

SOCIETIES

THE  
SIXTY-FIRST ANNUAL REPORT  
OF  
THE SOCIETY  
FOR PROMOTING THE  
EMPLOYMENT OF WOMEN.  
(EDUCATED WOMEN'S LOAN TRAINING FUND.)

NOVEMBER, 1920.

ESTABLISHED 1859.

INCORPORATED 1879.

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OFFICE:

23, BERNERS STREET, OXFORD STREET, W.1.

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"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

LONDON  
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of April 15th, 1899.*

### THE CAROLINE ASHURST BIGGS MEMORIAL LOAN FUND.

After seven years' successful work as an independent Society, the Caroline Ashurst Biggs Memorial Loan Fund has been affiliated with the Society for Promoting the Employment of Women, 22, Berners Street.

It has been felt that some account of the reasons for the change in management, and of the exact conditions under which the fund is now administered, should be laid before the original subscribers and others who have since given contributions, and the ENGLISH-WOMAN'S REVIEW seems the fitting medium for publishing this notice concerning the memorial to its former editor, as supplied by Mrs. Alfred Pollard, Hon. Secretary to the fund.

Of the members who formed the first Committee five or six remain, and are still, as they have ever been, most regular in attendance and untiring in interest, but others have been removed by death, or by work which has taken them away from London. It was therefore felt to be inevitable that the day would arrive when the administration of the fund must be left in the hands of members who had taken no part in the work from the beginning, and whose aims might conceivably differ from those of the valued worker as a memorial to whom the money had been collected.

Taking these possibilities into consideration, it seemed wiser to seek some more permanent settlement for the fund, some already established and proved Society with a settled address, with offices where papers and accounts might be deposited, and where the work could be carried on with equal success and with perhaps a somewhat less elaborate machinery. Such a place seemed to present itself in the Society for Promoting the Employment of

Women, 22, Berners Street, with which Miss Caroline Ashurst Biggs had been associated so long and intimately.

A suggestion with regard to "association" was consequently brought forward late last summer, and in October of the same year Miss Blackburn and the Hon. Secretary of the Caroline Ashurst Biggs Memorial Loan Fund were invited to meet the Committee of the Society for Promoting the Employment of Women in order to discuss details.

The following proposals were brought forward on behalf of the Loan Fund Committee and accepted by the Committee of the older Society.

(1) That no change be made in the title or rules as to the nature of the loans, and that the fund be kept intact.

(2) That the address of the fund be 22, Berners Street, and that applications may be sent thither or to the Hon. Secretary, Mrs. Alfred Pollard, St. David's, Lauriston Road, Wimbledon Common.

(3) That the fund be paid in to the bank used by the Society for Promoting the Employment of Women in the name of Miss Lucy Johnson, so long as she continue the Hon. Treasurership.

(4) That such members of the present Committee as are able shall be entitled to attend the Committee meetings of the Society for Promoting the Employment of Women when the loans from the Caroline Ashurst Biggs Memorial Loan Fund come forward.

It is hoped that in consequence of this arrangement the Loan Fund may acquire a permanent position and a continuity of tradition and ever-increasing usefulness.

It may be well to add that applications for loans should be sent in by the 1st of the month before each quarter-day.

## 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.

### Vice-President.

THE RIGHT REV. THE BISHOP OF LONDON.

### Chairman of Committee.

MRS. STEPHEN SPRING-RICE.

### Hon. Treasurer.

THE LADY BERTHA DAWKINS.

### Committee.

Mrs. HUGH ADAMS.	Miss KING.
Miss BIGGS.	Miss LIDDERDALE.
Miss M. V. BROWN.	*Miss MACKENZIE.
Miss GEIKIE COBB, M.B.E., B.A.	*Mrs. G. MOSENTHAL.
Mrs. COOPER-MARSDIN.	Mrs. MÜLLER.
The Lady BERTHA DAWKINS.	Miss PLUMPTRE.
Mrs. C. W. EARLE.	*Lady ROBERTS.
The Lady EBURY.	Mrs. STEPHEN SPRING-RICE.
Mrs. GREENWOOD.	

### \* Hon. Members.

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

Miss HITCHCOCK.	Miss PLUMPTRE.
Miss LIDDERDALE.	Mrs. JOHN ROSKILL.
Miss PASSMORE.	Miss SPENCER.

Secretary—Miss EDITH HARE.

Auditor—Miss HARRIS SMITH, Chartered Accountant, F.C.A.

