

***Federation of Women
Civil Servants***

REPORT

***for the year ending March 31st,
1929***



Office :

35, MARSHAM STREET, WESTMINSTER, S.W.1

OBJECTS

1. To protect and promote the common interests of Women in the Civil Service.
2. To remove the artificial restrictions placed on their employment.
3. To secure that their remuneration for services rendered shall not be differentiated by reason of sex.
4. To secure the free and unfettered admission of women to all appointments in the Service.

The Federation of Women Civil Servants

REPORT FOR YEAR ENDING MARCH 31st, 1929.

Since this report was written the Prime Minister has decided that, if a Conservative Government is returned to power, he will set up a Royal Commission to consider, amongst other questions affecting the Civil Service, the whole question of the employment of women, including the question of Equal Pay.

The Year.

THE past year has been a quiet one as regards Federation activities. The severance of our official relations with those outside organisations in sympathy with our objects, caused by the passing of the Trade Disputes and Trade Unions Act, 1927, has made our work less spectacular though possibly not less onerous. Speaking to a resolution at a meeting was a more direct method of enlisting the support of the public for much-needed reforms than the individual propaganda work which is now necessary, and of which the results are less tangible.

In spite of the lack of Civil Service representation opportunity has been taken by the feminist organisations prior to the coming General Election to press for three reforms in the position of women in the Civil Service, viz., Equal Pay, Removal of the Marriage Bar, and the opening of Consular and Diplomatic posts to women. Of these three demands, the first not only affects the position of women in the Service, but it is almost unanimously supported by Civil Servants of both sexes. The second demand does not obtain so much support from those in the Service who fear a worsening of their promotion prospects as from those outside, who see in the Marriage Bar a barrier which prevents many women of high attainments from entering a profession which they may be forced to abandon unless at the sacrifice of their desire for marriage.

The third demand, if agreed, while widening the field of choice for those women who are thinking of adopting the Civil Service as a career will definitely raise the status of *all* Women Civil Servants by the removal of the last sex barrier to entry.

Equal Opportunity.

The struggle for Equal Opportunity must, however, still be waged mainly inside the Service. Thanks to the good fight put up by the Federation in 1920 and 1921, women are now *entering* the Home Civil Service on the same terms as men, but in many Departments real equality ceases after entry. Small but important barriers remain, and sex prejudice is still rampant. Not only are women above the Clerical Class excluded from many Departments, such as the Natural History Museum, Charity Commission, Mines Department and Stationery Office, but they are excluded entirely, with the exception of Typists, from the British Museum, Cabinet Secretariat, Forestry Commission, Government Actuary's Department, Government Chemists' Department, Colonial Office, Lord Chancellor's Office, Dominions Office, National Debt Office, Paymaster-General's Office, Privy Council Office, Geological Survey, State Managements Districts, and Supreme Court of Judicature. Only Typists and Writing Assistants are employed at the Office of Works, a Department responsible for the accommodation of 74,000 Women Civil Servants, and all efforts to secure the appointment of a responsible woman officer to this Department have, so far, been unsuccessful. Apart from the Woman Director of Establishments, there is only one woman above the Clerical Class employed in the general work of the Treasury, and no established women other than Typists are employed in the general internal work of the Home Office.

More serious still, because less obvious, is the exclusion of women from participation in the work of the Headquarters Branches of various Departments. Although the Ministry of Health is far ahead of many Departments as regards its freedom from sex prejudice, there are only three Administrative Class women and one Executive Class woman employed at the Ministry Headquarters at Whitehall. The General Post Office which first recruited educated women in 1873 has *no women* in the Executive Training Grade and has only one Administrative post filled by a woman. The opposition to the employment of women on the more important work is of the same type and inspired by the same mentality which has opposed the employment of Women Police, and this can only be overcome by continuous public pressure for the appointment of more Women Civil Servants to Headquarters Departments, and by an equally continuous pressure from within the Service for the interchange of posts between the sexes and the abolition of any form of segregated work.

Equal Pay.

The Federation has been active in its support of the Civil Service Equal Pay Committee which is still pressing this vital question. A Mass Meeting was held in November, 1928, asking the Government to set up a Select Committee of the House of Commons to consider the cost and method of giving effect to the principle. The Equal Pay Committee is asking the Chancellor to receive a deputation on the subject, and their demand for a Select Committee is supported by the most important of the feminist organisations.

In view of the need for authoritative evidence for submission to the Government when considering Equal Pay, the Federation is having an exhaustive inquiry made into the causes of Wastage amongst Women Civil Servants, and a further inquiry to ascertain the minimum cost of giving effect to the principle of Equal Pay amongst those classes actually performing equal work.

War Bonus.

