

N.C.W.

NEWS

Special
Number.



November
1927.

REPORT OF THE Council Meeting & Conference

Held in BOURNEMOUTH

October 11th to 13th, 1927.

THE NATIONAL COUNCIL OF WOMEN,
Parliament Mansions, Victoria St., S.W.1.

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N. C. W. NEWS.

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Annual Council Meeting and Conference.

TOWN HALL, BOURNEMOUTH.

OCTOBER 10TH, 1927.

ADDRESS OF WELCOME

BY THE MAYOR OF BOURNEMOUTH.

“Ladies, it is a very great honour and privilege as Mayor of this County Borough to express to you one and all on behalf of the governing body our great pleasure that you are favouring Bournemouth with your presence at this Conference. I extend to you a hearty and cordial welcome. It is said by some of our friends that Bournemouth is of mushroom growth, but after all it is not so much age that counts in the world to-day: it is what we are and what we are trying to make of our town that counts. Knowing how actively you are identified with all work of building up a city or a town on the right lines, it is a special pleasure for me to welcome you all here to-day. You know we are very proud of the County Borough of Bournemouth, we realise that we have in it a glorious heritage which entails responsibility to see that it progresses on the right lines, and the right lines are to try and assist all efforts like your own, that tend to make it really a city beautiful, within as well as without. We say—and we may be very bumptious in saying this—that we think that our garden city is a rest cure for jaded nerves, that it acts as a sedative. I hope if any of you have troubled minds that it will act as a sedative, but please in any case do not work too hard. I think it is only right for me, as a business man, to say that we have some delightful shops here, and I want some of you ladies to be tempted, and not only tempted, but to fall for these shops. I must not unduly eulogise Bournemouth, for you all come from different parts of the country, and you are all, I hope, proud of your little patch, proud of your own part of the world. It reminds me of the story of Cassidy, a policeman on point duty in Manchester, who put up a large hand to stop the traffic and instantly the big limousine pulled up short, but to his surprise the driver of the little tin Lizzie went on and ran into the limousine. The policeman sternly asked the name of the driver. The answer was “Michael O’Rafferty.” “O’Rafferty, of County Cork,” said Cassidy, “How are you? Stop a minute while I take the name of that scoundrel for backing into you.”

We are thinking of the wonderful progress that is taking

place in our country—a wonderful progress when we remember that barely 200 years ago they were buying and selling slaves in the city of London. A short time ago a Glasgow magistrate was commiserating with a woman magistrate on having to attend an execution, yet in 1830 a lady wrote offering to escort any others in the city to the scaffold to see a man executed. Take for instance the time of the Chartists and read Charles Kingsley’s “Yeast” to see the condition of affairs in those days of sweated labour, with every evil predominant, and then we come in 1870 to the industrial movement and the wonderful progress since. We who are on the wrong side of 50 look back and deliberate on the great changes that have taken place, and we can in very truth count our blessings, and we can realise the wonderful progress that has taken place. It is not so very long ago that we had the Suffragette movement in full force, and it was a movement! To-day you are almost on the eve of universal suffrage, but that will carry with it great responsibilities. If it is to prove a blessing, which it should if rightly used, it is up to everyone who has a vote to go to the poll; it is the duty of every section of society to register their vote, whether it rains or snows, whether they have a motor or a donkey barrow, they ought to get there. I think that everyone who does not use the vote should have a caution once, and after that a fine, followed by disfranchisement. One of the greatest curses in public life to-day is apathy, and it is to organisations like yours that we look to bring about that sense of duty and responsibility, which is going to prove to everyone the necessity of exercising the franchise. I am speaking as a canvasser now, on the difficulties with which one has to contend. I think that we public men and women recognise that if we are wise we shall not look for gratitude; if we do we shall automatically cease to be wise. The great reward is the knowledge that we are trying to do our level best for our fellows.”

The Mayor recited a poem on the Bridge Builder, and concluded:—“Let us hope that the spirit that was shown by that old builder is within your organisation. It is a spirit which the world needs more and more to-day, and which we should do our best to try and emulate.”

PRESIDENTIAL ADDRESS.

THE HON. MRS. FRANKLIN.

Mrs. Franklin thanked the Mayor for his warm welcome, for his presence and for that of the Mayoress at the Conference, and for the beautiful words in which he had opened the proceedings. She had thought at first from his recommendations of

Bournemouth as a sedative and his picture of the alluring delights of the shops, that he was going to interfere with all the good counsels urging members to strenuous work, but he had ended with such stirring words that all who were in any way bridge builders must feel grateful to him. She suggested that he might recommend his citizens to join the Bournemouth Branch of the N.C.W. and that he would then no longer have to complain of apathy among the women of the town.

Mrs. Franklin continued: "Why, friends, are we all here? I am here, so to speak, as hostess to welcome you all, to see that everybody feels comfortable in what she has to do, to see that fair play is granted to everyone, to ring the bell when it is necessary and, if I can, make the nervous speaker feel as much at her ease as the practised one. Many of you are here as experts to give your experience and wisdom to all who are anxious to learn, to see the fruition of your labours in the carrying out of resolutions which mean much for the future, and to go back to your branches eager to work for those reforms. Others are here as delegates from their societies and will go back and teach better, work better and fight better than before; and I venture to hope there are also among you, the humble quiet home workers, who want to rub shoulders with greater people, to extend their horizon, and to deepen their knowledge, so that whatever they put their hands to, they may do better and with greater understanding. We do all need more knowledge, and I believe that the N.C.W. is able to give you that greater knowledge. The power of an idea is so marvellous that, once taken up, it can change us and, through us, the whole world. We have seen nations grow through the power of education, we have seen nations fall in the standard of morality and right-doing, through wrong ideas imbibed in childhood. If we take in the ideas of reforms that are necessary, the ideas of righteousness, justice and peace, we can follow them up, and through them will come the will for righteousness and justice, and for peace. A certain amount of pride is good for us all. Let us go away proud that the N.C.W. exists and that we belong to it. When you hear the record of what has been done you will not be dissatisfied. If our growth has increased, our standard has been raised also, and what was considered the best in former years cannot now be tolerated. I think it may be well to remember that there are those whose thoughts have gone back a hundred years owing to the many centenaries that we have been celebrating during this year, the centenary of the birth of Beethoven, who has helped our recreation and inspired our thought; of Blake, the mystic poet and painter; the centenary of Keble, your own Hampshire thinker and writer; and the bi-centenary of the artist,

Gainsborough. Then, next year, we are to be reminded of that great woman, Josephine Butler. I want to urge our branches to follow the example of the Manchester branch and to prepare for great celebrations, for she was a wonderful being. Her life exemplifies what we are all aiming at, the working together, men and women, for great reforms. Coupled with her name will be that of the great man, James Stuart, who stood by her side. We are proud of all the women who are doing splendid work to-day, but we must remember that some of the freedom to be themselves was won by the great pioneer women of the last century. For it is a freedom which has enabled people to be themselves and express themselves, and you will find, with Josephine Butler and those others, that the keynote of their lives was respect for the individual soul. So during the last century it has become possible for each and all to approach their God in the way that they think best; there has been religious freedom, freedom to, as the great teacher puts it, "love God with all your heart, with all your soul and all your might," and "to love your neighbour as yourself"; in short, to serve God and to serve your generation, and this freedom which is ours has come to us through the work of those great pioneers. Friends, see to it that we use this freedom well, and that "we walk humbly, do justice and love mercy," and that we learn to do our social work animated by love and respect for all.

THE ANNUAL REPORT

Since the Public Work of Women, both voluntary and paid, is the special subject chosen for consideration at this meeting, in presenting the Thirty-second Annual Report to the Council it may be useful to note especially how its various Committees have forwarded this work.

Women Magistrates. To deal first with voluntary work, our Public Service Sectional Committee, which in a membership of 534 includes about 300 women magistrates, has recently compiled a List of the 1,660 Women Magistrates throughout the country. This list may be seen at the office and help in keeping it up-to-date will be welcomed. In this connection a letter has been addressed to the Lord Chancellor pointing out that in 70 Boroughs there appear to be no women magistrates and apparently no women taking part in the work of 236 Juvenile Courts. The need for women as members also of the **Joint Advisory Committees** is imperative, if the existing gaps are to be filled up and a succession of women magistrates maintained. Lord Haldane states that there are about 150 women on these Committees, but as there are twice that number of Committees there is still work to be done.

Among the reports which have been the subject of careful consideration by the Committee is the **Report of the Depart-**

mental Committee on the Treatment of Young Offenders, on which Mrs. Barrow Cadbury, a member of the Departmental Committee, gave a most informative address; and the **Report of the Departmental Committee on Sexual Offences against Young Persons**. In speaking on the Home Office Circular regarding the recommendations made in the latter, Mrs. Rackham, J.P., a member of the Departmental Committee, called attention to the following points which had been omitted; the desirability of notice to Women Magistrates when a child assault case is coming before the Bench, of examination by a woman doctor, and of avoiding the long wait before a case is taken in Court.

Mrs. William Fyfe, in speaking on the Report of the Departmental Committee for Scotland, of which she was a member, emphasised the recommendations made to the effect that policewomen should take the enquiries, and that a policewoman when available should stand beside the child in Court. Mrs. Fyfe pointed out that while the English Report gives a brilliant testimonial to the work of policewomen, it does not like the Scottish Report make any definite recommendation.

Women Guardians. An important Conference to consider the position of women in the administration of the Poor Law under the proposed changes was held on 21st February. Miss Bertha Mason gave valuable statistics with regard to the number and position of women at present serving, which showed 2,400 women on Boards of Guardians, only 90 out of the 600 Boards being without them. The number of Women Guardians greatly exceeds the number of women serving on County and Borough Councils, to which it is suggested that the work of the Guardians should be transferred. Miss Fulford spoke of women's work in connection with indoor relief and mentioned the 1,076 institutions under the control of the Guardians, whose responsibility now extends to the minutest details of dress, diet and mode of living.

As the outcome of the Conference a deputation was received on 5th April by Mr. Neville Chamberlain, Minister of Health, to point out the serious menace to the work at present done by Women Guardians should the provisional proposals for the reform of the Poor Law be carried into effect. Mr. Chamberlain said in reply that personally he sympathised with the point of view of the deputation that the community should not be deprived of the services of women, and he undertook further to bear in mind the desirability of making their co-option compulsory.

A leaflet on Women in Local Government, by Miss Bertha Mason, giving up-to-date information has just been published, price 1d.

Women Police. The N.C.W. continues its pioneer work for Women Police, and at the Conference held by kind permission of

Lady Astor, at 4, St. James' Square, on 21st June, interesting reports were received of the situation from all parts of the country. The Conference unanimously called upon the Home Secretary to fulfil his promise, given to the deputation organised by the N.C.W. in 1926, to increase the number of women police in the Metropolis; and Lady Astor pointed out that if 112 women were fully occupied in 1921, it was unjustifiable to employ only 50 in the Metropolitan Area at present. It was therefore urged that the number should be increased to at least 100, and that the women should work under their own Superintendent, as formerly. Mr. Frank Briant, M.P., strongly supported the resolution, and urged the need for more women police in the Parks. At the afternoon session a resolution was moved by Miss Tancred, Convener of the Women Police Committee, urging that, since the circulars recently issued by the Home Office and by the Scottish Office respectively had had an effect quite contrary to that which was anticipated, Statutory Regulations should be drafted and submitted to the Local Authorities without further delay. At present only 32 towns employ 63 policewomen between them; half of these are not sworn in and there is no kind of uniformity in their training or conditions of service. In response to a suggestion made at the Conference a popular leaflet for distribution to theatre queues has since been prepared and may be had in the Bookroom.

The following leading educational societies signed a resolution urging the immediate appointment of more women police for the better protection of school children, in view of the increasing reports of their molestation:—

- Association of Assistant Mistresses.
- Association of Head Mistresses.
- Association of University Women Teachers.
- College of Nursing, Ltd.
- Independent Schools Association.
- National Adult School Union.
- National Union of Teachers.
- National Union of Women Teachers.
- Representative Managers of London Elementary Schools.

Miss Tancred held a **Class** for Speakers on Women Police which was attended by 20 members who found it most helpful.

Shop Assistants and Clerks. The difficulties of transport during the rush hours which are experienced by Shop Assistants, Clerks, etc., have been specially considered by our Industrial Committee, which has been in communication with the Manager of the London General Omnibus Company and with the authorities at Scotland Yard. As a result forms have been printed, and 1,500 have already been filled up, giving particulars of the incon-

venience suffered in getting to and from work, the places at which the worst congestion occurs, etc., and these are being forwarded to the manager of the London General Omnibus Company for analysis and consideration.

Sanitary Inspectors. The Committee is of opinion that at least one whole time woman sanitary inspector should be appointed on the staff of every Metropolitan Borough Council, and on the staff of every Local Authority administering a large industrial area, and has approached the Ministry of Health to this effect. Miss Honor Lawrence has been appointed to represent the N.C.W. on a Joint Committee of Women employed by Municipal Authorities which is endeavouring to secure greater uniformity in conditions of work throughout the country.

Domestic Servants. As the result of an address by Miss Gardner, O.B.E., of the Employment Department of the Ministry of Labour on the needs of young girls in service, especially single-handed girls in small households, a list of Clubs for Domestic Servants has been drawn up giving the addresses of 138 Clubs in London and the suburbs and will be published shortly, price 1d.

An enquiry is also being made by our Branches with regard to their local Registry Offices, as it appears that in some cases the local authority has not yet adopted Section 85 of the Public Health Acts Amendment Act 1907, while in others where the offices have been registered no bye-laws have yet been framed. An alternative method advocated is to license the Registry Offices.

The **Health of the Worker** is the concern of our National Health Insurance Committee, which recommends that in any Bill to amend the National Health Insurance Acts dental treatment should be included as a statutory benefit, and that increased provision should be made for maternity.

The Bill for the Registration of Nursing Homes, which passed through Committee Stage on 27th July, has also been strongly supported by the N.C.W.

Housing. The Housing Committee welcomed the passing of the Housing Rural Workers Act, on which Miss Russell Smith (of the Ministry of Health) spoke. This Act provides for grant or loans to be made towards the conversion or repairs to cottages which are to be let to agricultural workers or villagers, the rent for a period of twenty years not to exceed that paid before the repairs were undertaken.

Education and Industry. In connection with the report of the Committee on Education and Industry (England and Wales), since it was the N.C.W. which, with the assistance of other organisations, secured the passage of the Education (Choice of Employment) Act in 1910, a letter was addressed to the Prime

Minister asking for an assurance that no change will be made until sufficient time has been given for full discussion, both in the House and outside.

Women's Franchise. On the deputation organised by the Equal Political Rights Committee and received by the Prime Minister on 8th March, the President, the Hon. Mrs. Franklin, spoke on behalf of the Council. This deputation, which was introduced by Lady Astor, was specially complimented by the Prime Minister on the concise way in which members made their points, and the short time they took.

The President also wrote to all the Cabinet Ministers on the subject of Women's Franchise and signed a letter which appeared in "*The Times*" on 8th July.

Temperance Work. The Temperance Committee has pointed out the danger of medicated wines, which contain a large proportion of alcohol, and has urged women magistrates to exercise great care in granting licenses to chemists for their sale.

