

Edited by  
SUSAN LAWRENCE

# THE WOMAN WORKER:



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AUGUST, 1916.

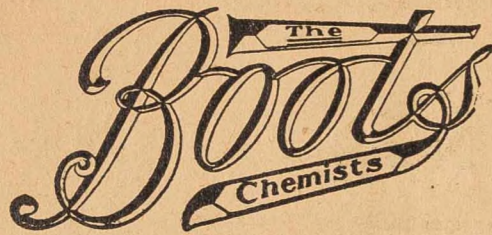
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The Woman Worker

"We wrestle against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places."

No. 8 (New Series)

A PAPER FOR WOMEN TRADE UNIONISTS

Aug. 1916

News and Notes

Questions.

THE use of poisonous dope in aeroplane factories was the subject of a question asked in the House of Commons by Lord Henry Bentinck.

Lord Henry stated that he believed there had been three cases lately in which death had resulted from taking work on this poisonous dope, and urged that the Home Office should insist on the use of a substitute for tetrochloroethane.

Mr. Brace replied sympathetically, saying that the Home Office had been very "disturbed" over the matter, and that his Department had had to answer questions in the House in regard to men and women whose lives had been taken because of their having to do this work.

"I am glad to be able to say," said Mr. Brace, "that as a result of communications between my right, hon. friend and the Ministers for those Departments" (Home Office, Admiralty, and War Office) "we at last see our way to having a non-poisonous dope, sufficient and effective for all purposes of aircraft, whether for sea work or for work on land. I am hoping that within a few weeks from now the poisonous dope, which has been in use and has been so deadly to the workers, will be a thing of the past. I think the noble lord may take it for certain that within a very short time all this danger will be removed, and the workers in our aircraft factories will be able to go about their employment with infinitely less danger to life and health than has hitherto been the case."

We share Mr. Brace's hope with all sincerity, but experience of the length of time it usually takes to realise such aspirations saves us from undue elation.

A Poplar Note.

A Poplar tailor answered 119 summonses for paying his women workers less than the minimum rate. Instead of the 3½d. laid down by the Board of Trade, he had in some cases paid as little as 2½d. For the defence it was urged that he worked for wholesale shippers and was obliged to do so at a cutting price. He was said to receive for trousers only 10d. or 11d. a pair. The magistrate described it as a very bad case, and on each of 12 summonses this Poplar employer was fined £3, and a nominal penalty of 1s. on the others. In addition he had to pay arrears amounting to about £12 10s.

By this time he is probably reflecting that it would be more economical to pay Trade Board rates than to indulge in the luxury of a stiff fine—in war-time, too.

Sugar Confectionery Trade Board.

At a meeting of the Sugar Confectionery and Food Preserving Trade Board (Great Britain), which was held Thursday, July 20th, it was resolved to vary the minimum time rates of wages at present payable to female workers of 17 years of age and upwards. The rate for workers between 17 and 18 years of age is varied from 11s. to 11s. 6d. per week of 52 hours, and the rate for female workers of 18 years of age and upwards from 13s. to 14s. 1d. per week. In the case of female workers over 18 years of age who have had less than 12 months' employment in the trade, who cannot suitably be engaged on piece-work and to whom the Trade Board have issued a certificate on the ground that the employment is not merely casual, the rate is varied from 11s. to 12s. per week.

The varied rates come into operation on the 14th of August next, and are in accordance with the proposals issued by the Board on March 23rd last.

Since the Board first settled upon 3d. as a minimum wage the cost of living has gone up 45 per cent. To meet this the generous Trade Board proposes an increase of ¼d. an hour on the minimum of 3d.—that is an increase of 8 to 9 per cent. on wages to meet an increase of 45 per cent. on the cost of living. We suppose this is war economy!

\* \* \*

Food Prices Again.

The urgency of this question is shown by the fact that practically every conference of workers makes it one of the chief subjects for discussion. At the Miners' Federation Conference, Mr. R. Smillie, the President, pointed out that, though miners' wages are higher now than they have ever been, they have not kept pace with the increased cost of living. At a meeting of Trade Union Delegates, convened for the express purpose of considering various matters arising out of the war, a resolution was passed calling upon the Government to regulate the price of food and fuel, to commandeer supplies, and to own and control merchant shipping. In this connection it is instructive to read in the "Manchester Guardian" a list of the profits made by various shipping firms, small and great (the small firm, in some cases, making a relatively larger profit), in this year, 1916. Mr. Bramley, who moved the above resolution, was moderate enough in his statement when he said that "the Government had deliberately passed an Act to prevent workmen taking advantage of the law of supply and demand, but there was no such restriction on the profiteers."

**Annual Congress of the Women's Co-operative Guild.**

Over 800 women delegates attended this Congress on July 7th, a striking testimony to the growth of the movement. Mrs. Pound, the President, in the course of her address, dealt with the question that exercises so many minds just now—the "After-the-War" question. She could not accept the suggestion that women would drop out of industry automatically when peace should come. It must rather be taken for granted that the employment of women in some industries would be permanent, and the need of guaranteeing them the same wage as the men must be insisted upon. Mrs. Pound's view is that "not only will labour troubles come after the war, but insanitary houses, preventable diseases, and many other social evils will remain, and, in fact, be intensified, and upon women's organisations will fall the responsibility of agitation for reforms."

Whatever form the "After-the-War" difficulties may take, it is obvious that we must be ready for them, in a spirit of fearlessness, service, and fair-mindedness.

**The Great Advance.** \* \* \*

"Anything like the squalid misery, the slow, smouldering, putrefying death by which the weak and feeble of the working classes are perishing here, it never befell my eyes to behold, nor my imagination to conceive. And the creatures seem to have no idea of resisting or even repining. They sit down with Oriental submission, as if it was God, and not the landlord, that was laying His hand upon them." This was written by Colonel Perronet Thompson, of the people of Bolton, Lancashire, in 1842, and those of us whose faith in progress fails at times might get new energy from a realisation of the distance traversed since those days. There is still enough of misery in the world, but an "Oriental submission" to fate is no longer the sole method of supporting it. Mr. Sidney Webb, from whose lately-published book the above quotation is taken, finds that the ideas of "corporate responsibility and indissoluble partnership, which are the intellectual basis of the 20th century State," draw from the individual ever more energies, as well as impose upon him new obligations.

"The Bolton cotton-spinner of 1842 had no need to keep his children in health, or his house healthy," writes Mr. Webb—it might be added, no chance—"his wife could with absolute impunity let the babies die: the parents could put their offspring to work at the earliest age: the whole household was free to live practically as it chose, even if it infected and demoralised the neighbourhood."

In 1916 the "great push" of Progress has swept away so much of the bad old system that both faith and reason should steadfastly look for it to go further.

\* \* \*

**Women on the Land.**

At a meeting of the Middlesex Women's War Agricultural Committee serious complaints were reported, as made by girls who had been placed "on the land" through a Labour Exchange. These girls declared that they were unable to earn more than 8s. a week at strawberry picking. As the rate paid was said to be 1½d. per four pounds of fruit picked, and as the workers were only allowed to pick in the morning this would seem quite possible. A further and more remarkable imposition was the rule that they must get their railway tickets from the farmer who employed them, and they alleged that they had to pay 7s. 6d. for a ticket that should have cost 4s. 6d.

Anyone who has the smallest knowledge of the agricultural labourer's condition throughout the British Isles is aware that the poorest-paid factory worker has

one supreme advantage over him. That is the power to combine. Want of organisation and obscure local tyrannies often make the agricultural labourer's lot as near serfdom as it is possible to go in these days. If the "woman on the land" business should take more enterprising minds into our rural districts, the awakening may come. There were a few signs of some such awakening before the war. It is the view of some authorities—Lady Wolseley in her book, published a month or two ago, advocated the view with the warmth of an expert—that after the war women will be more than ever necessary and desirable as agriculturalists. Their chances of usefulness, in the character of "a little leaven," should be many.

