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WOMEN AT WORK  
IN THE  
LEAGUE OF NATIONS

BY

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With Preface by Mrs. CORBETT ASHBY (President of the  
International Alliance of Women for Suffrage and  
Equal Citizenship).

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PREFACE.

It gives me much pleasure to write a Preface to this book, as it seems to me exactly what is needed. Peace is the most urgent necessity of the world, and the League exists to obtain and secure it. But the League is new, and has to struggle for its ideals in a world still inflamed by the passions of war, and demoralised by the miseries of the years since. It must depend on the enthusiasm of peoples whether the League as an organisation can defeat the powers arrayed against it, in open hostility, or in detached indifference. Enthusiasm depends on our knowledge of its constitution, its efforts and its successes, and on our knowledge of the striking personalities who are its leaders. In this book we can learn to know the work of the women.

In the first draft of the Covenant, which was drawn up in Paris in 1919, women were not included. The Allied women, at the invitation of the International Council of Women, and of the International Woman Suffrage Alliance, had determined to meet in Paris, to see that in the Peace the interests of women should not be overlooked. From this meeting, a joint deputation of Allied women waited on the Commission, presided over by President Wilson, and, amongst other points brought forward, laid stress on the necessity of the insertion in the Covenant of the important clause, Art. 7, which declares that:

"All positions under or in connection with the League, including the Secretariat, shall be open equally to men and women."

Art. 7 is, therefore, women's great charter in the League, and in the following pages we can see something of what has already been accomplished. Women sit in the Assembly, and on several Commissions of the League. A few women have been appointed to responsible positions in the Secretariat and the International Labour Organisation, and their work has been of such fine quality as to deserve further recognition for the abilities of other women. Women are also on the directing body of the International Institute of Intellectual Co-operation.

(Signed) MARGERY CORBETT ASHBY

(President, International Alliance of Women for Suffrage and Equal Citizenship),

190, Vauxhall Bridge Road, London.

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## WOMEN AT WORK IN THE LEAGUE OF NATIONS.

### A. Organisation of the League of Nations.

The League of Nations is organised as follows:—

1. The Assembly and its Committees.
2. The Council.
3. The Secretariat.
4. Permanent and Temporary Advisory Commissions.
5. The International Labour Office.
6. The Permanent Court of International Justice.
7. The International Institute of Intellectual Co-operation.
8. The International Institute for the Codification of Private Law.
9. The International Educational Cinematographic Institute.

The Council consists of Ministers and Ambassadors representing five permanent States, viz., Great Britain, France, Germany, (admitted 1926) Italy and Japan, with representatives of nine countries elected annually by the permanent States. The Court of International Justice, which sits at The Hague, is made up of eleven Judges, and four deputy Judges, elected to serve nine years. The Institute for the Codification of Private Law and the Cinematographic Institute are at Rome. Women are not yet represented on either the Council, the Court of International Justice, The Institute for the Codification of Private Law, or the Cinematographic Institute.

### B. Women in the Assembly.

The Assembly of the League of Nations, which corresponds to a great international Parliament, meets once a year at Geneva in the Salle de la Réformation. It consists of Delegations representing all the States Members of the League, and is at present composed of 55 nations, or more than three-quarters of the entire population of the world.\*

\*Abyssinia, Albania, Argentine, Australia, Austria, Belgium, Bolivia, British Empire, Bulgaria, Canada, Chile, China, Colombia, Costa Rica, Cuba, Czecho-Slovakia, Denmark, Dominican Republic, Esthonia, Finland, France, Germany, Greece, Guatemala, Haiti, Honduras, Hungary, India, Irish Free State, Italy, Japan, Latvia, Liberia, Lithuania, Luxemburg, Netherlands, New Zealand, Nicaragua, Norway, Panama, Paraguay, Persia, Peru, Poland, Portugal, Roumania, Salvador, Kingdom of Serbs, Croats and Slovenes, Siam, South Africa, Spain, Sweden, Switzerland, Uruguay, Venezuela.

These Delegations may not consist of more than three representatives, and they may have only one vote, but the representatives may be accompanied by advisers or experts.