Attention has also been called to the activities of the Froth Blowers, which have as their official organ "*The Sporting Times*," and since it appears that their influence is spreading in the Schools, a circular letter has been sent out to various educational bodies as well as to the branches.

The Southborough Commission Report on Disinterested Management has been discussed, and at the invitation of the Temperance Legislation League several N.C.W. members have had an opportunity of seeing for themselves something of the State Management Scheme in Carlisle, and in the Scottish Area, which appeared to them to be working very satisfactorily.

Sport and Recreation. Having secured its main object, in the adequate representation of women on the National Playing Fields Association and on most of its County Associations, and also brought the N.C.W. into touch with a new group of workers, the Women's Sports and Recreation Committee has now been disbanded. A Consultative Panel has been formed and is prepared to give any advice and assistance needed.

The N.C.W. was able to give effective help in defeating the Covent Garden Market Bill, which would have deprived Central London of one of its valued open spaces, and has received the thanks of the Foundling Protection Society.

Traffic in Women. A request for early publication of Parts 1 and 2 of the League of Nations report on Traffic in Women and children was sent to the Foreign Office, and on the publication of Part I a Conference was called to consider it at which Mr. S. W. Harris, the Home Office representative on the League Committee, gave an informative address. The need for more careful supervision of young stage performers going abroad became

apparent, and this question was brought forward by Miss Kelly on behalf of the N.C.W. at the International Congress on the Suppression of the Traffic in Women and received its support.

Vagrancy. How best to deal with the vagrant has been considered, and representatives attended a deputation, organised by the Friends Committee, which was received by Sir Kingsley Wood at the Ministry of Health. On behalf of the Committee, Mrs. Keynes urged (1) greater uniformity all over the country, but more variety in the treatment of different classes of vagrants; (2) the establishment of Joint Statutory Committees and (3) the formation of Labour Colonies.

Emigration. Mrs. Robinson, Hon. Secretary of the Committee, has been appointed to represent the N.C.W. on the Empire Migration Committee, recently set up by the Colonial Institute; and at various meetings representatives from the Dominions have given interesting and instructive accounts of opportunities for women overseas.

Women's International Work. The meeting of the I.C.W. in Geneva from June 7th to 17th was one of the most successful ever held, since it brought the representatives present into actual personal touch with those responsible for carrying on the work of the League of Nations. The British Council was represented on the I.C.W. Executive by Lady Trustram Eve, as proxy for the President who attended later, and on all the Standing Committees, while a number of members from Great Britain attended as visitors. The Secretary General of the League, Sir Eric Drummond, officially received the I.C.W. Executive at the Secretariat, and at the close of the sessions Sir Austen Chamberlain, M. Boncour, M. Benes and other leading members of the League Council, honoured the I.C.W. by accepting its invitation to a public dinner, and replying to the toasts proposed by Lady Aberdeen, the President, and others.

The I.C.W. had indeed as long ago as 1888 adopted many of the objects of the League, and in Geneva its Public Meetings were addressed by leading experts of the League who explained how its members could further co-operate. We are fortunate in having one of the speakers on that occasion with us again this week, when Sir Arthur Salter is kindly giving an opportunity to those who were not then present to hear his brilliant address on the World Economic Conference.

A Fancy Fair at the Hague organised by Miss Van Eeghen, resulted in the sum of £2,634 for the I.C.W., after £160 had been given to charitable societies in Holland. The British Empire stall, presided over by a Dutch lady, with the kind help of Lady Granville, wife of the British Minister at the Hague, realised £225, the largest sum raised by any single stall, while

the attractive contribution sent by the British Council and collected by Mrs. Killby realised £175. The Queen of Holland, the Queen Mother and Prince Henry all honoured the Fair by their presence; while Mrs. William Cadbury attended as the British representative and Miss Macartney on behalf of the Scottish branches.

The quota in future payable to the I.C.W. by the British Council is £200 a year. As a help towards raising this sum an effort has been made to secure more quinquennial contributors and 32 have recently been enrolled.

The I.C.W. has accepted the invitation of the British Council for its Committee to meet in London in 1929.

British Colonies. A new Committee has been formed for the British Colonies and Dependencies, which it is hoped will bring them into closer touch with the work of the N.C.W. and through it with the I.C.W.

Organisation. We are glad to report the formation of the following new Branches:—

Mortlake with East Sheen.
South Dorset and District.

and the affiliation of the following additional Societies:—

Camberley Women Citizens Association.
Mayfair Union.
Ealing Women Citizens Association.
Howard League for Penal Reform.
Open Door Council.
Pioneer Health Association.
Independent Schools Association.

Our President has addressed a large number of meetings of local branches and her visits have been most fruitful in stirring up interest and in securing new members.

New Offices. As you will already have heard from the Hon. Treasurer, our appeal for the Fund for New Offices, though it has not reached the desired £5,000, has met with a generous response, especially when we remember the straitened finances of many of our local Branches and Affiliated Societies. The Executive has accordingly resolved that offices in the building to be known as Murray House, now being erected in Buckingham Gate by the United Women's Homes Association, be taken on a 15 years lease, with a break at seven and ten years, at the provisional rental of £355.

Committees. The Executive Committee has sustained a sad loss in the sudden death of Lady Mabelle Egerton, who was taken seriously ill and died at Madeira on her way home from S. Africa.

Miss Scott's resignation as Hon. Secretary of the Public Service and Magistrates Committee, the high standing and large membership of which is mainly due to her untiring work since its inception 17 years ago, has been received with very great regret.

Miss Cecile Matheson's resignation as Convener of the Industrial Committee on her departure for India has also been a very great loss to the Council; though we are most fortunate in having secured so experienced a worker as Miss Rose Squire as her successor.

Branches. It is impossible even to touch upon the important public work done by the members of our Branches, but mention must be made of the honour recently done to Miss Creighton in conferring upon her the Freedom of the City of Carlisle.

An invitation from our York Branch for the Annual Meeting and Conference to be held next year in York has been gratefully accepted by the Executive Committee.

NORAH E. GREEN,
General Secretary.

September, 1927.

THE N.C.W. NEWS.

The Hon. Editor, Miss E. M. EATON, said: "Mrs. Franklin, dear friends, old and new friends, I think that you will agree with me in being very glad to see so many of the Girl Guides amongst us; the more of these there are the better, we like to be taken care of by them, and I think they will like to know that the discipline in the N.C.W. is very great, the President waves her hand and tells me to get up and speak. Well, you may not be a speaker, you may not have anything to say, and you may hate speaking like poison, but you get up—and here I am! I have nothing very startling to say about the "N.C.W. News"; the circulation is still not very satisfactory from the Editor's point of view, but that is not very surprising because we get so many papers of all shapes and sizes by every post, that life is not long enough to read them all. But the "N.C.W. News" is also very good for putting aside for reference, when you want to look up, or speak on, any particular subject, and may I say we are very grateful to our article writers, who are all unpaid. As regards orders, the Bromley branch is still our shining light; the branch orders 130 copies, which in proportion to their membership is even better than London, which takes 186. The very interesting group formed by Mrs. Chadwick in Switzerland orders 41 copies, and the members are very interested in the paper. Scotland is not very kind in giving

orders for the paper; Lady Frances Balfour often tells us that the laws and customs there are so much better than ours on this side of the border! Well if they sent us reports of their work and helped in the circulation of the paper we might improve! The "News" is sent to all the National Councils forming the International Council of Women and we receive some very charming letters of appreciation of it from I.C.W. members and orders for extra copies. It is also sent to branch Secretaries free, and I hope that if any branch orders *no* copies (if such a thing ever happens) the free copy goes the round of the branch! The paper still pays its way in spite of so many copies being sent free. The account covers the salary of the Assistant Editor, and the profit this year is £13 10s. 0d.

FINANCE REPORT.

The Hon. Treasurer, LADY TRUSTRAM EVE, said: The balance at the bank of £183 14s. 6d. is more satisfactory than last year, when £100 had to be withdrawn from deposit in order to meet current expenses. This satisfactory state of affairs is chiefly due to last year's Annual Council Meeting, London having given us £310. 7s. 11d. in contradistinction to £50 received the year before. It is hardly likely that any Conference outside London will show such large figures, and this problem represents our annual anxiety as to funds, and your Treasurer wishes that it was possible so to raise our membership and subscriptions that our actual bread-and-butter did not depend upon the Conference—stranger things have come true, although it seems a dream at present.

I am glad to be able to say that the black list is a short one, and that it grows shorter each year proves that on the whole the method of payment, adopted some years ago, has been a successful one. The branches which have not paid are Cheltenham and Colwyn Bay, and partly paid, Highcliffe (£2 2s. 0d.).

The outstanding features of the Finance of the year have been the efforts made to raise the sum for New Headquarters, and it is quite wonderful what efforts have been made both by our branches, affiliated Societies, and many individual members, and I cannot praise too heartily all concerned in the different efforts, for in these hard days it is far from easy to raise any large sum. The National Council of Women, although well-known among workers, is not a popular institution in the ordinary sense of the word, and therefore those raising funds have a limited population to tap, which makes the result all the more remarkable. The sum of £2,392 16s. 7d. has been reached this year, and has been invested in War Stock (1929-47) at 5% interest.

The Finance Committee has been endeavouring through the year to find rooms which would give the extra accommodation

required, while keeping within the walls of the Finance Resolution of last year. Finally the accommodation has been found in a building which is being erected by the United Women's Homes Association, Ltd. This Association has provisionally estimated the rent of rooms suitable to our larger requirements at £355 per annum, and this has been agreed upon. £200 per annum is the rent of the present office, plus £16 for the hire of halls. The building will take about two years before it is ready. That time can be occupied in completing the Capital Sum originally asked for. I am quite aware that the first effort is incomparably easier than further efforts, and it is for the Council to decide whether all possible effort is now exhausted. The Resolution on the agenda was not a Resolution passed by the Finance Committee, which did not recommend the Executive either for or against the proposal.

Your Treasurer represented the British Council at the I.C.W. Meeting at Geneva this year, for International Finance, and it was decided that the question of the quota to be paid by our country be postponed until the Executive meets in London in 1929, as the immediate pressure has been helped by the proceeds of an International Fancy Fair held in Holland this Spring, to which the British Council contributed some £344 worth of goods. It was, however, decided that certain countries should increase their contribution for the forthcoming years, and it was undertaken on behalf of Great Britain that £200 should be paid. This sum was suggested by the Finance Sub-Committee formed in Washington. (The United States Council subscribes £400 per annum.) In order to raise this sum it was decided to make a great effort to get more quinquennial contributors and the British Treasurer sent a personal letter to all the British quinquennials asking them to find one more contributor. Out of 74, 19 responded by sending in the name of a new subscriber, but you will see that although the response has been good it is not enough to clear us of all necessity for getting more subscribers, or donors, or patrons to help us to clear off our debt to the International. I believe we still need £50 or £60 each year to make us secure; whatever is not raised in this manner must be paid out of our Annual Income.

SERMON BY THE BISHOP OF WINCHESTER.

"You are accustomed to face facts. Facing facts is the business of all who wish to see life steadily and see it whole. But the difficulty is to face *all* the facts. It is so easy to leave out some fact, often some vital fact. The man of science is tempted to ignore the spiritual. One could as easily expect that a locomotive without steam would fulfil its purpose. The industrialist, thinking mainly, if not solely, in terms of energy and output, has been known to leave out the human factor, forgetting that

the work requires not only human hands and brains, but human hearts to make it complete. The genius of a great general is that he takes into account *all* the facts in planning his advance.

Most failures come from leaving out the salient Fact of life, which is GOD. To leave out that fact is to take the mainspring out of life, whether national, social or personal. If civilisation is to be saved we need a will to righteousness, and that can only come from a belief in GOD.

We have to admit that the progress of scientific discoveries in the last 100 years has gone ahead of man's moral progress. He can only meet the "A1" scientific condition of the world with a "C3" moral state, and it is sufficiently obvious that if his moral balance cannot meet the demand thus made upon him, his cleverness and progress will be his destruction. It is no use giving a child a revolver, or putting a schoolboy in charge of a modern locomotive.

You must face this fact. Progress in civilisation and culture is not a sufficient motive to ensure right conduct.

What motive then can be found to ensure it?

The fear complex is very powerful, but is not competent to produce right conduct. In the 19th century fear produced armaments but not righteousness.

Self interest does not prove a powerful enough motive. Europe obviously needs political stability if there is to be economic expansion, yet a spirit of nervousness prevails at Geneva. The security of France would be guarded far more effectively by rightness in policy, and neighbourliness towards other nations, not the least Germany, than by submarines and aeroplanes. Our behaviour in governments and groups is centuries behind our personal behaviour to each other. Even in the 20th century the human herd follows the natural instinct and urge of self-preservation and ambition, rather than an intelligent and deliberate pursuit of the qualities which really matter.

Why is it that the idea of God "cuts no ice"? This is peculiar to modern times. From the first it has been man's pre-occupation to find out GOD and to order his life accordingly. Thus we find him setting up the totem or the tabernacle, we see him tracing the footprints of GOD in the thunderstorm or the sacred river.

In later times it was still the supreme interest, the search for right ideas about GOD, and how they affected questions of peace and war, of life and death.

In mediaeval days it was just the same. Though it has to be admitted that sometimes the religious ideas of those days were sadly detached from morality, still there was the search for GOD. And some outstanding men did much to help their generation in

the search. Take for instance my great predecessors in the See of Winchester, William of Wykeham, William Waynflete, Bishop Fox and others who played so large a part in educating the people of their day.

In the 16th and 17th centuries too. See the Royalist with his Prayerbook, the Puritan with his Bible.

What has relegated GOD to the background in these days? Why is the salient fact so often overlooked?

One reason often given to-day—but a very superficial one—is that the secrets of the Universe have been so extensively unveiled, and the order of nature so completely understood that GOD is superfluous. The real truth is that since its wonderful movements have been mapped out and man's evolution discovered, the power of GOD has been revealed more clearly than in any former days. The fact that the railway system is mapped out in Bradshaw does not mean that we can dispense with the General Manager. It merely witnesses to his skill and capacity. So with science. The more intimately the book of nature is studied, the more apparent does the capacity and greatness of its Author become.

Then we are told that man's command over nature's resources seems to dethrone GOD. If he has not conquered the wind and the sea, the air and the lightning are under his control. Everything—news, knowledge, music, converse with his friends can now be had without leaving his armchair. Danger is practically eliminated. Compare the boy of a century ago travelling for weary hours in the coach to school, with the boy of to-day starting in his father's luxurious limousine, or being whirled along in a comfortable carriage in an express train to his destination. It is no longer an adventure to cross a river as it was to our ancestors. The modern traveller is across the river before he knows there is a river to cross. The sense of dependence has gone, and to the superficial mind it seems as if GOD were unnecessary.

Yet if we are to regain the only thoroughly sound basis for civilisation we must regain our sense of GOD. Only that will produce that moral imperative, that sense of duty which our age so much needs.

"Morality did not begin"—so says Mr. Chesterton—"by one man saying to another 'I will not hit you if you will not hit me'; there is no trace of such a transaction. There *is* a trace of both men having said 'We must not hit each other in the holy place.' They gained their morality by guarding their religion. They did not cultivate courage. They fought for the shrine and found they had become courageous. They did not cultivate cleanliness. They purified themselves for the altar and found that they were clean."