\* \* \*

**Working Women's Diet.**

"There is no fundamental difference in the digestive organs of men and women, yet they have never been treated alike. Men laugh at a woman's ideas of meals for herself. Now that women have entered so largely into the field of labour they will find that as they work like men, so will they need to feed like men.

"Canteens are proving educative in this respect. Where a dinner of meat, hot or cold, with vegetables, is provided for 7d. women and girls enjoy it, are better for it, and are refreshed and invigorated. They go on to their next turn feeling fit and strong. Where they bring their own meal to the factory they are never so well fitted for their tasks. The meal has to be prepared over-night, often by themselves when tired out and wanting only to be done with it. Next mid-day it has lost interest, and its owner feels that anyone else's meal would be better than her own, which she is driven to eat only by hunger.

"Workwomen are sweet toothed, especially the young ones. Canteens teach them that dough-nuts and well-made buns, plain cakes, and currant bread are better for them than pastries and so-called cream and jam puffs and other such alluring comestibles.

"A welfare supervisor found one excellent worker looking and obviously feeling ill. Asked what she had eaten that day, she said she had opened a tin of pineapple and had had a bit with bread and tea for breakfast, and she fancied some more with a bit of cake for lunch. The supervisor's discouragement of this diet greatly surprised her. Since then she has had meat and vegetables for dinner and plain cake and milk for tea, and she has been a different woman."—The "Daily Telegraph."

Until a woman's wages are universally brought nearer to the man's standard, her diet, in all but the favoured cases, is likely to remain inferior to his.

**Welfare.** \* \* \*

One of the clauses of the Police (Miscellaneous Provisions) Bill empowers the Home Secretary to order employers to make arrangements for the welfare of their factory workers.

"The Home Secretary is empowered"—states Mr. Herbert Samuel—"to make orders to secure proper arrangements for the preparation of meals, supply of drinking water, protective clothing, ambulance and first aid arrangements, seats in workrooms, facilities for washing, etc." It is not intended to exact contributions from the workers, but in certain cases, such as the provision of baths or workmen's clubs, some such contribution might be asked.

In answer to strong protests against any compulsory deduction of wages, Mr. Samuel said he would bring up an amendment to omit the clause concerning contributions, or to make it quite clear that it could only operate when the workpeople desired it.

**A Great Disappointment**

(CONTRIBUTED)

**The Road to —**

We have all heard that the road to a certain place is paved with good intentions: good intentions that have borne no fruit in action! If this is so, a goodly strip must have been added to that pavement this year. The whole country has been full of the very best intentions with regard to women workers on munitions; and not much has happened, except the making of further materials for the pavement.

Who could have had better intentions, or made much finer promises than Mr. Lloyd George? There was to be no sweating; fixed wages; and a fair minimum. Those brave words were uttered just a year ago; and now, at last, after a year's waiting, we see what these promises are worth.

An Order has been issued dealing with the wages of women on munitions: women, that is, who are doing work not formerly recognised as men's work.

**Promises and Performances.**

Something of this kind has, as we have said, been promised for more than a year. It is printed in full at the end of the article. It is, indeed, a little thing, a poor little thing, to be the result of so much deliberation.

There are three things wrong with the Order. In the first place, the wages are low; in the second, it is so poorly drafted that it can be easily evaded; and, worst of all, it has not been applied where most needed.

The Order gives a rate of 4½d. for day workers, and 4d. guaranteed minimum for time workers. These rates apply to women of 18 and over, with corresponding rates for juveniles.

What the Federation has asked is a minimum rate of 5d. for day workers, together with a rule that piece prices are to yield at least a third more; and proper allowances for overtime, night time, Sunday work, and waiting.

This is a very different thing to what has been done.

**Not a Minimum.**

In the first place, the day worker's rate is not a minimum, but a flat rate—a rate, that is, applicable to highly-skilled workers, such as gaugers or cutters-out in aeroplane shops, or, in fact, all those highly-skilled processes for which piece rates are not applicable.

It is true that the rate is "not to operate to prejudice" any "persons" who are getting higher rates; and that the employer may, if he likes, pay more; but there is no protection whatever in the Order for better wages for skilled processes. Worse than this, the express statement that better wages are to depend upon the employer's will, seems to prevent free recourse to arbitration on the merits of each case.

The piece worker's position is worse. Suppose the employer chooses to fix a rate, which produces 2½d. an hour, and at the end of every week makes up the difference to 4d. This would be perfectly legal under the order, and the result would be in practice that a day rate of 4d. had been substituted for the 4½d. proposed.

Thirdly, no provision at all is made for extra payment for overtime, Sunday and night work, and holiday allowances, and nothing whatever is said about payment for waiting time.

**Trade Union Results.**

The Order, therefore, is much below the awards which the Federation has gained for its members from

the Special Arbitration Tribunal. In the long list of awards issued Eley, Prana Sparklets, Whitworth-Armstrong, Vickers-Maxim, Sterling Telephone Co., Gramophone Co., Coventry Ordnance, Rudge Whitworth, Stalker Drill Works, and others, all the above points were safeguarded. The same or higher rates were awarded, 4½d. and 4d., BUT piece workers were to earn one-third above the rate. Sunday, holiday, and night work received extra payment, and waiting time (under certain conditions) was paid for.

There is an obvious moral to this. Trade union action can do, and has done, much more than the Government chooses to do. Federation members must not be content with the Order. In every case they must press forward, and, if necessary, go to arbitration in order that the extra safeguards may be obtained, and that proper piece rates and payment for extra time and waiting may be secured.

So much for the Order itself. To whom does it apply?

**The Weak to the Wall.**

The answer is that it is to apply to those who least need protection—and that the others are to be left out, or, rather, to be strictly accurate, that the case of the others is still "under consideration." We know how long the Government takes to "consider." If we reckon by what has gone before, "three years or the period of the War" will probably prove to be the time required by our masters for full consideration.

The Order, we know, is to be applied to the "main munition areas" and to trades producing armaments, ammunition, and ordnance, and all branches of mechanical engineering and shipbuilding.

The main munition areas are, roughly speaking, the places where wages are highest, and the trades mentioned are those where wages are best.

**Controlled Labour.**

Why is the cable trade left out? What of rubber? What of the chemical trades? What of all the miscellaneous metal goods wanted for the Army? A great proportion of the firms in these trades are "controlled." Now, controlled firms have all received from the Government the great advantage of controlled labour. The workers are not able to leave freely.

We all know the answer that used to be given when a worker asked for a rise. The most the employer could then say was, "If you don't like it you can leave it." Now, in all controlled firms, he can say, "Leave it by all means, but I shan't give you a clearance card. You can try your luck at the Tribunal if you like, but if the case goes against you I can promise you six weeks' unemployment." That is a threat that few women dare face.

Section 7 was intended to prevent employers competing against each other for labour; that is, to prevent wages being forced up. Whatever justification there may have been for this generally in the case of the better paid trades, it is intolerable that such powers should be exercised in the case of women who are not earning a living wage. The State owes them compensation. If they are prevented from selling their labour freely in the open market—if they are placed under this great disadvantage—then the State must step in and secure them a living wage. The case is simple enough, and does not need prolonged "consideration."

### Organised Workers Have Taken Care of Themselves.

It is true that these considerations would lose their force if most of these women were organised. As we have shown, organised women workers have been able to take care of themselves; and any organised body of women on munitions work may reasonably hope to be able to secure awards as good as those which the Federation have obtained for their members. But, unfortunately, most of the million and half women on munitions are still unorganised. They have only the promises of the Government to trust to. Will the end of the War find them still trusting?

### Directions Relating to the Remuneration of Women and Girls on Munition Work of a Class Which Prior to the War Was Not Recognised as Men's Work in Districts Where Such Work Was Customarily Carried On.