Ten countries—Norway, Sweden, Denmark, Great Britain, Australia, Germany, Roumania, Hungary, Holland and Finland—have so far included women, either as substitute delegates or technical advisers, in the Delegations; but no member State, up to the present, has yet sent a woman as a full delegate. The Scandinavian countries included women in their Delegations from the first. In 1921, Roumania appointed Mlle. Hélène Vacaresco to the Second Assembly, and she has sat in each succeeding one since. Ever since 1922, Great Britain and Australia have included a woman in their respective Delegations. Since 1926 Germany has included women technical advisers, Dr. Gertrud Bäumer and Frau Lang Brumann. In 1927, Finland sent a woman substitute delegate for the first time, Fru Tilma Hainari, and Hungary and Holland now include women in their Delegations, Frau Rosenberg and Mevr. Kluyver. The latter has always accompanied the Dutch Delegation as Secretary.

The death of Fru Bugge-Wicksell (February, 1928) has deprived the Assembly of one of its most eminent women members. Fru Wicksell served as a substitute-delegate in the Swedish Delegation from the First Assembly in 1920 down to the Eighth Assembly in 1927. As a fully qualified lawyer, Fru Wicksell also sat upon the First or Legal Committee, where she was the only woman member, and in 1921 she was elected to the Mandates Commission, again as the only woman member.

As in the case of other Parliaments, the Assembly splits up into Committees, in order to facilitate its work. Six Committees, so far, have been established by the Assembly. The 1st Committee deals with Constitutional and Legal questions, including amendments to the Covenant. The 2nd Committee deals with the work of the Technical Organisations, including communications and transit, health and epidemics. The 3rd Committee is occupied with Disarmament. The 4th Committee is concerned with Budget and Questions of Internal Administration. The 5th Committee is occupied with Social Questions, including the traffic in Women and Children, Child Welfare, protection of women and children in the Near East, the opium traffic, intellectual co-operation, and refugee questions. The 6th Committee deals with Political Questions, including slavery, protection of minorities,

admission of new members of the League, etc. Certain sections of the Secretariat carry out the work of these Assembly Committees.

Every member of the League is entitled to be represented on each one of these Committees. The women who sit in the Assembly are usually appointed each year to the 5th, or Humanitarian, Committee, and some have been appointed in addition to other Assembly Committees. As already mentioned Fru Wicksell sat for many years on the 1st, or Legal, Committee. During the first three Assemblies Fröken Forchhammer sat on the 2nd or Technical Committee, for Health Questions. During the Sixth Assembly, in 1925, both Mrs. Mackinnon (Australia) and Fru Larsen Jahn (Norway) were appointed to the 2nd Committee because of their deep interest in Health questions. In 1926, Mevrw. Kluyver sat on the 4th, or Finance Committee. In 1927, Mrs. Moss (Australia) sat as proxy on the 4th, or Finance Committee. In 1928, Dame Edith Lyttleton sat on the 5th and 6th Committees, Miss Hesselgren as Proxy on the 2nd Committee, Mlle. Vacaresco on the 2nd and 6th Committees, Mevrw. Kluyver partly on the 4th and partly on the 5th Committees, whilst Miss Forchhammer was elected Vice-President of the 5th Committee.

#### Women in the First Assembly (1920).

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
Fröken Forchhammer, Technical Adviser on Women's Questions,  
Danish Delegation.  
Dr. Kristine Bonnevie, Substitute Delegate, Norwegian Delegation.

#### Women in the Second Assembly (1921).

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
Fröken Forchhammer, Technical Adviser on Women's Questions,  
Danish Delegation.  
Dr. Kristine Bonnevie, Substitute Delegate, Norwegian Delegation.  
Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.

#### Women in the Third Assembly (1922).

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
Fröken Forchhammer, Technical Adviser on Women's Questions,  
Danish Delegation.  
Dr. Kristine Bonnevie, Substitute Delegate, Norwegian Delegation.  
Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.  
Mrs. Coombe Tennant, J.P., Substitute Delegate, British Delegation.  
Mrs. Dale, Substitute Delegate, Australian Delegation.