How shall we regain that sense of GOD? How shall we learn to appreciate the salient fact?

First we must *think* more. The clatter of modern life with all its impressions crowding in upon us, whether through the wireless, the newspapers or otherwise, does not tend to make us give much time to thinking. We must learn to select our impressions. This is largely a matter of reading and meditation. This sounds old fashioned, but it is really quite in keeping with what we are taught by modern psychologists.

The material for our thinking is ready to hand, and in many directions the person who is on the look out can find and mark the traces of GOD. Get back to the Bible. It is *not* discredited in this 20th century. So far from that, new light is ever being thrown on both the old and the new testaments.

Revise your ideas of GOD as you watch Christ in its pages. So homely and yet heroic, so sympathetic in circumstances of loneliness, so perfect in his moral balance. Then remember that by the consensus of millions, and the experience of centuries, that is GOD.

Lastly we must learn the art of prayer. Many a man and woman fifty years old in the experience of the world and its affairs is only ten years old in prayer.

Begin practising afresh to pray. Begin your prayer with GOD, not your needs. Concentrate on Him in thought and faith. "Never let what you don't know disturb what you do know."

Face the salient fact of history, the Cross of Christ, speaking as it does of infinite Love, of unflinching devotion to duty; and remember that is GOD; wonderful, knowable, lovable. We need that knowledge to-day. It will help us to regain simplicity of life, and a greater sincerity which comes from seeing life in the perspective of eternity. It will enable us to recapture the only permanent motive of special betterment. We shall learn afresh Christ's valuation of human life. We shall see how a new treatment of women and children follows His teaching always. Look at the great reformers of the last century, who were humble followers of Christ. Wilberforce, Shaftesbury, Booth, Elisabeth Fry, and many others. That knowledge will restore contact with the Divine in our personal lives; that contact which is the only cure for the leprosy of selfishness, for the cynicism of middle age, for the deterioration of soul which besets a man or woman as life goes on.

Face the fact of GOD. With that fact all other facts fall into line. Face it, or rather Him. Believe in Him, and receive a peace which passes all understanding, a joy which never fades "

First Public Meeting.

SOME PROBLEMS OF WOMEN WHO EARN THEIR OWN LIVING.

I.

WOMEN EMPLOYED BY MUNICIPAL AUTHORITIES.

MISS ROSAMUND SMITH, L.C.C., whose address was broadcast, spoke on the prospects for women working under Municipal Authorities, and the advantages and disadvantages of being employed in that service. She said that it was impossible to give more than a general view of the question, for conditions vary in different places, and it is not easy to get information which covers the whole of the country; in fact, the first point that emerges from a study of the question is the variety of conditions of employment.

Speaking generally, Miss Smith said that one of the great advantages of municipal employment is that there are no periods of unemployment, and that there is practical certainty of not being dismissed except for a very grave offence. At the end of service, too, there is a pension or some form of gratuity to be looked forward to, and promotion is generally carried out according to an ordered scheme. On the other hand, there are certain disadvantages. Few big prizes can be won, and not many are likely to be gained by women; the maximum salary can be obtained after comparatively few years of service, after which there is nothing to look forward to, and exceptional women find it difficult to rise. Another serious disadvantage for women is the fact that they will almost certainly be dismissed on marriage, and although it must be admitted that few parents or young women seem to look so far ahead, the young woman just entering on her career must feel it to be a very great drawback.

The interest of municipal work, she said, is very great, yet it has not secured much public interest. People do not vote at municipal elections, they do not want to hear about the work, and the attitude of the public towards the municipal worker, paid or unpaid, is too often one of amused contempt. Nevertheless, those engaged in the work find it absorbingly interesting, for it is so practical and so indispensable to the community. It deals with facts, and with the health and happiness of the individual citizen. Building a house and seeing a family living in it is worth all the utopias put together.

Miss Smith dealt with the various branches of municipal work, and first with the teaching profession, which, she said, is more in the public eye than other branches of municipal work. The Burnham Committee has standardised the pay and conditions of service of the teacher, and although some have not gained,

and some are not satisfied, by the settlement made, it has been a great boon to nearly all concerned. The Burnham Committee did well to come to an agreement on the matter round a table, and not in the bustle of an election, and she hoped that in other branches of municipal work, their example would be followed, and that the diverse conditions of employment that she had mentioned would be standardised in the same way. There are councils dealing with municipal employment in the London area, in Cheshire and Lancashire, and in the West Riding of Yorkshire, and though the decisions of these bodies may not always be satisfactory, yet the principle is a right one.

Miss Smith touched very briefly on the medical profession, and mentioned the fine opportunities that there are for women doctors in the municipal service; as that subject was to be dealt with by the next speaker she did not enlarge upon it, but wished to say that the principle of equal pay for equal work had been largely maintained in the profession. This question of equal pay for equal work is of vital importance to women, and she hoped the time would come when it would be necessary for men to insist on it. There are other branches of public health work in which women can be employed under the municipal authority—as sanitary inspectors, health visitors, school nurses, midwives and maternity nurses. The duties of a sanitary inspector are essentially such as can be carried out by women, and she urged that they should be employed more frequently in this capacity, and suggested that everyone in the audience should acquaint themselves with the duties of a sanitary inspector, and look into the matter in their own districts. Health visiting, on the other hand, is recognised as a woman's job, but conditions of service are far from being satisfactory. The training of the health visitor is a long one, and after April, 1928, it will be necessary for her to acquire a special certificate; in spite of this fact, the London District Council has placed women health visitors in a lower category than sanitary inspectors. Unfortunately, the training, the duties and the salaries of health visitors vary widely under different local authorities, and some kind of standardisation is badly needed.

Women could be employed in many other capacities under the municipal authority. They could be clerks, librarians, mental hospital nurses, poor law workers, nurses, matrons, heads of homes, relieving visitors and dispensers. The clerk, generally speaking, has to possess a good education, and she has the satisfaction of knowing that her appointment is permanent, and that she will benefit by superannuation grants.

In conclusion, Miss Smith said that municipal employment offers quite good prospects for women, though there are not many opportunities of entering the higher ranks. The municipal

service is likely to increase in importance and scope, and she hoped that she had been able to indicate the great importance and interest of the work.

II.

MEDICAL WOMEN.

MISS LOUISA MARTINDALE, J.P., M.D., B.S.

"The subject I have been asked to deal with this evening is not a simple one, and I have had some difficulty in deciding how to treat it. Twenty years ago it would have been a comparatively easy task, for medical women were still seriously handicapped. The opportunities for training were few, the number of house-physician and house-surgeonships limited, and the attitude of the public towards women in any profession, more critical.

To-day, the problems of medical women are different, and, broadly speaking, they are the same as those of medical men.

We have *medico legal problems*; as, for instance, the wise procedure in the notification of persons of unsound mind, or the treatment of patients who are suffering from disease following the effects of errors in conduct, or immorality, or even actual crime.

We have *ethical problems*; such as the right treatment of other doctors' patients; or our attitude towards Conception Control, or Birth Control.

We have *educational problems*, such as the obtaining of different and better post-graduate training. And we have that greatest problem of all, how to prevent disease, and the dissemination of disease. In other words, how to obtain a higher standard of health.

These problems are outside any boundary of sex, they are medical and scientific, and, above all, human problems, towards the right solution of which we believe the work and judgment, the research and the teaching of women as well as men, is essential.

There are, however, some problems which medical women have solved, difficulties at one time almost insuperable, which they have overcome, and I propose dealing with these for a few minutes to-night, because I believe it will throw some light on the present and future problems we still have to face.

WOMEN'S PLACE IN MEDICINE.

1858 is one of the important dates in medical history.

It marks the organisation of the Medical Profession as we, to-day, know it, for it was in that year that the Medical Act, (21 and 22 Vict. C. 90) was passed, which established the General Medical Council and the Medical Register.

For the first time in all history, a hard and fast line was drawn between the registered practitioner and the unregistered, securing for the former the sole right to sign the medical certificates required by Act of Parliament. It gave the General Medical Council power to formulate the educational curricula, and the professional examinations necessary for qualification; and to determine its own internal discipline, giving it power to strike off from the Medical Register the names of those practitioners who have been deemed unworthy to practice as medical practitioners.

It is also an important date for women, for it was in 1858 that the first woman's name appeared on the Medical Register. Elizabeth Blackwell was that woman, to be followed in 1866 by Mrs. Garrett Anderson; from 1877 yearly the number of women has increased, till to-day we find over 4,000 women's names in the list of registered medical practitioners.

Woman therefore took her place in the medical profession in the very first year of its birth.

It is hardly necessary to more than allude to those problems which beset the woman doctor of the last century. Her difficulties in finding a medical school and hospital in which she could obtain her training, the opposition she encountered when she wished to enter for a qualifying examination, and the antagonism she met with in her friends, as well as her enemies, are all too recent history to require recapitulation.

To-day, she can afford to forget that short struggle, just as the modern woman can afford to forget the hampering, unhygienic clothing of her early youth, although it will be many years before the medical woman will forget her gratitude to the fine leadership of the early pioneers, whose foresight and wisdom have prevented many of the injustices and anomalies so rife in some of the other professions.

The ancestry of the medical woman is that of the medical man, her problems have not been so very unlike his; and, if looking back into the history of medicine, we find her output of clinical work, of medical literature or of scientific discovery less, I would ask you to remember this, that the number of women has never, and never can, equal the number of men in professional life, nor do we demand that it should; and I would remind you that the percentage of distinguished women is not far short, if at all, of the percentage of distinguished men.

The ancestry is the same:—

IN ANTIQUITY.

Folk-medicine, an affair of charms and spells, plant-lore and psycho-therapy, to stave off the effects of supernatural agencies. *Disease*, an evil spirit, or the work of such a spirit, to be

placated or cajoled, as with other dieties, by burnt offerings and sacrifices. Priests and Priestesses, combining healing with religious rites. We read in both Iliad and Odyssey of women rendering medical aid, administering drugs and soporifics. We find Galen quoting a woman's prescription, and, in Rome, women practising as obstetricians, and no fewer than four Saints of the Primitive Church, women and doctors.

IN MEDIAEVAL TIMES.

In the great University of Salerno, in Southern Italy, in the 12th Century, as indeed in many of the ancient Universities, women were given opportunities for higher education, and often became professors, wrote books on medical subjects, and practised medicine, being regarded, even then, as better suited for the treatment of women's diseases provided that they have received the "oath of fidelity." This eminent position of women in medicine practically disappeared after the 16th Century, to be forgotten, with a few exceptions, till the 19th Century.

At the early part of the 14th Century, we find *Apothecaries*, apparently an outcrop from pepperers and spicers, who applied themselves to the study of *Materia Medica*, and it is from these that the physicians had their origin; and *Barber-surgeons*, who were mostly unlettered craftsmen, and a lower grade socially to the Apothecaries.

In 1421 the Physicians induced Henry V to pass an Act authorising the King's Counsel to take powers against unqualified practitioners of Medicine and Surgery.

It was not until 1511 that an Act of Parliament was passed forbidding anyone to practise as a physician or surgeon in the City of London, or for seven miles around, unless he had been first examined, approved and admitted by the Bishop of London or the Dean of St. Paul's, who were to be assisted in the examination of candidates by four doctors of physic, and other expert persons. Beyond the Metropolitan area corresponding powers of licensing were given to the Bishops or their Vicars-general. In 1523 a new statute brought the power of the Church over medicine to an end. In 1815, and not till then, an "Apothecaries Act" was passed, which secured a minimum qualification in medicine for a family practitioner, and penalized one kind of unlicensed practice. But it was not until 1858 that the comprehensive *Medical Act* was passed, and a General Council of Medical Education and Registration set up.

The story of how the Medical Woman solved her initial problems is familiar to you all.

HER PRESENT POSITION TO-DAY is briefly this:—

(a) With regard to her *education and medical training*, it is

the same as that of the men, and she has a wide choice in the portals through which she may enter the profession. Fifteen out of our eighteen British and Irish Universities are open to her.

All the Examinations for Degrees, Licences and Diplomas can be taken by her.

She can study in all the British Hospitals in connection with Medical Schools, except those of Oxford and Cambridge, and six out of the eleven teaching hospitals in London. She can choose a co-educational medical school, or a school such as the London (R.F.H.) School of Medicine for Women—one of the largest medical schools in England, and reserved for women students only.

That she has this choice is important, for there is no doubt that the advantage of a medical school such as the Royal Free Hospital is that she has an opportunity of watching the work of women professors and women surgeons and physicians, as well as men, and is, therefore, little likely to suffer from the inferiority complex which is still a stumbling-block to some women of the present generation.

With regard to post-graduate training, here, although her prospects are good, she wants still better ones.

But, in justice, we must also acknowledge that in this she is not alone; men finding it also difficult to obtain really adequate post-graduate training.

The more brilliant of the newly qualified obtain resident appointments in their own, or other hospitals, and, later, a few of them may, if they are fortunate, obtain junior appointments on the Honorary Staff. Indeed, it is absolutely essential that those intending to enter consultant practice should do so, for there is no other way of getting the necessary experience. It is, therefore, essential that as many hospitals as possible should admit women residents, and throw open appointments on the Honorary Staff to those who are well qualified for them.

Unfortunately there are still some hospitals who close their doors.

Three years ago our Medical Women's Federation undertook an enquiry to ascertain the number of hospitals on which women were serving, either as members of the medical staff, or as lay members on the Board of Management. Questionnaires were sent to 581 different hospitals, 423 answers were received. Of these, 308 hospitals have women on either the Board of Management or Home Committee, or both; but in the replies received from 44 mental hospitals, 16 of them, namely, two in London district and 14 in the provinces, have no women serving on any committees.

321 hospitals have medical women serving, or eligible, in

professional capacity, including non-resident or clinical assistants.

On the whole, therefore, we may congratulate ourselves on the increased, and increasing, number of hospital appointments open to women doctors.

On the other hand we must be grateful to those of our pioneers who, realising the future difficulties, have founded hospitals officered by women doctors only.

In England, the General Hospitals :—

Elizabeth Garrett Anderson Hospital.

South London Hospital.

New Sussex Hospital, Brighton.

In Scotland :—

The Edinburgh Hospital for Women and Children.

Redlands Hospital, in Glasgow.

In addition to these we have special hospitals, such as :—

The Clapham Maternity Hospital.

The Manchester Babies' Hospital.

The Elsie Inglis Memorial Hospital, in Edinburgh,

who all afford opportunities for women surgeons and physicians, for only women are eligible to serve on their Honorary Staffs. Some of us look upon these hospitals as essential, if we are to supply the public with women consultants of the same experience and standard as the better of our men consultants. Whether it will be necessary to multiply the number of these "women officered" hospitals in the future will, I take it, depend upon the foresight and judgment and broadmindedness of the boards of management and medical committees of those hospitals who still refuse to allow women to compete for and obtain positions on their Honorary Staffs. As far as one can judge at the moment, one thing is clear, that a great section of women patients want a woman practitioner and a woman consultant, but they demand that she shall be as efficient and as experienced, and that she shall have had the same opportunities of perfecting herself in her technique as her men colleagues.

