

Societies

THE
SIXTIETH ANNUAL REPORT
OF
THE SOCIETY
FOR PROMOTING THE
EMPLOYMENT OF WOMEN.

(EDUCATED WOMEN'S LOAN TRAINING FUND)

OCTOBER, 1919.

ESTABLISHED 1859.

INCORPORATED 1879

OFFICE:

23, BERNERS STREET, OXFORD STREET.

"The tale is plain enough. So far from our countrywomen being all maintained as a matter of course by us, 'the bread-winners,' three millions out of six of adult Englishwomen work for subsistence, and two out of the three in independence. With this new condition of affairs new duties and new views must be accepted."—*Edinburgh Review*, April, 1859.

331-406041 SOC

JOHN BALE, SONS AND DANIELSSON LTD.,
83-91, GREAT TITCHFIELD STREET, OXFORD STREET,
LONDON, W.

3800170293

SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN,

23, Berners Street, W.1.

I promise to give an Annual Subscription of £ _____ : _____ :

„ „ a Donation of £ _____ : _____ :

to the funds of the above Society.

Name

Address

B. E.

APPEAL.

DEAR SIR, OR MADAM,

The Society for Promoting the Employment of Women is in urgent need of funds to help the Committee to carry on the work they have been doing so successfully during the past 60 years.

Not only does the Society appeal for money toward the general expenses of the Society, but also to augment the Loan Funds, which are devoted to the training of educated women in various branches of industry, so that they may be well equipped to earn their living.

Up to the present time small Memorial Funds have created the capital that has been used to carry on this work, which has enabled over 600 women to train for professions and business.

Now it is felt that money for maintenance, as well as training is needed, as so many women—forced to earn their livelihood—cannot afford to maintain themselves whilst training, even if their fees are forthcoming.

With this view, the Committee are desirous of raising a Fund of £15,000 to commemorate their Diamond Jubilee, and enable them to cope with the numerous demands which they receive for loans from genuine cases which, from lack of money, they are unable to help.

So far the Society's Loan Funds have helped women to train for medicine, dentistry, dispensing, physical culture, domestic economy, secondary, kindergarten and elementary teaching, nursing, secretarial work, accountancy, &c., and after 60 years' experience the Committee record with pleasure that they have had *very* few bad debts, in nearly every instance the money (which is lent without interest) has been repaid as soon as the grantees find work.

Any contribution, however small, towards the Funds of the Society, will be gratefully acknowledged by the Hon. Treasurer of the Society, The Lady Bertha Dawkins, 23, Berners Street, Oxford Street, W.1.

J. SPRING RICE,
Chair of Committee.

BERTHA DAWKINS,
Hon. Treasurer.

B.E.

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1919

Society for Promoting the Employment of Women.

(EDUCATED WOMEN'S LOAN TRAINING FUND.)

UNDER THE PATRONAGE OF

HER MAJESTY THE QUEEN.
HER MAJESTY QUEEN ALEXANDRA.
H.R.H. THE PRINCESS LOUISE, DUCHESS OF ARGYLL.
H.R.H. THE DUCHESS OF ALBANY.
THE COUNTESS OF DERBY.
THE VISCOUNTESS ST. CYRES.
THE LADY AMPHILL.
THE LADY MARY TREFUSIS.
THE DOWAGER LADY LOCH.
MRS. FAWCETT.

President.

THE LORD LEIGH.

Chair of Committee.

MRS. STEPHEN SPRING-RICE.

Vice-President.

THE RIGHT REV. THE BISHOP OF LONDON.

Committee.

Mrs. HUGH ADAMS.
Miss BIGGS.
Miss M. V. BROWN.
Miss GEIKIE COBB.
Mrs. COOPER-MARSDIN.
The Lady BERTHA DAWKINS.
The Countess Dowager of DESART.
Mrs. C. W. EARLE.
The Lady EBURY.
Mrs. GREENWOOD.

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.
Mrs. STEPHEN SPRING-RICE.

* Hon. Members.

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

Miss HITCHCOCK.
Miss LIDDERDALE.
Miss PASSMORE.

