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Society for Promoting the Employment of Women.

(EDUCATED WOMEN'S LOAN TRAINING FUND.)

FIFTY-NINTH ANNUAL REPORT, MAY, 1918.

President.

THE LORD LEIGH.

Vice-Chair.

MRS. STEPHEN SPRING-RICE.

Hon. Treasurer.

THE LADY SUSAN FORTESCUE.

Secretary.

MISS EDITH HARE.

Office—23, Berners Street, W. 1.

Telephone—Museum 1659.

Committee.

Mrs. HUGH ADAMS.
Miss BIGGS.
The Hon. Mrs. TREVOR BIGHAM.
Miss M. V. BROWN.
Mrs. COOPER-MARSDIN.
The Lady BERTHA DAWKINS.
The Countess Dowager of DESART.
Mrs. C. W. EARLE.
The Lady SUSAN FORTESCUE.
Mrs. GREENWOOD.
The Hon. Mrs. ROBERT GROSVENOR.

Miss KING.
Miss LIDDERDALE.
Mrs. WILFRED LLOYD.
*Miss MACKENZIE.
*Mrs. G. MOSENTHAL.
Mrs. MÜLLER.
Rev. Preb. the Hon. J. S. NORTHCOTE.
Miss PLUMPTRE.
*Lady ROBERTS.
The Viscountess ST. CYRES.
Mrs. STEPHEN SPRING-RICE.

* Hon. Members.

MEMBERS OF THE COMMITTEE FOR THE MRS. HAWEIS LOAN FUND.

Miss M. V. BROWN.
Miss HITCHCOCK.
Miss PASSMORE.

Miss PLUMPTRE.
Mrs. JOHN ROSKILL.
Miss SPENCER.

Auditor—Miss HARRIS SMITH.

Bankers—Messrs. COUTTS AND Co., Strand.

ANNUAL REPORT.

MAY, 1918.

ANNUAL REPORT.

In issuing the Fifty-ninth Annual Report of the Society for Promoting the Employment of Women, the Committee think it advisable to glance very briefly at the change which has gradually come over the character of their work—a change which has suggested to some that the title under which the Society was started does not adequately represent the present nature of its work, and that it may be desirable to change, or amplify it, and the suggestion has been made that "Educated Women's Loan Training Fund" shall be added to the original title. The objects of the Society now are still exactly the same as they were originally, and as expressed in Rule 1 of the "By-laws or Rules," namely, for "promoting the training of women, and their employment in industrial pursuits."

In 1859 very few professions or occupations were open to women, while the systematic professional, or technical training of girls was almost unheard of. The Committee, therefore, had first to find out occupations which appeared likely to offer

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suitable careers for women; secondly, to consider the conditions prevailing in those occupations; the training essential to success in them; how that training could be procured, and its cost; and, lastly, they had to find the girls able and willing to undergo that training. At that time the standard of education for girls was so low that the Committee had great difficulty in finding any sufficiently well-educated to enter training for intellectual or professional work. The parents also were very slow to realize that, if they could not make adequate provision for their daughters, it was their duty to provide training for them, as well as for their sons. The Committee are thankful that all this is now changed. The necessity for systematic training is universally recognized, and the immense advance in the education of girls during the last fifty years has provided for them the necessary groundwork for the special training needed for professional, as well as industrial, work. Owing to the efforts of this Society and others, which have followed in its steps, most of the occupations suitable to women are now open to them, and the Committee are constantly on the watch to find new openings for them. Special inquiries have lately been made about the employment of women in veterinary work, and also in watch making and repairing. The Committee are careful to ascertain all particulars of the training needed for different professions and industries, how and where it can be best obtained, the time required, and the cost. They are thus in a position to give trustworthy information and advice to girls leaving school, and wishing to select for themselves suitable careers.

During the year ending March 31, 1918, 1,550 letters have been received at the office, and 1,985 written.

The cost of the necessary training is often a very great difficulty for parents whose means are limited, who have sons to be started in life, and younger children to educate. To meet this difficulty, the Committee have at their disposal Loan Funds, which enable girls to pay for their own training, without burdening their parents. From these Funds loans for training fees are granted, to be repaid by instalments, *without interest*, by the grantee herself, after her training is finished, and she has obtained work. Letters received from grantees from time to time testify to the great blessing these loans have proved. Owing to the briefness of the Report this year these letters cannot be quoted.