THE STATUS OF THE MEDICAL WOMAN

is to all intents and purposes the same as that of medical men. Once her name is on the Medical Register she is entitled to practice medicine or surgery. She is eligible, and has been for the last sixty years, to become a member of the *British Medical Association*, which was founded 94 years ago in Worcester and has done more than anything else to establish the medical profession. At its annual Meetings women have been elected as Hon. Secretaries, Vice-Presidents, and even in one or two

instances as Presidents of the various sectional meetings, reading original papers and taking part in the discussions.

For the last few years women have also been elected as Fellows of the *Royal Society of Medicine* and as members of several of the other learned societies. In spite of this she continues in great numbers to belong to her own Medical Women's Federation, and through that to the Medical Women's International Association, representing a fair proportion of the 14,000 or 15,000 medical women in 30 different countries.

With regard to her actual career, it is perhaps here rather than anywhere else that her chief problems arise.

First, in her choice of Medicine as a Vocation. I do not think too much care can be taken in the choice of medicine as her profession. Medicine, of all professions, must be considered in the light of a vocation, and not only as a means of a livelihood. Indeed, to those who make the earning of money their sole end many other safer avenues are open, safer for the would-be wage earner and safer for the patient. The physicians and surgeons who have done most for medical science and human advancement have put the *Art of Healing* as the first and chief object of their lives. *Hippocrates* 2,000 years ago crystallizes this spirit in the Oath which has remained the watchword of the profession through all these centuries.

It is a difficult problem to weed out the undesirable candidates, and yet could it be done there is little doubt that the dignity and high mission of the profession would be better ensured.

CHOICE OF BRANCH OF MEDICINE.

There are so many different branches in the medical profession that it would be difficult not to find the career in which success is possible for the woman who has chosen wisely.

PROBLEMS OF UNEMPLOYMENT.

We have heard a great deal since the Armistice of the unemployment rife amongst medical women. I must confess that these reports have emanated chiefly from our opponents.

A few years ago there was a certain amount of truth in this report. There had been a rush to all our medical schools of both men and women students, during and directly after the War, consequently for two or three years the number of students qualifying as doctors was so great that it was difficult for all to find resident hospital posts. Now this state of things no longer exists, and the entries at our medical schools, after dropping to pre-war conditions, are now steadily and healthily rising.

I have not time to-night to enumerate all the various openings in *private practice*, or under the *Ministry of Health*,

in *Pathology* and in *Research Work*. They are familiar to all of you, and I believe I am not alone in the opinion that no medical women who has chosen the career for which she has the necessary qualifications, need ever be, or indeed is ever, amongst the unemployed. Those of us who have realised the conditions existing in our great Indian Empire, as described so graphically in "Mother India," only regret that we have not a few more thousand medical women ready to take up work in those countries in which medical aid to women can only be given by women physicians and women surgeons.

EQUAL PAY FOR EQUAL WORK.

Medical women were amongst the first to realise that they must not undersell men, and this principle is now so ingrained in their professional nature that one more often hears complaints from patients that women doctors' fees are heavier than those of their brother practitioners than the reverse. From time to time, however, the question of equal pay has come up for discussion, as, for instance, in 1924, when it was reported that a large number of Local Authorities had recently advertised for medical women to undertake posts for which less than the minimum salary of £600 was offered. The Medical Women's Federation and the British Medical Association from the first have taken a strong stand on this subject, realising that the question does not affect the interests of women only, but that any lowering of the standard for women must inevitably lower the standard of conditions of employment of the whole profession. The *British Medical Journal* also refuses to advertise posts at less than the minimum salary. As a matter of fact our Medical Women's Federation circularises all applicants for such under-paid posts, whenever their names can be obtained, and in many instances medical women have withdrawn their applications, at considerable loss and sacrifice to themselves.

MARRIAGE.

The question of marriage as a disability in medicine is another problem that still has not been wholly solved. From time to time it comes up for discussion and action, as in 1924, when the L.C.C. rescinded the exemption of medical women from Standing Order No. 346, thereby requiring that all women medical officers must in future resign on marriage, and making married medical women ineligible for appointments under the Council.

I would suggest to you that there is only one solution to this problem. Let the quality and efficiency of the work be the only factor to influence employment, and let all appointments

be re-advertised more frequently. If the married woman is doing excellent work re-appoint her, even if it has been necessary to grant her a three or six months' leave of absence once or even twice in her professional career. If her work is not good and her output poor, appoint someone better in her place; but let the work itself be the determining factor in the question.

CONTRIBUTIONS TO MEDICAL SCIENCE.

The medical women's contributions to medical literature are increasing yearly. It is almost impossible to take up a medical journal without finding an original article or a description of an unusual case in it, written by some woman.

PROBLEMS OF THE FUTURE.

But the great problem of to-day and to-morrow is *How to reach a higher standard of health*, and all the energy and faculties for research, and capacity for right deduction, and power of good administration, must, and I believe, *will*, be concentrated on this during the years to come. Women, both professional and lay, paid and unpaid, have already done much in its solution.

I believe there is no one who will not agree that the great reduction in our *Infant Mortality* is due largely to women doctors. For a reduction from 149 per thousand in 1880 to 76 per thousand in 1925 is a tremendous triumph. According to the last Annual Report of the Chief Medical Officer of Health, there was a saving of no fewer than 37,000 infant lives, due, no doubt, to the work of the 2,000 Infant Welfare Centres, so largely officered by medical women. Owing also to the work of the 3,878 Health Visitors, knowledge has spread to an extent which puts the poorest mother of to-day in a better position to secure her child's health than were the well-to-do a generation ago.

There are, however, three great problems before us, requiring further solution. I refer to:—

1. The morbidity and mortality due to acute infectious disease.
2. The increasing incidence of Cancer.
3. The low standard of health due to minor disabilities.

When we learn that in 1925 there were no fewer than 47,720 cases of Diphtheria, with 2,774 deaths, 91,362 cases of Scarlet Fever, with 988 deaths, and when we remember that with careful and intelligent isolation it is quite possible to prevent infection from both these diseases, it seems high time that our energies shall be concentrated on better and more intelligent methods of isolation.

THE CANCER PROBLEM.

In Cancer we find our greatest scourge to humanity, over 27,000 deaths amongst women, and 23,000 deaths amongst men in 1925 alone. In the last thirty-five years the number of cases have doubled, and the peculiar tragedy lies in this, that the only hope for its cure lies in early treatment, and that most of the cases come to the doctor too late for a real cure to be possible.

With regard to cancer in woman, it seems to me that the only logical course for us to take is to increase our number of good, thorough and conscientious and painstaking women-diagnosticians, and, at the same time, to encourage every woman, after the age of thirty or thirty-five, to be regularly examined every six months by such a diagnostician.

At the present time, as everybody knows, research is being done on a large scale, and investigations of all kinds, experimental and statistical, are being carried out, in which medical women are taking no small part.

Lastly, the problem of the low standard of health due to *Minor Disabilities*. Here, again, we need women practitioners with energy and skill, and love of research; their willingness to accept new methods, and progressive lines of thought. For only with a wise division of function, according to special capacity, rather than according to sex, can we ever hope to obtain good administration, efficient service, and, above all, hope to contribute to Human Knowledge."

III.

GIRLS IN BUSINESS.

MISS ELEANOR D. KELLEY,

Institute of Industrial Welfare Workers.

I am going to speak to you to-night chiefly about the business woman in London, for it is about London conditions that I know most.

Who is the business woman? I tried to arrive at a definition first on the wages question. The little clerk at 15/- a week is a business girl, but at the other end of the scale you have the court dressmaker earning £15 a week. Wages do not decide who is the business woman. Neither is it a question of the type of work. Some business women do manual work, some do clerical work; it is not even a question of whether the work is skilled or not. The roneo operator and copying typist reckons herself a business woman, but the printer, who is far more skilled, is only an industrial worker and factory hand. The only satisfactory criterion is a frivolous one. The business woman is a person who has to consider her appearance as part of

her capital, for if she lets herself get shabby she quite definitely loses status in the market.

As regards salaries of business girls, those under 21 may begin at 15/- a week, and work up more or less quickly to £2. A fair average would be to say that you do not find that girls under 21 earn more than £2 a week, and the average adult I do not think aims at more than £4 or £5 a week.

I am going to consider chiefly the girls who are earning under £3 or £4. Their difficulties mainly arise from (a) domestic conditions, and (b) from business conditions. We expect the business woman to be loyal to her firm and to the home, an impossible task. It may be right or wrong ethically for the business woman to be loyal to her home, but it is an impossible position, and would be impossible for the normal man. The modern girl comes in for good deal of criticism, and in some cases deserves it, but she is amazing in her loyalty to her home duties. Take the case of the girl and boy, the young woman and the young man in the same family. The mother falls ill. Who has to stay at home? It is the girl. The man, who as a citizen will say that it is right that she should do so, as an employer will call her to task for being irregular at her work. Every day, week in, week out, girls are fulfilling both these duties at the same time. I can think of hundreds of examples.

This question of home troubles affects even the girl who lives away from home. She has her own domestic difficulties. She has not much money and has to keep up an appearance. In London a very large proportion of business women live away from home, from necessity and not from choice. What is the girl going to do? She will probably go into a hostel. Now these hostels are of three kinds: good, bad and indifferent. I have had a good deal of experience of all three kinds, and I speak feelingly. Some of them are very good and some are appalling; some of them provide only dormitory accommodation, some cubicles, and some single rooms; some have a military discipline and some the ordinary rules of common sense. Some of the hostels run for business concerns are the most comfortable.

If a girl does not go to a hostel she can go to the cheaper kind of boarding house or apartments, but what is wanted is a great increase in the number of 'flatlets' such as those constructed by the Women's Pioneer Housing Society.

One of the difficulties arising out of business conditions is the mid-day meal. If the girl works in a small firm, almost certainly no provision is made for a mid-day meal. A great many large firms also, make no provision, and the girl has to bring her own lunch and eat it sitting at her desk, or go to the cloak-room, or, if it should be fine, she may eat it in the public park.

Many girls go to Lyons and have a bun and cup of tea because they cannot afford anything else.

The difficulty of getting to work is also a very real problem in London. The National Council of Women has recently been making an inquiry into this matter, and has found that of over 2,600 girls taken at random, only 14 per cent. walk to their work; the remainder have a journey of an hour or so, and a journey which is one long scramble. Another difficulty is that workmen's tickets are not issued after half-past seven in the morning, and as the business woman only begins work at about nine, if she takes these tickets she gets to London much too early and has nowhere to go.

As regards conditions of work, the Shop Act is the only protection afforded to the shop assistant. If she is over 18 she may work all the hours there are, provided only she has one half day in the week. If she is under 18 she may work 74 hours a week, including meals. For the clerical worker there is no protection at all, and things vary very much. In good firms they do not suffer much, but bad firms work their people very hard and competition forces some of the big firms to do the same. There is no limitation of overtime for clerical workers, and some of them work during sale times and at Christmas till 9 and 10 every night, for four or five weeks, which is a tremendous strain.

There are a large number of business women who are very lonely. The woman who cannot live at home is often driven to find refuge in a single room, which, while it becomes very precious to her as her own, may be a very lonely refuge indeed. More sensibly conducted, self-governing clubs are needed. Clubs not only for the younger women who badly need facilities for healthy outdoor exercise, but for the older ones who have grown tired of the novelty of independence, and yet, willy nilly, have to face the fact that independence is their lot in life. Some such clubs already exist, but more are needed to cater for the business women, who, within limits, can afford to pay their way but need to learn the virtues of co-operative effort in providing the amenities of life and in securing better conditions of work.

SOME PROBLEMS OF MAGISTRATES.

I.

JUVENILE OFFENDERS.

Mrs. BARROW CADBURY, J.P.

Member, Departmental Committee on Young Offenders.

I am indeed a bold woman to speak for a few minutes on the problems of magistrates—they might well occupy all our time at Bournemouth.

In the early days of the first century Livy wrote:—

“No law satisfies the interest of all; the only thing to be considered is whether it is profitable to the majority of citizens.”

Of course this must to some extent be true, society must make for its own protection, certain laws binding on all, but we have learned that we must specially help those members of the group who, often through the fault of others, or bad surroundings, find it difficult to abide by these laws.

Each offender is a separate problem; there are no doubles in life—probably even the twin daughters of a lord mayor are really very different girls—every magistrate sees in everyone brought before him a new problem. If this be true do we not need as much elasticity as possible in the treatment of offenders, and especially in the treatment of children, and it is of children and young people I want to speak to-day.

Till 1908 there was no differentiation between adults and children. If a child broke the law the same treatment was meted out to him as to his father, and when I first visited the Courts regularly in my own town numbers of children under sixteen were sent to prison.

Two weeks ago a circular was sent by the Secretary of State to magistrates marking a forward step. The circular points out that without legislation certain changes can be made at once. We are reminded that boys and girls brought before the magistrates “are often wayward or mischievous, and in some cases serious offenders; they are sometimes dull of mind or undeveloped, but more often full of vitality and intelligence, though misdirected; they are all by virtue of their youthfulness hopeful subjects for care and training.” The decisions made by magistrates “with regard to the immediate future of these boys and girls must to a large extent influence their whole lives.” Only the right men and women should undertake this work—men and women who understand children's needs and difficulties. Each petty sessional division is advised to elect not more than twelve such men and women, of whom not more than three should sit at one time. The procedure in the Juvenile Court should be much simplified, especially where young children are concerned. The child will be more likely to tell the truth if his confidence is gained and if the position is explained to him in simple language. As the Committee points out, a wise discretion in this matter can properly be exercised.”

The Court should have, in all except trivial cases, the fullest possible information “as to the child or young person's history, his home surroundings, and circumstances, his career at school and his medical record.” The Court can obtain this information

from local Education Committees and from enquiries made by probation officers.

"Juvenile courts should be held in premises which are not used for the holding of other Courts. When the amount of work does not justify the provision of special premises, there ought to be little difficulty in finding some room, for instance, in the Town Hall, Education Office, or other public building, which could be made available for the purpose. The furniture should be of a simple character, as though an enquiry, rather than a trial, were being held. No dock or witness box or lofty bench is required; ordinary tables and chairs are suitable, and they should be so arranged that the child or young person can stand as near the presiding magistrate as is convenient, and understand clearly who are the persons adjudicating on his case."

Magistrates are to report to the Secretary of State any newspaper publishing names and addresses of children.

Again, in this Circular, magistrates are reminded of the importance of probation. Half our problems would be solved if there were more probation officers of the best type. People are beginning to realise that to be put on probation does not mean being "let off" or merely being given "another chance." The delinquent is put in touch with an officer who understands his difficulties, gives wise help and encouragement, watches his reactions, introduces him to a group of which he becomes a member on a satisfactory footing, frankly and firmly points out mistakes, indeed becomes his guide, philosopher and friend. Such probation officers do exist, but we want many more of them.

This Circular disposes of some problems, and makes it easier for us to deal with boys and girls under 16. If other recommendations of the Departmental Committee on the Treatment of Young Offenders become law, other problems too will disappear.