(The following directions are applicable to the firms named in a Schedule. This schedule has not been published.)

1. Where women or girls are engaged on munition work of a class which prior to the War was not recognised as men's work in districts where such work was customarily carried on, the time rates for piece workers and premium bonus workers shall be as follows:—

Workers 18 years and over	... 4d. per hour.
Workers 17 years and under 18	... 3½d. " "
Workers 16 years and under 17	... 3d. " "
Workers under 16 years	... 2½d. " "

2. The rates for such women and girls when customarily on time shall be as follows:—

Workers 18 years and over	... 4½d. per hour.
Workers 17 years and under 18	... 4d. " "
Workers 16 years and under 17	... 3½d. " "
Workers under 16 years	... 3d. " "

### EVERY WOMAN WORKER SHOULD READ

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3. Women and girls in the danger zones shall be paid ½d. per hour in addition to the above rates. Allowances for other processes which are dangerous or injurious to health will be decided on the merits of such cases.

4. The appropriate time rate shall, in the case of any woman or girl on piece work, be guaranteed irrespective of her piece work earnings. Debit balances shall not be carried forward from one week to another.

5. On premium bonus systems every woman's and girl's appropriate time rate shall in all cases be paid.

6. Women or girls shall not be put on piece work or premium bonus systems until sufficiently qualified. The period of qualification should not generally exceed four weeks.

7. The above rates shall be recognised as War rates, and as due to and depending on the exceptional conditions resulting from the present War.

8. The foregoing rates shall not operate to prejudice the position of any person who has better terms and conditions, nor prevent employers from recognising special ability or responsibility.

9. For the purpose of this Schedule the term "men" means males of 18 years of age and over.

10. Any question which arises as to the interpretation of these provisions shall be determined by the Minister of Munitions.

## Correspondence

To the Editor of the WOMAN WORKER.

I wish to bring to your notice, and hope you will put the inspector on to the case, only the name cannot be given to you of the informant. She is the forewoman at the place, and although a good-feeling girl, she is not in the cause. It is a milliner's establishment. The workroom, according to rules, has to have no more than three girls in, and there are never less than six. When the inspector calls, a certain signal is given, and the room cleared, the other girls having to occupy themselves with other work. There are other rooms in the house, and a removal has been asked for by the girls, but refused. There is a girl there at present; she faints several times in the day. She can just get over it and go on again with her work. The forewoman lets her rest and have a sleep, but the mistress herself comes and sits in the room when she sees the girl is not well, and, without a word of sympathy, just makes her get on with her work. The forewoman herself is at home often, away from work, and has been told the cause of her trouble—working in an unbearable atmosphere. Please see to it.

Yours truly,  
X. Y. Z.

Dear Editor,

I like the suggestion made by Mr. Warters, and I am sure there are many lonely girls in our organisation. There is such a thing as being lonely amongst many, sometimes as a result of difference in class, creed, or opinions. I am glad we are all equal in the Federation. The fact that we are all believers in Trade Unionism covers all other feelings, and in that spirit, I think, many real friendships may be formed. I'm afraid I cannot promise to correspond with anyone through our paper, as I am very busy, but if any of our members find themselves faced with any special difficulty, I have a very dear friend who would be glad to write to them, and help if possible.

CLARA GARDINER.

## Timely Help for Darlington Members

Have you heard about the Darlington Shell Workers who went to Barrow to get work at a shell factory there?

These girls heard from the Labour Exchange at Darlington that at Barrow they would get a minimum of £1 per week and 28s. for machines, and that when they became experienced they would earn 30s. to 35s. To the amazement and indignation of the girls from Darlington (who were members of the Federation), they were quickly given to understand there was no guarantee of £1 per week, as the firm was working 45 hours a week, and therefore they could only have 16s. 11d., and that 28s. was not made unless the girls "made time," i.e., completed a certain number of shells each day. As the number of shells to be completed to insure the 28s. was determined by the rate fixers, there was no guarantee that any girl could make the money. They also found they would be kept waiting about (this was not entirely due to the firm, but to reorganisation for the manufacture of a new shell), and that waiting time was only paid for at the rate of 15s. for 53 hours. It will be seen, therefore, it would be possible to only lift 14s. at the end of the week. This was not good enough for the Darlington girls, who wanted to live in decent lodgings. Decent lodgings under 15s. or 16s. at Barrow were difficult to find. The girls were waiting about the streets, feeling very unhappy, and just a wee bit afraid in a strange town. They had the good fortune to be directed to the L.R.C. rooms, where the National Federation of Women Workers were holding a meeting. Miss Sloan, Mrs. Mills, and Mr. Roper promptly took the matter up. First, they and the girls had tea together, and tea has a wonderfully cheering effect. After tea Mrs. Mills took charge of the girls, and Miss Sloan saw the firm.

The manager was very distressed at the misunderstanding, but was not in a position to guarantee the wages the girls expected. He, however, accompanied by Miss Sloan, drove in his motor about the streets until nice lodgings were found for the girls, which he promised should be paid by the firm. (This was afterwards jokingly referred to by the girls as Miss Sloan's joy ride with the manager.) He also added that if no satisfactory arrangement could be made on Monday with the firm (it was then Saturday) the railway fares should be paid back to Darlington. On Sunday the girls attended the mass meeting at which the aftermath of the Barrow Strike problems were being discussed, and on Monday a grand parade took place, when the Federation officials went with the girls to the firm. After some argument the firm decided to pay fares for the girls to return home, and this was done, though three elected to stay in Barrow.

Miss Sloan has had an exceedingly nice letter from the girls in Darlington, thanking the Federation for what was done for them.

\* \* \*

I love all beautiful things,  
I seek and adore them;  
God hath no better praise,  
And man in his hasty days  
Is honoured for them.

I, too, will something make,  
And joy in the making;  
Although to-morrow it seem  
Like the empty words of a dream  
Remembered on waking.

—Robert Bridges.

## Competition

The best three recipes have been sent in by Miss Pastuer, 69, Mount Pleasant Road, Dartford, Kent. Miss Pastuer tells us that she is employed at Vickers, Ltd., so it is plain that the modern girl can combine the business of earning a living with the domestic arts. This is as it should be. It is hardly fair that a girl should gain her first knowledge of cooking by experimenting on the digestion of the man she marries.

Miss Pastuer's recipes are these:—

Meat Fritters.	Cost.
½ lb. of cooked meat	... 7d.
1 egg	... 2d.
½ pint of milk	... 1½d.
4 tablespoonfuls of flour	... about 1d.
Salt, pepper, and sprinkle of herbs,	... about ½d.

11½d.

Mince cooked meat and sprinkle with salt, pepper, and herbs. Make a batter, fairly stiff, with flour, egg, and milk, and add meat, &c. Have ready a frying pan with boiling fat. Fry tablespoonfuls of the mixture brown and crisp, in sufficient fat to save turning, and drain on soft paper. Serve hot. This quantity should be ample for six people.

### Tapioca Cream.

2 tablespoonfuls tapioca	... 1d.
1 pint milk	... 2½d.
1 egg	... 2d.
Sugar and vanilla to taste	... ½d.

6d.

Soak tapioca in cold water for two hours. Boil, in a double saucepan, milk and tapioca for one hour. Whisk egg well, add sugar and vanilla, and boil another quarter of an hour all together. Turn into a glass dish when cold, and decorate with cherries and angelica.

### Soda Cake.

1 lb. flour	... 4d.
½ lb. currants	... 4d.
¼ lb. mixed peel	... 2d.
½ lb. sugar	... 2½d.
½ lb. margarine or dripping	... 4d.
Small teaspoonful carbonate of soda,	
teaspoonful baking powder, tea-	
spoonful spice	... 1d.
1 egg and a little milk	... 2½d.

1s. 8d.