During the last ten years, 303 grantees have been helped with loans, amounting to £6,430 7s. 4d. Of this amount £5,314 has been already repaid; 167 grantees have repaid their loans in full; 93 are repaying, and 35 are still training, and have not yet begun to repay. The loss on the loans is small. The death of a grantee, or the failure in her health which renders earning impossible, cancels the debt—but happily, this very rarely occurs. Failure to repay from any other cause is quite exceptional.

The following Table shows the number of grantees from the different funds during the last ten years, those still in training, and those who have begun to repay; also the total amount owing:—

SUMMARY OF THE LOAN FUNDS FROM 1910 TO 1918.

Loan Fund	Number of Grantees	Paid in full	Paying	Training	Amounts owing to
Pfeiffer Fund	124	70	42	10	£456 5 3
C. A. Biggs Fund	34	20	10	2	151 13 6
Helen Blackburn Fund ...	58	28	19	9	340 13 2
Lousia, Lady Goldsmid Fund	24	15	7	2	135 9 6
E. W. W. and Harker Smith Fund	27	8	8	11	383 7 2
Clara Evelyn Mordan Fund	5	2	2	1	61 5 0
Mrs. Haweis Fund	31	24	5	1	93 5 9
	<u>303</u>	<u>*167</u>	<u>93</u>	<u>36</u>	<u>£1,621 19 4†</u>

* Of whom thirty have finished their payments during the past year. All expressed their gratitude for the help the loan had been to them, and four of them gave donations to the Society.

† This amount now owing includes a balance due in 1908, the year from which this table starts.

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It might be as well to explain that these Loan Funds are kept separately, as they are named after old supporters of the Society, in memory of whom they were founded.

During the year ending March 31, 1918, twenty-seven grantees have received loans, amounting to £717 18s., and twenty-six are training for the following occupations:—

Accountancy 1	Medicine 1
Crèche Work (not continued but loan repaid) 1	Nursery Nurse 1
Dentistry 1	Sanitary Inspectorship and Welfare Worker 1
Dispensing 1	Secretarial Work 6
Domestic Economy 1	Teaching: Elementary 1
Gardening 1	Secondary 6
Hospital Nursing 2	
Massage and Electrical Treatment 1	
Maternity Nursing 1	
	26

There has been one "maintenance" grant.

The repayments during the year have amounted to £622 0s. 3d.

Owing to the great demand for women to take the place of men who are serving at the Front, and to do work of various kinds connected with the War, many who have had no adequate training have obtained well-paid work for the time being: but those only who have proved their efficiency will retain their posts when the War is over. Much valuable time has been wasted, and much damage done to the future of women, by placing incompetent, and frivolous girls in responsible posts, and the Committee would urge all girls now leaving school to select some special course of study, and train thoroughly for a profession, or industry.

Two Members of the Committee have represented the Society on the Council of the National Union of Women Workers, and have discussed questions of importance relating to women; as for instance, the Women Police, Women Citizens Associations, &c. Two Members also attended the Conference, organized by the Women's Industrial Council, to discuss the problem of the employment of women after the War, when the vast numbers of clerical workers now temporarily employed by Government, and in commercial offices, will be turned adrift.

The Committee have met twenty-three times during the year. Mrs. Hugh Adams has become a Member of the Committee, and Mrs. C. Q. Henriques has resigned from it. Miss King has resigned from the Mrs. Haweis Committee, Miss M. V. Brown having taken her place.

The Society has again lost by death some of its supporters—one of whom, the late Miss Louisa Marshall, left a legacy of £250 to the Helen Blackburn Fund, in which she was specially interested, having been a friend and admirer of Miss Helen Blackburn. Though the Loan Funds are in a very satisfactory state, the General Fund, which bears all the expenses of their organization, and of all the work done through the office, is at a very low ebb, and owes £50 to a member, who kindly advanced that sum, in order to avert the necessity of selling out any of the Society's small funded property at a great disadvantage during the War. New subscribers to the General Fund are very much needed.

SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN.

Statement of Receipts and Payments for the Year ending March 31, 1918.

