

WOMEN'S SERVICE
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NOT TO BE TAKEN AWAY

THE

Catholic Citizen

Organ of St. Joan's Social and Political Alliance, (formerly Catholic Women's Suffrage Society), 55 Berners Street, London, W. 1.

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Daughter of the ancient Eve,
We know the gifts ye gave and give;
Who knows the gifts which you shall give,
Daughter of the Newer Eve?

—Francis Thompson.

Women and Foreign Service

By PHILIPPA STRACHEY

Mr. Eden has announced a Government scheme of Foreign Office reform. The Diplomatic, Consular and Home Services are to be fused into one, and the system of entry is to be revised with the objects of "widening the field of selection and making the Services more representative of the country as a whole."

At last, one would suppose, here is an end to the exclusion of women. But no such thing is intended. The field of selection is still to be so confined as to exclude talents such as have been displayed by Queen Elizabeth and Gertrude Bell, and the country as a whole is still to be represented abroad by the male sex only, though twenty-three years have passed since Parliament decided that the representation of the people was incomplete so long as its women were left out.

We see here a privileged class clinging to their last stronghold in the Civil Service. When all public functions were thrown open to women by the Sex Disqualification (Removal) Act in 1919, a proviso authorised Regulations to be made by Order in Council prescribing the mode of their admission and the conditions of their appointment to the Civil Service, and permitting also the reservation to men of appointments overseas. The Regulations proposed under the Orders in Council which followed laid down not only exclusion from foreign service but a special mode of entry to home service by "Competitive Selection" which would set up a separate class of women officials of inferior standing to that of the men. If a national service was to be established in which merit and not sex was to be the deciding factor it was essential to force open the entrance examinations to women on the same terms as to men, and on this fundamental point all effort had to be concentrated in fighting the Govern-

ment. The battle of the Regulations was won in 1922 and the next forward step of importance was the appointment in 1929 of a Royal Commission on the position of women in the Civil Service, whose report led to the acceptance of the principle of the Fair Field and No Favour, and to the adoption in 1934 of detailed plans for carrying this principle into practice throughout the Home Service.

While equal opportunity at home was thus being successfully advanced the Overseas Service was not forgotten. Women were everywhere caught up in the wave of interest in international affairs which followed the war of 1914-18, and this with the position accorded to women in the constitution of the League of Nations, the spread of emancipation among women of Eastern races and the entrance of women at home into professions formerly closed to them combined, at the date when the Royal Commission took evidence, to reveal their exclusion from the Consular and Diplomatic Services as a relic of a past age. The Commissioners in 1931 reported that this was an issue of high policy which could only be determined by His Majesty's Government, and recommended its early consideration.

Pressure led in 1934 to the appointment of a Committee to advise on the subject, but this was an Inter-Departmental Committee of Civil Servants on which outside opinion had no place. Its eight members, all high officials, included three representatives of the Foreign Office and two women (Miss Martindale and Miss Ritson). They were unable to arrive at agreement and presented three separate reports. The two women advocated opening both services; the six men were opposed to opening the Consular Service; as regards the Diplomatic Service, the three Foreign Office representatives and one

other opposed its opening, while two men (including the Chairman and the Treasury representative) advocated its opening for a limited period as an experimental measure, and in this were supported by the women, failing the acceptance of their own recommendation. Thus in this small Committee, to which it may be supposed that three had come with open minds, the reactionaries had secured but one supporter while the side of progress had secured two of great weight, and there were four in favour of the admission of women to the Diplomatic Service and four against.

The opposition grouped their arguments under six headings, three being occupied with inconveniences to the Service—e.g. that if young women were to share a small house with men it would be embarrassing, and that if they were to live alone it would excite comment. It was also held that women would be unacceptable in foreign countries, that they would be unable to stand foreign climates, and that the wives and daughters of diplomatists could adequately supply the women's contribution to the work without cost to the State.

The Government endorsed these views. They concluded against change, calling attention to the difficulties that would arise in the event of marriage and adding that they considered no injustice was done to women by their exclusion from the Diplomatic Service.

This was in 1936. Antiquated and unreal as was then the outlook of those who dealt thus lightly with our relations with foreign countries, it would seem incredible that in the midst of all that has since happened such views should still prevail at the Foreign Office.