Beat margarine or dripping and sugar to a cream. Add flour, spice, and baking powder, peel (cut small), and currants, which should previously have been cleaned and picked. Dissolve in a little hot water. Mix all well together with egg and milk, adding dissolved soda last of all. Beat well and pour into a fair-sized cake tin (well buttered), and bake for 1½ hours. Test cake with a clean skewer or knife.

Miss Pastuer's recipes have the merit of following exactly the rules of the competition. They are clear and simple, so that the most inexperienced cook could follow them with a reasonable prospect of success. The cost is moderate—well within the demands of war-time economy—with the single exception of that decoration of cherries and angelica. The fact that Miss Pastuer does not name them in her list of ingredients seems to show that she regards them as optional, and merely a pleasing last touch. But we would be sorry to leave them out—the cherries especially.

Why buy goods at ordinary shops and let the shopman take the profit?

Buy at Co-operative Shops and take the profit yourselves!

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## The Woman Worker

AUGUST, 1916.

Can be obtained from W. H. Smith and Son and most Newsagents.

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## The Last Word

A great many things have happened this month. In one crowded week Parliament dealt with things of the greatest importance to women—Unemployment Insurance and Welfare Work. Needless to say, the women were not consulted. From the speed at which these measures were taken we might even be tempted to suppose that the Government was particularly anxious that the women should not have the opportunity of making any tiresome interruptions or explanations.

### THE UNEMPLOYMENT INSURANCE BILL.

This Bill was indeed a record of swiftness. It was brought in on Friday, June 7th. People interested in the matter were able, with some difficulty, to get hold of a copy of the Bill on Monday, and by the Thursday afternoon following it had passed all its steps, first and second readings, Committee and Report. The House of Lords, departing from its usual dignified leisure, ran the matter through in a couple of days.

One would think by this that the Bill was a little Bill, and not a Bill of very great importance. It is, however, as far as women are concerned, one of the largest and most far-reaching measures yet passed. We should like to say, to begin with, that the idea of guaranteeing some sum to be paid during the weeks of unemployment that will follow the War is a very good one.

There will be much unemployment as soon as Peace comes, or, rather, as soon as the provision of shot and shell and other munitions begins to slacken. But in dealing with women it is not enough to extend without any alteration of the provisions of the present Unemployment Insurance Act. That is what has been done.

This new Act applies to all workers in munitions, as defined by the Acts of 1915 and 1916 (except such classes of work as the Board of Trade may by Order exclude). Besides this general definition in Clause 1, there are set out in a schedule special trades to which the Act applies. These are: Ammunition, fireworks and explosives; chemicals, including oils, lubricants, soap, candles, paints, colours, and varnish; metals, or the repair of metal goods; rubber and goods made therefrom; leather and leather goods; bricks and cement, artificial

stone and other artificial building materials; saw-milling, including machine woodwork and the manufacture of wooden cases.

Such workers will have a reduction of 2½d. from their wages from the time the Act comes into operation, and they will receive unemployment benefits under the same conditions as workers already insured.

In many of these trades large numbers of women are employed at very poor wages. As we point out elsewhere, the Government has still "under consideration" the question whether a living wage shall be given to them or not. That is a matter which deserves consideration. An almost infinite amount of consideration is needed to raise wages. Six days are enough for Parliament to settle that whatever these wages are they are, at any rate, high enough to bear deductions.

In Health Insurance the principle has been recognised that below a certain sum no deduction is possible or right. Many of the women included in this new Unemployment Insurance are among the very worst paid in England. Nevertheless, no provision is made to place any extra part of the cost of these deductions on the employer.

Then there are provisions affecting women in a Bill with the odd title, "Police and Munition Workers Bill." Most of these provisions are very good. The Home Office has the right, for the first time, to insist upon various excellent things being provided for the workers. The Home Office may now insist upon baths being provided, canteens, overalls. This is all very good indeed.

There is, however, one flaw in the Act. The Home Office can, by Order in "special circumstances," allow part of the cost to be deducted from the wages of the workers.

This is bad; and was strongly opposed by Mr. Anderson and others in the House of Commons. He obtained all kinds of safeguards and assurances. The deductions were only to be made in very special cases, and only if the workers themselves wished that deductions should be made. Every Order should be placed before Parliament, and opportunities of criticism given. These are real safeguards; and the rest of the measure is very good indeed. Let everyone who wants overalls, &c., write to the WOMAN WORKER, and we will tell the factory inspector.

## A WORD TO WOMEN

BY SIDNEY R. CAMPION

(The well-known Author and Journalist.)

### Authorship and Journalism.

The profession of authorship and journalism is unique in so far as it is **open to men and women** throughout the world. Whether you be **rich or poor, old or young**, man or woman, the advantages and opportunities are for each one. There is no distinction whatever. And to become a member of the most distinguished, honourable and profitable profession in the world requires **no monetary capital**. It is not necessary to pass difficult examinations or to belong to certain social circles. All that you require to become a successful author and journalist are plenty of **good, original ideas** and the ability to express those ideas correctly. Then you are on the highway **to fame and fortune**. Editors are thirsting for men and **women with ideas**. If you have originality they will accept your articles and short stories, your poems and books, your cinema and stage plays. If you are the right person **handsome sums will be paid** for work from your pen. Why? Because you will present something new every time. That is what **I want you to do**; that is what I am sure **you can do** after I have set you on the right path through the medium of my course of instruction.

### Course of Instruction.

There are thousands of men and **women** overflowing with brilliant ideas touching all subjects. It is a tragedy to think that these people are unable to **turn their ideas into money**, and at the same time to benefit the world. Yet it is a fact that "Many a gem of purest ray serene, the dark unfathomed caves of ocean bear." If people could only clothe their ideas in clear and simple language what a change would be effected in their lives! Fame and fortune (which everyone desires) would be theirs. The purpose of my course is to instruct such people how to **make use of their gifts**. I want to place everyone in the way of **contributing to the Press** and thus meet the ever-growing public demand for more and more literature; to write cinema and stage plays, novels, short stories, articles, poems, booklets, and thousands of other things connected with authorship and journalism. For the small weekly fee of one shilling I will give you **the benefit of my experience** as an author and journalist. I have been connected with some of the **greatest newspapers in the world**, and all my training and knowledge is at your disposal. If you are ambitious to succeed in life, to obtain wealth and popularity, to give to the world some of your ideas, then follow up this course. Apply yourself to the short course of simple studies, and there is no reason why you should not gain fame and fortune. Send a shilling postal order and a stamped addressed envelope for the first lesson. Address all communications to

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## Federation Notes by Some Members

Still through the dust of that dim prose appears  
The clash of fighters and the sheen of spears.

### Coventry.

The awards in the case of the Coventry Ordnance Company, the Rudge Whitworth, and other firms have now been published. They are on the same lines as the award the Federation has already obtained in so many other cases. For women over 18, a day rate of 4½d. an hour; 4d. as a time rate for premium bonus and piece workers. Overtime, night shift, Sunday and holiday allowances according to the rules of the engineering establishments of the district. Coventry workers have had a long up-hill fight. We congratulate the local workers and Mrs. Givens for all the hard work they have put in.

### Bradbury, Oldham.

This award is coming out piece by piece. The Tribunal has evidently not yet made up its mind whether gaines is men's or women's work. They have, however, decided that all operations in the manufacture of rifle grenades, also painting, lacquering, assembling, and packing gaines is women's work. These, and all fuse work, are to be paid for according to the rates given above for Coventry.