#### Women in the Fourth Assembly (1923).

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
Fröken Forchhammer, Technical Adviser on Women's Questions,  
Danish Delegation.  
Dr. Kristine Bonnevie, Substitute Delegate, Norwegian Delegation.  
Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.  
Dame Edith Lyttleton, J.P., Substitute Delegate, British Delegation.  
Miss Jessie Webb, M.A., Substitute Delegate, Australian Delegation.

**Women in the Fifth Assembly (1924).**

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
 Fröken Forchhammer, Technical Adviser on Women's Questions,  
 Danish Delegation.  
 Dr. Kristine Bonnevie, Substitute Delegate, Norwegian Delegation.  
 Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.  
 Mrs. H. M. Swanwick, M.A., Substitute Delegate, British Delegation.  
 Mrs. E. F. Allan, LL.B., Substitute Delegate, Australian Delegation.

**Women in the Sixth Assembly (1925).**

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
 Fröken Forchhammer, Substitute Delegate, Danish Delegation.  
 Fru Martha Larsen Jahn, Substitute Delegate, Norwegian Delegation.  
 Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.  
 The Duchess of Atholl, M.P., Substitute Delegate, British Delegation.  
 Mrs. Eleanor Mackinnon, O.B.E., Substitute Delegate, Australian  
 Delegation.

**Women in the Seventh Assembly (1926).**

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
 Fröken Forchhammer, Substitute Delegate, Danish Delegation.  
 Fru Martha Larsen Jahn, Substitute Delegate, Norwegian Delegation.  
 Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.  
 Dame Edith Lyttelton, J.P., Substitute Delegate, British Delegation.  
 Dr. Freda Bage, D.Sc., Substitute Delegate, Australian Delegation.  
 Dr. Gertrud Bäumer, Technical Adviser, German Delegation.  
 Mevrw. Kluyver, Secretary and Substitute Delegate, Dutch  
 Delegation.

**Women in the Eighth Assembly (1927.)**

Fru Wicksell, Substitute Delegate, Swedish Delegation.  
 Fröken Forchhammer, Substitute Delegate, Danish Delegation.  
 Fru Martha Larsen Jahn, Substitute Delegate, Norwegian Delegation.  
 Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.  
 Dame Edith Lyttelton, J.P., Substitute Delegate, British Delegation.  
 Mrs. I. H. Moss, Substitute Delegate, Australian Delegation.  
 Fru Hainari, Substitute Delegate, Finnish Delegation.  
 Frau Lang-Brumann, M.P., Technical Adviser, German Delegation.  
 Mevrw. Kluyver, Secretary and Substitute Delegate, Dutch  
 Delegation.  
 Frau Rosenberg, Technical Adviser, Hungarian Delegation.

**Women in the Ninth Assembly (1928).**

Fröken Forchhammer, Substitute Delegate, Danish Delegation.  
 Dr. Ingeborg Aas, Substitute Delegate, Norwegian Delegation.  
 Fröken Kerstin Hesselgren, Technical Adviser, Swedish Delegation.  
 Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.  
 Dame Edith Lyttelton, J.P., Substitute Delegate, British Delegation.  
 Mrs. Carlile McDonnell, J.P., Substitute Delegate, Australian  
 Delegation.  
 Fru Tilma Hainari, Substitute Delegate, Finnish Delegation.  
 Countess Apponyi, Substitute Delegate, Hungarian Delegation.  
 Fru Lang-Brumann, M.P., Technical Adviser, German Delegation.  
 Mevrw. Kluyver, Secretary and Substitute Delegate, Dutch  
 Delegation.

**Fröken Henni Forchhammer.**

Miss Forchhammer is a noted linguist, and the author  
 of "How to Learn Danish," a book which has been published

in English, Dutch, French, and German editions, and  
 enjoys a wide circulation in each of these countries. She  
 has also acted as Lecturer on English Phonetics at the  
 Danish State Holiday Courses in English. She is equally  
 interested in social questions, and was a pioneer in intro-  
 ducing University Extension Lectures and Housewifery  
 Teaching into Denmark.