The Government have announced their desire to put that house in order, to open its doors wider and let in a fresher air. Let us see to it that the women are not left outside. Their stake in the future ordering of the world is as high as the men's and we must not permit this fact to be ignored. So long as they are refused employment among those who represent this country abroad we must conclude that women as citizens are left out of account, and it is the duty of British women to assert their position as citizens of the world.

Too Old At Forty

Mr. Bevin is going to take the housemaid. Women are needed for the war effort and servants are a luxury. Therefore homes must go servantless. That is all very proper if the country really does need every available woman. Doubts are cast on the need by

numerous women who are complaining that they are too old at forty for any place in the country's service.

This incident was told us by one of the applicants for a job. A Labour Exchange was asked by an officer for some female clerical assistants. The Labour Exchange sent all available applicants, eight women whose ages ranged from forty to sixty. The interviewing officer looked into the waiting room and, having made a few rude remarks about the general age of the applicants, refused to interview one of them. He knew nothing of their qualifications—they were too old. Such incidents may well make people wonder whether the snatching of domestic servants is just a piece of class consciousness. Whether it is or not we would ask Mr. Bevin to consider the case of the woman over forty who is ready, willing and qualified to work.—*Catholic Times*.

Notes and Comments

(Continued from page 69)

Bradford's only woman councillor 20 years ago and was an ardent worker for Votes for Women.

We take the opportunity of offering Mrs. Chambers our congratulations.

* * * *

We regret that on August 6th the Town Council of Grantham decided against the introduction of women police by the casting vote of the Mayor. They decided to appoint instead a welfare officer at £160 per annum. Unfortunately there was not a full attendance at the Council Meeting, several prominent members being unavoidably absent, among whom was Councillor Sir William Bradshaw, J.P., who had sent a letter in which he expressed strong views in favour of women police.

* * * *

In the House, 16th July, 1941.

MR. CREECH JONES asked the Under-Secretary of State for the Colonies whether a woman welfare officer has been appointed in Nigeria to look after the well-being of the families of colliery labourers at Enugu; and whether women officers have been appointed either for labour or welfare work in any other Colonies?

MR. GEORGE HALL: The Answer to the first part of the Question is in the affirmative. As regards the second part of the Question, there are women officers appointed in several Colonies for welfare work, and in certain Eastern territories for inspection work in connection with the employment of children. I am arranging for a complete review to be made of these activities in all the Colonial Dependencies.

Notes and Comments

St. Joan's Alliance sent a letter to the Foreign Secretary, Mr. Eden, asking whether his statement in the House of Commons, on June 11th, to the effect that the system of entry into the diplomatic and consular services was to be widened, meant that the sex barrier would be removed. In reply we were informed that "the report submitted by Sir Malcolm Robertson, which formed the basis of Mr. Eden's statement, did not suggest any changes from the existing practice in this respect". While our letter would receive every consideration "it is not at present proposed to go beyond the lines of reform suggested in Sir M. Robertson's report".

At a Conference of Women's Organisations, including St. Joan's Alliance, convened by the National Council of Women in July, it was resolved:

that any scheme of reorganisation of the Diplomatic and Consular Services which aims at "increasing efficiency and making our diplomacy more representative of the country as a whole" as stated by the Foreign Secretary in the House of Commons on June 11th must obviously include the admission of women to these Services. Their continued exclusion deprives the state of the wider vision essential to the better ordering of the lives of every man, woman and child in the post-war world.

Our front page article protests against the continued confining of the field of selection to one sex, and there is no need to repeat what is so well put forward. We would like to remind our readers that our former Chairman, Mrs. Laughton Mathews, M.B.E., gave evidence before the Inter-Departmental Committee to enquire into the entry of women into the Diplomatic and Consular Services, in 1934.

Efforts to effect the entry of women into these services are not to be relaxed. The Woman Power Committee, consisting of all the women M.P.s, except the three holding ministerial posts, together with other representative women, is organising a deputation to urge the admission of women to the Diplomatic and Consular Services, which will be received by the Foreign Secretary on September 17. St. Joan's Alliance will send a delegate on this deputation.