### Nobels, Llanelly.

There have been great doings at Llanelly. All the girls at Messrs. Nobels' works are members of the Federation, and Miss Howarth says she has never seen girls with so much spirit. The girls are employed on explosive work. Lately the men were withdrawn from a particular process and women substituted. The work consists in what is called balastite rolling, i.e., the girls press a wet paste between rollers. The work is dangerous, and also very unpleasant, as the fumes from the nitro-glycerine strike in the face of the workers. Women were also employed in sieving and other processes on gun cotton. To give an example of the dangerous nature of this work we will print an extract from a Report issued by the Home Office:

"The present demand for explosives, nearly all of which are products of nitration, has introduced increased risk of exposure to nitrous fumes, not only in nitrating processes, but also in the manufacture of nitric acid to be used in these processes. . .

"In the manufacture of nitric acid, and in its use for various purposes, particularly in the manufacture of explosives, danger exists of accidental escape of nitrous fumes into the workplaces. The full effect of inhaling these fumes is not felt immediately, and unless workers are warned of the danger, they may continue at work and unwittingly inhale a fatal dose."

The girls demand a rate of 7½d. for all processes except these in Q 304 shop. Here the men receive 9d., and have put in a demand for 10½d. The girls all say they can do as much or more than the men can do, and they ought to have the same rate. Arbitration was demanded. Unfortunately the statutory three weeks passed without the Board of Trade fulfilling the provisions of the Munitions Act. This long delay made the workers feel that no help could be expected from headquarters. In consequence a strike took place. Miss Howarth was successful in obtaining a resumption of work, although she had special difficulty, as the workers were well aware that their action in striking was legal since the statutory three weeks had passed. During this time the Head Office besieged the Board of Trade personally for immediate arbitration, and the case was brought up for hearing before the Munitions Tribunal

on July 13th. We hope that a favourable result will be speedily obtained.

### Bellshill, Mossend.

The girls at Mossend have got the award. Sawing steel billets and loading them into lorries was pronounced by the Tribunal to be men's work, and therefore work to which Circular L2 applied.

It was a jolly Saturday when they received their wages with the big increase, and in all cases retrospective wages, amounting to from £3 to £6.

But there was a little fly in the ointment, because the same week the firm dismissed the girls! Rumours that young boys were going to be put on to the work went about.

Federation officials took up the matter very thoroughly. A conference was held with the firm. From facts which came out at this conference the Federation, however, decided not to fight for the reinstatement of the girls, as the work was exceedingly unsuitable. The Federation claimed that if it were unsuitable for the women it was also unsuitable for young boys, and got an agreement that lads should not be put to this work, which consisted in lifting above their heads steel weights, partially sawn, and hurling them to the ground. These weighed from 56 to 84 pounds! The firm also gave in writing a certificate to the girls saying they were dismissed only because the work was unsuitable. Recent developments show, however, that the girls are having great difficulty in getting employment, and the Federation is taking steps to ascertain the cause of the reluctance of some firms to employ Mossend girls. Meantime, as they gained the back money and have three or four pounds in pocket, the rest and holiday will do them no harm.

Copied from the *Financial Times*, Monday, July 24th, 1916:—

"Our Glasgow correspondent telegraphs: The report of William Beardmore and Co. states that the profits for the year ended December 31st, after providing for depreciation, Debenture interest, and all expenses and contingencies, including provisions for excess profit duties, were £232,199, which, added to the amount brought forward, makes a total of £425,288 at credit of profit and loss. After deducting the dividend on the Preference shares and placing £50,000 to special Preference dividend reserve, the directors recommend a dividend of 6 per cent. on the Ordinary shares, free of tax, leaving £195,288 to carry forward.

### Guildford.

A new Branch of the Federation was formed on June 28th at a meeting held by the local Trades Council. There seems already a good deal to be done. We heard of one case under L2 where the women have been receiving 17s. a week, but where they now have received the full £1 and arrears. The Federation is hard at work, and we may expect great things to be done at Guildford.

### Middlesboro'.

Mrs. Fawcett has been busy at Middlesboro'. We hear that a new Branch has been started there, and Mr. Stone has given us a great deal of help.

### Stockton-on-Tees.

The A.S.E. has been very busy at Stockton, and we have particularly to thank Councillor Mitchell and Councillor Waters. The Branch is still very young, and it would seem to be a most promising baby.

### Lowestoft.

Shell workers (Messrs. Lundberg & Sons). Matters are progressing. This Branch is very busy. The girls are employed making fuses. With the help of Mr. Williams, the shop steward, good organising work has been done. The Federation put in a demand to the firm for better wages, but as no satisfaction could be obtained, the matter was referred to arbitration. The firm have now written, however, proposing an interview, and Miss Sloan is going down to see them.

The new Order issued by the Minister of Munitions, if applied to this firm, gives the day workers here the rate of 4½d. an hour, and piece workers the guaranteed minimum of 4d. The Minister's award, however, says nothing whatever about proper piece rates or about overtime, night work, or Sunday work. These points have been left over for Trade Union action. The Federation have secured awards granting all these points in every case they have applied for, and there is no reason why they should not be equally successful everywhere else.

### Crayford.

There is great excitement in our Branch at Crayford. It will be remembered that some time back (on April 9th) the Federation got an award in the case of Messrs. Vickers, Dartford. A rate of 4½d. an hour for women over 18, and 4d. day rate for piece workers on premium bonus, with ½d. extra for dangerous processes. A little time back the members of the Federation and the members of the A.S.E. in the shop made a general deputation to the manager. He stated, however, that as the Federation had obtained an award for Vickers, Dartford, he would be willing to pay the same rates. He not only made a speech on this matter, but circulated a report of his speech in a typewritten document to the workers. He said that, as the Federation had got this award for Vickers, Dartford, as from April 9th, it would be only just and fair he should pay the same rate to Crayford girls from the same day. He, therefore, offered them a time rate of 4d. an hour, plus 2s. war bonus for girls over 18.

The workers were not satisfied with this, and a joint committee of the A.S.E. and the Federation has been set up to draw out a full statement of demands. However, the new scale of payment as promised by the firm was put into operation the week before last, and our Secretary writes to say that arrears of £2, £3, £4, and £5 were paid up to the workers—in consequence, as it will be seen, of the Federation's success at Dartford. This is very nice to go on with. Our Secretary writes that the workers are "fair mad" about the Federation, and every girl in the shops, aeroplanes and all, are joining up.

Well done! We shall have something more to say about Crayford next month!

### Erith.

Our A.S.E. friends are helping up increasingly at Erith. The Branch we have there is big, but they think it might be bigger and better. A Social has been got up for July 20th, and we shall hope for even greater results than usual from Erith.

### Dagenham.

Next month's WOMAN WORKER is to have a photograph of the Dagenham girls. We expect every member of the Branch will want a copy! The work of this Branch for this month is quite brisk. We shall soon be having our committee meetings and socials at this rate. Six members applied to the Wages Tribunal for a week's money in lieu of notice—the firm paid the money with-

out taking the cases to court. As it is necessary to curtail my visits to Dagenham a little, I should be glad of a few more collectors in all the shops, and if members are in any difficulty—re collecting, grievances, &c.—would give letters my greatest attention. My address can be obtained from any of the collectors. It is my hope to see all our members in dead earnest for Trades Unionism. There is so much at stake. We know what will happen to all workers at the end of the war. It will be a return to the old rates, with the cost of living higher than it is to-day, and we women, as Trades Unionists, can help to make conditions better, whereas, unorganised, we are helping the employer to reduce our men's wages, and that will mean you, as his wife, and your children will suffer. We are told only numbers will finish or win the war—and only numbers will win the workers' war. So let us women make up the numbers.

ADA WARTERS.

### Hayes, Middlesex.

Miss Russell is getting on finely with the new Branch at Hayes Filling Factory. The chief complaints here are with regard to workers coming in late. Hayes is a very difficult place to get at. If the day shift is late, they are not admitted during the morning, and have to miss half a day's work. If the night shift is late, they are sent home. In view of the really extraordinary difficulties in getting to and from Hayes, this exceptionally rigid treatment is very hard on the workers. However, the matter is being dealt with, and we hope for good results.

