

THE WOMAN'S LEADER

AND THE COMMON CAUSE

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RETROSPECT, 1924.

It is not easy, as one pushes through the day to day cross-currents of the women's movement, to sense clearly and unmistakably the drift of the tide—or even to proportion the significance of events as they emerge haphazard, and with the ink still wet, so to speak, from the time machine. From time to time legislative milestones are set up to mark the completion of one chapter and the beginning of another; but such milestones, though easily recognizable, are few and far between. For the rest it is sometimes difficult to say whether this or that event is of importance at all, or of permanent importance; and we may fasten our eyes on some stubborn spectacular struggle in one part of our field while in another the undergrowth is alive with little indistinguishable figures slowly creeping forward to some veiled objective.

But from time to time in the interests of the proportioned view it is as well to take stock of our position as best we can—and the New Year's beginning is a convenient time for doing it. It is, however, not we who are going to take stock this time, but our readers, forming their own conclusions from the chronicle of events which we herewith offer for their cool consideration. This, and this, and this, has happened to women in the world of politics and economics, in the life of the school, the stage, the hospital, the home, the Church. Which way is the tide moving? We do not know—nor would our activities be in any way affected if we did. For whichever way the tide moves we shall move—with it, against it, or across it—in the same direction: towards a full equality of liberties, status, and opportunities between men and women.

THE WOMAN'S POLITICAL YEAR.

By E. M. HUBBACK.

1924, as regards legislation especially affecting woman, can perhaps best be compared to a switchback ending in a precipice, and starting, as do all properly conducted switchbacks, at a high point.

The coming into office of a Labour Government pledged irrevocably to all the causes for which this paper stands—equal

franchise, equal pay, widows' pensions, equal rights for parents over their children, etc.—was the occasion for the leaping up of hearts on the part of those who have been working for these and similar reforms for many years. Pessimistic forecasts were rife in some quarters as to the probable length of life of the Labour Government, but the most pessimistic of these would have allowed time to see the achievement at least of Widows' Pensions and Equal Franchise, and many of us thought that the workers for these and possibly other reforms would be singing their "Nunc Dimittis" before the end of the year.

The presence of *eight women members of Parliament*, the appointment of Miss Bondfield as Parliamentary Secretary to the Ministry of Labour (though it was thought in some quarters that a Cabinet appointment would have been more in accordance with one of her brilliant parts), the support of the equality programme not only by the Government, but by the whole Liberal Party, and many members of the Conservative Party (who out of office were in a particularly genial and pliable mood) all combined to endow the beginning of the 1924 Session with something of the exhilaration with which we awaited the dashing journey of the Wembley Giant Racer.

Ramsay MacDonald's preliminary statement of policy landed us, however, at the bottom of our first descent. Not a word did it contain about Equal Franchise, nothing about Widows' Pensions or Equal Guardianship. Clearly none of these were to be treated as matters to which the first Labour Government was prepared to pay particular attention. The reception which was accorded in February to Mr. Duke's resolution demanding the payment of *pensions adequate to the upbringing and maintenance of children of widows*, or of mothers whose family breadwinner has become incapacitated, was very cheering, and Mr. Snowden's statement that "we accept the demand and having done so there is an obligation upon us to translate that principle into a practical legislative measure" gave us at that time grounds for hope, and our car, therefore, began to move slowly upward. Even earlier the luck of the ballot had been with us, and good places had been gained for bills dealing with Franchise, Legitimacy, Equal Guardianship.

The Representation of the People Act (1918) Amendment Bill introduced in February by Mr. Adamson (La., Fife, W.) and backed by other Members of the Labour Party, provided for a whole bundle of reforms in the electoral law, including Equal Franchise. The WOMAN'S LEADER recognized from the beginning that this Bill would only have the chance of a successful ending if unencumbered by all those other points, and this became abundantly clear in the debate on its Second Reading. The attitude of the Government was extraordinarily tepid. Mr. Clynes handed on the responsibility for its ultimate fate to the Committee upstairs, and Mr. Rhys Davies appeared seriously concerned with the fact that if it became law domestic servants would be entitled to a vote. The Bill could not be considered by a Standing Committee for a considerable time, and when in May it finally went upstairs progress was greatly retarded by obstruction on the part of some of the Conservative Members, who although not willing actually to oppose the principle of equality in citizenship directly, found plenty of opportunities for oblique attack. When nearly through its Committee stage, the Government undertook to take charge of the Bill, though unfortunately no time was found to proceed with its later stages before the summer recess and the death of the Government. Needless to say, it was the truncated Session which constituted the precipice referred to at the beginning of this article.

"QUALITY
AND FLAVOUR"

BOURNVILLE COCOA

See the name "CADBURY" on every piece of Chocolate

WRITE
CADBURY, BOURNVILLE
ABOUT GIFT SCHEME

The history of the *Guardianship of Infants Bill* was on very similar lines. Mrs. Wintringham introduced the Bill initiated by the N.U.S.E.C. into the House of Commons on 4th April, and, as our readers will remember, it was favourably received and passed its Second Reading without a division. The Government on this occasion promised a Bill of its own which would embody the main principle of Mrs. Wintringham's Bill. When Mr. Rhys Davies enumerated what he conceived these principles to be, however, they turned out to be something considerably less than Mrs. Wintringham's Bill. A Committee was appointed consisting of representatives of the Government Departments interested in the Bill, of its promoters in both Houses of Parliament, and of the N.U.S.E.C. After a long struggle the resultant Government Bill turned out to be less comprehensive in some important respects than Mrs. Wintringham's Bill, but was so valuable in itself that the great majority of Women's Organizations were prepared to accept it. It set forth the principle of equal guardianship in the preamble, and in the body of the Bill provided for equal rights for mothers and fathers before the Courts in a dispute affecting the child, equal rights to both parents with regard to the appointment of guardians after death, and for the bringing of all cases to the Summary Courts. The Bill was introduced into the House of Lords by Lord Haldane in June, where it had a perilous time owing to Lord Cave's attempts—happily defeated—to delete the clause providing for maintenance of children. The coming of the General Election prevented the Bill being considered by the Lower House.

