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THE

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

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Price Twopence.

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.

Equal Pay for Equal Work.

By HELEN DOUGLAS IRVINE.

The repetitions of history discourage reformers. In Part XIII of the Treaty of Versailles the principle was laid down "that men and women receive equal pay for equal work." Writing in the *Catholic Citizen* in August 1919, Leonora de Alberti noted that this principle was also affirmed for Great Britain in the report of the War Cabinet Committee on Women in Industry. On 19th May, 1920, the House of Commons, dealing with the Civil Service, resolved "that it is expedient that women should . . . receive equal pay." How many feminists thought, in those immediately post-war years, that at last their battle was won! How disappointed were those optimists!

To deal first with industry. Mrs. Sidney Webb—no professed feminist, be it remembered—disposed in her Minority Report on the subject of the "comfortable theory (again we quote our first editor) that the low payment of women is based on natural causes"; and she stigmatized the government for having broken its pledge during the recent war that women would be paid at the same rates as the men they replaced in industry. Nevertheless, the government went on in its old bad way, and by the Restoration of Pre-War Practices Act all the ground women had gained, in the four years of war in which the country could not do without them, was lost. In engineering, in the years between the wars, women found themselves debarred from any type of apprenticeship or shop training, and therefore, inevitably, from the more skilled and better paid grades of the industry. The only woman admitted in these years to the Institution of Mechanical Engineers had received her training during last war, and yet numbers of women took their degrees, several of them with first-class honours, in mechanical engineering. The Metropolitan-Vickers firm constituted an honourable exception in that it admitted three women—only three—as College Apprentices between 1918 and 1939. Women were relegated to the class of cheap labour, the class fit only for the repetitive processes of the industry.

In the teaching profession there could be no similar differentiation between the kinds of work allotted to men and to women. Women had shown the world for too long that many of them have a vocation for teaching and can fulfil it devotedly and efficiently, sometimes brilliantly. No one could say in the years between 1918 and 1939 that women taught less well than men and, like men, they were heads of schools and specialist teachers of particular subjects and particular categories of pupils, as well as numerous in the rank and file of the profession. But, except

a few in university posts, they were paid less than men on principle. This was so in the government elementary schools, and it was a principle incorporated in the Burnham Scale which set up a standard rate of pay for teachers in all schools, government and others. Fantastic reasons were thought up to justify the injustice: women teachers, it was said, had no dependents, or needed less food and drink and less expensive amusements and holidays than men, or remained in the profession only until they married. Statistics refuting each of these allegations did not prevent their currency.

In the Civil Service the standard rate of pay for women remained considerably lower than that for men, with the result that a woman who held an administrative post often earned less than her male subordinates.

And so it was in the banks, in retail trade, in the offices: women often did work which was as responsible or difficult as that done by men, yet it was the rule, to which exceptions were rare, that they were paid less than men.

It was a consequence of this curious state of affairs that in seasons of unemployment women competed unfairly with men in the labour market. Hence much bitter feeling.

We turn to the present time. As an indication of what may be expected after this war, in which women have had a far larger share of national duties than fell to them during last war, and as a warning to latter-day optimists, we quote some statements made at the Hush-Hush women's meeting at the Albert Hall on 28th September, and some of the published answers to questions put at that meeting by various women's organisations, including St. Joan's Alliance.

To begin with the Prime Minister. After speaking of "a great advance in the position of women in the world in industry, in controls of all kinds . . . in time of war," he stated that "war has taught us to make those vast strides forward towards a far more complete equalization of the part to be played by men and women in society."

But some of the answers to questions are necessarily more categorical and unfortunately more conservative than the Prime Minister's speech.

"The government aims to pay the fair market rate, regard being had to general practice in outside employment," runs one of these. "In the industrial sphere, in those cases where men and women are paid alike in outside industry they would normally be paid alike in govern-

Continued on page 4.

ANNIE L. P. DORMAN.

St. Joan's Alliance has suffered a great loss by the death at Port Elizabeth on October 17th, at the age of eighty-two, of Miss Annie L. P. Dorman. Miss Dorman was ardently Catholic, English—she was born and spent her youth in England—and feminist. She received a university education, first in England and then at the Sorbonne, and she went to South Africa to be a teaching missionary in Natal, and afterwards taught in several parts of the Dominion. She took a prominent part in the campaign for women's suffrage in South Africa, and was joint editor first of the South African paper, *The Vote*, and then of its successor, *Woman's Outlook*. She collected the South African signatures to the petition of Catholic men and women on the nationality of married women which was presented to the League of Nations. She was a vice-president of St. Joan's International, our leading representative in South Africa, and she was also our constant, most enlightening correspondent. She was an assiduous reader of the *Catholic Citizen*, declaring often that she looked forward to it month by month, and from the time of Leonora de Alberti's death she sent an annual donation to our paper as a thankoffering for our first editor. Every year she took out subscriptions for eight extra copies of the paper which were sent to convents and libraries in South Africa. It is characteristic of her generosity and thoughtfulness that ever since the outbreak of war she has sent us tea and sugar "for our parties." We have happy memories of a visit she paid to England in 1922. We then held a reception for her, at which she came to know many of our members, and became, with her warm-hearted enthusiasm, her integrity and her shrewdness, an inspiration to them. She was especially devoted to our founder, Gabrielle Jeffery, with whom she maintained a regular correspondence until the latter's death. Our filing cabinet, that very useful article of our office furniture, was her gift and is a memorial of one who served St. Joan's and her fellow-women valiantly and with wisdom.—R.I.P.