I want to say a few words about big girls, those between 16 and 21, or, as I hope it may be, if the age of those brought before the Juvenile Court is raised—between 17 and 21. They are full of life, with few restraints and many pitfalls surrounding them. Perhaps the police women, as they patrol the streets, parks and public places, find them in bad company, for while the duty of police women is to help "all females in trouble, their work lies particularly among girls who can be removed from evil influences."

If the police woman has behind her, as we have in my own town, a hostel for women and girls, the girl can be taken there at once, enquiries can be made, and she can be returned to her friends, work can be found for her, or she can be sent to a

training home, or transferred to another hostel; in any case she is sure of shelter till it has been decided what is best for her.

The female officer attached to the Criminal Investigation Department may come across a girl when making enquiries about some case. She may be found by the probation officers and unofficially helped by them. If the girl commits some offence, and is charged at a police station, a police matron or police woman should be available to look after her. Before the case is heard, she should, if possible, be released on bail. If this is not possible the local authority should be asked to provide some "place of safety" other than a prison. When the girl has been brought before the bench and the case proved, the Court should have (as in the case of children) the fullest possible information about her. To obtain this information a remand will probably be necessary. If the Central Remand Homes are established as suggested by the Departmental Committee, the girl could be sent there for observation by members of an expert staff, who would advise as to her future and save many mistakes. Indeed, the establishment of these Remand Homes would secure a fundamental change in the treatment of all young offenders who are remanded in custody, especially in avoiding the use of prison for this purpose. Where, however, this accommodation cannot conveniently be used the local authority should arrange in suitable cases for accommodation other than prison. The magistrates will probably put such a girl on probation if it be a first offence. If probation fails because of bad surroundings, or because the girl herself has never learned self control, it may be best to provide:—

(1) Probation with residence in a hostel as a condition. The girl should go out to work. She would have a good deal of freedom; she would also have regular hours, good meals and the influence of understanding women. She would live with other girls not sent by the magistrates, so that she would be in no sense marked.

(2) Other girls, perhaps the weaker girls, call for different treatment. They require a home where they can remain altogether for some time. There are many such voluntary Homes conducted by women of high ideals, and when they are kept abreast of modern requirements, they afford a valuable means of providing the training most likely to be effective. The Departmental Committee thinks that girls should not be sent to such Homes, as at present, as a term of probation, but with a direct Order from the Court after other means have failed, and not for more than two years. These Homes should be subject to government inspection, and should receive a grant from public funds.

(3) But what shall we do with the most difficult girls of

FAWCETT COLLECTION

all? Prison does not help them—it is only an incident on the downward path. We should not hesitate to send them to Borstal. Dame Lilian Barker has girls there whose training has, indeed, been found to be a difficult problem, and though she must and does record failures, she can also point to successes—and it is well worth while to give this chance to girls who have hitherto known little of the meaning of self control and steady work.

If the magistrates have obtained full information about the girl, and certainly if she has been at an Observation Centre, the magistrates should be given power to commit direct to Borstal instead of committing to prison to await assizes or quarter sessions. For the girls in the two latter groups adequate and wise after care is as important as the actual training.

Borstal has its own system of after care, but the assistance of social workers in the place where the girl is found employment is essential, and the Departmental Committee advises that “where the need arises, the Home Office should secure the establishment of local committees to organise and co-ordinate the work of after care.”

Such committees should be fully representative of all the interests concerned, e.g., local education authorities, probation committees and voluntary societies, and might usually be set up on the initiative of the local education authority.

These girls of whom I have spoken are comparatively few in number, but we want to give them the help they call for—help which should, perhaps, have been given earlier; but let us remember they are still young, and a happy and useful life should be theirs.”

II.

SOME MODERN METHODS OF PRISON REFORM.

MR. ALEXANDER PATERSON, M.C.

Prison Commissioner, Home Office.

“I hope you will agree with me that the exact point of civilisation which a country has reached at any date cannot be more accurately measured than by a glance at the nature of its prison system. For the prison system reflects, very truly, not merely the temperament and the ideals of the people of that country, but also the opinions that they hold about their fellow men and women. Every country gets the prison system that it deserves, and every country gets the prisoners that it deserves.

There are three sets of people who are responsible for the prison system and for the prisoners of this country. They are the people who send them to prison, the people who

deal with them while they are in prison, and the people who receive them when they come out of prison, and I want first of all, to speak specially to those of you who, by virtue of your office of magistrate, do play a very important part in committing year by year, some thousands of people to our charge. The last thing I would ask you to do is to send more people to prison than you do already.

After 5½ years of service in the prisons I say that, despite all the arrangements made by our governors and their staffs to separate the boy prisoners from the men prisoners, you can be certain that in every case of a lad sent to prison there is contamination and, in a certain number of cases, there is moral deterioration. One of the greatest services that you can do is to use your influence so that in course of time, save in the most exceptional cases, it will be impossible for any English court to send any lad to prison. At the end of last century my mother was one of the first Poor Law Guardians in the north of England, and she never rested until she got every child out of the local workhouse, and I should like to feel that I had followed her steps in getting every lad out of our English prisons. We would also ask all those who commit to prison to realise that there is a considerable class of people who are generally described as the “border line” class, for whom prison treatment and discipline are unsuitable. We hope that in course of time there may be institutions set up for people of such weak mentality and temperament that they are quite out of place in the ordinary prison. Then we would ask those who send people to prison to think very deeply before they send anyone there for so small a period as seven days or three weeks. What purpose can be served by asking us to retain anybody for seven days? Prisons may be places of detention, but detention for seven days gives no great security to the British public. They may be places of punishment, but a seven days punishment is no punishment at all. It is obvious that no one is going to be reformed in the course of seven days.

These are the first set of people who are responsible for the prisons and prisoners of the country, the people who send them there. The second class are those charged with the duty of dealing with the prisoners. I want to be allowed to say a few words about the men and women staff in the prisons and Borstal institutions in our country. They are a body of men and women who are almost every week attacked in the papers of this country, but like every other public servant attacked, they are denied the right of reply. I have only had the pleasure of serving 5½ years with them, but you would find it hard in any country of the world to find a body of men

and women so loyal and incorruptible as the prison officers of this country. Two years ago I was sent to advise a government in a great province in the East, and there I realised, even more than at home, what it is to have an incorruptible public service.

We are experiencing some difficulty in getting a sufficient number of applications from women who wish to enter the prison service of this country. The work of a woman prison officer is not easy, sometimes it is not at all pleasant; it requires great gifts of patience and courage, loyalty, obedience, love and sympathy. At the present moment we are not getting enough women to come and take up this work. We want women of the right personality and character, women who are educationally of sufficient intelligence to grasp proposals and to carry them out. We have had some magnificent women working in the prisons in the past, and we want to see others of the same calibre coming forward now. If you would make known that there is not merely a very modest career but a fine vocational work to be done we shall be very much obliged to you.

What is it that men and women prison officers are trying to do in the prisons of our country? It is a curious thing, but you can in some countries go into twelve prisons, and as you go round ask the governors the same question in each: "Tell me, what is your prison for, to reform or to punish?" and in the same country you will find some governors saying "to reform," and others saying "to punish," and others again being a little baffled by the question, ask you to lunch. Now we in England are quite clear upon this point, that prisons exist as a matter of necessity for the protection of the country, and we can do our duty best if we offer the surest form of protection. A prison system which offers a permanent protection to the state against one or a number of criminals, is a better system than one that only offers a temporary protection. A prison which only keeps a man who commits a crime a certain number of years is only offering a temporary protection to society. How much better would a prison service do its duty if it gave in some way or another a permanent protection against each one of the criminals convicted. How can it be done? In the simplest way by getting him locked up for the term of his natural life. But the average assizes of the average country are opposed to giving a life sentence for every criminal. The only other way is to change his habits and his attitude towards society, so that when he leaves the prison he has ceased to be a criminal. If your prison system can so re-educate a man that when he leaves he is no longer a criminal, it has performed its function in the best possible way. Can it be done? How can a prison so affect men while they are within its walls that when they leave they are determined

to be honest and industrious citizens? There have been two policies before the world for several hundred years; one is the policy of deterrents, to make prison life so hard, monotonous and bitter that the man will leave determined that nothing shall lead him to return to it. Believe me, it will be written down in the history of prisons in the twentieth century that this policy of deterrents has been a failure in every country which has tried it. Fifty years ago—when five years in Dartmouth Prison was a very heavy privation, for the conditions were far sterner and more cruel than at the present day—when a man lived five years in a cold cell, in separate confinement, prisoners came back for another five years and even ten years, in greater numbers than to-day. We now reason in this country that the best protection you can afford the country is a permanent protection, i.e., to train prisoners to be honest men. Is there any fear that that process will be so easy and comfortable that they will want to come back? There is no real fear of that. Training in any form, if it is real training and producing its effect, is not too pleasant for the person being trained. In our ideal prisons of the future the object will be to train the man to be honest, and you cannot do it in a month or even three; it is no good unless he is sent to prison for six months, or even more.

How are you going to train him? You will have to summon to your aid all the forces of religion by which a direct personal appeal can be made to what is best and deepest in that man, a knowledge of psychology, and all the forces of education to train his mind and increase his thinking powers. You will have to employ such industrial means as you can, and teach him to use his hands and learn to work hard, to take advantage of every known system of physical training, so as to teach him to control his limbs and co-ordinate his mind with his limbs. You will make your daily programme for a long, busy, active day, through the whole course of which the man is being trained, bodily, spiritually, mentally and physically. What do you do when you try to turn a dishonest man into an honest man? Do you remind him week after week of all the wicked things he has done? I remember meeting an excellent fellow, a prison visitor, in a north country prison, and he drew my attention to the case of a young fellow of about 25 who had been there on three or four occasions. He said he had a decent home and regular work, and yet he always committed the same offence. He had asked him why, and the man could not tell him. He asked what I thought about it. I said, "Don't you think you asked him the wrong question when you enquired why he did it? Turn the question upside down and ask him why doesn't he commit the offence. If a man has committed

the same offence three times, there have been at least a hundred times when he felt like committing it and yet for some reason did not commit it. Don't bother about the three times he did it; try and get him to tell you what happened when he had the chance of doing it and didn't do it. What was it that stopped him? Something he learnt at home, something at school? Find out what it was, find out what basis of good there is in that fellow's life and experience. Build that up, strengthen it and always remember you can only build up what is good and clean and honest in a fellow." The policy of the future will be to discover what is good in a fellow and to try and develop that. It may be by education, by the interest he takes in the workshop, or the influence of some person who comes as a prison visitor. There are from two to three hundred prison visitors in this country; there are evening classes for men; the number of workshops has been nearly doubled in the last ten or fifteen years. In addition to the voluntary teachers, from 500 to 600 men and a large number of women visit regularly prisoners in this country.

We know how hard it is for a man or woman who has been in prison ever to regain the confidence and the intimacy that they enjoyed before. When people say there is no punishment now in prisons, we reply that the punishment consists in being sent to prison, in the disgrace of arrest and open trial, in the separation from their friends and families and deprivation of liberty.

The Discharged Prisoners' Aid Society visits a prisoner a week or two before he is to come out, and tells him: "We expect to see you back on Monday week, and shall be very glad to have you back, and will do all we can to help you." Prisoners need a great deal more help, both in funds and personal service, than they now receive. I have come to ask you to help. See that the right people are sent to prison if they must be sent, see that they have time to reform, and send more men and women to be prison visitors.

SOME ASPECTS OF THE WORK OF THE NATIONAL COUNCIL OF WOMEN.

MRS. T. JOHNSON, who was in the Chair, said: "We have met this afternoon to consider the work of the National Council of Women. That work is so many-sided, so far-reaching, and so varied, that only a few points of interest can be taken. To many the National Council of Women is a mystery. We have no one particular object for which we work, we are not dealing with one or two or even three points of public interest, but with a great number of interests, because our Council is composed of representatives from a large number of Affiliated Societies

nationally organised; and those Societies are all working hard for special objects for the common betterment. The National Council works for improvement along mental, moral and civil lines which is a pretty wide field. There is no Society or Association in the whole country that affords such opportunities for acquiring knowledge of things as they are and as they might be, as the National Council of Women. For myself, I can only express the debt of gratitude I owe to it and the privilege I count it to be a member. Often we are asked the question, "How does your National Council of Women work?"—not a very easy question to answer, but this afternoon Mrs. Ogilvie Gordon, a past President of the British Council and first Vice-President of the International Council of Women, will explain to you the work of our Sectional Committees, the very centre and mainspring of the N.C.W., and we count ourselves fortunate in having such an able exponent."

THE WORK OF THE SECTIONAL COMMITTEES.

MRS. OGILVIE GORDON, J.P., D.Sc., Ph.D., F.L.S.

"The term 'Sectional Committees' is not a very happy one, nor is it illuminating. To those of the general public who are unfamiliar with our Council, the Committees would be better described as **National Committees**, composed of representatives of the local Branches and the affiliated Societies of the Council, and dealing with different departments of public work.

As many of the affiliated societies have a membership of professional women or social workers, the Committees include women with technical knowledge of the subject-matter, in addition to women engaged in some one or other of the voluntary public services associated with the particular class of work.

The open discussions at the Committee meetings afford therefore a most valuable means of interchange and contact between various types of workers, and they greatly help in spreading a well-informed public opinion among women regarding the leading questions of the day. Again, they prepare the way for effective co-operation of women's Societies when some special appeal has to be made to the Government, any of the Ministries, or to members of Parliament.

At no time are these Committees to be regarded as fixed in number or of the nature of permanent Standing Committees. They may be re-arranged at any time by the Executive. It is one of the great advantages which the National Council of Women has to offer its constituent Societies and Branches, that at any time or in any emergency the Executive is in a position to call together a national Committee on the lines indicated, and set the Committee to work intensively for the particular purpose required.

There are at present 18 Committees, and I propose to throw a glance into some of the main directions of work that will have to be undertaken in Committee in the immediate future.

What may be termed the **Health Group** includes five Committees—Rescue and Preventive, Public Health, Maternity and Child Welfare, Housing, and National Health Insurance. The two last-named, Insurance and Housing, both have well-defined spheres of action. The other three Committees in this group frequently have to deal with closely related aspects of health work, and it would probably be an advantage if they were to hold a joint meeting at least once a year, and arrange joint campaigns when desirable.

The Council must look to this group to take up the important propaganda for the *teaching of simple biology and the laws of health* in the public elementary and secondary schools, treated as a basis for instilling clean living and healthy habits. A Resolution in this sense was unanimously adopted at the Washington Meeting of the International Council of Women. So far, no direct steps to carry out the Resolution have been taken by the British Council, and we could not do better than arrange to co-operate with the British Social Hygiene Council,—one of our affiliated societies,—in the national effort they are about to make.

That Council is rightly throwing emphasis on the need for supplying short training-courses to the teachers, to guide them how best to approach and treat the subjects. What is wanted is not the mere teaching of elementary scientific facts, but their presentation to the children in such a way as to lead young minds to grasp aright the meaning and responsibility of sex relations in the whole realm of nature.

The intensive campaigns that have been led against immoral living and its diseases have shown conclusively that efforts to raise our social and moral standards must begin quite early in the homes and in the schools, and be carried on throughout the active, formative period of character-building. I appeal to our affiliated Societies and Branches to help forward this great constructive movement in every possible way.