We feel the official attitude towards this subject to be entirely unreasonable—more especially at the present time. History does not lack examples of women diplomats and as Catholics we may recall St. Catherine of Siena who negotiated the return of the Pope to Rome.

To culminate the campaign for Equal Compensation for War Injury a Mass Demonstration will be held in Trafalgar Square on September 20th at 2 p.m. Speakers will include Mrs.

Corbett Ashby, Viscountess Astor, M.P., Miss Harriet Cohen, C.B.E., F.R.A.M., Mrs. Rebecca D. Sieff, Dr. Edith Summerskill, M.P., Miss Monica Whateley.

We ask our members to make sure of this date and *be present*. The presence of each one is important because, apart from the interest of the meeting, numbers add to the impressiveness of a demonstration and St. Joan's Alliance is eager that this crying injustice should be brought to an end without delay.

* * * *

The Transport and General Workers' Union, holding its Conference at Llandudno during August, passed a resolution on women's wages demanding the immediate operation by the Government and by local authorities of the principle of "the rate for the job" in all industries. It called for the raising of women civil defence workers' wages to the men's level and equal compensation for women in case of injury during air raids and, further, for joint action by the whole Trade Union Movement to establish the principle of the rate for the job in all industries, and to strive for immediate increases in the basic rates for women's work in the engineering and all other trades, thus safeguarding the standards established through years of struggle by the Trade Unions.

Mr. Ernest Bevin, Minister of Labour, in his address to the Conference, had said he wanted every avenue in industry open to every man and woman.

Mr. Harry Edwards, President of the Union, asserted that wherever women were brought into the industry, conditions should operate which were not less favourable than those applying to the men they were replacing.

We rejoice that the Transport and General Workers' Union continues to demand "the rate for the job," and that equal compensation for women injured in air raids is on its programme.

* * * *

We offer warm congratulations to our member, Miss Phyllis O'Connor, on her marriage to Mr. Thomas Hope, and to Dr. E. Adams Clark, also a member, on her marriage to Captain Charles Noy Straton, R.A., and wish them all many years of happiness.

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The Cross *Pro Ecclesia et Pontifice* conferred by the Pope on Mrs. Kathleen Chambers, a member of the Bradford City Council, has been presented to her by Bishop Poskitt following Pontifical Benediction. Mrs. Chambers became

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ST. JOAN'S SOCIAL AND POLITICAL ALLIANCE,

AND

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Signed articles do not necessarily represent the opinions of the Society.

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Christian Crisis *

Count de la Bedoyère's book, published last year, is an attempt to explain the problem which preoccupies us more week by week, the crisis which every week sharpens. Everything which Christendom has won and learnt in two thousand years—the gentleness and charity, the humour, the generosity, the beauty, all that is delicate, sensitive, traditional, noble, mysterious, lovely, all respect for the "secret precincts of the soul"—all this is being turned, with courage, deliberation, cunning and madness, to rubble and dust, burning ashes and bitter memories. The dominion over the material which western man so proudly acquired in the nineteenth century, when he harnessed elemental natural forces for purposes which seemed innocent if sometimes futile—to convey bananas from one ocean to another, to girdle the earth with a jazz tune, to boil a kettle—has proved specially effective for mass murder and the wasting of cities, and is being so applied under the stimulus of national vanity and ambition. Scientific knowledge is being reinforced by the power of systematization, also discovered in the nineteenth century. Is there any thinking person in our remnant of a Free Europe who does not shudder to-day when he reflects on the modern training of youth for specialized functions as, for instance, it operates in Germany to produce not men and women but soldiers, leaders, child-bearers, makers of munitions? Minor innovations of systematization, such as modern police methods, methods of compiling statistics, of accountancy, card indexes, the scientific filing of documents: they all have the same taste of loss and death, wastage and killing of what is individual, various, outside materialist categories, hard to understand, precious. In other ages, sometimes called unenlightened, for instance in England

* *Christian Crisis.* By Michael de la Bedoyère. (The Catholic Book Club, 2s. 6d.).