Miss Forchhammer has always taken an active interest  
 in the international side of the Woman's Movement, more  
 especially in connection with the International Council of  
 Women. She has been President of the Danish National  
 Council since 1913, and a Vice-President of the Inter-  
 national Council of Women since 1914. She is also Chair-  
 man of the Health Committee of the Danish Council. Miss  
 Forchhammer is proud of her connection with the Inter-  
 national Council of Women, because this was the first  
 organisation to promote peace and good-will between nations  
 by means of its women, and has therefore helped to prepare  
 the ground for the League of Nations itself. She has been  
 connected for many years with the Peace Movement, and  
 was a member of the neutral Conference at Stockholm in  
 1916.

Miss Forchhammer has acted as Technical Adviser to  
 the Danish Delegation to the Assembly since 1920, and has  
 been present at each succeeding Assembly. Since 1925 she  
 has been substitute delegate. She was the first woman to  
 speak in the Assembly, when, in 1920, she addressed the  
 gathering on the subject of the Traffic in Women and Chil-  
 dren. At this Assembly it was resolved that a Special Con-  
 vention should be called on this Traffic, and that all the  
 Governments affiliated to the League should be asked  
 to send representatives. This Conference was held the  
 following year in Geneva, and Miss Forchhammer, who  
 attended as sole representative of the Danish Government,  
 was made Vice-President of the Conference. She addressed  
 the Assembly again on this subject in 1921. Miss Forch-  
 hammer is also deeply interested in the question of the  
 deported women and girls in Asia Minor and other parts  
 of the previous Ottoman Empire, and has twice been rap-  
 porteur for this matter to the Assembly.

In connection with her appointment to the Assembly,  
 she is attached as expert on women's questions to the  
 Fifth or Humanitarian Committee, and during the first  
 three Assemblies she also sat on the Second or Technical  
 Committee, for Health questions. Since the First Assem-  
 bly, Miss Forchhammer has been lecturing on the work of

the League in various countries, including England, Holland, Norway, Denmark and the United States.

#### **Fröken Kerstin Hesselgren.**

In 1921, when Swedish women stood as Parliamentary candidates for the first time, Miss Hesselgren was the first woman to be returned, and with a double triumph, for she was elected to the Senate or Upper House of the Swedish Parliament, where she still remains as its only woman member. At the time she was standing for the Lower House, though without any chance of success. She did not even know that she had been nominated for the Senate, as her name had to be put forward in a hurry, and the first news of her election came to her in a newspaper!

Members of the Upper House are elected by the County Councils for a term of 8 years. A certain number retire automatically each year, but as they are eligible for re-election the personnel of the House does not vary much. Miss Hesselgren represents the district of Göteborg in the interests of the Liberal Party, and is a member of the Parliamentary Committee on Social Law.

Miss Hesselgren is also Sweden's Chief Woman Factory Inspector so that her intimate acquaintance with Factory life, Trade and Industry render her peculiarly fitted to deal with the industrial side of the work of the League of Nations. For many years Miss Hesselgren has attended various International Labour Organisation Conferences in connection with the League. She was present as a Government Delegate Adviser at the first I.L.O. Conference at Washington in 1919, and was again present in the same capacity at the Fifth I.L.O. Conference at Geneva in 1923. In 1927 and 1928 she attended the Tenth and Eleventh I.L.O. Conferences at Geneva as a Government Delegate.

Miss Hesselgren knows England well, having obtained her training for Factory life in this country. She is interested to see the great change that has taken place of recent years in the attitude towards English professional women. In Sweden practically every girl is educated for a profession just like the boys of the same families. Marriage creates no barrier in the Swedish Civil Service as it does in this country. Women are eligible for every post in the Civil service of Sweden, and though there is nothing to prevent a woman Civil Servant from continuing her work after marriage, there is, however, a clause that if a married woman has children under 15, and the Chief of her Department considers that she cannot do full-time work and look after them properly she may be put on half time.