Miss PLUMPTRE.
Mrs. JOHN ROSKILL.
Miss SPENCER.

Secretary—Miss EDITH HARE.

Hon. Treasurer—The Lady BERTHA DAWKINS.

Auditor—Miss HARRIS SMITH.

Bankers—Messrs. COUTTS AND Co., Strand.

Donations and subscriptions are received by Messrs. Coutts and Co., or at the Office, 23, Berners Street. Post Office Orders payable to Edith Hare.

Telephone—~~Museum 1050.~~

SLOANE, 2834.

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MEMORIAL LOAN TRAINING FUNDS.

THROUGH the help of the Memorial Loan Training Funds, under the administration of the Committee of the Society for Promoting the Employment of Women, 628 educated girls or women have been able to procure systematic professional or technical training during the last twenty-five years.

Fund	Number of Grantees	When the Fund was entrusted to the Society	Amount
<i>Pfeiffer Fund</i> , in memory of Madame Ida Pfeiffer ..	284 ..	1894 ..	The interest of £2,000 awarded by Charity Commissioners, yielding £50 annually.
<i>Caroline Ashurst Biggs Fund</i> ..	93 ..	1900 ..	£171 7 6
<i>Helen Blackburn Fund</i> ..	100 ..	1904 ..	£250 at first, but has received donations amounting to £315, and a legacy of £250 which is invested for the Fund.
<i>Louisa Lady Goldsmid Fund</i> ..	33 ..	1910 ..	£200
<i>Clara Evelyn Mordan Fund</i> ..	8 ..	1915 ..	£100
<i>Mrs. Haweis Memorial Loan Fund</i> (partly under management of Committee) ..	64 ..	1902 ..	£166 8
<i>The Educated Women Workers, and Harker Smith Fund</i> ..	46 ..	1913 ..	£51 6 2 paid at first. £263 16 3 debts repaid by old grantees. £118 15 6 donations and subscriptions. £433 17 11
			Also the Interest of £1,000, part of the legacy left by Miss Harker Smith to the Society.

BY-LAWS OR RULES.

1. The Society is formed for promoting the Training of Women, and their employment in industrial pursuits.
2. Every person who pays an Annual Subscription of Ten Shillings, or a Donation of Five Pounds, is a Member of the Society. The Annual Subscription is due after the 31st of March in each year.
3. Subscriptions and Donations in aid of Special Objects undertaken by the Society are received.
4. The Society has a President, Vice-Presidents, a Treasurer, and a Secretary.
5. The Society is governed by a General Committee, consisting of not less than fifteen nor more than thirty ladies and gentlemen, elected annually by the Members at the Ordinary General Meeting of the Society.
6. The Committee meet bi-monthly.
7. The General Committee appoint from their Members such Sub-Committees as they think fit for the conduct of the business of the Society. No one can be elected a Member of a Sub-Committee who has not attended at least one Meeting of the General Committee.
8. The Funds of the Society are kept in the name of the Society at a bank, all sums are paid into the bank, and all cheques are drawn by order of the Committee, and are signed by the Treasurer and one Member of the Committee, or by two Members of the Committee, and in either case countersigned by the Secretary.
9. The accounts of the Society are made up to the 31st of March in each year, and, after being duly audited, are appended to the Annual Report of the General Committee.
10. At all meetings of the General Committee or Sub-Committee the Chairman has a vote, and if the votes be equal he has also a casting vote.
11. For Meetings of the General Committee five Members, and for Sub-Committees three Members, to form a quorum.

ANNUAL REPORT.

IN publishing the 60th Annual Report of the Society for Promoting the Training and Employment of Women, the Committee have the satisfaction of knowing that the thought, time, and energy which have been given to their work, have not been spent in vain.

This Society was the first to make any effort to widen the scope of women's employment, and to procure for them adequate training. It was regarded by many as a dangerous experiment, and one that was likely to unsex women altogether! Ideas have now entirely changed. Sixty years ago very few professions or industries were open to women, and their systematic professional, or technical training was almost unheard of. Now very few professions or industries are closed to them, and the necessity for their adequate training is universally acknowledged.