ELSA GYE.

A pioneer woman, whose quiet and steadfast influence was an inspiration to many, has been lost to the world by the death of Mrs. Elsa Gye, Trustee and Hon. Secretary of the Suffragette Fellowship. In this post her jealousy for the accuracy of the records of the movement was most valuable, as was her zeal to keep alive the movement's old spirit. For its sake she had given up what promised to be a successful career as a musician. In spite of her retiring disposition—she could never be induced to speak in public—she had served the militant cause with great devotion, suffering imprisonment. In later years her ardent interest in all matters affecting women led her to serve very usefully on various committees. As the wife of Professor Gye she was a gracious hostess to visitors who came from all parts of the globe to see the Imperial Cancer Research Laboratory.

We offer our sympathy to her husband, to her three sons, of whom two are serving in H.M. Forces, and to her mother.

We offer our deep sympathy to our Australian member, Mrs. Lalor, on the death of her son Peter, killed in action September 11th; also to Miss C. M. Gordon (at one time our Chairman) on the death of her sister, Lisa, who was an organiser of the Votes for Women Campaign, in its early days; to our Liverpool member, Miss Brady, on the death of her father; and to Mrs. McNeerney on the death of her husband, the well-known journalist, J. W. McNeerney. We ask for prayers for their souls, and for the soul of Miss Margaret Fletcher, founder of the Catholic Women's League.—R.I.P.

International Notes.

I.L.O. When in December the first meeting since 1941 of the Governing Body of the International Labour Office was held in London, St. Joan's (International) Alliance wrote to it as follows:

"We would urge that in all plans for the post-war world, women—whether married or unmarried—be guaranteed the right to earn on the same terms as men, and that this should explicitly include equal pay for equal work, i.e., the rate for the job, and equal opportunities for training and promotion.

"We feel it unnecessary to enter into the arguments for this reform as they have been before the I.L.O. on several previous occasions.

"We trust the Governing Body will consider this matter favourably, and we would ask that this question be placed on the agenda of the forthcoming conference of the I.L.O., and that appropriate measures be taken to bring the matter to the attention of the various governments."

The next meeting of the Governing Body will be held in June in the United States.

Algiers. We learn from the *Universe* that Madame André Simard, who has been living in Quebec, is to take her place as the first woman member of the new French Assembly in Algiers. Madame Simard was born in Algiers, where she lived for 23 years, afterwards going to France.

Malta. We hope that women will be given the opportunity to be among the six Maltese doctors for whose training in Great Britain the Nuffield Foundation has offered, as a tribute to the courage and endurance of the people of Malta, to make substantial grants of money. If the offer be accepted, the beneficiaries, who will be appointed to the public service of the island, will be chosen by the government of Malta.

Roumania. The International Abolitionist Federation informs us that tolerated brothels in Roumania, prohibited by law in 1930, will be re-opened as a result of a decree law published last September. The new decree makes compulsory the periodic and occasional medical examination of prostitutes and other persons (except married women) in danger of contracting and transmitting venereal diseases. It also prohibits the marriage of persons suffering from these diseases. By the law of 1930, incorporated in the new decree, persons suffering from venereal disease are compelled to undergo treatment and the transmission of such diseases is made a legal offence.

South Africa. From the *News Letter* of the League of Coloured Peoples we learn that a resolution urging the Government to make a substantial contribution this year towards the expansion of African education and to make education compulsory for all African children between the ages of 6 and 16, was passed at a conference on Bantu education, held in Johannesburg under the auspices of the South African Institute of Race Relations.

U.S.A. We learn from *Catholic Action* (Washington) that the Advisory Council of Women of the United States, composed of presidents of twenty-eight women's organisations, including the National Council of Catholic Women and the National Catholic Community Service, concluded after a recent inspection of the installations of the W.A.C. that this corps is "not only making a tremendous contribution to the war effort but a lasting contribution to women's place in our national life." E.F.G.

Notes and Comments.