#### **Dr. Ingeborg Aas.**

After qualifying as a doctor in 1903, Dr. Aas accepted a post in the State Hospital at Oslo. Two years later she married Dr. Arne Aas, and, with him, set up a joint medical practice amongst the poor of Trondhjem. During the last 15 years Dr. Ingeborg Aas has played an active part in the social and political life of her country. She is a member of the Town Council of Trondhjem and sits on numerous municipal Committees dealing with Housing, Education, Infant Welfare, etc. She is particularly interested in the teaching of Domestic Subjects, and, at one time, was a Director of the Municipal School of Domestic Science.

Dr. Ingeborg Aas also lectures extensively all over Norway on matters connected with Public Health. Many of these lectures have been published in pamphlet form by various social and medical organisations. In connection with her Public Health work Dr. Aas acts as Chairman of an Association pledged to a campaign against Tuberculosis and Cancer. As a member of this Association she has helped to establish numerous open-air schools and vacation colonies for children.

In 1921, Dr. Aas was appointed by the Norwegian Government a delegate to the International Association for the Protection of Children, at Brussels. The work of this Association has since been taken over by the League of Nations Advisory Commission for the Protection and Welfare of Children and Young People.

During the last seven years Dr. Aas has represented Norway on the Public Health Committee of the International Council of Women, and, in 1926, when there was a great deal of unemployment and suffering in the country, she set up a Porridge and Milk Centre in the poorer districts of Trondhjem, which was greatly appreciated.

In 1922, the Norwegian Government appointed Dr. Aas a member of a Commission for the revision of the Norwegian Criminal Law, which is likely to hold sessions for many years to come. The section dealing with Public Morals, however, has already been revised, and the Norwegian Parliament has accepted the findings of the Commission on this section, and introduced many drastic legislative reforms securing better protection for women and children.

#### **Mlle. Hélène Vacaresco.**

Mlle. Vacaresco, the daughter of the late Roumanian Minister to Rome and Brussels, is a descendant of one of the oldest families in Roumania, many of her ancestors having been poets like herself. She was brought up amongst

very beautiful surroundings at the family country seat, where she received a careful education, and learnt to speak six languages easily. From her early childhood she was a favourite with the late Queen-Poetess, "Carmen Sylva," at the Roumanian Court, and when in her teens was made her Lady-in-Waiting. A mutual love of literature drew the Queen and her young attendant very closely together, and when, later, Mlle. Vacaresco published a collection of Roumanian folk-songs under the title of "The Bard of the Dimbovitza," gathered from the villages near her country home, "Carmen Sylva" herself translated them into English and German. These poems have since been translated into practically every language, including Japanese, and have been awarded a special recognition from the French Academy. Mlle. Vacaresco has also written in English a volume of Roumanian tales called "The Songs of the Valiant Voevodi," and a novel entitled "The King's Wife."

Mlle. Vacaresco is a keen suffragist, and is a member of the Roumanian National Council of Women. She has spoken at the Sorbonne on behalf of giving French-women the vote. She is greatly in request in Parisian literary circles, and seats for her winter lectures at the Sorbonne are always booked months in advance. At Paris, where she and her mother now reside, invitations to her *salon* are eagerly sought by both literary and political people. She is a practical woman as well as a poet, and during the war did a great deal of relief work on behalf of her own distressed country, for which she was awarded the French Legion of Honour.

Mlle. Vacaresco has supported the League of Nations from its earliest days, and declares that Lord Robert Cecil is partly responsible for her first interest in this great international ideal. In 1919, she was made Secretary to the Roumanian Delegation at Geneva, and in 1921 was appointed a substitute delegate to the Assembly. She is attached to the Fifth Commission, and is deeply interested in the humanitarian side of the League's activities, especially in the question of the deported women and children from Asia Minor. Her speech in the Assembly on this subject was a memorable affair.

#### Dame Edith Lyttelton.

Dame Edith Lyttelton has always been interested in work on international lines, and helped to found, and was the first Hon. Secretary, of the Victoria League, an international organisation which mainly functions in the British Overseas Dominions, and which has for its object the

development of mutual friendliness between Great Britain and her Dominions.