The *Summary Jurisdiction (Separation and Maintenance) Bill*, also initiated by the N.U.S.E.C., did not win a place in the ballot, and, as our readers will remember, was introduced after 11 o'clock by Sir Robert Newman. A very small Bill, but useful in its way, it passed through all its stages in both Houses (being taken over by the Government on the occasion of its Third Reading in the House of Commons), save that at the end of the Summer Session the House of Commons had still to consider the Lords' Amendments, which, owing again to the General Election, they were unable to do.

The *Legitimacy Bill* to provide for the legitimation of an illegitimate child on the subsequent marriage of its parents had a very similar fate. The principle was accepted, but violent discussions took place in the House of Commons as to the desirability of including in the Bill a proviso excepting from the benefits of the Bill those children whose parents were at the time of their birth legally unable to marry. Although defeated in the House of Commons, this proviso was passed in the House of Lords. Here again the only remaining stage the Bill required to pass was the House of Commons' consideration of the Lords' Amendments; this also was prevented by the dissolution of Parliament.

It is, therefore, abundantly clear that had it not been for the General Election all the reforms referred to would, humanly speaking, most certainly have reached the Statute Book. We ourselves always doubted whether in the end, the Equal Franchise Bill would not have been either obstructed in the House of Commons or turned down by the House of Lords, but fate did not allow us to prove the correctness or otherwise of this dismal prophecy.

The *General Election, the programmes of the different political parties*, the failure of women candidates—all this is too recent history to need dwelling upon in any detail. The only party to mention specifically in its programme legislation in which readers of this paper are particularly interested, was the Conservative Party, except for a reference to Widows' Pensions and to Equal Franchise in the Labour Party's Manifesto. During the course of the campaign both Mr. Ramsay MacDonald and Mr. Asquith answered favourably questions put by the N.U.S.E.C. as to their attitude with regard to equality between men and women, and Mr. Baldwin, speaking of Equal Franchise, said "the Unionist Party are in favour of equal political rights for men and women, and desire that the question of an extension of the franchise should, if possible, be settled by agreement."

The results of the election with regard to *women candidates* were particularly bitter, and most especially do we deplore the defeat of Mrs. Wintringham and Miss Margaret Bondfield. Their absence was, and remains, irreparable. We rejoice, however, in the appointment of the Duchess of Atholl as the second woman Minister and in the election of Miss Ellen Wilkinson, a keen fighter for and supporter of Woman Suffrage. The lack of success of the other women candidates was in nearly every case due to the turn of Fortune's wheel as regards their particular party, or to their having been given a seat hopeless under any

conditions. The outstanding event which closes our year and which, perhaps, to follow our first metaphor, represents the beginning once again of an upward course, is the fact noted in our columns at the time, that many of the reforms, such as the Guardianship of Children, Legitimacy, etc., which owing to recent General Elections have hitherto been prevented from reaching the Statute Book, have been included in the new King's Speech. We look forward to next year, with great hopes in these particular matters, though there is no guarantee that the Bills introduced will go far enough. Women's organizations must, however, do all they can to get what they want and to urge the Government to deal with the matters hitherto put forward as part of their policy, e.g. the granting of Equal Franchise between men and women and a really adequate scheme of Widows' Pensions.

1924 has marked a real advance in the development of the campaign carried on in favour of *Family Allowances*. In March came the publication of *The Disinherited Family*, by Miss E. F. Rathbone—a brilliant and thorough investigation of the problem both of the distribution of the National Income and of the whole position of the married woman. Her presentation of the thesis, i.e. that the children of the community should be provided for other than through the direct wages of the father, proved to be so convincing that no refutation has been forthcoming, and noteworthy converts to her cause have been made among women's organizations, economists, and Members of Parliament. At the beginning of the year the subject was unfamiliar and vague, at the end it is bidding fair to be regarded as a widely known and accepted solution of many of our present problems with respect to the economic position of women in the home and in the labour market and of the welfare of the rising generation. In Parliament during the summer it was brought forward both with respect to the Housing and the Agricultural Wages Bills. Mr. E. D. Simon put down an amendment to the Housing Bill to the effect that the subsidy proposed to be given by local authorities should be concentrated on families with children. Mr. Acland was prepared to champion an amendment to the Agricultural Wages Bill giving Wages Boards power to fix children's allowances. The former was defeated and the latter ruled out of order, but both received considerable support in the meantime. During the autumn schemes have been discussed with regard to the application of children's allowances in the Teaching Profession so as to provide both equal pay between men and women and a way out of the present deadlock between teachers and local authorities.

WOMEN IN THE PROFESSIONS.

Contributed by THE LONDON SOCIETY FOR WOMEN'S SERVICE.

1924 has shown much quiet and steady progress, qualified by some disheartening setbacks. One of the most encouraging signs has been the appointment of women for Parliamentary and public work very much more frequently than hitherto. Miss Margaret Bondfield's inclusion in Mr. MacDonald's Ministry in January, as Parliamentary Secretary to the Ministry of Labour, was notable as the first appointment of a woman Minister; and the satisfaction felt in this connexion was intensified when, in November, the Duchess of Atholl's appointment was announced as Parliamentary Secretary to the Board of Education in Mr. Baldwin's Ministry.