under the despotic Tudor sovereigns, most men saved most of their liberty because of the inefficiency, the imperfect systematization, of the domestic executive government. What mattered laws and decrees to Nicholas and Joan in Muddleton-cum-Meadowsweet, weaving their cloth and sowing their fields and worshipping God as God or Mammon or the devil bade them, securing themselves, if need were, with a gift of cheese or a barrel of ale to the justices? A trifle of luck, a little prudence, and they could live free men. Now there is little hiding-place, there are few refuges, for free initiative or for sweetness and gaiety, chivalry, the secret and the holy. Now the world is being made over so that it shall be uninhabitable save by standardized man. And because standardized man is a myth, real man being fashioned in the likeness of God, the Conqueror will, if he conquers, rule only over ruins and the maimed shadows of men. In that conquered world there will be neither energy nor hope nor happiness, not the wealth or the power the Conqueror covets but only the bitter ashes of all he has destroyed. Riches are wasted, strength is sapped; life will have withered in that city of the dreadful night. As well water the fields from the salt sea as seek thus to win power over a vital and rich world. The Conqueror will have defeated himself.

Count de la Bedoyère analyses the three forces which have brought Christendom to its present calamitous crisis, those of socialism, nationalism and dawnism. Socialism, teaching belief in the rights of all classes of men, comes near to the Christian dogma of the rights of all men, yet culminates in the complete antithesis between the communist manifesto of 1848 and the *Rerum Novarum* encyclical. Historically it is responsible for the class war which complicates the present war of nations and for the Russian social experiment. Dawnism, which Count de la

Bedoyère explains very lucidly, is based on the faith that "through the use of unfettered human reason, as exercised by the more intelligent of men, the dawn of a coming golden age could be ensured for mankind." It goes back to Rousseau and to the Encyclopædists, and it was accepted as a premise to all political thinking by most publicists in Great Britain in the nineteenth century, so that, avowedly or not, it ranked with Christian precepts in the mental background of "broad" churchmen of the Protestant churches. Not to accept it was to deny progress and the good in human nature; it was to be obscurantist, and the charge of obscurantism was freely levelled at Catholics, followers of the Oxford Movement, and extreme Evangelicals. Not to accept it was to be stupid and dowdy. It is this Dawnist philosophy which is mainly responsible for the rationalization of human life which is to-day in process of being reduced to the absurd. Nationalism, the third force which has perverted a right principle by exaggerating it, is superficially less in harmony than the others with the doctrine of the Catholic Church, essentially catholic and super-national, yet it has had a peculiar strength in Catholic societies. The history of these trends of feeling and opinion is filled with contradictions and paradoxes.

In the latter part of his book, Count de la Bedoyère examines the failure of Catholics to avert the catastrophe which these forces have induced. He is wholesomely illuminating on the defects of British Catholics, so that he leaves us searching our own consciences rather than criticizing our friends and our enemies. His book is valuable for its knowledge, its liberality and the originality of its judgments and for its hopefulness. If Count de la Bedoyère falls too often into journalese, his matter remains fresh and his opinions are not trite. Above all his faith in God's purpose is unimpaired by our disasters.

HELEN DOUGLAS IRVINE.

Twenty-Five Years Ago

Leonora de Alberti in the "Catholic Suffragist", September 15th, 1941:

"Jeanne d'Arc is a living force, worthy to represent much more than a national reconciliation. This superhuman woman, full of divine pity, must be raised in contrast to the unworthy superman, in whose diabolical savagery Germany has found delight. May she be as a standard . . . raised above the peoples united for the triumph of civilization."

St. Joan's Alliance in Australia

Hon. Secretary, Miss M. Flynn, 65 Grange Road, Toorak, Melbourne.

Miss Flynn writes giving us news: "Our celebration of St. Joan's Feast took place on Pentecost Sunday, June 1st, followed as usual by morning tea at the Victoria. We had corporate Communion, the largest number yet receiving together at the Church of the Blessed Sacrament Fathers—St. Francis; other members joined us in intentions in their parish churches. Perhaps the thought of our co-members overseas and their dear ones, also our own fighting forces, was uppermost in our minds. The Mass was celebrated for our intentions, for all participating in the war and for peace. Each month we have Mass celebrated for the same intentions, and particularly for those who make the Supreme Sacrifice.