So far the work of the Society has been most useful, but much still remains to be done. The necessary training must be brought within the reach of those who need it. The Committee use every effort to find out the best methods of training for work of various kinds, and their cost. The Secretary is always willing to give information and advice to parents, or to girls who need it.

In very many cases the cost of training is the great difficulty. It is frequently impossible for parents with younger children to be fed, clothed, and educated, to

provide fees for the technical training of the elder girl when she leaves school. To meet this difficulty, the Committee exerted themselves to raise funds, from which loans could be granted for the help of those who could not otherwise procure the necessary fees, and in *very* special cases to help with the expenses of living during the training. These loans are repaid by easy instalments after the training is finished, and the Grantee is earning. Since the year when the Pfeiffer Fund was placed under the management of the Committee, 628 girls have been helped in this way, and the Committee are glad to be able to state that the loss on the loans is very small. No interest is charged. The death of the Grantee or the failure of her health rendering it impossible for her to earn, cancels the loan.

The first of these Loan Funds—the Pfeiffer Loan Training Fund—was started in 1894, and consists of an annual income of £50 awarded to the Society for technical training by the Charity Commissioners from the Pfeiffer Trust, Mdme. Ida Pfeiffer having been a member of the Society for some years before her death. Since that time, four smaller funds have been raised in memory of late members of the Committee, or of the Society. These funds are kept distinct, and each bears the name of the member in whose memory it was raised. The Committee have in all six funds under their charge. The Pfeiffer, and the Educated Women Workers and Harker Smith Fund each yield a small annual income, but the other funds consist of smaller uninvested sums, which are lent out, and repaid constantly. Of the Mrs. Haweis Fund they have only the partial management.

During the year ending March 31, 1919, 26 Grantees received help from these funds, and are training for the following occupations:—

Care of Children	1
Dispensing	2
Domestic Economy	2
Electrical Massage	2
Gardening	1
Physical Culture	1
Private Coaching and specializing in Geography	1
Secretarial Training	5
Teaching : Secondary	3
Kindergarten	2
Elementary	4
Dressmaking and Needlework ...	1
Woman Clerk	1
	—
	26

From April to September :

Dispensing	1
Health Visiting and Infant Welfare Work ...	1
Medicine	1
Nursery Nursing	1
Secretarial Training	3
Teaching : Secondary	1
Montessori System	1
Elementary	4
	—
	13

During the year 10 grantees have completed their training, and have begun to repay their loans, and 20 have completed their repayments.

The Educated Women's War Emergency Training Fund has now come to an end. When the Bank Book-keeping Classes were discontinued in the Spring of 1917, the balance of the fund was £52 17s. 1d. In December, 1918, the Committee decided to use up this balance by helping two grantees who had suffered through the war to complete their training, granting fees to one and maintenance to the other.

The following extracts from letters received from grantees during the last year, show how useful the loans have proved, and how highly they have been appreciated.

R. P., Teacher of Violin.—Her mother writes: "We wish to express our warmest gratitude to the Committee for the loan. It has enabled my daughter to have an enormously increased interest in music, and has put her on a far better footing as regards work than she could have had without College training."

D. O., Gardener.—Her sister, a former grantee of the Society writes: "We are very grateful for the loan of the money, and my sister has appreciated her training very much, and expects to take a good post in September."

K. S., Nursery Nurse.—Her aunt, and guardian writes: "My niece's training was very satisfactory. . . . Both she and I wish to send hearty thanks for the kind and timely help."

S. P., Secretary.—"I am very grateful to the Society for the help it (the loan) has been to me, and am very glad to have completed the payment of it."

M. R., Secretary.—"Will you please convey to your Committee my sincere thanks for the help they have given me? I am more than grateful, as I do not know how I should have got on without their assistance."

E. C. V. G., M.D.—"I have done several hospital appointments, and am now just starting in practice. I have taken my M.D. degree. . . . With many thanks for your kind assistance and help."

