. Collier, La Falaise, Gland, Vaud.

**BED-SITTINGROOMS**, with breakfast. Gentlemen (professional, business, students), permanent or temporary. Gas fires, meters, e.l. Quiet, select.—10 Endsleigh Street, Tavistock Square, W.C.1.

**BED-SITTINGROOMS**, with breakfast. Gentlemen (professional, business, students). Gas fires, meters, e.l. Close tube, buses. Terms moderate.—282, Elgin Avenue, W.9. Phone, 1,160 Maida Vale.

**CHELSEA.**—**FLAT** to let (sittingroom, bedroom, kitchen, use of bathroom), furnished, from March.—Apply, Box 1,213, THE WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1.

**TO LET, FURNISHED FLAT**, Cheyne Court, Chelsea; 2 reception rooms, 3 or 4 bedrooms, bathroom with geyser, kitchen; with housekeeper; from 14th January, 2½ months.—Apply, Box 1,214, THE WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1.

**WANTED**, professional woman or student to **SHARE** comfortable **FLAT**, Bloomsbury; £2 10s. weekly, with partial board.—Apply, Box 1,215, THE WOMAN'S LEADER, 15 Dean's Yard, S.W.1.

**FURNISHED BED-SITTINGROOM** in flat; central position, pleasant outlook.—Apply, Box 1,212, THE WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1.

**PROFESSIONAL.**

**INCOME TAX RECOVERED AND ADJUSTED.** Consult Miss H. M. Baker, 273 High Holborn, W.C.1. Income Tax Returns, Super Tax Returns, Repayment Claims of all descriptions. Telephone: Holborn 377.

**ZITA'S KITCHEN AND INFORMATION BUREAU**, Earl's Court. Mistresses and Maids can learn house-keeping, catering, and cooking here at hours to suit themselves, or by correspondence. Study circles arranged. Economic diets planned. Terms by arrangement.—Address, Ann Pope, c/o THE WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1.

**PUBLIC SPEAKING.**—Learn to become a useful speaker and Chairman.—Box 1,216, THE WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1.

**FOR SALE AND WANTED.**

**BARGAIN BUNDLES OF COLOURED DRESS-LINEN REMNANTS** for ladies' jumpers, skirts and children's wear. Each bundle contains 8 yds. assorted colours for 1rs. 6d. Write for Complete Bargain List To-day.—**HUTTON'S**, 41 Main Street, Larne, Ulster.

**SECOND-HAND CLOTHING** wanted to buy for cash; costumes, skirts, boots, underclothes, curtains, lounge suits, trousers, and children's clothing of every description; parcels sent will be valued and cash sent by return.—Mrs. Russell, 100 Raby Street, Newcastle-on-Tyne. (Stamped addressed envelope for reply.)

**POSTS VACANT.**

**WANTED**, early in January, two sisters or friends as **DOMESTIC WORKERS** at C.C. Boarding School for working men's children, 19 miles north of London; no domestics; wages £40 to £50.—Apply, Miss Potter, 63 Catharine Street, Westminster, S.W.1. Only people with a passion for cleanliness need apply.

**WANTED**, for work among backward children, **PART-TIME WORKER**; visiting and clubs, etc. Salary, £100 per annum.—Elfrida Rathbone, 118 High Street, Northwood.

**DRESS.**

**"FROCKLETS."** Mrs. Elborough, c/o Madame Sara, 163 Ebury Street (5 min. Victoria Station). Tel., Ken. 3947. Children's Dresses of original and practical design, Coats, Caps, etc., etc. Smocks a speciality. Fancy Dresses. Open daily (Saturdays excepted) 10 a.m.—4 p.m.

**LACE.**—All kinds mended, cleaned and restored, embroidery undertaken; church work, monograms, initials.—Beatrice, Box 1,141, THE WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1.

**ANNOUNCEMENTS.**

**CAN** anyone help me to find **HOLIDAY HOME ACCOMMODATION** for parties of 25 delicate children during summer months, for one month or longer, at seaside? Free, or moderate rent paid for suitable house or hut.—Reply, E. R., 118 High Street, Northwood, Middlesex.

**LONDON SOCIETY FOR WOMEN'S SERVICE**, 35 Marsham Street, Westminster. Secretary, Miss P. Strachey. Information Bureau. Interviews, 10 to 1, except Saturdays. Members' Centre open daily. Restaurant open to 7.30. (Not Saturdays.)

**FELLOWSHIP SERVICES**, Guildhouse, Eccleston Square, S.W.1. Sunday, 3rd January; 3.30, Music, Sir Herbert Blain, C.B.E., on "Industrial Peace." 6.30, Miss Minnie Pallister on "The Fetters of Freedom."

**C.B.C.** Society for Constructive Birth Control and the Free Birth Control Clinic, founded by Dr. Marie Stopes and Councillor H. V. Roe. New address: 108 Whitfield Street, off Tottenham Court Road.

**EDUCATED HOME HELPS BUREAU**, Philbeach Hall, Philbeach Gardens, Earl's Court, requires and supplies educated women for all branches of domestic work. Registration: Employers 2s. 6d., Workers 1s. Suiting, 7s. 6d. and 2s.

**CHARGES FOR PREPAID CLASSIFIED ADVERTISEMENTS.****INSERTIONS.**

	One.		Three.		Six.		Thirteen.	
	s.	d.	s.	d.	s.	d.	s.	d.
12 Words	1	0	2	0	3	6	7	0
18 "	1	6	3	0	5	3	10	6
24 "	2	0	4	0	7	0	14	6
30 "	2	6	5	0	8	9	17	6

Additional words at 1d. per word.

Payment may be made by postage stamps. Postal Orders and Cheques should be drawn to The Common Cause Publishing Co., and crossed.

If a copy of the paper is required, postage should be sent.

Persons using a Box Office Number and requiring replies to be forwarded by post must send sixpence to cover expenses.

**NATIONAL UNION OF SOCIETIES FOR EQUAL CITIZENSHIP.**

15 DEAN'S YARD, LONDON, S.W.1.

**Edward Wright & Cavendish Bentinck Lending Libraries.**

These two libraries contain some three thousand volumes, including sections on current political, economic and social matters of special interest to women as citizens, as well as a historical section of the Women's Movement, which dates back to the 15th Century. Boxes containing approximately 20 books are available for Societies, Study Circles, etc.

**SCALES OF CHARGES.**

For individuals, 10s. 6d. per annum for two volumes at a time, or 4d. per volume per week.

For Societies of the N.U.S.E.C., £1 1s. per annum, or 7s. 6d. per box of books for three months.

For Societies other than those of the N.U.S.E.C., 30s. per annum, or 10s. 6d. per box of books.

Inquiries should be addressed to the Honorary Librarian, at the above address.

THE WOMAN'S LEADER can be supplied direct from this Office for **1½d.** including postage. Send 6/6 to the Manager, WOMAN'S LEADER, 15 Dean's Yard, Westminster, S.W.1, and the paper will be sent to you at any address for a whole year. Persuade your friends to do the same.

Please send THE WOMAN'S LEADER to me for twelve months. I enclose 6/6.

Name .....

Address .....