"We had an overflow meeting in May to hear the Chaplain of Liverpool Port, Rev. Denis Kelly, tell of his adventures on the Pacific while returning to England after accompanying evacuee children here.

"At our July meeting, Mr. H. M. Cremean, M.L.F., Deputy-Leader of the Opposition in the State House and a member of the Expert Commission on Child Endowment spoke on that subject. He gave a most interesting resumé of the history of Child Endowment legislation in Australia, dealt with some of the associated problems, and finally answered a series of questions. Mr. Cremean is a co-religionist and one of our most capable state members of Parliament. Child Endowment payments start in Australia in July. They are payable in respect of all Aboriginal children who are not living a tribal life, even if in institutions, missions, etc.

"Little Marie Therese (daughter of our member, Mrs. Harrower, R.I.P.) is eight months' old and the delight of her foster parents, our members Mr. and Mrs. O'Brien. She and young Daniel Condon (three months), son of our former press secretary, were the youngest guests at a St. Joan's afternoon tea-party, given by a committee member, Miss Byrne, in July, and followed by a committee meeting."

The Alliance is co-operating in the Equal Pay Campaign of the United Organisations of N.S.W.

We ask prayers for the repose of the soul of Mrs. de Zaro, who died at a ripe old age on August 15th. R.I.P. She was an early member of the Alliance, and gave us keen support right up till her death.

International Notes

During the recent conflict between Thailand and Indo-China two Native Sisters, four native women and a catechist from Laos died as Christian martyrs. They were seized under pretext of being "fifth columnists", and their property was confiscated. Lined up before a firing squad, six times they refused to renounce Christ, although on each occasion a volley was fired over their heads. The rifles were then turned on them and they fell mortally wounded.

* * * * *

That the women of Santa Domingo (a mainly Negro State, Spanish speaking) have received full political and civil rights from the Generalissimo, Dr. Rafael Leonidas Trujillo Molina, is shown by the following extract from a missive addressed to him by the women of the Republic:

"We confront with unaccustomed rejoicing and natural pride our coming civil equalisation which will invest us with the singular attributes of constitutional parity in the exercise of civic rights at the same time as it assists our lawful vocation to discharge the public functions of government.

"Faced with this prospect of which the gracious outlines confound a whole anachronistic system of feminine passivity and tutelage, we henceforward make a sacred engagement to observe, wherever the condition of servants of the State may place us, the wise rules of administrative dignity and efficiency laid down by you for the prestige and brilliancy of the republic.

"Lift up your brow weighted with glorious laurels. The fire of constructive patriotism burns inextinguishably in your breast and you gain a new triumph as by your initiative you render concrete the dearest ideal of feminism."

The message is printed in *La Nacion*, Santa Domingo (June 6, 1941), which also alludes to the proclamation.

H. D. I.

Morals and the Troops

Quoted from the "*Catholic Herald*"

We welcome the stand that is being made by Catholics in the U.S.A. against the distribution by the military authorities of contraceptives on the pretext of minimising diseases. Writing in *America*, Fr. Blakeney, S.J., protests against "any military regulation which can lead the young soldier to conclude that sexual immorality does not matter much, provided that mechanical means are taken to avoid the diseases which commonly follow promiscuity."

Few weeks pass without our receiving complaints from Catholic members of the Forces about similar practices in this country. Like

Fr. Blakeney we agree that a solution of the problem is "not easily reached", but like him also, we agree that there can be no solution which is in itself a violation of the moral law. Deeds, not words.

HERE AND THERE

"The psychological approach in recruiting for the Women's Services is singularly unfortunate. So long as the main appeal, in public speeches, in posters, and advertisements, consists of asking women to take subordinate jobs so that men may be set free for something better, some of the most enthusiastic are bound to be deterred. This insistence upon a 'lower order' of service is far from inspiring. Such distinctions drawn publicly and officially between the combatant and non-combatant corps of the regular army would never be tolerated. Captain Margesson's recent call to potato peelers, with its nineteenth century favour, of—'let who will be clever,' was typical and showed an abysmal ignorance of the modern young woman's outlook. He could hardly have got a flatter reception from his listeners had he come right into the open and solemnly declared: 'You want the worst jobs, we have them'."—*Time and Tide*.