M. G. S., Secretary.—When sending the final instalment of her loan from the Society, writes: "I should like to take this opportunity of thanking your Society, and of telling them how much the loan has helped me. I am still working . . . at a salary of £250 a year, and eighteen months ago I was entirely untrained. This, of course, is the direct result of my course of training at . . . , which would have been impossible for me to have taken without the help of your Society. Will you please thank the Society for me?"

D. P., Secondary School Teacher, in sending a further repayment of her loan writes: "I am still very happy at . . . High School, and I like my work very much indeed. I feel very grateful to the Society for having enabled me to take such a post."

H. M., Masseuse.—Having previously repaid her loan writes: "I enclose, with much pleasure, the sum of £2, as a small subscription to the Society, in grateful recognition of the great help it has been to me to enable me to train for my profession."

A. D., Welfare Worker.—"I am writing to send you a small cheque in appreciation of the work of your Society, and particularly of the help it had been to me, previously—not so much the loan itself as the benefit derived from the discipline of saving up to pay it back, which I can now see clearly was of much greater value to me than the loan itself." (A cheque for £10 was enclosed.)

During the year ending March 31, 1919, the Committee have met twenty-five times. Miss Geikie Cobb joined the Committee in March. Lady St. Cyres and the Hon. Mrs. Trevor Bigham have resigned from the Committee owing to other claims on their time, but Lady St. Cyres has consented to become a Patron of the Society. Miss Lidderdale has succeeded Miss M. V. Brown on the Committee of the Mrs. Haweis Loan Fund.

Mrs. Stephen Spring-Rice, Chair of Committee, has represented the Society on the Industrial Committee of the National Council of Women of Great Britain and Ireland, and also on the London Branch of the National Council of Women, with which the Society was affiliated in November, 1918.

Mrs. Greenwood represents the Society on the Committee of the Penal Reform League, and on the Council of the Professional Women's League.

The Secretary represented the Society at the meetings of the St. Marylebone Branch of the Women Citizens' Association, and also at the Annual Conference of the National Council of Women of Great Britain and Ireland held at Leicester in June.

By the death of Lady Susan Fortescue, which occurred in February last, the Society sustained a very heavy loss. Her father, the late Earl Fortescue, had been President of the Society for some years, taking much interest in its work. Lady Susan Fortescue became a member of the Committee in October, 1909, and rarely failed to attend the meetings. On the death of the Hon. Victoria Grosvenor in 1913, she became Hon. Treasurer, and was always ready to use her influence for the benefit of the Society, and was genuinely interested in its work. Always kind—always thoughtful for others—her loss is deeply felt.

The Lady Bertha Dawkins has become Hon. Treasurer in her place.

The Committee feel that some explanation is due to members of the Society for issuing their report in October, instead of in May or June as heretofore. The declaration of Peace, with the various celebrations in its honour, and the general excitement, both public and private, which prevailed in connection with the return of the brave soldiers and sailors who had won the glorious peace for the country, so completely occupied the attention of the public during the summer months, that the Committee thought the quiet, persevering work of the Society would scarcely attract any attention. The appeals for charities, more or less connected with the war, were so numerous that there seemed to be but little chance of success for the very urgent appeal for new subscribers and donors which the Committee are now

forced to make. All the expenses of the administration of the various Loan Funds have hitherto been paid from the General Office Fund, that is, from the subscriptions and donations to the Society, and the Committee desire to continue this, and thus keep the funds intact, but during the last five years several old subscribers have died, while others have been obliged to lessen their subscriptions, owing to the numerous and pressing claims which have arisen out of the war, and to the increased cost of living. They therefore earnestly appeal for fresh support to enable them to carry on their work efficiently without breaking into their small funded property.

SUBSCRIPTIONS, 1918.

	£	s.	d.
Lady Dodds	0	5	0
Mrs. Seligman	5	0	0
Mrs. Alan Gray	1	1	0
Mrs. Rintoul	1	0	0
Mrs. C. Q. Henriques	1	1	0
Mrs. J. H. Bere	0	10	6
Mrs. Meinertzhagen	0	10	6

1919.