The **Education Committee** of the Council will probably be called upon to widen its activities very rapidly during the next few years. Its sphere is in no sense limited to the education given in the schools, but covers also educative, recreative and cultural influences outside the schools, and in relation both to the youth and the adult population of the country. Hitherto questions relating to the Cinema industry have been referred to various committees—sometimes to the Health Group, sometimes to the Committee on Industry or the Education Committee.

I think the time has come when all questions connected

with the Cinema should be centralised in one Committee which may take expert advice on special aspects as they arise. Such a Committee should include women with some technical knowledge of processes in the production, distribution and exhibition of films, as well as teachers and others interested in questions of the fitness of films for various types of audiences, and in censorship generally.

The far-reaching effects of cinema performances on the trend of public opinion and the formation of the public taste and conscience for good or evil are now fully recognised in every country. The National Councils of Women at Geneva undertook to interest themselves in the film industry in their own countries and in the exchange of films between nations. They accepted numerous recommendations made at the Paris International Motion Picture Congress and these will have to be studied in relation to British conditions.

Again, we committed ourselves at the International Council Meeting in Geneva to two new departments of work—Arts and Letters, for which probably a new Committee will have to be formed.

The immediate aim of this new departure is to encourage local artistic, musical or literary talent, and to hold occasional exhibitions of local arts and crafts and interesting exhibits in natural and physical science, and arrange for exchange of such goods between districts belonging to the same country and also between different countries. It has therefore a definite bias towards international good fellowship, and is part of the programme of the International Committee of Intellectual Co-operation in Paris under the League of Nations.

It might be possible to make a practical beginning in Exhibition work by showing Exhibits from the North of England district when we hold our Council Meeting next year in York.

The next group of Committees I would name includes the Public Service and Women Magistrates Committee, the Women Police and Patrols Committee, and the Temperance Committee.

The good work started by Mrs. Gray and Miss Scott in the Public Service Committee is leaping forward apace with the needs of the country. In Mrs. Keynes the Committee enjoys an able successor to Mrs. Gray, and the Women Magistrates' Section is proving an enormous help to women engaged in the courts.

The Women Police and Patrols Committee under Miss Tancred's leadership is assured of hearty support from the whole Council in its coming campaign. We are indebted to the Temperance Committee under Mrs. Pearson for active work in regard to the Brewster Sessions, and for the attention it has drawn to the need for more careful supervision over the sale of medicated wines by chemists.

The Committee on Industry now under Miss Squire's Chairmanship has many difficult problems to deal with. Among others it will have to consider two highly controversial subjects that have been remitted to the National Councils by the International Council of Women—the *employment of married women* and the question of *protective legislation for women*.

A Resolution in support of the equality of men and women in regard to the conditions of work and pay in all branches of our national life was sent forward for this meeting, but did not secure a place in the programme. This can only be regarded as the postponement of a full discussion on the subject, which will have to be taken in the Council before we can report to the International body in 1929. It is highly important that the Branches and affiliated Societies should meantime hold meetings and study those subjects from all points of view, the economic, industrial and health considerations, as well as the vital principle involved of self-determination for women. The Industrial Committee and the Open-Door Council will no doubt assist in finding suitable exponents of the various aspects to speak at the meetings. And in this way, and by consultation with women actually engaged in industrial work, we may be preparing ourselves as representatives of a great industrial country to give a considered opinion when again we meet our international fellow-workers.

The Legislation and Parliamentary Committee is, as you know, the Council's clearing-house for its parliamentary activities, and I am sure all the affiliated Societies and Branches realise how much the fair-minded, evenly-balanced conduct of the Committee's work owes to the personality and leadership of Lady Emmott. You will also wish to render your cordial thanks to Miss Mason and Miss Harvey for their admirable work. The coming Parliamentary Session will keep us busy in promoting the Equal Franchise measure, and among other measures the Mental Deficiency, Divorce Jurisdiction (Overseas) Domicile, and Marriage (Degrees of Relationship) Bills. The Poor Law Bill will have to be carefully watched by the Committee and by the Branches.

Again, if a Bill for re-construction of the House of Lords is introduced, although no resolution has been brought before this Council meeting, I feel sure it will be your wish that we give special attention to the provisions that may be drafted dealing with the presence of women in any second House, and if it should prove necessary, that we press for uniformity in regard to the admission of men and women.

We may regard the next group of three Committees, Finance, Publications and Press, and Branch Representatives, as essentially Committees of internal organisation, and may pass on to the important group of Committees which link up the work of

our Council with Imperial and International organisations. Those are the Emigration Committee, the International Committee, and the Peace and League of Nations Committee.

Mrs. Allan Bright as the Chairman of the Emigration Committee loses no opportunity of keeping us informed on this important subject and interesting us in the prospects of British emigrants in our Overseas Dominions. I think the Council would particularly like to congratulate Miss Irwin and the Scottish Council for Women's Trades on the success of their scheme for placing girls in domestic and farmwork for 6 months' training prior to emigration. The first results are most promising. Knowing as we do the great dearth of women in some parts of the Dominions, this is clearly a piece of constructive work which might be emulated by some of our Branches and Societies in other parts of Great Britain.

While the Dominions as self-governing countries have their own National Councils of Women, and are duly affiliated to the International Council, such affiliation is not possible in the case of the British Crown Colonies and Dependencies, since they are under the administration of Great Britain. They can only be brought into contact with the International Council through the British National Council. The Executive therefore proposes to establish a new Committee to be called the "Crown Colonies and Dependencies Committee," which shall be composed mainly of representatives of these areas, and shall devote itself to work in connection with organised groups of women, or individual women correspondents in the various areas. The new Committee will also hope to be helpful in bringing visitors from the Colonies and Dependencies into personal contact with the women actively engaged in different branches of work among ourselves. On our side I trust we shall open our minds and sympathies to the vast responsibilities we bear towards the peoples living under our Flag in so many parts of the globe, and that we shall endeavour to equip ourselves better and better for the consideration of their problems. I am convinced that the interest and influence of British women at home would be of material advantage in helping to solve many of the social and industrial problems affecting our Colonies, Dependencies and Protectorates.

In connection with the work of our International Committees, the most important coming event is that the next Biennial Meetings of the I.C.W. Committees are to be held here in London in the summer of 1929. Ladies, this will be the first occasion since the war when our Council will be visited by a representative gathering of women from the other National Councils scattered throughout the world. When the time comes everything must be in readiness for us to accord a great welcome to the foreign delegates and to our compatriots from the Dominions.

Possibly while they are here we may organise a women's demonstration on a large scale in support of Peace and Arbitration and the humanitarian work of the League of Nations. And we may be able to arrange a National and International Women's Exhibition. There will be ample time to lay plans, and bring proposals before the next meeting of this Council.

I thank you, ladies, for your close attention. As you will have realised, the work before us is many-sided and is difficult. Yet it is in the very nature of the National Council that it presents an infinite variety of interests and makes appeal to diverse groups of women.

Here we meet on the common ground of the will to do some form of useful service to humanity during our day and generation. There is work for all—women's work—and I would close by inviting newcomers to our meetings to join us without delay. Join to-day, obey at once the imperative call for women, wherever and wherever they are, in this country or any other country, to unite together and help their own and other nations to win through towards social wellbeing and new hope and faith in a world without war."

BRANCH ACTIVITIES.

After Mrs. Ogilvie Gordon had spoken there was a short discussion on the question of **the Cinema**, from which it was obvious that the delegates present were entirely in favour of the formation of a Sectional Committee on the Cinema. Mrs. Neville Rolfe said steps had been taken by other countries which might well be examined here. In Belgium at cinema shows licensed specially for children, adults were not permitted to sit with the children, whether they were their parents or not. She also mentioned the danger of showing Western films to Eastern races who do not understand Western ideas and customs.

The Bristol, Manchester, Sheffield and Bath Branches reported activities in the direction of cinema censorship.

Mrs. Nowell Watkins gave an account of the **Empire Week** organised by the Watford Branch in 1927, under the leadership of the Countess of Clarendon. They had started in a small way but soon found the response to appeals for exhibits so great that they were obliged to take a large hall, seating about 600 people, with the exhibits in the gallery. No entrance fee was charged and the programmes were given away. Donations were asked for to cover the expenses. The response was wonderful: different firms undertook such matters as electric lighting, heating, floor covering, etc., free of charge and in the end a small profit was made. There were various meetings in connection with the Exhibition, and three cinema performances, when Empire films were shown, and Empire services were held on the Sunday. On the two days of the Exhibition there were large public meetings in the hall

with important speakers, and hundreds of people were present.

Mrs. Keynes spoke of the **Cambridge Branch** scheme for providing **Flats for Professional Women**. A little capital had been collected, and then two houses were taken and reconditioned, and the flats let to professional women. This was a small effort, but it was financially sound and interest was being paid on the capital.

At **Peterborough, Flats** are being provided for single women, and Miss Colman told the meeting that some members of the N.C.W. had called attention to such schemes as **Workers Ltd.**, Malvern, in the local paper and asked if there were any demand for such accommodation in Peterborough. The replies justified further work and Mrs. Shipley Ellis (Abbeyfields, The Park, Peterborough) found a very convenient piece of land, advanced the money and purchased it on her own responsibility. The N.C.W. Branch met and promised to further the scheme in any way it could, and it was planned to build twelve flats with three rooms, in addition to kitchen, etc., in three blocks round a central court. The cost was about £5,400.

Mrs. Pedler described the working of the **London Junior Group**, which has meetings once a month in the evenings, when a systematic course of study is pursued, lectures being given by young women engaged in social work. Mrs. Pedler said the Junior Group aimed at giving practical education to enable young women to use their vote and to play their part in public life. She begged the Sectional Committees to find them work which they could do, as the younger women want to be put into touch with really constructive work and to be found a task, however humble.

Mrs. Marsh spoke of the new venture which the **Sheffield Branch** has undertaken in the form of a **Luncheon Club**, which was started with a view to getting younger members; it meets on a regular day once a month when there is a speaker on some subject of interest. The subscription is 5s. per annum for Branch members and 10s. for others, in addition to the charge for lunch.

Mrs. Melville described a somewhat similar effort in **Edinburgh**. Very soon after the Committee had started the **Edinburgh Luncheon Club** they found that the Girls' Council of the Juvenile Organisations Committee had had the same idea. The two committees held a joint meeting and decided to start a joint lunch club. The first response to the circular sent out was 50 applications for membership from people engaged in social and other work, and it was arranged for the lunches to be held at one of the largest confectioners. The charge for entry to the Club is 2s. 6d. and each lunch costs only 2s.; the membership is now over 160, and members are allowed each to invite a friend as guest; it is an excellent way of bringing together people who are doing similar work.

The aims of the **Cheltenham Homecroft Association** were described by Miss Geddes, the Chairman. The idea is to take working class people living in rooms or very small houses out about two miles into the country and to give each family a house of its own and about half an acre of land which they can cultivate for food in their leisure time. Land has been leased from the National Homecroft Association and it is hoped to build twenty-five houses, two of which are already built. The Association is not run by the Branch but is worked by two or three of its members. The rents charged are fixed at a rate which makes it possible for the tenants to become owners of their houses after 25 years' payment.

Miss Paterson gave an account of the **Albin Flats** which have been built at Poole to make homes for the very poorest in the land. The houses cost £130 when finished, £150 with the land. Each flat can be let at 4s. 6d. a week. It is a scheme which might be useful for business women. The house is of concrete, with a flat roof. On one side is a lavatory and on the other a place for coal, a sitting-room in the middle with a bedroom on one side and a kitchen and scullery on the other; each room is 10 feet square. There are two different kinds of buildings; one is a bungalow and the other two flats. Everything is of the simplest kind, there are no handles and no locks, only a latch and a little bolt and iron casement windows. The tenants are delighted with these houses. A payment of 8s. 9d. per week will buy the house at the end of ten years and the builder will still get 20% profit. The scheme was inaugurated by Mr. Meech, Ridgemount, Hamworthy Junction, Poole.

Councillor Miss Stafford Smith gave a brief report on **Bromley Tenants, Ltd.** which has built 32 houses. These houses are meant for women who are mothers of young families. Out of the £6,400 capital, just upon £6,000 was raised by members of the N.C.W. and their husbands; the rest of the money was borrowed from the Public Works Loan Board.

THE MESSAGE OF THE INTERNATIONAL COUNCIL OF WOMEN MEETINGS AT GENEVA.

THE HON. MRS. FRANKLIN.

I have only ten minutes in which to convey to you an idea of the work and influence of the International Council of Women, and as that is an impossible task, I will not attempt it.

It is indeed an inspiring idea to feel that the ordinary worker belonging to an institute, affiliated to a local branch, and thereby to our Council, is also part of a world wide organisation, an organisation which had in it when it was founded in 1895 already the idea of the League of Nations. This was testified to by all the speakers representing different members of the League at the

wonderful dinner given by the International Council of Women to some of the representatives of the League.

I have had the pleasure of being at every one of the quinquennial meetings of the International Council of Women since 1899, except the one held at Washington, and also at all the intermediate executive meetings, and I can say that all my social and political education is due to my connection through the National Council of Women with the International Council of Women. I can therefore pass on to you no better advice than to get for yourselves that education and inspiration which you can do by belonging to the International Council.

Belonging to the International Council of Women means becoming a quinquennial subscriber, paying a guinea a year for five years, and thereby getting the publications of the International and securing for yourselves the right of attending the meetings of the Executive Committee and its sectional committees, which will take place in London in 1929. Formerly when one asked people to belong as quinquennial subscribers they always seemed to feel that Stockholm, the Hague, Vienna and Rome were rather far off, not to say Toronto and Washington, but the executive of the International is coming to your very doors, whilst the Quinquennial, the full meeting will be held in Vienna in 1930.

Further, you can take in and read the I.C.W. Bulletin. In the June number you will read the important resolutions passed at the Geneva meetings. Lady Aberdeen, the President of the International Council of Women says in her letter to me:

'I wish I could be with you at Bournemouth. Will you convey most hearty greetings, on my own behalf and that of the I.C.W. to the Representatives at your Council Meeting, and also my apologies for not being present. I should be also grateful if you would undertake to repeat my expression of deep appreciation of the great kindness shown to Lord Aberdeen and myself by so many members and branches of the British National Council, on the occasion of our Golden Wedding. We have been deeply touched by the many kind personal messages we have received, in addition to that most generous token of good wishes which we are daily enjoying in the shape of our lovely Austin motor car.

I am sure that the Open Meetings held at Geneva, which were addressed by experts from the League of Nations and the International Labour Office, together with the formal Reception to the I.C.W. at the Secretariat, and our Dinner to the Council of the League, has had a most stimulating effect on many of our National Councils, and this has been followed up by the activity of a number of our I.C.W. officers at Geneva during the meetings of the Assembly.

Our British members will be interested to hear of the very

international character of the Programme of the Annual Meeting of the Canadian National Council which took place last week at Stratford, Ontario. The I.C.W. resolutions and work of the different Standing Committees were made the chief feature of each day's proceedings."