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 1659.~~

SHOANE 2934.

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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, 661 educated girls and women have been able to procure systematic professional or technical training during the last twenty-six years.

Fund	Number of Grantees	When the Fund was entrusted to the Society	Amount
<i>Pfeiffer Fund</i> , in memory of Madame Ida Pfeiffer	294	1894	The interest of £2,000 awarded by Charity Commissioners, yielding £50 annually.
<i>Caroline Ashurst Biggs Fund</i>	94	1900	£171 7 6
<i>Helen Blackburn Fund</i>	103	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>	37	1910	£200
<i>Clara Evelyn Mordan Fund</i>	9	1915	£100
<i>Mrs. Haweis Memorial Loan Fund</i> (partly under management of Committee)	66	1902	£166 8
* <i>The Educated Women Workers, and Harker Smith Fund</i>	54	1913	£51 6 2 paid at first. £263 16 3 debts repaid by old grantees. £118 15 6 donations and subscriptions. £433 17 11

\* The interest on £1,000 of Miss Harker Smith's legacy to the Society of £3,000 was awarded by the Committee to this Fund, until owing to the falling off of the subscriptions during the war they were obliged to reclaim that interest for general expenses.

## 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.

### Society's Financial Position.

In issuing the Sixty-first Annual Report of the Society for Promoting the Employment of Women, the Committee find they must again make a very urgent appeal for financial help. Expenses in connection with the administration of the Society's Loan Training Funds have to be met from the General Fund, and during the last few years there has been a heavy drop in the annual subscriptions. This year they have amounted to £60 8s. only; compared with pre-war subscriptions, this shows they have fallen to about half the usual amount. There can be no question as to the continued usefulness of the Society. Applications for information, advice, and loans for training fees, and in some instances, for maintenance expenses also during the training—are constantly received from all parts of the country; the Committee have even received applications from the Colonies. Meanwhile, general expenses have been trebled, the cost of printing, postages, stationery, etc., has increased enormously, and the amount of office correspondence has not decreased.

The Society has also had to meet extra expenses during the past year in connection with cleaning, and renovations which time had rendered absolutely necessary.

At the last Annual Meeting of the Society—which was its Diamond Jubilee—and was held on October 22, 1919,

by Lord Leigh's kind invitation at his house in Grosvenor Square, a strong appeal for funds was made by Lady Bertha Dawkins, the Hon. Treasurer, and a printed appeal, signed by the Chairman of Committee, and the Hon. Treasurer, was issued with the Annual Report; the Committee regret that this appeal did not meet with the response for which they had hoped.

### Grant from National Relief Fund.

On the other hand, the Committee have much pleasure in reporting that, through the urgent representation of Mrs. Spring-Rice and Lady Bertha Dawkins, the Committee of the National Relief Fund made a grant of £5,000 to the Society, to be "applied *solely* to the assistance of those women whose distress is due to the War." Grants and loans have been made to ten applicants from this new "War Fund" for training fees, and maintenance expenses, in accordance with the conditions and stipulations under which the grant was made by the Committee of the National Relief Fund.

The aim of the Committee is always to continue the work for which the Society was established sixty-one years ago, namely, to widen the scope of women's work, and to procure for them that adequate training which is now universally acknowledged to be necessary to success in any profession or business.

During the year ending March 31, 1920, the Committee have met twenty-four times, and considered forty-two applications, of which thirty-three have been granted. The loans have amounted to £1,060 13s. 6d. Those who have been helped from the Loan Funds are in training for the following occupations:—

Domestic Economy	...	...	...	3
Dispensing	...	...	...	2
Fashion Plate Drawing (Commercial Art)	...	...	...	1
As Health Visitor	...	...	...	1
Maternity Nursing	...	...	...	1
Medicine...	...	...	...	1
Nursery Nursing	...	...	...	1
Physical Culture and Games	...	...	...	1
Secretarial Work	...	...	...	13
Teaching : Montessori System	...	...	...	1
Secondary	...	...	...	2
Elementary	...	...	...	6

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33

Other applications received were for loans of larger amounts than the Committee felt they were justified in granting, not only because the strain on the funds of the Society would have been too great, but because they felt that the Grantee would start in her profession with a debt that would cripple her for years.

When the training is finished, and the Grantee is earning, she repays her loan by instalments of 3s. in the £1 of her earnings. Twenty-seven Grantees have completed the repayment of their loans during the year; ten have finished their training, and begun to repay. The total amount repaid has been £665 7s. 11d.