Miss M. V. Brown	2	2	0
Lady Susan Fortescue (the late)	1	0	0
Mrs. Cracroft	0	10	6
Lady Roberts	5	0	0
Lady Bertha Dawkins	0	10	6
Miss Lidderdale	0	10	0
Lady Elisabeth Byng	0	10	6
Miss S. Rintoul	0	10	0
Lady Peto	1	0	0
Mrs. Cooper Marsdin	2	0	0
Mrs. Hoster	3	3	0
Miss Roget	2	2	0
Hon. Mrs. Wellesley	1	1	0
Miss Robertson	0	10	0
Miss Scott	0	10	0
Lady Ebury	0	10	6
Miss Biggs	2	2	0
Mrs. Duncombe	1	1	0
Miss Manisty	0	10	6
Miss Davies	1	1	0
Hon. Mrs. Trevor Bigham	1	1	0
Lady Grace Baring	1	1	0
Mrs. C. Waugh	0	10	6
Lady St. Cyres	10	10	0
Miss Ada Cleveland	0	10	0
Lady Dodds	0	5	0
Miss Giuseppi	0	5	0
Miss King	0	10	0
Miss Plumptre	0	10	0

50 15 0

Paid to Messrs. Coutts—

H.R.H. Queen Mary	5	0	0
Lady Ampthill	2	0	0

£57 15 0

Special for E. W. W. Loan Training Fund:—

Miss M. L. H. Taylor	£1	0	0
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SOCIETY FOR PROMOTING

Statement of Receipts and Payments

<i>Receipts.</i>	
To Balance brought forward, April 1, 1918 :—	
Cash at Bankers	£16 5 9
Petty Cash	1 10 1
	£17 15 10
(The Balance of the various Loan Training Accounts are now transferred to the Loan Training Summary Account.)	
„ Subscriptions	57 15 0
„ Donations	£5 12 0
„ Donation for one Applicant	5 0 0
	10 12 0
„ Dividends*	147 11 9
„ Interest—Deposit Account	7 14 0
	155 5 9
„ Income Tax—Reclaimed (two years)... ..	105 4 0
„ Rent of Office	6 6 0
	£352 18 7

* The Society also holds
£3,434 Metropolitan Water Board 390 "B" Stock
£1,049 15s. 4d. Canada 4% Stock.

EDUCATED WOMEN'S WAR

Statement of Receipts and Payments

To Cash in hand brought forward April 1, 1918		£20 3 1
„ Deposit Account—Withdrawn		50 0 0
„ Interest on Deposit Account		1 3 5
		£51 6 6

I hereby certify that I have examined the above Statements and compared I have also verified the amount of Stock held by the Society at this date.

20, BUCKLESBURY, MANSION HOUSE,
LONDON, E.C.,
July 7, 1919.

THE EMPLOYMENT OF WOMEN.

for the Year ending March 31, 1919.

<i>Payments.</i>	
By Rent	£70 0 0
„ Salaries, Pension and Audit Fee	200 11 6
„ Cleaning and Attendance	21 9 1
„ Printing, Stationery and Postage	30 4 3
„ Insurances	3 1 7
„ Coals	2 3 6
„ Telephone	6 10 0
„ Bank Fee for Trusteeship	1 1 3
„ Press Cuttings	1 19 9
	£337 0 11
„ Cash at Bankers	13 8 1
„ Petty Cash	2 9 7
	15 17 8
	£352 18 7

the following securities :—
£561 13s. 8d. Bank of England Stock.

EMERGENCY TRAINING FUND.

for the Year ending March 31, 1919.

By Teachers' Fees	£3 4 0
„ Students' Expenses	20 0 0
	£23 4 0
„ Cash at Bankers	28 2 6
	£51 6 6

them with the Books and Vouchers relating thereto, and found them to be correct.

M. HARRIS SMITH,
Auditor
(Public Accountant).

1911

THE HISTORY OF THE WOMEN OF THE UNITED STATES

BY MARY EASTMAN

SOCIETY

THE HISTORY OF THE WOMEN OF THE UNITED STATES

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