The following is the telegram sent to the League of Nations by the I.C.W.:

"The International Council of Women, representing forty million women, wishes to convey to you their sincere appreciation of the sentiments expressed in your speeches, which they consider as a pledge for the peace of the world, a cause dear to their hearts, and for which they work with all their strength. Peace by means of arbitration is their cry and the slogan of all mothers." And M. Sokal's reply: "Much touched by your telegram . . . I hope that organisations as powerful as your own will continue to give their support to the ideals underlying the work of the League of Nations."

But over and above resolutions and discussions, the International Council of Women means much more to us. It stands for international friendship. We learn to know one another, to understand one another. Both through the National Council of Women and more still through our international relationships, we realize that prejudices are but skin deep. We are prejudiced against people because their hair is red, or their skin is black or yellow, or because they "ascend the Hill of the Lord" by a different road from ourselves, and seek inspiration to right doing in different ways from ourselves: these unworthy pre-judgments vanish and we bow our heads in respect and wonder.

We are very glad that some of our international friends have been with us this week:—

Miss Rosner (Queensland), Miss Michael (Victoria), Miss Clipshaw (Queensland), Miss Curtis, policewoman (S. Australia), Mrs. Solly (S. Africa), Mrs. Harris (Queensland), Mrs. Hansell (S. Africa).

What, in sooth, does "international friendship" mean? Does it not imply international trust, and not suspicion, kindly welcome, and not restrictive alien laws, and tiresome visas. It means to believe the best, and not the worst; it means helping the backward, saving them from their own mistakes, in short it means love not enmity: moral as well as material 'disarmament.'

Who among you can tell me who it was who made the following statement:

"Do you know what amazes me more than all else? The impotence of force to organise anything. There are only two powers in the world—the spirit, and the sword. In the long run, the sword will always be conquered by the spirit." It was no saint, no philosopher, no dreamer or modern pacifist, but, note it well, it was Napoleon, the imperialist conqueror and ruler

THE RESPONSIBILITIES OF BRITISH WOMEN AT HOME AND OVERSEAS.

MRS. NEVILLE ROLFE, O.B.E.

I am to talk to you for a short time this evening of the responsibilities of British women at home and overseas. As British women we have two great trusts. We are trustees for the quality of the British race, and, even more important, we are trustees for the ideals expressed in our own country's history, traditions and moral sense of values. Do we always realise how great that trust is? We as a country have undertaken tremendous responsibilities towards the other races of the Empire. We have to guide them into the ways of civilization, and to do that we have to understand them, so that we may guide them aright. Now we have certain conceptions in our traditional ideals which have been in the past, and still are, of immense value to the world, and I think we want to realise those ideals very clearly. When I heard the representative of the junior league to-day asking for some constructive task, I could not help thinking that by defining and making clear to the present generation of young women, what those ideals are, and what is this trusteeship, the junior branch would be doing an immense service to their country.

We have in our conception of justice made a real contribution to civilization. The British administration of law is recognised as expressing extraordinarily clearly that sense of service to the ideal of justice. We do not use the law, we serve the ends of justice, and there is a very real difference between these two conceptions. I do not want to draw distinctions, but one has only to look through colonial history in various parts of Africa, to see what the real inwardness of that difference in conception signifies to the welfare of those for whom we are trustees. We must understand the ideal of justice, that it is an ideal that we serve, and that laws are not instruments for our personal or immediate use, but are the attempt of each generation to give expression to the ideal.

Then again, we have our conception of freedom, not necessarily freedom from economic pressure, freedom from social control, but that fundamental freedom of the mind, the tolerance of all religions, the tolerance of the varied traditions of different races; and with that freedom of the mind that we recognise, comes also respect for the individual. Now we in this country have lived so long with the ideal expressed in our social custom of freedom of the mind and of respect for the individual, that it is difficult for us to understand the immense change from conditions that we know of to conditions under which others live, when we come to other parts of the Empire overseas where the residents

receive as completely strange the idea that respect for the individual as an individual is an inherent right of mankind. That conception of freedom of mind is one of the ideals we have to hold and make clear to the rising generation. That respect for the individual is an ideal on which we base our whole endeavour to secure and establish equality of the sexes in the fundamentals of life. If we cannot secure that fundamental respect for the individual, if we cannot inculcate that feeling in the other races, it is difficult for us to build up throughout the other parts of the Empire a social structure under which women and children can live in freedom of mind, body and soul. We as British women have lived with those traditions, we have grown up with them without defining them; they are part of our lives, part of our inheritance. You will say, 'how does that affect our responsibilities towards the Empire?' So often we have those ideals as part of the ordinary furniture of our mind, but we do not realise what responsibilities they cast on our shoulders when we are outside our own social environment. We go round to different parts of the Empire, and one of the things that I think has perhaps hurt most, has been the indifference of the educated British women to the conditions that surround them. They do not seem to appreciate clearly the cleavage that exists between their own traditions, those ideals for which they are trustees, and the accepted conditions which surround them. On the other hand, we are lost in admiration at the wonderful pioneer work of certain of these women in parts of the Empire, quite junior women going out as wives of the men out there, for they have by their ideals, their knowledge and by their previous training, been able to influence the whole of the British community in the colony and carry through wonderful reforms. But it is disappointing when you come to a colony that has been under our Government for some three generations, where there is quite a large and very well-to-do commercial community, a naval and a military one, and where there has always been a thoughtful community, to find that the native population has the most appalling living conditions. I grant you that these women could not have altered that, but not one step had been taken to bring the A.B.C. of infant welfare work to the notice of those native mothers, not one step had been taken to check the appalling infant death rate until three years ago. Now it is always easy for us to blame the Government, but personally I do think that we British women who were there for three generations should have instructed the local government to move. Most of the officials and leaders of the commercial community had wives. This apathy among the women may be partly due to the lack of link between home and overseas, and also to the feeling that the women have, that their stay out there will be transitory.

In another colony one was astounded to find how few of the British men and women could speak the language of the people. I questioned one woman—a charming woman, and said, 'Did you not ever want to learn the language so that you could do something to check this appalling child adoption tragedy around you,' and she answered, 'it is never worth while; we are always just going home.' When I asked her how long she had been there she said '32 years.'

What one feels is that we want to get a larger conception of citizenship among the British women. Do we realise to what an extent our imperial responsibilities really affect the homes throughout the country? I have got the figures of those who go abroad—our husbands, sons and brothers. In the mercantile marine alone there are 240,000 men. That is a service of our own fellow countrymen, whose well-being is the responsibility of our fellow countrywomen. In the army, of those overseas, there are 90,171; in the navy overseas, there are 87,620, and in the air force there are 31,622. The important thing for us as mothers, wives and sisters is that there are 101,814 persons who migrate each year out of this country, and a very large proportion of those are young people going out into the Empire to take up their careers. We feel that those who go to our dominions will come into a social atmosphere and social tradition very like those in which we live. With regard to recreation and housing accommodation, one knows that the Dominions have been extraordinarily hospitable in their welcome to immigrants, but in what practical form can women assist those who go to Africa, India, and Asia, and to the less civilized parts of our Empire. Take first the mercantile marine. Many of the younger men are extraordinarily well educated, are fond of organised games, have a taste for well-occupied leisure and cultivated companionship. They leave this country, and what is open to them? In the majority of big ports there are no recreation facilities except those that are provided, with great pluck and energy, by the British Sailors Society and the Mission to Seamen. These two organisations are doing splendid work, but they are the first to say the conditions are most undesirable. Officers and men ought to have adequate recreation grounds; they ought to have adequate clubs, and decent shore sleeping accommodation. The British women in those overseas ports can do an immense amount to improve the conditions of the men of the mercantile marine. Then again if only our British women had an opportunity of understanding something of what social responsibility means, before they go overseas, as wives of the officials and citizens in these parts, they could have such an effective influence. For example, take our big commercial houses which are doing so much to develop the colonies. It is the practice of these firms and also of the big banks

in the East, to select some of our best youth, to give them excellent commercial openings, but to give them these openings on condition that they do not marry for five years. That, of course, is defensible, as they would only be 23 at the end of the five years, but with some firms a most unfortunate practice has grown up, partly involuntarily; at the end of five years the boy is found in debt to the firm, and on renewing the contract, the embargo on marriage is again imposed; there are quite a number of men who serve up to 15 years with an embargo on their marriage. If we who are shareholders in these companies,—if responsible women—understood what the social implications of that practice are, they would exert their influence to secure conditions that would abolish it. There is another practice that was started in all good faith and which is extraordinarily good provided the wives of the directors take charge, and that is the establishment of proper hostels or "chummeries" for the young men who are working abroad. If however, no one supervises them, these hostels tend to become centres for the clandestine prostitute. The boys come home and find their rooms already occupied by uninvited guests.

Another trouble probably largely due to ignorance or just to snobbery, is the custom in a great many colonies for the wives of the directors and the senior officials not to receive juniors, the employees or officials, socially. Surely we must see that the girls who go out to the colonies go with the resolution that they mean to take the home spirit to as many homeless young men as they can reach. Our young men have the most appallingly difficult battle to fight in the East. Those of us who know the difficulties of their lives are lost in wonder at their strength of mind when they go through it unharmed, but we British women must realise our responsibilities before we send our boys out, and every British woman living outside Britain must realise that she is the trustee of British traditions, and she must carry those traditions to every homeless man and woman that she can reach in that colony.

Now I feel that I have been cursing my fellow countrywomen. That is not what I meant to do, but I do want to arouse in the hearts of a few of you the desire to serve our country and our race in a practical way. Let me give you an example of the splendid work that has been done. In Shanghai, perhaps one of the most attractive towns of the East, with its cosmopolitan settlements, it was found that there were a lot of young men employees who were living in undesirable conditions, and that there were a lot of young business women who were also exposed to considerable dangers. The attention of the British women was drawn to this evil and within four years they organised recreation for every young European, and set up hostels for the men and women. They very fully realised their responsibilities as British women in the East.

There are several practical things we can do; we can educate the women and girls of to-day as to our responsibilities, and this Council, if it will, can make current affairs much better known to British women who are resident overseas. They are cut off in the smaller colonies from any knowledge of what we are doing, and what is exercising the minds of men and women at home. We can make our experience known to them, and help them to improve conditions. We can, if we get into touch with those who are about to migrate, give them a considerable amount of information as to the dangers and difficulties which they are likely to meet with overseas, and those of us who have any links with the big commercial houses in the East can make our influence felt, to see that those in charge of the overseas branches do take to heart their responsibilities with regard to the young employees. By understanding our responsibilities, we shall be able to carry forward our traditional ideals in such a way as to help and protect the members of our own race. Those spiritual ideals shining through in social service will express more effectively than any other method the advantages of the spiritual values which we hold dear and worthy of our own traditions.

THE WORLD ECONOMIC CONFERENCE.

BY SIR ARTHUR SALTER,

Director of the Economic and Financial Section of the League of Nations.

I propose in a few minutes time to describe what the World Economic Conference that met at Geneva this year attempted to do, what it recommended, and what are the prospects of success attending its efforts, but by way of introduction I should like to describe in very brief outline something of the world situation which confronted that Conference when it met.

We know now that the fabric of our civilisation has this time survived the terrible shock of the great war, 1914—1918. So much we knew a few years ago; but now, speaking thirteen years after the war began and nine years after it ended, one can add a little more to that, and if we take, not the situation of this country of England but the situation of the world as a whole, it is true, though surprising, that the world is actually now richer than it was in 1913, not only in its total wealth and income but in the average income per head of the population of the world. Between the years 1913 and 1925 the population increased by 5%, but during the same period production, both of food stuffs and raw material, increased by about 17%, and that does imply a

very real increase in the standard of living of men throughout the world.

But if this is true of the world as a whole, it is of course not true, emphatically not true, of every continent, of every country and of every class. It is true of North America, of part of South America, of Asia and the greater part of Africa. The countries in the greater part of the British Empire have made a rapid and striking progress, but in Europe the tale is different. It was Europe that was impoverished by the war and of Europe the best thing one can say is that by now it has about caught up. Even that, when we consider how great was the devastation, how recent was the date of the war, is a striking and remarkable thing to be able to record.

When we come to this country, unfortunately the picture is a little less pleasant, though even here not so black as it is often painted. A few years ago, in 1924, it was calculated that the income per head of the population was less than in 1913 by between 5% and 10%, and it is probably not very different at the present moment. That loss has not been equally distributed among the different classes, the rich are rather less rich, and the professional and middle classes are very definitely poorer, but in spite of the reduction in the total national income, the working-classes—and particularly an increasing section of the working classes—are actually a little better off than before the war, and in spite of taking into account the bare subsistence of the very large number of unemployed.

That is a bare outline of the situation at the present moment. Why, in the circumstances, was it necessary to convene a World Conference? It is quite clear that even the increased level of prosperity in the world as a whole is considerably below what the resources of nature and the capacity of man, if wisely exploited, would produce. International trade has not kept pace with the increased capacity for production. That fact, as we shall see, proved ultimately to be the centre of the World Conference's deliberations.

It is hardly necessary for me to say that the fact that it is in international trade that we have gone wrong in the world, has borne particularly hardly upon countries like our own which depend for their very existence upon international trade and export. If we look at the situation in Great Britain, particularly with regard to the question of unemployment, we notice at once this striking fact, that the great mass of unemployment is concentrated in a few great export trades and industries, coal, cotton, iron, steel, etc., and the explanation of our difficulties in this country lies in the fact that we have lost, as compared with before the war, something like 5% of our trade; the failure of our export trade is largely responsible for our present economic position.

That, briefly, was the world situation in the middle of which the League of Nations decided in 1925 to call a World Economic Conference. This was not indeed by any means the first initiative which the League had taken in trying to help the world to recover from the devastation of the war, but it was the first effort on a world wide basis. The first thing that required to be done was to establish the finances and currency of the world. This had been the work of the Brussels Conference of 1920, and practical work had been done in regard to Austria and Hungary. The League of Nations did a great deal to help in bringing about that first step and by 1925 it had been nearly accomplished, and the League came to the conclusion that the time was ripe to attempt to deal with the essential economic problems that remained. The greatest of all the barriers to economic recovery is the height of trade barriers and of tariffs.

In 1925 the League of Nations appointed a preparatory Committee, and for 18 months preparations were made for the Conference on a scale and with an elaboration without precedent in the history of the world. Not only was every subject to be discussed at the Conference examined by experts, and documents prepared which formed the basis of the subsequent discussion, but the active collaboration and the sympathy and support of all the chief industrial organisations and experts in every country were elicited during that period of preparation.

Finally, in May of this year the Conference itself was assembled, composed of some 200 members representing every kind of expert qualification and every shade of responsible opinion, merchants, bankers, economists, representatives of women's organisations and consumers. The members were appointed by fifty Governments.

One great difficulty about a conference so appointed, with such a wide range of opinion is that it is extremely doubtful whether you will get any agreement upon policy, but on the other hand one great advantage of a body so composed is that if you do get agreement, you are as certain as you can be about anything in this uncertain world that you have the truth, and that you have certainty. And it is something in the shifting sands of controversy in politics to have at last one basis of essential certainty and truth, and if you get 200 members so composed all agreeing upon one line of policy, there you know you have the truth. You may not be able to make it prevail, but if you do not, it is not for want of knowing what policy should prevail.