In January Guernsey elected a woman Deputy to the Channel Island Parliament. In February Mrs. Philip Snowden was added to the Poor Persons' Rules Committee by the Lord Chancellor. March saw Mrs. Barbara Wootton appointed to the Committee to inquire into the National Debt and Effects of Taxation on Industry, and Mrs. Rackham, J.P., to the Committee inquiring into the working of the provisions of Factory and Workshop Acts for the Medical Examination of Young Persons, with Miss Rose Squire as Secretary of this Committee. In the spring, too, Mrs. Eleanor Barton, of the Women's Co-operative Guild, and Dame Helen Gwynne-Vaughan were appointed to the Home Office Committee on the Employment of Women Police in England and Wales, which was called with a view to making recommendations as to their future organization and duties. In May Miss Helen Ward was placed on the Treasury Committee on Civil Rights of Crown Employees. In June Mrs. C. J. Matthews, J.P., and Miss Madeleine Symons became members of the Royal Commission on Lunacy. In July Miss Gertrude Tuckwell, J.P., and Mrs. Harrison Bell were appointed members

of the Royal Commission on National Health Insurance, and Lady Astor on the Government Committee on Social Hygiene. Mrs. Rackham, J.P., Miss Clara Martineau, J.P., and Miss E. H. Kelly, C.B.E., J.P., served on the Home Office Committee on Child Assault, to which Miss J. L. Wall of the Home Office was appointed Secretary. Two further appointments during July were Mrs. M. A. Hamilton to the Committee of Inquiry on British Trade and Industry, and Mrs. H. M. Swanwick as Substitute Delegate to the League of Nations Assembly. In August Mrs. Wintringham became a member of the Agricultural Wages Board. During October Lady Mabel Smith was appointed to the Departmental Committee of the Board of Education on Public Libraries, and Miss Tuckwell, J.P., Mrs. Wilton Phipps, J.P., Dame Beatrice Hudson Lyall, J.P., Mrs. Sidney Webb, J.P., and Dr. Marion Phillips, J.P., were placed on the Justices Advisory Committee for the County of London. In December Dame Helen Gwynne-Vaughan, D.B.E., D.Sc., and Mrs. Philip Snowden were appointed members of the Royal Commission on Food Prices. Though not so large as it might quite reasonably be this is a goodly record of public service, and points to an increasing recognition of the fund of experience and technical knowledge among women to be drawn upon for the common weal.

In the Parliamentary Election in October, of the eight sitting women Members of Parliament, five shared the downfall of their parties, and lost their seats, leaving Lady Astor, Mrs. Hilton Philipson, and the Duchess of Atholl in the House, with only one new recruit in the person of Miss Ellen Wilkinson.

The return of women candidates in the autumn municipal elections was fairly satisfactory, and eight women Mayors were elected, namely: Miss Smeed, at Acton; Mrs. M. A. Mercer, Birkenhead; Mrs. Hartree, Cambridge; Dame Catherine Hunt, Colchester; Miss Mary Short, Eye; Miss Margaret Dix, St. Albans; Miss Eve, Stoke Newington; and Mrs. Ethel Leach, Yarmouth.

Women Justices of the Peace have been added to various benches in the course of the year. In Scotland, Glasgow appointed two women Bailies, Mrs. Barbour to the City Court and Mrs. Bell as Deputy River Bailie, Marine Court.

The Civil Service Commissioners in October made the satisfactory announcement that an open competition examination will be held in July or August, 1925, for appointments to the Junior Grade of the Administrative Class of the Home Service, open both to men and women. This marks the beginning of the promised opening of the Service to women on the same terms as to men, and should have far-reaching results.

Almost at the close of the year came the statement of the new Home Secretary that the number of women police employed in the Metropolitan Police Force is to be increased from twenty-four to fifty. This announcement was the more welcome because evidence had not been lacking in the provinces of the deplorable policy of relegating duties which should be undertaken by full-time policewomen, to the casual attention of police matrons or the wives of police sergeants.

A change in the somewhat curious position of women at Cambridge is to be recorded. Although the University Commissioners on Faculty Organization "have dealt with the position of women in the organization of teaching only, and propose to leave to the University itself questions relating to the admission of women to share in the government of the University," they have so framed the new Statutes for Cambridge University "as to render women eligible for Professorships, Readerships, University Lectureships, and Examinerships, subject to the reservations recommended by the Royal Commission." If these Statutes are approved a real advance towards full membership will have been made.

The position of women in the Churches shows some progress, more especially perhaps in the Free Churches, where in several denominations women have been ordained to the Ministry. Mrs. George Cadbury has been elected the first woman President of the National Council of Evangelical Free Churches.

In Medicine, while the demand for the services of woman doctors becomes more general every year, opportunities for training and for gaining experience have lately been deliberately restricted. The year in which the famous London School of Medicine for woman celebrated its Jubilee has witnessed the reactionary policy of St. Mary's Hospital, Paddington, in closing its doors to women students. This has already been fully reported and commented upon in these columns, and we do not propose to do more than refer to it in passing here. In Medicine, too, the attack on married woman is strongly felt. In October the London County Council accepted the recommendations of the

Health Department that the Council should not in future engage married woman doctors. On the other hand, the following interesting appointments have been made: Lady Medical Officers appointed by the Colonial Office—Sierra Leone, Mrs. G. Blacklock, B.Sc., M.B., Ch.B.; Gold Coast, Miss A. M. K. Halloren, M.S., L.R.C., B.D., P.H. Woman Medical Inspectors of Factories appointed by the Home Office: Miss Sybil G. Overton (who was a St. Mary's Hospital student). Professor of Anatomy, University of London, Mrs. M. F. Lucas Keene, M.B., B.S.

The legal profession now has forty-one women barristers, a number of whom, moreover, are already *practising* barristers, and several women solicitors are now on the roll of the Law Society.

Among teachers the question of salaries is prominent, and revised scales are now under consideration. Nowhere is the question of the married woman worker more strongly felt than in this profession, and during the past year there have been numerous instances of the refusal of local authorities to continue to employ married women teachers.

The scope for educated women appears to be steadily, if unobtrusively, expanding in the business world. To give a few instances in illustration. Pioneer women accountants have made good; women are carrying on wholesale export businesses; an enterprising girl is managing a motor omnibus company. In the retail distributive trades, in which women have long been employed in large numbers, they are beginning to take a more prominent share in management, and an experienced woman has opened a Bureau for the express purpose of advising and placing educated girls who wish to take up work in this sphere.