The drop in the War Bonus which occurred in September, 1928, was so serious for the lower grades that an agitation for a revision of the bonus agreement arose throughout the Service. The original Agreement was made with a fully representative Staff Side of the National Whitley Council, and it was felt that no agreement for its revision should be made to which the whole Service did not subscribe. An *ad hoc* Committee representing the 40,000 Civil Servants who are without Whitley representation was therefore set up, and a deputation, on which the Federation was represented, under the leadership of Mr. A. J. C. Edwards, of the Society of Civil Servants, was received by the Director of Establishments at the Treasury on December 7th, 1928, when an assurance was given that if any matter "cropped up" in respect of which the bodies outside the National Whitley Council should be given an opportunity of making representations, arrangements would be made accordingly. Actually no revision of the original Agreement has taken place.

Other Activities.

In the early part of the year a ballot of our members was taken as to whether amalgamation with the Civil Service Clerical Association was desired. The result proved that the affiliated Associations did not desire to lose their entity, and the possibilities of greater co-operation without amalgamation are still being explored.

The Federation has been successful in obtaining an increase of Language Allowance for Clerical Officers using more than two languages, the case being taken to the Arbitration Court in November, 1928. A further effort to secure a reference to the Court on the date of establishment of officers appointed in 1901 to the Census Office was unsuccessful.

The Treasury was approached in connection with the continued exclusion of women from clerical posts in the Museums, a matter originally raised in 1924, and also, unfortunately with no result, as regards the setting up of machinery under paragraph 35 of the Reorganisation Report for selecting Clerical Officers for Executive vacancies. The fact that out of an approximately equal number of men and women clerks of the pre-reorganisation grades only thirty-five women as against 2,230 men have been appointed to the Executive Grade since its inception in 1920 is indicative of the measure of equality between the sexes which is considered officially justifiable.

Much of the work of the Federation consists in giving advice and information to constituent Associations on matters of procedure, and in quoting precedents for use at Departmental Whitley Council meetings. Those engaged on Staff Side work are very appreciative of this side of the Federation's activities.

The Membership Sub-Committee has met frequently during the past year and a regular system of propaganda has been organised in all the Departments.

A most successful meeting was held on November 2nd, 1928, at the Caxton Hall, at which Mrs. Oliver Strachey and Miss Vera Brittain addressed our members on the vexed question of the Retention of the Marriage Bar. The meeting was very well attended, and the arguments of the speakers were listened to by an appreciative and interested audience.

Social Functions.

Two dances, held at the Victoria Hall and the Palace Hotel in November, 1928, and March, 1929, respectively, proved very popular, and the possibility of extending our social activities next year is under consideration.

A Thé Dansant was held by the Association of Women Civil Servants in the Ministry of Labour at the Claims and Records Office, Kew, on February 6th, 1929. It was well attended, and proved a very popular function.

"Opportunity."

The sale of *Opportunity* continues to be satisfactory. Our thanks are due to regular contributors and others who help to make the paper popular.

The Gardening Notes that appeared two years ago in *Opportunity* were this year reprinted in pamphlet form, and have been much appreciated.

Council and Committee Notes.

There have been eleven meetings of the Council this year, and nine meetings of the Executive Committee.

Calendar.

Two types of Calendar were issued this year, a hanging one and a standing one for the desk. The delightful pen and ink drawing of West Bay Harbour, Bridport, was by Miss H. C. Adams.

Hon. Treasurer's Note.

The Treasurer has much pleasure in presenting the Balance Sheet, which shows an income well in excess of ordinary expenditure, and a good balance in hand.

Affiliation fee receipts show a decrease as compared with the previous year. This happily does *not* mean a decrease in membership, but is due to the reduced affiliation fees charged to Associations.

The Treasurer would like to record her appreciation of the very valuable help given her by the Officers of the constituent Associations during the year.

Our members will be glad to hear of the purchase of an endowment policy for our Secretary, whose assistance is always so willingly at their service.

THE FEDERATION OF
CASH STATEMENT FOR THE

RECEIPTS.		£	s.	d.	£	s.	d.
To INVESTMENTS, APRIL 1ST, 1928—							
5 per cent. War Loan		1,500	0	0			
East of Scotland Nursing Home Bonds		20	0	0			
					1,520	0	0
„ BALANCES, APRIL 1ST, 1928—							
Cash on Deposit		700	0	0			
Current Account		806	9	9			
Cash in Hand		290	13	8½			
Stamps in Hand				5½			
					1,797	3	11
„ RECEIPTS DURING YEAR—							
Affiliation Fees and Subscriptions		938	19	3			
Rent, Gas, and Electric Light		40	7	5			
Sales of "OPPORTUNITY"		260	4	1½			
"OPPORTUNITY" Advertisements		120	9	3½			
Sundry Sales:							
Whitley Bulletins		1	16	4			
Literature			4	0			
Garden Pamphlets		9	4	9			
Calendars		34	12	0			
Sale of Tickets for Meetings and Dances		44	10	6			
Miscellaneous		4	8	4			
Interest:							
Deposit Account		18	7	10			
East of Scotland Nursing Home Bonds			16	0			
5 per cent. War Loan		75	0	0			
					1,548	19	10

£4,866 3 9

We have examined the above Account with the Books and Vouchers of the Bank Balances and Investments have been verified.
106, St. Clement's House,
Clement's Lane, E.C.4
April 9th, 1929.