* * * * *

"July, 1941, brought the Diamond Jubilee of a unique institution in this country—the Midwives' Institute. It was founded in 1881 by a group of enterprising midwives led by Dame (then Miss) Rosalind Paget and Miss Hubbard. Of that group Dame Rosalind is the only survivor, and her activities in the cause for which she has done so much have only been diminished by the accident which befell her two years ago. Those activities and an indomitable spirit have won for her universal admiration in the world of midwifery. The "*Midwives Chronicle*" recalls that Dame Rosalind was the promoter of the earliest Midwives Bills and that after twelve years of ceaseless labour the first Midwives Act was passed in 1902."—*Catholic Nurse*.

HON. TREASURER'S NOTE

For the first-time in the life of St. Joan's Alliance we are overdrawn £12 at the Bank—caused by paying up the printer's bill—and office rent is due on September 29th. So would each member see to it that we are not let down by sending a donation or remembering their subscriptions? Jumbles for the second hand market barrow are also badly needed during this fine weather.

J. M. ORGAN.

LIVERPOOL AND DISTRICT BRANCH

Hon. Secretary: Miss A. McNeish, 61 Rosedale Avenue, Great Crosby.

At the Annual Garden Party, held on August 16th, through the courtesy of the Misses Barry, at their house in Birkenhead, the following resolution was unanimously adopted:

This meeting protests against the inequality of the compensation rates paid to men and women under the Personal Injuries (Civilian) Pensions Scheme and calls upon the Government so to amend the scheme as to give men and women injured by enemy action equal rates of compensation.

Mrs. McCann, Chairman, presided, while Miss Christine Spender proposed the resolution which was seconded by Miss Helen Douglas Irvine. It was supported by Mrs. E. I. Bligh, one of Liverpool's new J.P.'s and Mrs. Alty, Chairman of the Birkenhead and District Women Citizens' Association. The Secretary of the Federation of Business and Professional Women, sent apologies because she was unable to be present.

The resolution was subsequently sent to the Minister of Pensions and to the local M.P.s.

The Garden Party added substantially to the funds and was much enjoyed by those present.

The Alliance was one of the joint signatories to a letter sent by the Liverpool Women's Organisations Committee urging the Government to allocate funds to provide sufficient canteens, rest rooms and residential hostels in the Liverpool areas for women in the Forces.

Miss A. McNeish has been elected Hon. Secretary of the Branch and Mrs. Brady, Hon. Treasurer.

Members are asked to make a point of attending the Mass Meeting urging equal compensation to be held in Liverpool at the Central Hall, Renshaw Street, on September 19th.

Let Women Replace Men Everywhere

BY DR. S. BIESHEUVEL

Condensed from "*Commercial Opinion*" (*Journal of the Chambers of Commerce of South Africa*), Cape Town, and quoted in the "*World Digest*", April, 1941.

No one can deny women the right to serve their country as they see fit. Whilst the most obvious way of serving is to relieve men of those army jobs which do not actually involve fighting, an excellent case could be made out also in favour of drafting women into commerce and industry to replenish the decimated ranks. This will probably arouse a certain amount of opposition from business men and industrialists, for reasons which are chiefly psychological.

Women, it is often argued, are clock workers; they do not, as a rule, identify themselves with the business, looking forward to the day when they leave it to get married. Even those that stay are best at routine work; few can be trusted with the dictation of letters, with buying, with staffing matters, or with the day-to-day decisions which the conduct of any business requires. They lack a business man's outlook; their interests do not tend that way. A common allegation is that women are more emotional, and

consequently more subjective in their dealings with others; that for physiological reasons they vary in emotional stability and constancy of effort; and that this from time to time may seriously impair their effectiveness. Consequently, they tend to be rather incalculable quantities. Finally, it is held that women possess no aptitude for certain types of work, notably mechanical work, accountancy, and factory management.

It must be clearly understood that what women actually are and what they potentially could be are two entirely different things. Human personality is not the inevitable fruit of certain predetermined tendencies, but the product of interaction between innate endowment and a social environment which moulds and transforms. That this social environment is vastly different for the two sexes need not be stressed. Almost from birth onwards the girl child is subjected to a set of influences different from those which are brought to bear on the boy. Each is given certain expectations in life, certain aims to be realised, certain patterns of conduct consistent with these aims.