She also created, and is now Chairman of the Committee of Common Interests, which works within the English-Speaking Union, and has its headquarters at Dartmouth House, London. This Committee has done a most useful work in bringing together various international interests, and securing personal contact between American visitors to this country, and English visitors to the United States. The idea of a "Teachers' Exchange Visits" scheme between England and America, which has recently been started in England, also originated with her.

Dame Edith is deeply interested in Literature and the Drama, and is a Governor of the "Old Vic," and of the Stratford Memorial Theatre; and also a member of the Shakespeare Memorial National Theatre Committee. She has herself produced a good deal of dramatic work, one play, "Warp and Woof," based on industrial interests, enjoying an excellent run in London. She has written several short plays, magazine articles, essays, novels and biographies, but will probably be best remembered by her very able Life of her late husband, the Hon. Alfred Lyttelton, M.P.

During the war, Dame Edith, with Lady Lugard, started the War Refugees Committee, and was given the D.B.E. for her services, and also the Belgian Order of Elizabeth. In 1917, she became Deputy Director of the Women's Branch of the Ministry of Agriculture, which raised, equipped, and trained the Women's Land Army. Dame Edith is a J.P. for St. Margaret's Division, City of Westminster, and was one of the earliest women magistrates to be appointed. She accompanied Lady Astor, in 1922, during her tour through the United States, when the American-born English woman M.P. spoke boldly on behalf of the League of Nations.

Dame Edith is specially interested in the industrial side of the League's activities, as Labour problems have always absorbed a good deal of her attention. She served on the Cave Committee appointed to inquire into the action of Trade Boards, and is now an appointed member and Vice-Chairman of the Waste Reclamation Trade Board. She is also the only woman member amongst a group of statesmen, under the Chairmanship of Lord Buckmaster, who are making an enquiry into the social, economic and medical aspects and dimensions of the drink problem in Great Britain.

Dame Edith was included as a substitute delegate in

the British delegation to Geneva in 1923, and again in 1926, 1927 and 1928. In 1928 she played a prominent part in the Assembly, and now ranks as a great expert amongst other experts at Geneva.

#### **Mrs. J. Carlile McDonnell, J.P.**

Mrs. McDonnell is of English birth, though she and her husband, a member of the staff of St. Peter's College, Adelaide, have made their home in Australia for the last 18 years. She was educated at the House of Education, Ambleside, under the direction of Miss Charlotte Mason, the famous educationist, who awarded her a teacher's diploma. She then spent two years at school in Geneva, where she gained that proficiency in French which is so essential for a delegate to the Assembly.

Later she went to London where she trained for the nursing profession at the London Hospital, gaining a prize in the final examination. The next four years were spent in the Hospital as Sister in charge of a women's ward, where she came in contact with many of London's sick poor. This turned her thoughts definitely towards social work, and the next two years of her life were spent in voluntary work at a Church settlement in the East End of London, and in the hop fields of Kent.

Marriage and family ties succeeded this work, and after the birth of their first child Mr. and Mrs. McDonnell went to South Australia. Settling in Adelaide, she threw herself with characteristic energy into the social and public affairs of the city of her adoption. With her husband, who, in addition to his staff appointment at St. Peter's College, soon became well-known as a lecturer for the Workers' Educational Association at the University, Mrs. McDonnell takes a keen interest in educational matters. She was closely concerned with the establishment of Girton Parents' Proprietary School, and was a member of the Committee which started it. She is a firm believer in free secondary schools, and in the right of all children, without distinction of class, to opportunities of wider culture, not merely the training necessary to earn a livelihood.

First and foremost, however, Mrs. McDonnell is a Feminist, and the women's organisations of Australia quickly attracted her complete adherence. She is Vice-President of the Australian Federation of Women Voters (Acting President for one year), Vice-President of the Women's Non-Party Association (President for three years), and was Vice-President of the National Council of Women of South Australia. She has been urged on several

occasions to stand for the State Parliament. For several years she has been a Justice of the Peace, and in that capacity frequently sits on the Bench.