Now, what was the advice that this great Conference gave to the world? In effect it was this—that great as was the destruction of the war, its results economically have not been so serious as the dislocation caused by the war. The productive capacity of the world is sufficient for a considerably higher standard of

living than we now enjoy. The level of life which we enjoy at any moment depends upon three factors—the resources of nature, the capacity of man to exploit them, and the existence of a system which enables the products of one person and country to be exchanged without undue friction and cost with the products of another person and country. What has happened is that while the resources of nature are adequate and the skill of man daily increasing, the third of these factors has gone wrong, and we have every kind of new impediment to the exchange of commodities between country and country.

What the Conference said was that, taking the world as a whole, trade barriers and tariffs are too high, too complicated and too unstable. Its advice, in a word, was that they must be reduced, simplified and made more stable. Since the war tariffs have increased everywhere, the increase amounting to 30%, allowing for the rise in prices as compared with pre-war times. The tariffs are also much more complicated; there are 7,000 more miles of customs frontiers than before the war, and the items in the customs classifications are much more numerous and complicated. Then the customs are considerably less stable than formerly, and this makes for difficulties in trade. Before the war it was usual to make customs agreements to cover a period of from ten to twelve years, but in a large number of the agreements made since the war they have been subject to change within the year. Now if you have a tariff, even a high tariff, which remains the same, it becomes a natural object, like a mountain or sea, to which trade adjusts itself, but if there is constant change, international trade becomes impossible.

This then, was the substance of the main recommendation of this Conference and it was not one which would divide political parties or national interests. It represents a common ground on which all countries, parties and interests were agreed, and it was a revelation to discover that the main ground of policy was so much wider and more definite than had been expected.

The Conference also passed other resolutions, and there is one to which I should like to call your attention here. It is the resolution pointing out the way in which expenditure upon armaments in the world as a whole lowers the standard of living in the world. Before the war we were spending £77,000,000 on our armed forces; we are now spending £116,000,000. This increase corresponds with the increase in prices, but we must note that the production of armaments has not been reduced, even though it is no heavier. We all know how much taxation presses upon the economic life of the country, and upon every tax-payer. Do we realise that out of every £1 raised in this country in national taxation not less than 14s. goes in paying for past wars and preparing for future wars, 6s. being left for all the other purposes of government? We

are still paying immensely more for our armed forces than for education, even taking into account all the expenditure from local rates as well as from taxation. As has been well said, we are spending much more money in preparing to blow brains out than preparing to put brains in. In saying this I am not expressing any opinion as to whether, in the existing situation, we in this country ought to change this method of expenditure, but in giving these facts I am lamenting that this world situation exists, and giving it as an additional reason for stressing the main recommendations of the Economic Conference.

By the reduction of expenditure on armaments the Conference hoped not only to increase the prosperity of the world, but to increase the sense of security, by largely reducing one of the great possible dangers threatening the peace of the world. In this connection I may tell you that on the same scale as my 14s. contribution to armaments, our contribution to the League of Nations, one of our greatest methods of ensuring the peace of the world, would work out at less than one-eighth of a farthing. We spend over £100,000,000 a year on our armed forces, and contribute to the League of Nations £100,000 a year. In existing conditions the expenditure on the first must of course be immensely more than on the second, but I am not sure we all realise that the proportion of the expenditure is as a thousand to one.

I have already referred to the fact that the object of this World Conference in the mind of the League of Nations was not limited simply to finding a policy which would increase the prosperity of the world. The Economic Conference quite definitely intended to find a policy to help to increase the chances of peace in the world, and the recommendations made were, in the view of its members, likely to help the second object as well as the first, that is to change the direction of the movement towards always increasing trade barriers, and in future to reduce them instead of increasing them. It is quite clear that if one is looking at the prospects of war and peace in the future, one of the greatest dangers is the extent of economic conflict and divergence of interests.

The great channels of world trade do not naturally coincide with the political frontiers which divide one country from another, and the more political prejudices are made into trade barriers, across which trade cannot find its way, the more is there a likelihood of these great channels of trade, fed by the stream of economic interest and friction, bursting their banks and carrying havoc and desolation over the habitations of men. It was the policy of the Economic Conference to widen and clear these channels, to give free play to the natural economic forces in the life of the world.

The Conference hoped that in making these recommendations

they were finding a policy which would help to maintain the peace of the world, as well as increasing the prosperity of the world. Without the assured progress of peace, we can scarcely attain prosperity, but without peace we can *never maintain* it.

The last great war has shaken, but not shattered the fabric of our civilisation. It is at least as certain that if we have another great war, with the increased skill in the arts of destruction learnt since 1914, we shall have no such luck again. The fabric of European civilisation, as we know it, cannot stand the shattering blow of another great Continental war. We hear people talking of the prospects of victory or defeat in another great war. There is a tragic fatuity in the whole way in which they are looking into the future. In the next great war victor and vanquished will fall together in a relentless ruin. Not only can we only attain prosperity if the world believes that peace will be assured, but if peace finally is lost any prosperity we may have attained will be lost irreclaimably. Europe may sink into the condition of the Dark Ages, perhaps to be later recolonised by America. So long as we cannot be sure of peace in the world, the whole of any civilisation we may construct is built on a most precarious foundation, and we ought each of us to do all we can in our several spheres to help the cause of peace, as well as helping to increase the prosperity of the world.

In a concluding sentence the Economic Conference—speaking in the dry official jargon which unfortunately has to be used in official reports—said they were assured that economic conditions would be substantially improved by the adoption of their recommendations, and remember that this statement is made unanimously by a body so composed that when agreement is reached we know, as certainly as we can know anything in this world, that what they say is true. What does improvement in economic conditions mean? It means that there are millions of people in the world at this moment who are starving and need not starve, millions suffering the degradation of unemployment who might resume productive work, millions living in misery who might live in comfort. It is this reward that the World Economic Conference and all its members have unanimously promised us, if the people of the world will secure the adoption of their policy.

I confidently appeal to that half of humanity which is represented by this Council of Women—which sees in its own homes the misery of unemployment, which sees all the misery involved by our failure to make full use of the resources which we enjoy in the world and the productive capacity which is ready to our hand—I appeal to you to do all you can to help forward the adoption, the acceptance, and the application of the policy recommended by the World Economic Conference.

RESOLUTIONS

PASSED AT

BOURNEMOUTH, 11TH, 12TH AND 13TH OCTOBER, 1927.

Disarmament (Urgency).

“Convinced that all progress in social reform depends on the maintenance of peace, and realising that under existing conditions any outbreak of war may lead to a general war; the National Council of Women desires to see effect given to the principles of Disarmament, Security and Arbitration already accepted by all States Members of the League of Nations.

To that end the Council would impress upon its members the supreme importance of an active and well informed public opinion to ensure the success of the forthcoming World Conference on Disarmament, and urges H.M. Government, in common with all States Members of the League, and in conformity with the decisions of the Eighth Assembly:

- (a) To make every effort to reconcile points of divergence, so that a draft treaty of disarmament may be unanimously adopted:
- (b) To organise and apportion their responsibilities under the Covenant, so as to enable the League of Nations to guarantee security as the guardian of the common peace: and
- (c) To enter forthwith into such systematic arbitration agreements as may be possible.”

Equal Franchise (re-affirmed).

“That the National Council of Women of Great Britain in Annual Council assembled thanks the Prime Minister for his statement that he intends to introduce legislation next session, giving the franchise to women on the same terms as men and from the age of 21. In view of the danger which he admitted might arise from an unexpectedly early General Election, this Council asks that the necessary legislation should be introduced at the very beginning of the session, and passed into law without delay. It calls upon all women's organisations in the various constituencies to do all in their power to show to the Prime Minister, the Press and both Houses of Parliament, the warm support women are giving to his pledge.”

1. Treatment of Young Offenders.

"That the National Council of Women welcomes the proposals of the Departmental Committee on the Treatment of Young Offenders for the limitation of the use of imprisonment for young people under 21, and for the greater use of hostels where offenders may live under supervision and yet follow their normal employment outside. It regrets the inadequacy of the provision for alternative treatment, in cases in which probation is inadequate and three years' Borstal training excessive. It urges the Home Secretary to establish without delay the Observation Centres for the mental examination of offenders, recommended by the Departmental Committee.

2. (a) Sexual Offences against Young Persons.

"That this Council urges the Government to introduce legislation, embodying the principal recommendations contained in the report of the Departmental Committee on Sexual Offences against Young Persons."

2. (b).

"That this Council urges the Government to introduce legislation, embodying the principal recommendations contained in the report of the Departmental Committee on Sexual Offences against Young Persons for Scotland.

3. Inspection of Children's Institutions.

"That all Institutions for Children and young people under 18 should be open to Government inspection, irrespective of the occupation of the inmates."

4. Protection for Young Stage Performers.

"That the National Council of Women urges His Majesty's Government to introduce amending legislation to secure effective protection and supervision and the careful scrutiny of their contracts for all young people up to 18 years of age employed as stage performers or entertainers in this country, or who are proceeding abroad. The Council considers action is urgently required in view of the attention drawn to this problem in the Report on Traffic in Women and Children, as regards those proceeding abroad, and on account of recent prosecutions etc., in this country."

5. Emigration.

FAWCETT COLLECTION

"That the National Council of Women, realising the vital importance of encouraging the emigration of women to the Dominions Overseas, urges the Government to give further support to existing approved schemes for the migration of women and girls and to endeavour to increase the number of such schemes both at home and in connection with the Overseas Dominions."

6. Age of Marriage.

"That the National Council of Women deplores the fact that 12 is still the legal age of marriage for girls and 14 for boys, and calls upon the Government to introduce legislation at the earliest possible moment to remedy this evil."

7. Women Police.

"That the National Council of Women of Great Britain urges the Home Secretary and the Secretary for Scotland to follow up the circulars sent by the Home Office and by the Scottish Office on 31st December, 1926, and 13th January, 1927, respectively, by the issue of a further circular, detailing the duties on which women police would be employed by police authorities."

"Further, this Council recommends that an effective propaganda for Women Police be carried on during the ensuing year, in so far as possible with the co-operation of the Branches and Affiliated Societies."

8. Traffic in Women.

"That with a view to educating public opinion in Eastern lands on the evils of prostitution and Traffic in Women, the National Council of Women urges the British Representative on the Council of the League to recommend that the recent inquiry on this subject, made by the Committee on Traffic in Women and Children, be extended so as to include countries in the Far East."

9. Playing Fields.

"That this Council recognising the vital importance of an adequate supply of playing fields and playgrounds for the recreation of young people, including boys and girls of school age, heartily commends the appeal which has recently been put forward by the National Playing Fields Association.

(Continued on page 64).

NATIONAL COUNCIL

Statement of Receipts and Payments from

RECEIPTS.		£	s.	d.	£	s.	d.	
To Balance:—								
At Bank, 1st September, 1926	...				107	2	2	
Petty Cash	...				0	16	5½	
„ Subscriptions:—								
Members	...	437	10	0				
Branches (25%)	...	264	1	6				
Branches (£5)	...	384	15	0				
Societies	...	124	6	6				
					1210	13	0	
„ Donations:—								
Annual Meeting (London)	...	310	7	11				
Birmingham Branch	...	25	0	0				
General	...	1	10	0				
					336	17	11	
„ President's Donation of her Travelling Expenses								
						13	7	3
„ Sale of Badges	...					44	16	0
„ Advertisements in Handbook	...					27	0	0
„ Letting Committee Room, etc.	...					0	17	0
„ *Sale of N.C.W. Literature:—								
Pamphlets	...	21	19	4				
Reports	...	23	17	1				
N.C.W. News (including advertisements)	...	332	5	7				
					378	2	0	
„ Interest:—								
National War Bonds	...	10	0	0				
Co-Partnership Tenants, Ltd.	...	4	0	0				
Deposit Account	...	2	6	7				
					16	6	7	
					£2135	18	4½	

*This does not include the receipts from the Book and Pamphlet Department.

SPECIAL FUND ON DEPOSIT

RECEIPTS.		£	s.	d.
Donations	...	2382	5	5
Deposit Interest	...	10	11	2
		£2392	16	7

OF WOMEN.

1st September, 1926 to 31st August, 1927.

PAYMENTS.		£	s.	d.	£	s.	d.
By Salaries	...				842	12	0
„ Printing	...				150	10	2
„ N.C.W. News—Salary	...	55	0	0			
„ Printing	...	238	5	4			
					293	5	4
„ Stationery	...				66	9	3½
„ Postage	...				104	15	1
„ Rent	...				200	0	0
„ Office Expenses	...				61	8	4½
„ Telegraphic Address	...				2	0	0
„ Telephone	...				14	8	10
„ Press Cuttings	...				4	4	0
„ Travelling Expenses	...				30	8	10
„ Committee Expenses	...				60	15	9
„ Hire of Halls	...				15	18	0
„ Insurance	...				14	5	11
„ Badges	...				52	1	0
„ Pamphlets and Papers	...				6	16	7
„ I.C.W. Fancy Fair Expenses	...				13	8	6
„ Audit Fee	...				4	4	0
„ Bank Charges and Cheques	...				1	16	7
„ Income Tax on Deposit Interest	...				0	14	0
„ Subscriptions:—							
International Council of Women	...	4	0	0			
International Officers Travelling Fund	...	2	0	0			
Consultative Committee	...	2	0	0			
Council for Representation of Women in the League of Nations	...	3	3	0			
					11	8	0
					1951	0	3
„ Balance—Petty Cash	...				1	3	7½
„ At Bank	...				183	14	6
					£2135	18	4½
...	...	£152	0	0			

FUND.

EXPENDITURE.		£	s.	d.
Cheque Book and Commissions	...			0
*Purchase of War Loan (including brokerage)	...	2000	0	0
Placed on deposit	...	250	0	0
Balance in Bank	...	142	11	4
		£2392	16	7

*(£1,973 17s. 10d. 5% War Stock, 1929-1947).

Examined and found correct,

PRIDEAUX, FRERE, BROWN AND CO.,

Chartered Accountants.

12, Old Square, Lincoln's Inn, W.C.2.

8th September, 1927.

10. National Health Insurance.

“That in any Amending Act dealing with National Health Insurance the National Council of Women resolves to promote :

- (a) The inclusion of Dental Treatment as a Statutory Benefit.
- (b) The inclusion of some recognised system of co-operation with the Nursing Associations, which shall enable the Approved Societies to provide nursing for their members in suitable cases of general illness.
- (c) The provision of a Maternity Nursing Benefit of £1, payable by the Society to the Nursing Association supplying the nurse.’

AMENDMENT TO THE CONSTITUTION.

Postal Vote.

The following was carried to allow of the ballot being taken by a Postal Vote before the Annual Meeting, instead of as at present during the meeting:—

“That Article VII(2) be amended to read as follows:—

(b) “Twenty-four members, nominated by members of the Representative Council and elected by ballot on the system of proportional representation *by a postal vote*; the result to be announced at the Annual Meeting. . . .” and

(d) “Sixteen members, nominated by the Affiliated Societies, and elected by ballot on the system of proportional representation, *by a postal vote*, by their representatives, the result to be announced at the annual meeting.”

Parliament Mansions,
Victoria Street, S.W.1.

NORAH E. GREEN,
General Secretary.

October, 1927.

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