<i>Receipts.</i>	<i>Payments.</i>
To Balance brought forward, April 1st, 1917, at Bank—	By Rent £70 0 0
Pfeiffer Student Fund ... £52 15 1	„ Salaries, including Pension and Audit 196 6 0
C. A. Biggs Fund 30 13 0	„ Cleaning and Attendance 23 14 11
Mrs. Haweis Fund 64 6 5	„ Printing, Postages and Stationery 25 8 2½
Helen Blackburn Fund 94 9 3	„ Insurances, &c. 4 5 10
E.W.W. and Harker Smith Fund 70 18 2	„ Coals 3 10 0
Louisa, Lady Goldsmid Fund 25 12 6	„ Advertisements 4 5 0
Clara Evelyn Mordan Fund... 32 7 0	„ Telephone 6 10 0
£371 1 5	„ Bank Fee for Trusteeship 18 4
„ General Fund 91 19 9	„ Record Keeper at Somerset House 10 6
„ Petty Cash in hand 2 2 11	„ Loans granted for Training Fees:—
„ Subscriptions 75 6 6	Pfeiffer Student Fund ... £284 8 0
„ „ Special, for E.W.W. and H.S. Fund 6 5 0	C. A. Biggs Fund 9 10 0
„ Donations 13 15 0	Mrs. Haweis Fund 57 5 0
„ „ Special, for E.W.W. and H.S. Fund 1 2 6	Helen Blackburn Fund ... 155 15 0
„ Dividends for General Fund... 154 16 11	E.W.W. and Harker Smith Fund 190 0 0
„ Interest on Deposit 8 17 7	Clara Evelyn Mordan Fund 21 0 0
„ Dividend for Pfeiffer Fund ... 50 0 0	717 18 0
„ „ „ E.W.W. and H.S. Fund 27 16 2	1,053 6 9½
„ Rent for use of Office 6 6 0	„ Investment—5% National War Bonds, 1927, Legacy to Helen Blackburn Fund ... 250 0 0
„ Legacy to Helen Blackburn Fund, invested as per contra 250 0 0	„ Balance at Bank:—
„ Repayment of Grantees:—	Pfeiffer Student Fund ... 48 10 10
Pfeiffer Student Fund ... 230 3 9	C. A. Biggs Fund 57 17 0
C. A. Biggs Fund 36 14 0	Mrs. Haweis Fund 43 9 5
Mrs. Haweis Fund 36 8 0	Helen Blackburn Fund ... 88 4 9
Helen Blackburn Fund ... 149 10 6	E.W.W. and Harker Smith Fund 45 0 10
E.W.W. and Harker Smith Fund 128 19 0	Louisa, Lady Goldsmid Fund 45 6 6
Louisa, Lady Goldsmid Fund 19 14 0	Clara Evelyn Mordan Fund 31 18 0
Clara Evelyn Mordan Fund 20 11 0	£250 of these being on deposit
622 0 3	„ General Fund... .. 16 5 9
The Society also holds the following Securities:—	„ Petty Cash in hand 1 10 1½
£3,434 0 0 Metropolitan Water Board 3% "B" Stock	£1,681 10 0
£561 13 8 Bank of England Stock	
£1,049 15 4 Canada 4% Stock	
£1,059 10 0 War Stock 3½% 1925-1928	
£250 0 0 5% National War Bonds, 1927 (Helen Blackburn Fund) as per contra	
£1,681 10 0	

I hereby certify that I have examined the above Statement and compared it with the Books and Vouchers relating thereto, and found it to be correct. I have also verified the amount of Stock held by the Society at this date.

20, BUCKLESBURY, MANSION HOUSE,
LONDON, E.C.,
May 2, 1918.

M. HARRIS SMITH,
Auditor
(Public Accountant).

EDUCATED WOMEN'S WAR EMERGENCY TRAINING FUND.

Statement of Receipts and Payments for the Year ending March 31, 1918.

To Balance brought forward April 1, 1917—	By Teachers' Fees £2 14 0
Cash in hand £52 17 1	„ Cash at Bankers 3 1
£52 17 1	„ Ditto Deposit Account 50 0 0
	£52 17 1

I hereby certify that I have examined the above Statement and compared it with the Books and Vouchers relating thereto, and found it to be correct. I have also verified the amount at Bankers placed on Deposit and the Balance of Current Account.

20, BUCKLESBURY, MANSION HOUSE,
LONDON, E.C.,
May 6, 1918.

M. HARRIS SMITH,
Auditor
(Public Accountant).