### Prana Sparklets.

A difficulty has arisen here with regard to the interpretation of the award. The award says that for Sunday work the rates current in the district for engineers' shops should be paid. The A.S.E. district rate is undoubtedly double time for Sunday. The firm, however, think that time and a half only should be paid to the girls. Some correspondence has taken place, and the clause has been referred to the Tribunal in order that its meaning may be authoritatively stated.

### Walthamstow.

A new Branch has been started at Walthamstow. The members are working in the Associated Equipment Co., Blackhorse Lane. They are employed on shell boring. There appear to be several things to see to here, and the Federation has put in a claim to the firm for the usual rates paid to engineers in the district for the night shift. We expect to hear further and to be able to tell of good results in our next issue of the WOMAN WORKER.

### Bedford.

Negotiations are in progress with regard to our members at the firm of Messrs. Allen and Sons, Limited. Arbitration was applied for, but in view of certain correspondence now passing an interview is about to be arranged between the Engineers' Employers' Association and a representative of the Federation.

### Newcastle.

Newcastle has again been honoured by a visit from Mr. Kershaw, Assistant Secretary, who caught us in a very happy mood, but certainly left us in a very unhappy mood, as he took away with him Miss Mathews, who had become one of us in every sense of the word. We miss her presence, and most of all we miss her valuable help.

On Saturday, July 15th, we gave a Garden Party. Desmond Dene (the beauty spot of Newcastle) to a 100 wounded soldiers, who were invited by the com-

from the various local hospitals. The weather was beautifully fine, and the Dene was just at its best.

In the absence of the President, Miss Flood, the Vice-President, Mrs. Sinton, presided, and a splendid hostess she proved. With untiring energy she looked after and entertained our guests. The members of the committee also worked untiringly for the comfort of all.

Mrs. Fawcett got an exceptional reception by the Vice-President, who told her she was a slacker for not coming along sooner, but Mrs. Fawcett had found other fish to fry, in the shape of two wounded soldiers, to whom she told of the wonderful Trades Unionists we had among the Newcastle girls.

Mrs. Dryden, our new Secretary, had made splendid arrangements for the tea, and proved a valuable asset to the company. After tea, which was served on the lawn and in the guest room, we all adjourned into the beautiful Dene, and a snapshot was taken of the girls and their guests. After a time the girls saw them safely home, and we all felt that at least we did something towards cheering up the men who have suffered terrible hardships for the country, and it at least inspired every one of us to see that we did our share in seeing to it that the country they have fought for shall in future be worth living in, that they shall be able, when all his horrible war is over, to say that we have not sacrificed one item of the privileges which have been so hardly wrung from the exploiting classes by our forefathers.

We have already made arrangements for another Garden Party for August 26th, and hope that the weather will be as brilliant as before. We are also having a Dance on July 29th, and if any of our members from Branches in the near vicinity would like an enjoyable evening, they had better come along. Our Redditch friends, for instance, they all appeared to me as merry and bright—just the type of girls who would enjoy a good dance.

Our Branch is going on fine, with Mr. Dryden now in charge of the office staff. I feel I shall soon not be wanted, and shall have to gather up my luggage and seek fresh fields, much as I should regret leaving all my girls at Newcastle. Still, if I thought I could give the same spirit and inspiration to any other district, well, I am ready to be used. All the success, however, depends largely on the girls themselves. When they realise the value of their labour, then they will build up better conditions for themselves and hundreds of their less fortunate sisters.

We have a mass meeting on Saturday, July 22nd, for all women working under L2 Circular, and great things are expected. We mean to lead the way and set a price on our labour in Newcastle, and hope that all other Branches will follow. What about Coventry and Birmingham? I hear some rumours, and to all I would say that the Federation is the members themselves, and just so far as they show interest and sincerity, just so far will it succeed. Moreover, we must remember we do not improve anything by leaving it, but only by holding on and expressing our views and opinions, and showing our real sincerity in the movement. Good luck to you all.

HARRIET FAWCETT.

#### Barrow.

One of the great sensations of the Labour world has been the big strike at Barrow. All the men in the works came out on the question of dilution, and they were joined by the women. Miss Sloan immediately proceeded to Barrow, and the girls agreed to return to work on the understanding that they were not asked to backleg the men. Although they had come out in

sympathy with the men, their own grievances were very many in number, and it was with considerable difficulty that they were persuaded to make a fresh start at work pending a settlement. First there was the question of hours—this was finally settled locally, the members accepting the two-shift system, averaging 55 hours a week, with the undertaking that this should not mean a suspension without payment or dismissal of the workers. After long negotiations the Ministry of Munitions made the following proposals: That the hours for the men should remain unchanged; the hours for the women to be the same as those of the men, providing that no women worked more than five night turns in any week. That no women should be dismissed or suspended owing to the changes in the introduction of the two-shift system. The workers considered this, and accepted it on the condition that if three months after the introduction of the two shifts, the health of the women and girls have suffered, the question shall be raised again with the firm and the Ministry of Munitions with a view to considering the advisability of returning to the three-shift system. To this the Ministry formally agreed. Amongst the individual grievances Miss Sloan was successful in settling between the girls and the firm was that of the matter of pay lines. These had been unsatisfactory, and those now issued will give full information as to hours of work and amount of bonus. Also Miss Sloan was instrumental in getting dismissed girls reinstated. There is still the question of wages to be settled. The Federation has for some time been writing to the Ministry on the need of making rules for minimum wages of girls in munition factories. The new Order regulating the wages of girls under 18 who are doing men's work came out while these negotiations were in hand, and more or less met the wishes of the workers. The wages of the older women could not be settled with the firm, and the matter was referred to arbitration. The Federation sent in the following demands:—

1. That all women of 18 years and over employed on time shall be rated at 6d. per hour after a probationary period of one month.
2. That all women of 18 years and over employed on premium bonus shall be rated at 6½d. per hour, on the same conditions as applied to men who customarily did this work.
3. That all girls under 18 years, whether employed on time or premium bonus, should receive a guaranteed rate of 4d. per hour.

This claim was heard on July 18th, Miss Sloan and Mr. Roper conducting the case on behalf of the Federation, and Mr. Barr attended to represent the firm. The award is hourly expected, but as we go to press nothing has yet been received.

#### Rochdale.

After long negotiations with Messrs. Holt Bros., Atlas Works, Whitworth Road, we hear that a minimum of £1 per week is to be paid in future, and in addition the girls are to have their overalls washed at the expense of the firm. This is very nice. This information has only just come in, and we do not yet know what is meant by granting £1 per week minimum.

#### Birmingham.

The Birmingham Branch is a branch that has come to stay. We spent two delightful half-days at Bournville. On June 26th between twenty and thirty attended the visit. A member of Stirchly Management Committee gave an address on women organising in Trades



Some Abbey Wood Members.



Some of our Newcastle

coat,  
men con-  
of the door  
stirred and seemed  
as if struck suddenly  
her breast and the front of her  
hands as if it were cold and she  
hold a cloak tightly round her.

perfectly dark.

"Lord, don't desert me. Aw'm doin' it for Thee," she prayed, as if reminding God that, for that reason, it was His duty to help her.