On the whole, we may be cheered by the solid achievements of the past year.

WOMEN IN INDUSTRY.

From a CORRESPONDENT.

As far as the industrially employed woman is concerned, 1924 has little to boast of in the matter of progress. Legislatively, the Parliamentary Session opened with the promise of a Factory Bill for the consolidation and expansion of existing legislation, which would, if carried into law, have introduced considerable changes into the character of women's work. This Bill, owing to political upheavals, remains upon the shelf. The King's Speech of December last, however, foreshadows its re-emergence in the near future.

In spite of great unemployment in the cotton trade and elsewhere, the Trades Union Congress records an increase in its woman membership of about 10,000—a surprising figure in view of continued complaints among women trade union organizers of the difficult conditions under which they are working.

An interesting development from the point of view of both men and women has been the amalgamation of three important unions, each possessing a large woman membership: the National Union of General Workers, the Municipal Employees' Association, and the National Amalgamated Union of Labour. These have now become the National Union of General and Municipal Workers, a general union possessing a larger number of women members than any other union in the country. As regards wages in general, there is little or no change to be recorded. In the Trade Board industries the average minimum rate remains at about 37s. for a 48-hour week.

Coming to the subject of Trade Boards, we meet for the first time something resembling progressive development. An increase in the inspectorate of from 39 to 60 has meant the better enforcement of existing awards, even if there is not much to record with regard to the establishment of new Boards. An overdue inquiry was, however, set up under the Labour Government, with a view to the establishment of a Catering Trade Board, and it is possible to associate this action with the effective advertisement of unsatisfactory conditions among the waitresses at Wembley. Another distributive trade to be affected is the Grocery Trade, whose existing moribund Trade Board has been revised and entirely reconstituted during 1924.

Meanwhile the unemployed woman and the unemployed man's wife have a few very small mercies to be thankful for. The 1924 Unemployment Insurance Act admits two new classes of dependents' benefit, increases the unemployed woman's weekly benefit from 12s. to 15s., and that of each dependent child from 1s. to 2s. At the same time, the late Government, by a more generous allocation of grants, has enabled the Central Committee for Women's Training and Employment to pursue a wider policy

by training women in the more institutional and expert branches of domestic science, such as midwifery, institutional house-keeping, children's nursing, etc.

But unemployment among women, as among men, remains practically unaffected by palliatives such as these. On 31st December, 1923, 264,000 women were returned as unemployed. In November 1924, the figure had dropped by an insignificant thousand. On the whole, the British public is not very much interested in the unemployed woman. The reign of Margaret Bondfield at the Ministry of Labour is now a closed chapter, and it is with some trepidation that we face 1925.

WOMEN IN THE HOME.

By M. D. S.

A record of progress affecting the lives of women in the home would be a record of multifarious small changes. We are inclined to suspect that it would be for the most part a record of reflex effects from the outer world and of the gradual permeation of technical improvements. Its milestones would be mainly concerned with the expansion of the public services and the activities of local authorities as regards their administration. Nor would the late lamented year of grace, 1924, be rich in milestones of any kind. But if we may, with due sense of risks run, brave the pitfalls of prophecy and enter the misty shades of speculation, we would indicate two events as profoundly significant of approaching change, for good or evil, on the home life of many millions of home-keeping women. The first is the publication in March, 1924, of a book (our readers will hardly be at a loss for its name and its author) which challenges and reconstructs the whole economic basis of home life as at present constituted. This would not in itself be a peculiarly arresting event, apart, of course, from the fact that it is the work of a woman and constitutes one of the most original and constructive contributions ever made by a woman to the main body of economic science. What gives it its immense significance from our point of view is the fact that in the eight months or so since its publication, *The Disinherited Family*, by E. F. Rathbone, has made its mark on economic teaching, and is well on the way towards making its mark on industrial or administrative organization.

The second event which we are inclined to regard as profoundly significant is the spontaneous and overwhelming demand of the Labour women at last summer's National Conference for the diffusion of birth control knowledge through infant welfare centres. It was essentially a rank and file demand, and to some extent an unexpected demand.

So much for our two events in bare outline. They have no apparent connexion with one another. They are wholly distinct in origin. They are wholly unco-ordinate in operation. Time alone will show whether we are justified in bracketing together in a single article the formulation by one set of women of a demand for the economic reconstruction of home life, and the assertion by another set of women of "the right to strike" against the intolerable domestic burdens of our present system. Time alone will show whether the two events taken together are symptomatic of an approaching social and economic revolution beside which the Franchise Reform of 1918 will appear as the first distant roll of thunder that heralds an approaching storm.

WOMEN IN INTERNATIONAL AFFAIRS.

By K. D. COURTNEY.

If the recognition of women's position in international affairs is to be measured by the number sent to represent their Governments at the League of Nations Assembly, there is no signal progress to record this year. Madame Bonnevie was once more at the Assembly as Substitute Delegate, Fru Wicksell as Substitute Delegate for Sweden, and Fröken Forchhammer as Technical Adviser on Women's Questions in the Danish Delegation. The continuity which the Scandinavian Governments observe in their appointments to the League is notable, and is a practice which might well be adopted by other countries. Mrs. Allan acted as Substitute Delegate for Australia, and Mlle. Vacaresco as Substitute Delegate for Rumania. Lastly, we have to record the appointment of Mrs. Swanwick as Substitute Delegate for Great Britain—an appointment enthusiastically welcomed by all who know her services both in the cause of feminism and in that of peace and international understanding.

One of the most striking moments in a memorable meeting of the Assembly was when Mrs. Swanwick was called upon by the President to make the final speech in the discussion on the Protocol; this event is a landmark not merely because it was a recognition of the position of women, but because it was a recognition of the fact that Mrs. Swanwick is a person with an expert knowledge of the subject. Geneva is too apt to suppose that social questions are the only ones upon which women can have an opinion; the women delegates are almost automatically placed upon the commission which deals with such subjects, and upon no other. A change in this respect will mark an advance in the position of women at the Assembly, and next year we trust that women may be appointed by more countries and some of them as full delegates.