Some of the letters received from the Grantees when sending the final instalments of their loans are worth quoting, as they prove beyond a doubt how highly they value the help given them. A teacher under the L.C.C. writes: "I am sending herewith the last instalment of the loan which your Society was good enough to grant me. Please give the Committee my most heartfelt thanks . . . My career would have been utterly spoilt but for this timely help. I should like to testify also to the sympathy, and thoughtful consideration with which the transaction

**Letters from  
Grantees.**

with your Society is carried on. I have appreciated this almost as much as the actual monetary aid . . . I do not know how your Society raises its funds, but if you think I can do anything at all in the future, please let me know."

The relative of a Grantee who was training for Kindergarten teaching, writes: "I enclose herewith cheque . . . in repayment of the loan. . . . It was of great value to her in enabling her to commence her training . . . and I feel personally very grateful to the Committee for the help, kind advice, and assistance." The Grantee herself writes, after waiting to report on the results of her examination: "If it had not been for your loan I could never have completed my training. I hope to go home . . . after I have become registered . . . . I may start a school of my own for European children. You have helped me a good deal on my way, and I do feel so grateful."

*M. R., Trained for Secretarial work.*—"I shall always feel deeply indebted to your Society."

*N. L., Domestic Economy Teacher,* who was granted a maintenance loan whilst training: "I must thank you very much indeed for your leniency in allowing me to pay it (the loan) back so gradually, and I shall be always most thankful for the great help the Society has given me, without which I might not have been able to take up the training for a Domestic Subjects Teacher."

*G. R. B., Modern Language Mistress at the University of Neuchâtel.*—"The best and sincerest thanks for the help afforded to me by the Society for Promoting the Employment of Women."

*K. E., Secondary School Teacher.*—"I beg to enclose a cheque . . . . being the last repayment of the loan so generously made to me by the Society for Promoting the

Employment of Women. I feel extremely grateful for all that has been done for me, and hope in future to be able to send a small yearly subscription to the funds of the Society."

*T. K., Elementary School Teacher.*—"I am sending the balance of my debt. I am glad to have finished paying, but I am still more glad that through your Society I had it to pay. The teaching profession is nothing unless one is trained; I am very grateful for the help I received from you, for I should not have been able to go to college for several years with my own savings."

*D. B., Elementary School Teacher.*—"I am sending the final payment of the loan . . . . I can only say again how grateful I am to the Society for granting me the loan. If it had not been for the grant I do not know what I should have been doing for a living."

*D. S., Dispenser.*—(This lady served in France during the War.) "Will you thank the Committee very, very much for their great help in lending me the money? It would have been impossible for me to have qualified had it not been for their kindness."

*L. L., Massage and Electrical Treatment.*—"I am so glad to be able to send the balance of the loan from the Society with my most grateful thanks . . . . I can never sufficiently thank everyone concerned."

The office, also, is a centre at which information and advice is given to those who are about to choose a career. The Committee endeavour to find out the qualifications necessary to success in different professions and occupations, the course of training needed, where the training can best be obtained, its length and its cost. That this branch of the Society's work is very useful, and much appreciated, is proved by the fact that during the last year, letters have been received asking about training for:—

**Advice and Information.**

Agriculture,  
Architecture,  
Bee-keeping,  
Dairy work,  
Dentistry,  
Dispensing,

Kindergarten Teaching,  
Medicine,  
Physical Culture and Gymnastics,  
Poultry Farming,  
Secretarial Work,  
Welfare Work,

and many other professions in which there are now openings for educated women, and—in connection with these openings—the possibilities of help from the Society's Loan Training Funds.

The Committee feel that it would not be fitting to publish their report this year without reference to the honours that have lately been conferred on their auditor, Miss M. Harris Smith. In November last (before the passing of the Women's Qualification (Removal) Act), the Society of Incorporated Accountants and Auditors elected her to Honorary Membership, the first and only woman Incorporated Accountant. On May 5, 1920, she was elected to Fellowship of the Institute of Chartered Accountants, the President announcing at the Annual Meeting held on that day that Miss Harris Smith held the proud position of being the first and only Woman Chartered Accountant in the world. The Committee offer Miss Harris Smith their most sincere congratulations. The accounts of the Society have been audited by her since 1891, and they could not be in more efficient hands.

The Committee regret that the Dowager Countess of Desart, and the Rev. Prebendary the Hon. J. S. Northcote have been obliged to resign from the Committee.