WOMEN CIVIL SERVANTS.

YEAR ENDED MARCH 31st, 1929.

PAYMENTS.		£	s.	d.	£	s.	d.
BY OFFICE EXPENSES—							
Salaries and Insurance		288	1	0			
Rent, Gas and Electric Light		111	2	6			
Telephone		11	9	3			
Postage		32	15	11			
Printing		76	11	1			
Stationery		29	5	11			
Officers' and Delegates' Expenses:							
Officers		24	6	9			
Delegates		18	19	11			
		43	6	8			
Bank Charges			16	8			
Miscellaneous Office Expenses		6	14	6			
					600	3	6
„ "OPPORTUNITY"					402	15	9
„ LITERATURE—							
Reports and Publications		9	19	3			
Whitley Bulletins		7	10	0			
Press Cuttings		12	12	0			
					30	1	3
„ ENDOWMENT POLICY FOR SECRETARY					196	10	1
„ CALENDARS					32	15	11
„ REFUND RENT TO POST OFFICE WOMEN CLERKS 1927/28					12	10	0
„ ACCOUNTANCY CHARGES					3	13	6
„ HONORARIA					110	5	0
„ INCOME TAX					17	11	4
„ EQUAL PAY MEETING					50	0	0
„ HIRE OF HALLS					32	2	0
„ DANCES AND MEETINGS					43	1	4
„ ORGANISING EXPENSES					8	1	11
„ INVESTMENTS, MARCH 31ST, 1929:							
5 per cent. War Loan		1,500	0	0			
East of Scotland Nursing Home Bonds		20	0	0			
					1,520	0	0
„ BALANCES, MARCH 31ST, 1929:							
Deposit Account		700	0	0			
Current Account		1,102	2	8			
Cash in Hand		3	7	3½			
Stamps in Hand		1	2	2½			
					1,806	12	2

£4,866 3 9

Federation of Women Civil Servants, and find it to be in accordance therewith. The

HOMERSHAM & CO.,
Incorporated Accountants.

Federation of Women Civil Servants

President and Chairman: MISS J. W. FISK.
Vice-President: MISS F. A. CALDCLEUGH.
Hon. Secretary: MISS D. SMYTH.
Hon. Treasurer: MISS V. APPLEBY.

Constituent Associations

1. Association of Post Office Women Clerks. Secretary, MISS M. LAWRIE, 35, Marsham Street, Westminster, S.W.1.
2. Association of Women Civil Servants (Treasury Class) in the Ministry of Labour. Secretary, MISS E. L. CHEW, K2. VI., Finance Dept., Ministry of Labour, Kew, Surrey.
3. Association of Women Clerks in the Ministry of Health. Secretary, MISS L. MUGRIDGE, Alterations 7, Ministry of Health, Bromyard Avenue, Acton, W.3.
4. Association of Women Clerks in the Board of Education. Secretary, MISS E. M. M. SWIRE, Board of Education, Chadwick Street, S.W.1.
5. Association of Women Clerks in the Public Trustee Office. Secretary, MISS N. HUNTER, Public Trustee Office, Kingsway, W.C.2.
6. Association of Women Clerks in the Scottish Board of Health. Secretary, MISS J. MALCOLM, 121a, Princes Street, Edinburgh, Scotland.
7. Association of Higher Women Officers. Joint Secretaries, MISS E. A. JOLLIFFE, Room 56, Ministry of Labour, Kew, Surrey, and
8. Association of Foreign Office Women Clerks. Secretary, MISS MORAN, Foreign Office, Whitehall, S.W.1.
9. Association of Women Clerical Officers and Writing Assistants in the Ministry of Pensions. Secretary, MISS I. JACKSON, 42, Shalimar Gardens, Horn Lane, Acton, W.3.
10. Association of Women Pension Officers. Secretary, MISS E. C. EASTHER, 14, Hammersmith Terrace, W.6.
11. Association of Women Clerical Officers in the Scottish Education Department. Secretary, MISS B. MILLER, 14, Queen Street, Edinburgh, Scotland.

Individual Group

1. Individual Women Civil Servants for whom no Departmental or Sectional organisation of women exists;
2. Individual members of those Departmental or Sectional organisations which are not within the Federation.