If a boy falls and hurts himself he is told to be manly and not to cry. The virtues of courage, self-reliance and self-control are constantly held before him. He is told not to be a "sissy." That which is proper in a boy is, however, tomboyish in a girl and, therefore, to be discouraged, lest the girl grow up to deviate from the feminine pattern. Whether one likes it or not, conventionally a woman's chief expectations in life are still marriage and the rearing of children. She is unlikely to achieve the former if she is matter-of-fact and too "masculine" in her interests and general demeanour. Hence, as a rule, a woman conforms, becoming what society wishes her to be.

It is the task of the psychologist to penetrate below the personality facade of the woman and to hunt out the human realities as they actually are. Intelligence tests, which are designed to measure general ability only, have amply demonstrated that there are no differences whatever between men and women on this score. There are differences in special abilities, as vocational tests have shown, but they are by no means as large as is commonly believed. Thus, it is commonly believed that women are far better suited for literary abilities than for mathematics, and so one very rarely finds women as auditors or accountants. It is extremely doubtful whether mathematical ability is sex-linked. Because there are few openings for women with a specialist training in mathematics, because literary pursuits provide an outlet for emotional frustration common to women's lives, and because the male world shows a marked solidarity against the woman's attempt to enter a domain where men at present enjoy a monopoly position, women's interests have not gone in mathematical directions.

The war, however, is cutting across numerous established practices, outworked conventions, and age-old vested interests. There is no reason why, knowing that the openings are now there, women should not deliberately cultivate an interest in figures, reinforced emotionally by the knowledge that this is an emergency situation. It can be confidently expected that within a short time their proficiency would not fall far below that of men. There must be many men in business who could be thus transferred, or women at a university who, knowing that the war is bound to be a long one, could take up accountancy as a career.

In industry it has been found possible to employ
(Continued overleaf)

women as welders and mechanics. Once again change of interest, rather than change of nature, was all that was required. Women have shown themselves as capable as men in sports demanding delicate and quick eye-hand co-ordinations. Why should they be less capable of the various motor co-ordinations required for skilled mechanical tasks? It is true that women are not men's equals in physical strength; but this only affects their capacity for the momentary exercise of great strength, and as a rule we use either machinery or unskilled labour for this. As regards endurance, women are the equals of men, and they probably have enough to meet the requirements of most skilled trades.

Then there is the question of the suitability of women for commercial life, from an emotional point of view. I do not think there are any grounds for believing that women are temperamentally different from men. They appear to be emotional for two reasons: because they never impose the same restraint on their emotions, the tender-hearted woman being a pleasing fiction of our social structure, and because of frustrations of their self-assertive impulses. Many men refuse to take women seriously, to argue with them, to meet them on equal ground. This compels women to use emotional weapons to gain their ends. Further, women lack opportunities for objective external achievement; their ego-impulses tend, therefore, to get bottled up. Once again, the war situation and the idea of service to the community would invest the taking up of a business career with a sufficient amount of emotional interest to make it suitable for women. In due course, by virtue of the fact that new horizons are opened and new interests created, these emotional needs would vanish in a sufficiently large number of women to meet the needs of commerce and industry.

There remains the question of a woman's ability to identify herself with the business in which she is employed. If women are clock workers, if they show no interest in anything related to the firm but their pay-cheques, then that is largely because their opportunities to rise are limited and because they must give up their work on marriage. One does not bother to make a garden for a house one has rented for a year.

Business men must not expect a performance equal to that of their men from their women employees unless they grant them equal conditions, which include the right to get married without losing the job. The war has forced many issues into the limelight, and this is but one of them. We must choose between a business life gradually strangled by lack of man-power, or one which is kept at full strength by the liberal use of women as the equals of men to whom reasonable facilities are given for child-bearing. The thing is not impossible. It has been current practice in a number of European countries, notably Belgium. We may have to throw overboard some ancient prejudices. Our willingness to do so will be a measure of our sincerity in pursuing the war with all the means in our power.

For Christian Democrats of all Countries **PEOPLE & FREEDOM**

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