The Committee desire to add a note with reference to the work done in connection with the Loan Training Funds since the closing of the accounts at the end of

the financial year (March 31, 1920). From April 1 to September 29, ten loans have been granted, for one of which a member of the Committee very generously advanced the necessary amount, as it was not a war case, and the other Funds were too much exhausted. Six applicants have been helped from the War Fund. Ten grantees have completed the repayment of their loans.

The loans granted during the last six months are for the following trainings:—

Civil Service Clerkship	...	...	...	1
Dispensing	...	...	...	1
Gardening	...	...	...	1
Teaching: Secondary	...	...	...	1
Kindergarten	...	...	...	1
Lecturer on Geography	..	...	...	1
Nursery Nurse	...	...	...	1
Secretarial Work	...	...	...	3
				—
				10

## SUBSCRIPTIONS.

April 1, 1919, to March 31, 1920.

	£	s.	d.
Her Majesty The Queen	5	0	0
The Lady Ampthill	2	0	0
The Lady Grace Baring	1	1	0
Mrs. J. H. Bere	10	6	
Miss Biggs	2	2	0
The Hon. Mrs. Trevor Bigham	1	1	0
Miss M. V. Brown	2	2	0
Mrs. S. Bruce	1	1	0
The Lady Elisabeth Byng	10	6	
Miss Geikie Cobb, B.A.	10	6	
Mrs. Cooper-Marsdin	2	0	0
Miss Ada Cleveland	10	0	
Mrs. Cracroft	10	6	
The Lady Bertha Dawkins	10	6	
*Mrs. C. W. Earle	3	0	0
"    "    "	5	0	0
The Lady Ebury	10	6	
Miss Giuseppi	5	0	
Mrs. Alan Gray	1	1	0
Miss King	10	0	
Miss Kinninson	1	1	0
Miss Lidderdale	1	1	0
Mrs. George Mosenthal	3	3	0
Lady Peto	1	0	0
Miss Plumptre	10	0	
Mrs. Rintoul	1	0	0
Miss Rintoul	10	0	
Lady Roberts	5	0	0
Miss Robertson	10	0	
Miss Roget	2	2	0
The Viscountess St. Cyres	10	10	0
Miss Scott	10	0	
*Mrs. Stephen Spring Rice	1	1	0
"    "    "	1	1	0
Miss Philippa Strachey	2	6	
*Miss Tattersall	10	0	
"    "    "	10	0	
Mrs. C. Waugh	10	6	
	£60	8	0

\* Paid twice in the year.



SUBSCRIPTIONS—SPECIAL.  
EDUCATED WOMEN WORKERS LOAN TRAINING FUND.

	£	s.	d.
Mrs. George Mosenthal .. .. .	5	5	0
Miss M. Taylor .. .. .	1	0	0
	£6	5	0

DONATIONS, 1919-20.

Collected at Annual Meeting, October 22, 1919 .. .. .	4	10	7
Miss Jane Allen—Jubilee Gift .. .. .	2	2	0
Mrs. George Mosenthal—Jubilee Gift .. .. .	5	5	0
Miss Dorothy Davis .. .. .	5	0	0
The Lady Llangatock .. .. .	10	0	0
The Misses Palmer .. .. .	10	0	0
Mrs. Tennant .. .. .	10	0	0
Miss Vans Agnew .. .. .	1	0	0
Lady Wright .. .. .	5	0	0
Miss Agnes Dennis .. .. .	10	0	0
Miss Hilda Macartney .. .. .	2	0	0
	£26	17	7

DONATIONS PREVIOUSLY GIVEN TO THE FUNDS OF  
THE SOCIETY.

	£	s.	d.
H. R. H. The Princess Louise, Duchess of Argyll .. .. .	15	0	0
H. R. H. The Duchess of Albany .. .. .	10	0	0
Anonymous .. .. .	50	0	0
Mrs. G. Bevan .. .. .	5	0	0
Miss Jessie Boucherett (the late) .. .. .	1,823	0	0
1906 Legacy under the Will of the late Miss Jessie Boucherett .. .. .	2,000	0	3
The Lady Guendolin Cecil .. .. .	5	0	0
City and Guilds of London Technical Institute .. .. .	1,025	0	0
City Companies:—			
The Clothworkers' Company (thirty donations) .. .. .	540	0	0
1885 The Drapers' Company .. .. .	26	0	0
1894 The Goldsmiths' Company .. .. .	20	0	0
1888 The Grocers' Company .. .. .	25	0	0
1888 The Merchant Taylors' Company .. .. .	21	0	0
1894 The Saddlers' Company .. .. .	5	0	0
1892 The Skinners' Company .. .. .	10	0	0
1895 The Vintners' Company .. .. .	10	0	0
The late Miss Crowe .. .. .	144	0	0
Executors of the late Louisa, Lady Goldsmid .. .. .	200	0	0
In Memoriam, Cecilia Marshall (Helen Blackburn Fund) .. .. .	200	0	0