We offer our respectful congratulations and homage to the Most Reverend Bernard Griffin, the new Archbishop of Westminster. We assure him of our loyalty and our prayers. It interests us very much that His Grace's mother was a Poor Law Guardian in Birmingham and was co-opted on to the Public Assistance Committee of the Council when her husband was a Councillor in 1930. She served for several years. The Alliance will be represented at His Grace's Enthronement by its first Chairman, Miss Kathleen FitzGerald.

It is satisfactory that the new draft regulations for Supplementary Old Age and Contributory Widows' Pensions establish rates for women which are in every case the same as the corresponding rates for men.

We regret that the amendment to the Workmen's Compensation (Temporary Allowances) Bill 1943, introduced by Mr. Ness Edwards, to omit the word "male" before "workmen" in the definition of beneficiaries was not accepted. The Workmen's Compensation Act 1940 was limited by the insertion of this word "male," with the result that injured women workers have not been entitled to supplementary allowances for their dependent children.

In the House of Commons Sir Patrick Hannon, who is a Catholic, asked whether the Home Secretary would consider the desirability of increasing the number of police-women in the Metropolitan Police Area, pointing out that they are especially competent to deal with the "objectionable conduct which occurs in parks and other public places." Mr. Morrison replied that their number is limited by the present scarcity of women with the requisite qualifications. In answer to Lady Astor, he said that policewomen are now employed in 47 out of the 158 police forces in England and Wales, and that their appointment in a few further police forces has been approved but not yet effected. "I am informed," he added, "that in forces where they have been longest employed their services have been found to be of definite value, and I am not aware of any force where the employment of policewomen has been discontinued because it has been found unsatisfactory." Answering a further question by Lady Astor, he said that while "it would be going rather far to compel every one of the police forces to employ policewomen," it was "the policy of the Home Office to encourage their employment."

The report of Lord Rushcliffe's Committee, which has been accepted by the government, lays down for England and Wales scales for nurses' salaries to have retrospective effect from 1st April, 1943, half the extra cost being met by the government. Hospital nurses and midwives are already paid at national rates. The nurses affected by the new scales are those employed in public health services, district nurses and midwives, state-registered nurses in day and residential nurseries, and male nurses in hospitals and in public assistance institutions. In all, some 17,000 nurses will benefit. The report also deals with nurses' hours of work, night duty, sick pay and uniform.

Our next Fourth Thursday meeting will be at 6.45 p.m. on 27th January, at the Interval Club, 22 Dean Street, Soho. The subject will be Equal Pay for Equal Work. Miss Sylvia Terry (Civil Service), Miss Monica O'Connor (Local Government), Miss P. C. Challoner, M.A. (teaching profession) and Miss I. E. Fleming (banks) will open the discussion. Miss Helen Douglas Irvine will be in the chair. Please notify Miss Barry if you wish for buffet supper (price 1s. 6d.) at 6.15.

The Nationality of Married Women Committee have strongly urged the Dominions Secretary to place the question of the nationality of married women on the agenda of the forthcoming meeting of Dominion Premiers.

In answer to his question in the House of Commons, Mr. Lipson was told by the Postmaster-General that there was no intention to pay schoolgirls at the same rate as schoolboys for the work they did for the Post Office in the Christmas holidays. Mr. W. J. Brown pointed out that this went counter to the view, twice expressed in the House by vote, that men and women in government service should receive equal pay for equal work. Mr. Lipson gave notice that he would raise the matter on the adjournment.

St. Joan's Alliance associates itself with the tribute paid to Miss Mary Edith Durham when she recently attained her eightieth birthday. Miss Durham, a fellow of the Royal Anthropological Institution and a member of its council, is a great woman and a great internationalist. If but her extraordinary knowledge of the Balkan countries were shared by all who have the duty of straightening the political tangle in which they are tragically involved! Her knowledge is of the dynamic kind because it is fraught with sympathy. Miss Durham is distinguished in her own country; in Albania, Montenegro, Serbia she is well known, admired and loved. Her imaginative understanding of countries foreign to her recalls Gertrude Bell, also an intrepid traveller in distant lands and a writer of enlightening and enthralling books about them.

Miss Honor Balfour is to be congratulated on what was very nearly her victory at the Darwen by-election: standing as an Independent Liberal, she polled 16,958 votes as against the winning candidate's 17,668. She conducted the election skilfully; she supported Mr. Churchill, manifesting strong opposition to a foreign policy of appeasement; in the matter of home policy she showed herself a supporter of strong and progressive measures, in particular as regarded old age pensions, and education in which she pledged herself to support the Catholic case; she insisted on the part women must play in post-war reconstruction. Thus she won these many thousands of votes from men and women. We hope this able woman will soon have a seat in Parliament.