For the rest, the increased participation of women in International affairs is no doubt shown by the large number of International Congresses which they attend, some organized entirely by women and attended by women delegates from all over the world. Amongst the most important congresses in the past year may be mentioned the biennial congress of the Women's International League, in Washington, in May, the first meeting of the newly formed International Federation of Medical Women in London in July, and the Congress of the International Federation of University Women in Christiania in August. These meetings are immensely valuable in the opportunities they afford for personal intercourse and for some sort of international understanding; but in international, as in national affairs, the price of liberty is eternal vigilance, and perhaps in international affairs more than in any others there is need for the closest study and the greatest watchfulness if women are to make a contribution at all commensurate with the vast importance of those international issues which are being decided for weal or woe during these first years of women's enfranchisement.

WOMEN AND THE CHURCH.

By E. LOUIE ACRES.

Surveying the progress of women in the religious world would be a distressing experience if one had expected the Millennium before the close of 1924, but if one is content to estimate the direction of unseen currents by the movements of feeble straws, it may be a heartening process.

There is not a great deal of actual achievement to record. Women have been seen more frequently than in the past at Crusades and Missions with the official imprimatur of the Church on their work. Women have been heard at Sunday and week-day services in the City and elsewhere, and the world has not come to stare as at some strange and unnatural sight. Women addressed Church Congress meetings at Oxford, one, Lady Maud Warrender, taking the opportunity of pressing the need of women priests, and another, Miss Gladys Highley, suggesting the desirability of making use of the spiritual forces available in the woman prophet—which suggestions were received without violent dissent. Lady Barrett preached to a crowded congregation from the pulpit of Bristol Cathedral in the presence of the Bishop and the Cathedral dignitaries. And women servers at the Altar, women readers of lessons, women choristers (robed), women churchwardens, women as sidesmen, and in other offices, may be found both in country and town. The year has witnessed a Dean of St. Paul's warmly advocating the admission of women to the priesthood—and the skies have not fallen!

There has been manifest a growing sense of corporate life among deaconesses, women messengers, and Church workers. Each diocese has now its own Diocesan Board of Women's Work, and these are linked together by the Inter-Diocesan Council. Deaconesses and Women Messengers have started quarterly and monthly papers. The status and remuneration of the woman worker has been much improved, although there is a tremendous amount still to be done before one can with justice pronounce either to be satisfactory. The difficulty in almost every instance is lack of money at the disposal of the various Boards. The seventh Annual Council of Deaconesses held at Church House in July, was a marked indication of a growing spirit of fellowship and corporate life. Deaconesses from all parts of the world—India, Jamaica, China, and Canada—were represented. We learned during the year that the Church in China had set the Home Church an excellent example by decreeing that deaconesses were to take their place with the clergy in Synod.

The Roman Catholic Church has been drawn into discussion as to the possibility of women priests. The priest who spoke on the subject at the Church of the Immaculate Conception,

Farm Street, brought all his arguments to bear to prove that it was unthinkable, but the fact remains that it has been publicly discussed before a crowded congregation in a central and noted church. The impossible has happened.

The Marriage Service of the Church of England has been under revision by the National Church Assembly, and certain alterations and improvements made that would never have received acceptance a few years ago. True, all these were refused by the House of Laity, when in July twelvemonth they were voiced by the persuasive eloquence of Mrs. Creighton and Miss Royden, but the House of Clergy proved themselves less reactionary, and in November of this year accepted some of these amendments. Thus one step has been taken towards a Christianized and adequate service.

Writers on progress within the Free Churches have not reported much that is new during the year. A woman, Mrs. George Cadbury, was elected to be President of the Council for 1924—the first time a woman has ever been chosen for that honour. A growing number of women are doing pastoral work up and down the country; a woman was ordained minister of a Congregational Church in North Bow; a husband and wife were appointed as joint pastors to a Baptist Church in Bradford; and a similar joint ministry is being carried on by the Reverend Claud and Mrs. Coltman in Oxford.

In all spheres of religious life, amongst clergy and laity, there is a growing conviction that a rigid exclusion of women cannot be maintained in the face of modern conditions and growing needs.

MAKING HASTE SLOWLY.

Some Reflections on the Progress of Women in the Legal Profession.

By CICELY LEADLEY-BROWN.

There are possibly some readers of the WOMAN'S LEADER who in their enthusiasm for the cause of Women's Emancipation supposed that when the doors of the legal profession had been flung wide to admit women to its mysteries some Portia, bursting upon a startled court and using her well-known powers at oratory to snatch an innocent victim from the jaws of death, would secure for her sisters a firm (and lucrative) position as advocates. Such delightful pictures foreshadow no coming events, for of the Bar it is undeniably true to say that success comes only to those who know how to wait.

Speaking to a gathering of law students in the course of the past year, the Master of the Rolls (Sir Ernest Pollock) said that it was seven years after he was called to the Bar before he got a brief: seven years in which he devilled for his more fortunate brothers but in which no discriminating solicitor sent him that red-sashed bundle of papers, which is to the budding barrister the most entrancing sight in the world. If a Master of the Rolls confesses to having waited for seven years before he obtained a brief, how can we expect that women—the first of whom was called to the Bar barely three years ago—should have much progress to record?

Of all the professions which are now open to women there is none in which their handicap is so great as it is at the Bar. For this reason; barristers can be approached through solicitors only, and until the number of women solicitors is considerably increased women barristers will have to face not only all the difficulties which beset the path of men, but in addition the prejudice and, in some cases, the hostility of male solicitors. When to this are added the ordinary obstacles incident to an overcrowded profession which attracts yearly a large proportion of the more brilliant young men leaving the universities it will be seen that the immediate future of the woman barrister is not financially hopeful and that it is not a career to be chosen by anyone who cannot afford to wait.