Soon the breathing became perfectly regular again; then she opened the door and closed it without a sound, and breathing a sigh of relief, felt her way downstairs. When she reached the kitchen door she brushed against

Unions. The secretary moved a vote of thanks, seconded by Miss E. Lovering, of Bristol. Mrs. Hunter, Cradley, proposed our best thanks to the Women's Guild. Our second visit, July 8th, between fifty and sixty attended. Mrs. Cotterell, Women's Co-operative Guild and Management Committee, spoke on the necessity and advantages of women being organised and becoming members of the Federation. A delightful tea was arranged by the Stirchly Women's Co-operative Guild in the Co-operative Hall, kindly lent by the committee. A vote of thanks was given to Mrs. Cotterell, moved by Mrs. Mitchell, seconded by Miss H. Hood, of Bristol. Mrs. Williams, member of our committee, moved our best thanks be given to the committee and Women's Co-operative Guild for arranging and catering tea. After tea, music and dancing, a visit through Bournville Village concluded a very pleasant half-day outing of unity and co-operation. Miss Harris, secretary of four Selby Oak Branch, presided at each of our gatherings. I am sure we are deeply indebted to Miss Harris and the Women's Co-operative Guild for organising and arranging such a pleasant time for our members. A large number of them had been working the previous night. Our members are very proud of their badges. We are looking forward to a little social and educational life during the winter, and when spring comes we hope to have grown to a strong and healthy branch, and get the centre of England fairly whole-hearted for the Federation.

Office Hours.—Room 52, Queen's College, Paradise Street, Birmingham: Mondays, Wednesdays, and Fridays, 3 to 5 p.m.; Thursdays, 5 to 8 p.m. 45, Emscote Road, Aston: Fridays, 7 to 8.30 p.m.

15, Wallville Road, Handsworth: The Secretary is at home from 3 to 5 p.m. on Sundays to any member or prospective member of the Federation.—C. M. Mitchell.

\* \* \*

**Sheffield.**

Mrs. Wilkinson is very busy with the members of Messrs. Firth and Co. Negotiations are in hand, and we hope in next month's WOMAN WORKER to announce results.

## The Atonement of Elijah Short.

are price of Sunday evening a bent woman, dressed in rusty other Birmingham? stood in a dark corner of a certain man say that the Federation the North, where all the towns are just so far as they show, shrunk woman; the hair that far will it succeed. Moreover, the dingy bonnet was freely do not improve anything by herself she looked old. holding on and expressing our views she was only thirty-showing our real sincerity in the move. clergyman in- tly with

HARRIET FAWCETT

**Barrow.**

One of the great sensations of the Labour world has been the big strike at Barrow. All the men in the works came out on the question of dilution, and they were joined by the women. Miss Sloan immediately this-ceeded to Barrow, and the girls agreed to return person work on the understanding that they were not asked brought back the men. Although they had come out in

**Blackpool.**

We have to chronicle the formation of a new Branch at Blackpool. The workers are engaged in making ammunition boxes. As usual, the A.S.E. are helping to organise.

\* \* \*

**A Severe Blow for Barrow.**

Barrow Branch has sustained a severe blow. Our friend, Mr. Roper, has been forced to give up his duties as Secretary, as he has not been able to secure exemption under the Military Service Act. We hear Mrs. Mills is very ill. Every member of the Federation must feel the greatest possible sympathy with her. We hope that some much-needed rest may restore her.

\* \* \*

**North Woolwich.**

A Branch has just been formed at the Western Electric Works at North Woolwich. Mrs. Warters is working very hard, and we hear of enthusiasm and local spirit in regard to our members at this Branch.

\* \* \*

**Kilbirnie.**

We hear that owing to some of the net works restarting our membership has increased. At the firm of Knox & Co., Ltd., an increase of wages of 1s. 6d. per week has been given. The girls at Messrs. Watts' asked for better pay, and got it. We hope to hear still better things of this Branch, and we look forward to a steady growth of membership.

Since to be loved endures,  
To love is wise;  
Earth has no good but yours,  
Brave, joyful eyes.

Earth hath no sin but thine,  
Dull eye of scorn;  
O'er thee the sun doth pine,  
And angels mourn.

—Robert Bridges.

Lord, though it's not 'im as 'as given it. 'E do love it so; Lord, 'a mercy on 'im; Christ, 'a mercy on 'im."

Thus she prayed over and over again, so absorbed that she did not notice when the Collects were ended and the organ began to play the introduction to the hymn. She continued to kneel till a girl in the pew behind who wore gaudy jewellery and a big feather in her hat, poked her in the back with one finger, saying "They've given out th' hymn, missis." Then she stood up.

Her name was Mrs. Short. She was the wife of Elijah Short, a manufacturer of cheap clothes, and a miser. His father had once told him, by way of

**Birmingham.** The father he was disgraced. The idea had stuck. On he had managed to collect together enough capital to start business on his own account, he had succeeded in making large profits "all by his own 'cuteness,'" he told his wife. Sometimes, at night, he used to

for decreasing wages while she listened in a to speak.

Whether how he was getting a the charges he made for cotton and his workpeople pay for more than she dared to say: "I've heard folks say 'th' faces o' th' poor." He answered: 'em, so long as aw get th' brass. Th' thing that matters!"

cunningly, and slapping his pocket, he of the room.

pondered at his ghastly cleverness and ghastlier in it. Sitting opposite his empty chair, she persistently of a conversation she had over in the electric car one day. A lady had been to another some facts she had found out regard to his outworkers. It seemed he employed to work for him in the crowded, miserable that clustered around his workshop door. She overheard these ladies tell of one woman who, having ed frenziedly night and day, had gone mad while owing at her machine; this woman had sat making endless seams up and down, up and down what ought have been a coat—till the loud cries of her neglected by had brought the neighbours in. The picture

anted Mrs. Short's imagination. She saw the small, room, with its little window fitted with cracked dirty glass, the walls with their beflowered paper ing in strips, the dark bundle in the corner which called the bed, the patient little black kettle and t on the hob, staring as if they were in a constant rise at the emptiness of the fire-grate; and in the re of the room she saw the whirring machine, and ore the machine, the insane woman, with her feverish as and her skeleton face, making endless seams across e cloth. Was Elijah responsible for that? Then she new he would be for ever lost, that he was doomed to eternal damnation!

This desperate thought was what had determined her to make an offering to the Lord of her husband's money. She meant to take some and put it one Sunday in the collection bag. The money was easy to get at. Elijah's was only a narrow little business, like his mind. He invested his profits—not in enlarging it, because he could not bear to see money locked up in machinery—but very slowly and timidly in safe securities, and the rest he kept in a place of concealment devised by himself. There had once been a scare of the bank, and Elijah had never trusted it since. For weeks after the scare he had said at intervals during the day to his wife: "It shall never 'ave another penny—not a single penny o' mine shall it 'ave no moor." He kept his ready cash in gold and notes in cash-boxes under the boards of one of the kitchen-cupboards. There it lay under a pile of dishes and plates always carefully arranged over the boards, to put burglars off the scent. The cupboard was kept unlocked, but Elijah carried the keys of the boxes about with him in his pocket-book. No one knew of the hiding place save himself and his wife, whom he regarded as no other himself.

They slept in a room just above the kitchen, where had made an arrangement by which he could hear sound that occurred below. He always kept a pistol near at hand. He called it his "police." His days were spent in a frenzy of suspicious of his fellow-creatures, or exultant triumph over success of his dealings with them. His face and e were like his character—small, mean, domineer- and evil. If you could have come upon him suddenly his home, it would have been like coming upon a

rat in its hole. He never smiled, but sometimes when at home recounting the triumphs of his cunning to his wife, he would open his mouth in great chuckling guffaws of laughter.

He lived with this small, crushed woman in a cottage-house, one in a row of cottages. He made himself out to be a poor man, earning meagre profits by assiduous labour, and trying to lay up a little for his old age; but he was perfectly aware that no one believed this picture, and that made him doubly suspicious.

For some years the knowledge of the true nature of his methods had been growing on his wife, and since she had heard of the insane woman, the thought of it haunted her all day, from the time she lit the kitchen fire—when she washed the steps, when she scoured the floor—till the time she gave him his tea at night. The insane woman became the symbol.

When Sunday came round, and the duties of the big Sunday meals were over, she would go to evening church, and there she heard that it "would be better that a millstone should be hanged about his neck," and that "there would be weeping and gnashing of teeth." Then her heart grew big with fear, and she wanted to run away somewhere, she knew not where.