Mrs. McDonnell has always been an ardent supporter of the League of Nations. She is a foundation member of the League of Nations Union in Adelaide, and during its early stages acted as hon. secretary. She has been on the executive from the first meeting and is now a Vice-President and one of the official speakers of the Union.

#### **Fru Tilma Hainari.**

Fru Hainari was born in Carelia, that province of Finland which is next to Russia, at a time when some of the older generation still remembered and sang the thousand years' old "runos" or ballads which were painstakingly collected together by Elias Lönnrot in the first half of the nineteenth century under the comprehensive title of *Kalevala* (Land of Heroes), one of the greatest national epics of the world.

Before her marriage to the late Dr. P. O. Hainari, Historian, Headmaster and Member of the Finnish Parliament, Fru Hainari engaged in educational work, and taught both boys and girls in various High Schools. She is a noted linguist and has studied modern languages in Germany and England.

In 1925, she travelled in the United States, especially in Massachusetts, and studied various social institutions, such as Industrial Schools for girls, Reformatories for women, Juvenile Courts, etc. In New York City she visited a number of Public Societies and Institutions, and made a close study of the admirable work done by the Metropolitan Life Insurance Co. Public Welfare Division. These experiences later formed the basis of a series of lectures in her own country as well as many magazine and newspaper articles. Other public interests include Temperance, social and moral work, and especially child welfare.

Fru Hainari was also one of the foremost leaders of the Finnish women's fight for emancipation, and helped the Cause in every possible way as public lecturer, President and Secretary of various Suffrage Associations. It was at this time that she translated into Finnish an important work by Baroness Alexandra Gripenberg (founder and first President of the National Council of Women of Finland), entitled "The development of the Woman's Cause," and also published a biography of a well-known Feminist and educationist, Hilda Käkikoski. When the women of



Finland won their enfranchisement in 1906, Fru Hainari entered political life and for many years was a member of the Board of her political Party. She has also been a member of two State Committees.

After Baroness Gripenberg's death, in 1913, Fru Hainari was elected President of the National Council of Women of Finland, an office which she still holds. She has represented the Council at various Congresses and Conferences of the International Council of Women. She is a life-long pacifist, and has been a keen admirer of the idea of a world League for Peace ever since the foundation of the League of Nations.

#### Mevrw. C. A. Kluyver.

Mevrw. Kluyver is the daughter of a Professor at Leyden University. In 1902, she began to study for medicine at the same University, but did not complete her medical training owing to her marriage in 1907. She then became interested in the Woman's Movement, and, from 1911-1914, acted as Secretary to the Dutch National Council of Women. The Peace Movement also claimed her allegiance, and she became a member of the International Committee for Peace and Arbitration of the International Council of Women, and of the Executive Committee of the Dutch Peace Society, *Vrede door Recht*.

During the great war the Dutch Peace Movement was re-organised, and the "Dutch Anti-War Council" founded. This Council acted as an intermediary between the belligerents, and, as the Dutch branch of the "Central Organisation for a durable Peace," dealt with the principles of Peace and of the League of Nations. Throughout the period of the War, Mevrw. Kluyver was attached to the Headquarters of the Anti-War Council.

In 1920, when the Dutch Government convened the Five Power Conference in the Peace Palace to discuss the drafting of the Statute of the Permanent Court of International Justice, Mevrw. Kluyver was appointed Secretary to the Conference. Later she acted as Secretary to the Committee of Jurists charged by the Council of the League of Nations with the official drafting of the Statutes.

About this time it was decided to create in the Dutch Foreign Office a special League of Nations Section. Mevrw. Kluyver was appointed a member of the new Section, and, because of her official position in the Foreign Office she was also made Secretary to the Dutch Delegation at each successive Assembly of the League of Nations. In 1926, she was appointed not only Secretary, but also substitute delegate to the Assembly.

Owing to her Foreign Office experience, Mevrw. Kluyver has an excellent all-round knowledge of the League's activities. She is specially interested in the problems of arbitration, security and disarmament, and is the author of several pamphlets and articles dealing with these subjects. "Documents on the League of Nations," published by the International Intermediary Institute, at the Hague, and the Survey on "Holland, a Member of the League of Nations," in the Dutch Year Book "Grotius," are also from her pen.