Miss A. K. S. Lambton, daughter of the well-known trainer of race horses, is on the staff of the British Minister in Teheran, allegedly as press attaché but with duties much wider than this office implies. She is among the ablest of living Persian scholars and has an exceptional knowledge of Persia.

Miss Betty Gibbs has been appointed attaché to the British Embassy in Washington. She has diplomatic status but is not a member of the diplomatic service.

Annual Meeting.

The Annual Meeting will be held on Saturday, March 18th. Nominations for Committee and resolutions for the Agenda must reach the Secretary not later than February 9th.

We remind members that nominations must be duly proposed and seconded and the consent of the candidate obtained.

STATUS OF THE HOUSEWIFE.

The present position of housewives has been further clarified as follows:

(1) On 15th December, in a question to the Attorney-General in the House of Commons, Dr. Edith Summerskill pointed out that a deserted wife may be deprived by her husband of furniture which she has partly provided out of her housekeeping allowance. He answered that the possible need had been noted for protection which would prevent a deserted wife and her children from being thus deprived of necessary furniture.

(2) On 17th December, Mrs. Dorothy Blackwell's petition for leave to appeal to the House of Lords against the rejection of her claim to keep the £103 she had saved out of her housekeeping allowance and her earnings by letting lodgings was refused by the Appeals Committee of this chamber. The committee stated that she can obtain redress of her grievance only if the law be changed.

(3) Tonbridge magistrates dismissed an application for separation by a wife on the grounds of cruelty and failure to provide maintenance for her and her child, holding that her husband's objection to the presence of her relatives in their home did not, as was alleged, constitute cruelty, since a husband has an absolute right to decide who shall and who shall not enter his house.

On 18th November a deputation of the Married Women's Association, led by Dr. Summerskill, was received by the Attorney-General and the Solicitor-General, and asked for a new Act of Parliament to regulate married women's rights of property.

Equal Pay for Equal Work—Continued from page 1.

ment service. In the non-industrial sphere, however, the position is that equal pay has not been adopted in clerical and similar work. Two Royal Commissions have considered whether a departure should be made in the government services. Neither has been able to recommend adoption of this proposal. The government does not see its way to alter the existing position."

So much for the Civil Service. Sir Douglas Hacking has been moved to ask, in the House of Commons and in a letter to the *Daily Telegraph*, that another enquiry may be made in this matter, since of the commissions to which the answer refers the more recent reported as long ago as 1931 and was divided in opinion.

As for the seeming concession to industry. "The subjects of equal pay and opportunity are commonly dealt with in industrial agreements," says the answer to a subsequent question. "A large number of voluntary agreements have in fact been made dealing with the employment of women on work normally performed by men." These agreements "normally provide that where a woman is capable of performing the same work, or the same amount of work, as the man replaced, with equal efficiency and without additional supervision or assistance, she shall, after a probationary period, receive the full man's rate for the job. It must however be pointed out that a number of these agreements may be regarded as valid for wartime only. The Restoration of Pre-War Practices Act 1942 places an obligation on employers to restore and maintain any trade practice that has been departed from during the war with a view to accelerating the production of munitions of war. Provision is made in the Act whereby a modification or waiver of the obligation can be made by agreement between an employer or an organisation of employers and the appropriate trade union."

What is the moral? Be vigilant rather than optimistic. Be not passive but rather, on occasion, offensive.

HON. TREASURER'S NOTE.

Subscriptions to the Alliance and to the "Catholic Citizen" are now due. We beg all our friends to send their subscriptions without delay, and thus save extra work and expense (not to speak of paper) at the Office. We remind subscribers that the minimum subscription to the "Catholic Citizen" is now 3s. Minimum annual subscription to the Alliance is 1s. at the same time we remind members that 1s. does not cover even the expense of sending notices especially nowadays and we suggest to them that they should make 5s. the minimum subscription to include the "Catholic Citizen."

We should like to tell all who helped with our Christmas Sale for the *Catholic Citizen* that the final amount realised was over £65—the best ever. Once more we thank all who co-operated.

TWENTY-FIVE YEARS AGO.

Irene Curwen in the "Catholic Citizen,"
January 15th, 1919.

"The women and children (of Serbia) have played an heroic part in helping to regain their country, and no one knows this better than those who, like Mrs. Christitch, the Scottish Women and others, have served them and shared in their sufferings."—
The Scottish Women's Hospitals.

BOOKS RECEIVED.

- Women and the Post-War World.*
(Liaison Committee of Women's International Organisations. 6d.).
- Annual Report on Child Welfare.*
(Child Welfare Centre, League of Nations, Geneva).
- Behold Your King* By Thomas Doran (Frederick Muller, 3s. 6d.). A passion play in three acts.

The largest CATHOLIC HOSPITAL in the South of England

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We ask for prayers for the soul of our old and valued member, Miss Minnie O'Sullivan.—R.I.P.