The future of the woman solicitor offers, I think, much more security, for she comes into direct contact with her clients, and can therefore depend on getting a certain amount of work from those members of her own sex who for various reasons prefer to take their problems and difficulties to a woman. Why then, it may be asked, are there apparently more woman barristers than women solicitors? The reasons are these: (1) That the training of a solicitor is longer, more arduous, and more expensive; (2) That a considerable number of the women who took early advantage of the chance of entering the legal profession were, like myself, no longer young and were, in consequence, anxious to cut their student period as short as possible.

There is a considerable difference in the difficulty of entering

into the two branches of the profession. The training for a solicitor takes four or five years, and that of the barrister only three; the former involves a heavy premium to the firm to which the student is articulated, whereas the total expenses of a Bar student need not exceed £200; lastly, the budding solicitor must put in some quite strenuous work, whereas the budding barrister can—if she is content to scrape through her examinations—qualify for her call with a very small expenditure of mental effort. If the comparison ended here the advantages would be all on the Bar side of the profession, but it does not. Once their four or five years as articulated clerks are over young solicitors look forward to beginning to earn, but newly made barristers have to face years in which not only is there little or nothing coming in but in which they have to pay first for the privilege of "reading in chambers" and later for their own chambers' and clerk and the other expenses incident to their professional status.

Taking these facts into consideration it is not perhaps surprising that the number of women in actual practice falls far short of the number of women who have been called to the Bar. Miss Geikie Cobb stated recently that of about 40 women who have become barristers-at-law only about a dozen are in actual practice, and though I have no reliable data to go on I should think that this estimate is fairly correct. The reasons for this discrepancy are, I think: (1) The uncertainty of making a living, (2) The wastage caused by marriage.

[When I started to eat my dinners at Lincoln's Inn in 1921, there were seven women already keeping their terms: of these, three have married, one (Miss Tata) has returned to India, and only one (Miss Ashworth) is in actual practice. This supports Miss Geikie Cobb's view that of those called to the Bar only a small proportion are pursuing it as a calling.]

By this time my readers (if any) will be wondering when I am going to mention the word "progress" which appears in the heading to this article. I am glad to be able to say that in spite of our handicaps very real and satisfactory progress is being made.

Academically, 1924 was a most successful year, two of the women called to the Bar (Miss Snell, of Lincoln's Inn, and Miss Stephenson, of Gray's Inn) having obtained certificates of Honour in their final examinations. [As the number of certificates awarded during the year averages about 10, and as women students are to men in the ratio of about 1 to 12, it will be seen that to carry off one-fifth of these coveted distinctions is no mean achievement.] Professionally, women are gradually taking their place as a natural part of the administration of justice. Several of them have joined circuits and held briefs at Assizes and Quarter Sessions, and their appearance in court is beginning to be accepted as a normal occurrence by public and Press. A few are being more successful than many of us had dared to hope; my colleague on the Northern Circuit tells me that she had 17 briefs in her first year—a number which most young barristers would regard with envy, and there are doubtless others who have done as well if not better. [Unfortunately, the few women who are practising being scattered all over England, it is difficult to get any exact information on this point.]

The most interesting event of the year has been the first appearance of a woman in the Court of Criminal Appeal. This distinction has been earned by Miss Ida Duncan, who successfully argued against the conviction of two men charged with house-breaking and secured a reversion of the verdict in the Court below.

In other directions women lawyers are beginning to be recognized as a new and valuable asset. I am told that some of the Societies organized by women have appointed honorary legal advisors now that they can secure the services of a woman, and the Committee appointed by the late Government to inquire into the question of assaults on children has a student of Gray's Inn (Miss Irene Wall, who is also an inspector of Reformatory Schools) for its secretary. The National Union of Societies for Equal Citizenship is finding its legal members of immense help in its campaign for equal status between men and women, and I believe that in the near future women lawyers will become an indispensable part of the personnel of all committees dealing with social reform.

In conclusion, may I use these pages, which have so often recorded the rudeness, stupidities, and cruelties of men, to pay a tribute to the way in which members of the Bar have accepted the feminine invasion? The kindness and courtesy with which we have been (almost always) met has made our initiation into our profession a period upon which most of us will always look back with pleasure.

WOMEN AND THE STAGE.

By CICELY HAMILTON.

The theatre of old, on its working side, was shared between the author and the actor; in the theatre of to-day the producer, who handles and modifies their work, often counts for more than play or players. That being the case, the fact that Edith Craig has broken down the prejudice against women as producers and found scope for her talent and originality is a matter of theatrical moment. It is hardly surprising that the provinces, and not London, should have given her her opportunity; the small experimental theatre is a practical impossibility in London, where the cost of advertisement alone makes experiment perilous and the long-run policy essential.

To turn to the acting of 1924, no new stars of the first magnitude have risen on the stage firmament, but Sybil Thorndike, after one or two managerial vicissitudes, has made good, and more than good, with "St. Joan," and Edith Evans has probably added to her following. Haidee Wright, in the last year or two, has come into her own—and holds to it. I once heard managerial neglect of Haidee Wright explained by the fact that she had no "sex appeal"—whatever that may be! By this time she has probably convinced her neglectors that, whether or no she possesses a sex appeal, she possesses something else that matters far more to her audience. Hermione Baddeley, having been acclaimed by the critics as the coming emotional actress, promptly turned her youthful attention to a lighter form of entertainment. Gladys Cooper and Marie Löhr stand where they did, and there have been the usual complaints in the Press that we have no young actresses who can act. (An equally common complaint with young actresses is that they cannot get the managers who deplore dearth of talent to come and see their budding performances.)