Legacy under the Will of the late Dr. Sophia Jex-Blake .. .. .	£100	0	0
The Ladies' Shirt Company .. .. .	10	0	0
The Lord Leigh .. .. .	7	2	0
Miss A. G. Marshall .. .. .	10	0	0
" " " (special to the Helen Blackburn Fund)	45	0	0
Miss Louisa Marshall (the late) .. .. .	23	0	0
" " " (special to the Helen Blackburn Fund)	290	0	0
Sir John Stirling Maxwell, Bart. .. .. .	10	0	0
D. Meinertzhagen, Esq. .. .. .	5	0	0
Miss Meinertzhagen .. .. .	5	0	0
Lady Roberts .. .. .	15	0	0
The Lady Ela Russell .. .. .	13	0	0
Legacy under the Will of the late Miss Harker Smith .. .. .	3,000	0	0
Executors of the late Sir Julius Wernher, Bart. .. .. .	200	0	0



THE SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN.

SUMMARY OF LOAN TRAINING FUNDS FOR THE YEAR ENDING MARCH 31, 1920.

RECEIPTS.		£	s.	d.	£	s.	d.	PAYMENTS.		£	s.	d.	£	s.	d.	
To	Balance brought forward April 1, 1919..	130	12	8					By	Loans granted	..	..	..	332	9	0
	„ Grants from Board of Education ..	50	0	0					„	Cash at Bankers	..	..	..	42	2	11
	„ Repayments of Grantees ..	193	19	3												
					374	11	11									
	„ Balance brought forward April 1, 1919..	46	0	4					„	Loans granted	..	..	..	103	0	0
	„ Donation for Special Case ..	5	0	0					„	Cash at Bankers	..	..	..	10	7	4
	„ Repayments of Grantees ..	62	7	0												
					113	7	4									
	„ Balance brought forward April 1, 1919..	8	0	5					„	Loans granted	..	..	..	30	0	0
	„ Repayments of Grantees ..	30	0	6					„	Cash at Bankers	..	..	..	8	0	11
					38	0	11									
	„ Balance brought forward April 1, 1919..	84	13	11					„	Loans granted	..	..	..	181	16	0
	„ Less Amount Invested ..	30	0	0					„	Cash at Bankers	..	..	..	34	15	2
	„ Dividend—War Loan ..	54	13	11												
	„ Income Tax Reclaimed ..	8	12	3												
	„ Repayments of Grantees ..	3	15	0												
		149	10	0												
					216	11	2									
	„ Balance brought forward April 1, 1919 ..	47	17	2					„	Loans granted	..	..	..	82	12	6
	„ Repayments of Grantees ..	43	17	6					„	Cash at Bankers	..	..	..	9	2	2
	„ Balance brought forward April 1, 1919..	36	4	0					„	Loans granted	..	..	..	41	10	0
	„ Repayments of Grantees ..	24	6	0					„	Cash at Bankers	..	..	..	19	0	0
	„ Balance brought forward April 1, 1919 ..	142	17	6					„	Loans granted	..	..	..	289	6	0
	„ Subscriptions ..	6	5	0					„	Cash at Bankers	..	..	..	11	4	2
	„ Repayments of Grantees ..	151	7	8												
					300	10	2									
					£1,195	6	2									

I hereby certify that I have examined the above Statement with the Books and Vouchers relating thereto and found it to be correct. I have also verified the amount of Cash at Bankers and the Securities standing in the name of the Helen Blackburn Fund.

20, BUCKLESBURY, MANSION HOUSE, E.C.  
LONDON, July 15, 1920.

M. HARRIS SMITH, Auditor  
(Chartered Accountant, F.C.A.).

FORM OF BEQUEST TO THE SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN FOR THE GENERAL PURPOSES OF THE SOCIETY.

*I bequeath to THE SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN, the sum of £....., free of Legacy Duty, for which sum the receipt of the Treasurer for the time being of such Society shall be a sufficient discharge.*

3800170328