Once she said to him, "Dun yo' think yo' be doin' wrong, and ought to pay 'em more?" It was at tea, and he stopped for a moment in surprise, with his cup poised aloft in his hand.

"We's gotten to live," he answered, "and if we pay 'em more, we's gotten no gauld." And then, with an air of finality, he drained off his tea.

Not satisfied with this answer, she determined to force him to do good against his will. The idea came to her once in church, when the clergyman, while teaching that "By your works are ye saved," had added, "And by your works are ye damned." Then and there she promised to do this deed. But she was afraid, and lay awake long hours of the night, listening intently to the quiet breathing of her husband, and not daring to move lest he should hear her and find out.

During the week before this particular Sunday evening, he had been seriously ill for a day or two, and she had feared that he might die. Hence this agonised prayer rose from her frightened heart.

That night he went early to bed and to sleep, and she lay by his side, her heart thumping so loudly she feared it would wake him. She watched him with eyes that felt as if they must fall out with fear. She was resolved that that night she would find the money, and that next day it should be taken to the church, which was always open, and slipped into the wooden box in the porch.

At last came the time when she thought he would be in his deepest sleep. Soundlessly she raised herself to a sitting posture, never taking her eyes off him all the while. She slipped silently out of bed, replacing the clothes to look as if her body still lay there. With white face she fumbled in the inner pocket of his coat, which hung from some pegs on the wall, and then concentrated all her energies on the opening of the door so that it should not creak. Once he stirred and seemed to mutter in his sleep. She stood as if struck suddenly with paralysis, gripping her breast and the front of her nightdress with both hands as if it were cold and she were trying to hold a cloak tightly round her.

It was perfectly dark.

"Eh Lord, don't desert me. Aw'm doin' it for Thee," she prayed, as if reminding God that, for that reason, it was His duty to help her.

Soon the breathing became perfectly regular again; then she opened the door and closed it without a sound, and breathing a sigh of relief, felt her way downstairs. When she reached the kitchen door she brushed against



some outdoor clothes hanging on a row of hooks. As it was very cold, being mid-winter, she took down an overcoat of her husband's and slipped it on. It covered her completely, and she thought its pockets might do well to put the money in, and so leave her hands free to open and close the doors softly.

In the kitchen the fire was not yet out. She had expressly made a big one, so that she should have its light to help her. Now it shed a dull red glow over its immediate vicinity and scarcely served to do more than make the darkness visible everywhere else.

She crept to the cupboard, and there, slowly and with difficulty, in the almost complete darkness, she removed the plates and dishes one by one, and lifted the board. Once as she laid one of the plates upon another, it gave a clinking sound. Her heart seemed to stop dead, and she knelt, with her hand still stretched out just above the plate, listening with every nerve and fibre of her being. But there was no sound save the ticking of the kitchen clock. Once the fire, with a rustling noise, sank suddenly in the grate, and again her heart fluttered wildly, but again no sound succeeded it, save the incessant soft chattering of the clock.

At last she came to the box which she had seen her husband pack so carefully. She meant to take part of the hundred pounds in notes and the rest in gold, because, although the notes were easier to carry, the sovereigns seemed a more real gift for God. She had meant to take exactly a hundred pounds and no more, but the silence and the heavy sense of what she was doing began to unnerve her. One thought dominated all others—the desire to be once more lying quietly in the bed upstairs, free of this torturing money on which her hands rested. She hastily seized a bundle of notes and a handful of sovereigns without stopping to count them, and thrust them into the pocket of the greatcoat. How loudly the coins clinked against one another as they fell together inside the pocket! How lurid and fearsome the red light lying on the flag floor was! How diabolically the reflection of the fire on the polished dresser grinned at her, as if it accused her of thieving, and rejoiced wickedly in being an accomplice of her crime! Whereas at first her ears seemed empty of sound, now it seemed as if they were assailed by a bewildering host of tickings, clinkings, rustlings, and thumpings. Her heart beat painfully, and she began to hasten in replacing the crockery. Nervously and quickly she put the dishes back in rows, and the plates in their innocent-looking piles—too nervously and quickly, for at last one of the latter slipped from her grasp, just as she was putting it in place, and fell on to the top of the pile with a clatter. Then the tickings and clinkings, and all the whirling little noises that had bewildered her ears suddenly ceased, and an appalling silence filled the air. She strained her ears to the uttermost in the effort to answer one question, "Has he heard?" For an age it seemed as if he had not, for the silence continued till the bewildering little noises began to return one by one. But what had seemed a long time to her was but an instant, giving the sleeper above time to start, realise that he had heard a noise below, seize madly the pistol and the candle near him, and leap to the ground. Then she heard the thud of his bare feet on the floor, and their hurried, fearful rush to the door. Rapidly and noiselessly she shut the cupboard door, and hastened towards the hall. Her one idea was to reach the front room, where was the hiding-place she had devised for the money she was taking, and to conceal it there. Then her husband might never find out that it was she who had taken it, she thought, and the church should have the money still. "Help me, Lord!" she cried hurriedly and desperately in her heart.

As she ran along of thought now save ing-place, she heard her formation of a new Branch along the landing to the ters are engaged in making trying to tread warily and gently e A.S.E. are helping rage of his greed made his step loud self against the corner of the stair-ran, that echoed through the silent house, curse floated down to her. She heard h top of the stairs and fumble to light a nre blow. Our she could make the turn into the parlour e up his duties succeeded! Then she might have her tsecure exemp- before he discovered her. But no! At the hear Mrs. faint, flickering light streamed out from the tation must stairs, filling the hall with a mass of shifting r. We The light was sufficient to show the rapidly r. figure, but not sufficient to reveal its identity. where y'are! or by gad I'll shoot!" her hus voice, thick with rage, roared down at her. B thing now could stop her. "The hiding-place, the lectric ing-place," was her only thought, and it drove lorking like a demon. spirit

"Copt, then, by the devil!" he yelled, firing fury at the figure he saw escaping over the threshold. She heard a loud report. Then there sharp, hot pain in her side, and a singing of far mu in her ears, and a strange whirling of blood-red beart- her eyes. She gave a faint cry. "It's 'im . . . Knox mercy . . . Jesus," came in a murmur from week lips as she sank on her face into a little huddled id for The coins leaped out of the pocket of the greatcoat etter rolled away on their rims, like frisky evil spirits, steady directions.

Elijah Short saw the figure drop, and heard the and stopped, listening with all his strength for ano. But none came. There was only the moaning of wind in a sudden mighty gust outside. The comm place thought wandered across the blank of his mir "The wind must be risin'." But he still stood in dazed immobility, as if that cry had frozen all his ener gies.

Very slowly he moved down the stairs to that little dark heap at the foot. Since it had dropped it had never moved, and the gold coins gleamed around it in the candle-light.

He stood looking down at it for a moment. Stoopin and holding the candle low, he turned the face uppe most. He did not start, but simply said aloud, in low, solemn voice, "It's 'er." He remained stand over it, holding the candle high, so that its light m fall on her, and gazing at the white, motionless fac this woman who had been so silent and secret in b and who was now so silent and secret for ever.

A quarter of an hour later, he strode into the near police station. He had not stopped to dress himself completely, or to lock his house door, which he left staring open to the night. There, standing in a dazed way before the waiting policeman, he murmured hoarsely: "It was 'er. I've killed 'er."

"'Er? Who? Who's 'er?" asked the officer of the law.

Elijah Short could only stammer the reply; stoo thief! I've killed. And it was 'er. I've killed.

#### Ink Stains.

To remove ink stains from a white blouse: S stuck. lemon juice at once on to the place stained. Rub apital yellow soap and rinse in cold water. If the stain eeded old one, wet the portion stained, stretch it over a ss," rub salts of lemon over briskly, and rinse at once. d to