Of the works of women playwrights, the most successful—so far as London is concerned—was probably "In the Next Room," by Eleanor Robson and Harriet Ford; an exciting drama of what may be termed the *Bat* school. "The Pelican"—still running—is another piece that has scored a hit; but Miss F. Tennyson Jesse is not solely responsible for its drawing qualities—she worked in collaboration with her husband, Mr. H. M. Harwood. A sentimental (and highly successful) melodrama, "The Rat," which exploits the personality of Ivor Novello, is also the product of collaboration between a man and a woman—Ivor Novello himself and Constance Collier. Two women who have made their mark as playwrights appeared only briefly in London last year; Clemence Dane, whose "The Way Things Happen" did not inherit the popularity of her "Bill of Divorcement"; and Githa Sowerby, author of "Rutherford and Son." Some of the scenes of her latest play, "The Stepmother," were unusually interesting; but it attained to no more than a Sunday production by the Play Actors.

On the managerial side of the theatre—not the least arduous in these days of high expense—Miss Lilian Baylis, in the face of many difficulties, has carried on at the "Vic." 1924 has seen a new "Old Vic," a "Vic" improved and reopened—and insisting, as doggedly as ever, on presenting honest work to the public. Miss Lena Ashwell's repertory company, while continuing its round of the London suburbs, has established its headquarters at the Century Theatre, Bayswater.

In conclusion, it is worthy of note that the Russian Ballet at the Coliseum—with its perfection of movement, colour, and design—is largely arranged by a woman, the sister of Nijinsky, the marvellous.

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WOMEN IN THE MEDICAL PROFESSION.

By a CORRESPONDENT.

An outstanding event in the medical world last year was the celebration of the Jubilee of the London (Royal Free Hospital) School of Medicine for Women. This School, founded in 1874 by Sophia Jex-Blake, was the first and for some years the only school in this country at which women could receive a medical education.

During its fifty years' life the school has trained nearly half of the women whose names are found on the Medical Register, and includes among its past students some of the most distinguished of the medical women of the day.

The Jubilee was celebrated in a manner worthy of the great tradition that is growing up with the school. The most impressive part of the celebration was without doubt the Thanksgiving Service at St. Paul's Cathedral on Saturday, 25th October. Nearly 3,000 women, representatives of the professions and callings in which women are engaged, assembled to give thanks for "the opportunities for training, work, and service opened to women in the last fifty years." Royalty was represented in the persons of Princess Beatrice and Princess Arthur of Connaught. Among the organized bodies of women represented were the medical profession, nursing and allied services, women's colleges, the teaching profession, women Civil Servants, women writers, journalists, barristers (in wig and gown), and solicitors; women in industry, the arts of music, painting, and the stage and the Society of Women Engineers; women accountants, surveyors, clerks, pharmacists, and police, women's political organizations; social workers, including Salvation Army, settlements, institutes, the Y.W.C.A., Girl Guides, and the Federation of Working Girls' Clubs. The procession included men distinguished in Medicine and in Science and in the business world who had come to join with the women in this thanksgiving.

During the service there was a brief interval when in silence tribute was paid to the great pioneers. From the choir the Archdeacon of London said: "Through the ages there have been w men in spirit born before their time. They had vision and faith, and by their toil and sacrifice, by their persistence and courage, opportunities for women in training, work and service have been won. Three pioneers opened the door of medicine to women—Elizabeth Blackwell, Elizabeth Garrett Anderson, and Sophia Jex-Blake. With love and reverence our hearts turn to them." The Bishop of Lichfield preached from the text, "I beseech you that ye walk worthy of the vocation wherewith ye are called."

Another great event in the celebration was the dinner at the Guildhall on the Friday evening, at which nearly 700 were present. For the first time in history the ancient building had been put at the disposal of women doctors and their guests by the City Corporation. The final event was an evening party in the nature of a family party, held at the School itself, at which about 1,200 guests assembled, nearly all of whom were in some way connected with the School.

A wonderful celebration of an event which has proved itself of immense significance in the movement for the opening not only of medicine but of all professions to women.

This year, the Jubilee Year, has been marked by various notable successes among former students of the School:—

Dr. Janet Campbell, whose work at the Ministry of Health is so well known, has been made a D.B.E.

Dr. Mary C. Poonen-Lukose has recently been made Chief of the Travancore State Medical Service and member of the Travancore Legislative Council—Travancore has over 2½ million inhabitants. She qualified from the School in 1913, and is the first woman member of any Indian Legislative body.

Dr. Mary Lucas Keene, Lecturer in Anatomy at the School, has had the title of Professor of Anatomy conferred upon her by the University of London.

Dr. Eleanor Bond has been made by her fellow practitioners President of the Dorset and West Hants Branch of the British Medical Association. Women owe much to their male colleagues in the B.M.A., an association which has long fought for equality of status and remuneration of men and women.

Dr. Florence Stoney, O.B.E., has been elected President of the Wessex Branch of the British Association of Radiology and Physiotherapy.

Dr. Rhoda Adamson has been appointed Lecturer in Midwifery in the University of Leeds. This is the more noteworthy as it is in another co-educational Medical School that we have to record

the removal of privileges which had been granted to women. The Board of Management of St. Mary's Hospital, which during the war opened its doors to women students, has now decided to exclude them. A decision which all friends of equal opportunities will deplore, and one which is exceedingly likely to affect adversely the fortunes of the St. Mary's Medical School. The decision was announced as having been come to on financial grounds, and not from any dissatisfaction with the women students, of whom indeed the following was written in a letter to *The Times* of 17th October: "It is unanimously recognized that the women who have received their medical education with us have rendered the hospital as fine service, have won as many academic honours, and are as fitted to receive the confidence of the public as any generation of students who have passed through our School." This was signed by the Chairman of the Board of Management and Medical Committee respectively and the Dean of the Medical School.

It is, of course, satisfactory to read this testimonial to the women students of St. Mary's, but it would have been more satisfactory, and it seems more natural, to have taken steps to retain rather than to exclude students of whom the authorities could write in such warm terms, and so to avoid taking a step which all feminists are bound to feel is a wrong and backward step.

In July the third meeting of the Medical Women's International Association was held in London, and proved (so it was generally admitted) the most important gathering of that body yet held. Three hundred conference members were present, including representatives from Germany, Russia, the U.S.A., South America, France, Austria, Sweden, Norway, Switzerland, Poland, Turkey, Czecho-Slovakia, and the British Dominions. The subjects discussed included the vitally important national and international problem of "Maternal Morbidity, its Causes and Prevention." But serious business was varied by a number of interesting excursions—one to Hampton Court, one to the House of Commons, others to Bath and Brighton. The delegates were also entertained by the Prime Minister, the Archbishop of Canterbury, and, of course, the British Medical Women's Federation.

EDUCATION.

By RETA OLDHAM.

Whatever view we may take, as individuals, of the political faith and performance of the late Government, few will be found to deny that education has to thank it for very important services during the past year. Teachers can hardly have forgotten the relief with which they read, nearly a year ago, the announcement of Mr. C. P. Trevelyan, as President of the Board of Education, that he proposed to "reverse the engines"—in other words to put an end to the educational "economics" of the previous Government and to take the first steps towards a new educational advance. Administrative changes such as efforts to reduce the size of classes in elementary schools and the number of uncertificated teachers; encouragement to local authorities to raise the school age to 15, to build new secondary schools, and to improve existing bad ones; the abolition of the limit of 25 per cent. of free places in secondary schools, and the re-establishment of State scholarships to the Universities, followed rapidly, and Mr. Trevelyan's definition of the objective of his colleagues and himself as "advanced education for all our people" made a strong appeal to teachers. Later in his short Ministerial career Mr. Trevelyan urged in the House of Commons that it was imperative to try and keep continually more children within our educational system. He succeeded in obtaining from the Treasury £440,000, which is being expended in maintenance allowances for children remaining at elementary and secondary schools beyond the compulsory limit of 14, in encouraging local authorities by additional grants to increase the number of free place pupils in secondary schools, and in assisting local authorities to make grants to voluntary agencies for the physical and social training of unemployed children between 14 and 16.

These were hopeful signs of a new spirit in educational administration, and though the shortness of his term of office prevented Mr. Trevelyan from working out his own schemes, he has the satisfaction of seeing that the policy of starving education has been abandoned by his opponents and that to all appearance education is now to be regarded as a national and not a party question.

The failure of the Burnham Committee to conclude satisfactory agreements is one of the disappointments of an otherwise

encouraging year. But the delay has had some useful results. The public have had time to become better informed on the merits of the dispute; there is general agreement among all political parties that the new scales once settled must be upheld by the Board of Education as a condition of grant, so that unseemly disputes between recalcitrant authorities and aggrieved teachers may cease, and now that both parties to the dispute have agreed to refer it to the arbitration of Lord Burnham, a prospect of peace may be discerned.

Teachers still await anxiously the appearance of a new Superannuation Bill, really related to the conditions of the teaching service, and long overdue. But it is believed that Lord Eustace Percy, the new President of the Board, has the matter at heart and under consideration.

The year 1924 has been made memorable by a great effort to improve and extend knowledge and understanding of the British Commonwealth of nations among our people as a whole, but especially among the young. Beginning with the use in schools of an admirable syllabus for Empire study, issue by the Board of Education, and with subsequent visits to the Exhibition at Wembley such as were paid by innumerable schoolchildren, the rising generation should be in a fair way to form a more enlightened conception of the Empire than was possible for their parents. The British Association meeting in Toronto had the subject of Empire settlement under discussion and set up a Committee to consider and report on the training desirable for boys and girls wishing to settle in our Overseas Dominions. The whole question of Imperial migration is the subject of vigorous and instructive propaganda throughout the country.

Negotiations for the abolition of the "dual control" of non-provided elementary schools by Church and State have been proceeding through the year. A "concordant" is proposed, under which the Church would transfer full control of its schools in exchange for satisfactory guarantees in regard to religious education. A settlement of this nature would greatly simplify educational organization.

The Jubilee Conference of the Incorporated Association of Head Mistresses founded in 1874 by Frances Mary Buss, and the Conference at Christiania of the International Association of University Women—a veritable League of Nations in miniature, representing twenty nations and with a membership of 27,000—were notable gatherings during the year, and both gave proof of the increasing influence of women in both national and international affairs.

Serious loss to the interests of education is involved in the withdrawal from active work of such well-known figures as Sir Robert Blair, Education Officer for London, Sir James Yoxall, General Secretary of the National Union of Teachers, Mr. Montague Rendall, Head Master of Winchester, Mr. Paton and Miss Burstall, Heads of the two great Manchester Public Schools, and in the loss by death of Mr. A. L. Smith, Master of Balliol, Sir A. W. Ward, Master of Peterhouse, Mr. F. J. Leslie, Secretary of the Association of Education Committees, and Mrs. Woodhouse, formerly Head Mistress of the Clapham and Sheffield High Schools, and an active member of the Council of the Girls' Public Day School Trust.

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Croydon W.C.A. (West Ward). *JAN. 28.* 3 p.m. 108 Oakfield Road. Miss P. Lovell on "Election Law."

Edinburgh W.C.A. *JAN. 14.* 8 p.m. Royal Society of Arts Hall, 117 George Street "The Cost of a Smoky Atmosphere" (with lantern slides). By W. Brownhill Smith, Esq., O.B.E.

Kensington and Paddington S.E.C. *JAN. 10.* 3-30 p.m. Inaugural Meeting of Joint Society. Speaker: Miss Eleanor Rathbone, J.P.

Maidenhead W.C.A. *JAN. 9.* 3 p.m. Mrs. Western on "Legal Disabilities of Women."

Royal Holloway College S.E.C. *JAN. 22.* 8.15 p.m. Chief Inspector Champneys on "The Need for Women Police."

TEMPERANCE LEGISLATION LEAGUE.

JAN. 16. 4.30. Women's Service House, 35 Marsham Street, Westminster, S.W. Women's Conference on "The Problem of the Public House." Chairman: Mrs. Oliver Strachey. Speakers: Mrs. Rackham, J.P., and Mrs. Renton.

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