#### C. Women in the Secretariat.

The Secretariat of the League of Nations represents the permanent international Civil Service of the League. It is housed in a commodious building at Geneva, which was formerly a large hotel, and commands a magnificent view of the blue waters of Lake Léman. The work of the Secretariat is exceedingly responsible and important. Upon it devolves the carrying into action of the decisions or resolutions passed by the Council and the Assembly at its various meetings. Such action involves not only the collecting of information by means of Questionnaires to the 55 countries affiliated to the League, and making exhaustive investigations, etc., but also a vast mass of continuous correspondence with Governments, Societies, and individuals.

The principal Sections of the Secretariat are: Political; Financial and Economic; Transit; Minorities and Administrative Commissions (Saar Territory and Danzig); Mandates; Disarmament; Health; Social (Opium, Traffic in Women and Protection and Welfare of Children and Young People); Intellectual Co-operation and International Bureaux; Legal; and Information.

There are other services, such as the financial administration of the League itself, internal administration, translation and interpretation, précis-writing, publications, registry, library, distribution, central typing and shorthand services, &c.

Each section is responsible for all the official secretarial work connected with its particular subject, and prepares and organises all meetings and conferences held in that connection. The general Secretariat is responsible for the organisation of all Council and Assembly meetings, and its duties involve the preparation and publication of all League documents in the two official languages, and the preparation and issue of all League proceedings and all data and statistics, according to instructions.

The higher ranks of the Secretariat consist of the Secretary-General (Sir Eric Drummond), a Deputy Secretary-General, three Under Secretaries General, and various Directors, or Heads of Sections. Below these come members of sections, graded into two classes (A and B); an intermediate class, including members and secretaries of sections; and many other grades. The total staff of the Secretariat numbers over 500 men and women of about 40 different nationalities, including the London, Paris and Rome Offices. The proportion of women to men is about equal, but men preponderate in the higher branches, though there are many women who deserve promotion. All the secretaries of the various sections are women, including Miss Howard, Sir Eric Drummond's personal secretary, and women are at the head of many of the administrative departments of the internal affairs of the League. Practically all the stenographers and typists are women. The Library staff is entirely composed of women. From 1920—1926 the Chief Librarian was also a woman, Miss Florence Wilson, formerly of Columbia University, U.S.A., to whose genius and inspiration during her term of office, the present excellent arrangement of the Library is due. The League Library occupies an entire wing of the Secretariat, and contains over 40,000 volumes.

There is one woman Chief of a section, Dame Rachel Crowdy, who presides over the Social Section and the Section which is concerned with the control of opium and other dangerous drugs. There are four women B Members of Sections; Mlle. Colin (Belgian) and Mlle. de Römer (Polish) attached to the Social Section; Princess Radziwill (Lithuanian) attached to the Information Section, who deals chiefly with Women's Societies in all countries; and Mlle. Hallsten-Kallya (Finnish), attached to the Section of Intellectual Co-operation, who deals specially with the education of young people in the Aims and Work of the League of Nations. Lady Blennerhasset, Miss Zouche de Zouche and Miss A. L. Farrow are in the British branch of translators and interpreters, and Mlle. Monteanu is the only woman in the French branch. A woman, Dr. Gertrude Dixon is Editor of the official Journal of the League. No woman has yet been made Director of a section, although Dame Rachel herself to all intents and purposes, is performing the actual work of a Director, and in a double section.

#### **Dame Rachel Crowdy.**

Although still quite a young woman, Dame Rachel Crowdy has had an extraordinarily eventful career. In her early twenties she spent a year in Guy's Hospital, the know-

ledge of nursing gained during this period proving invaluable later, on the outbreak of war. She next studied dispensing, and qualified for the diploma of the Apothecaries' Hall, after which she took charge of a Government Provident Dispensary in a London slum district, and obtained a good deal of experience of the lives of her poorer neighbours on the munificent salary of a guinea a week! Later she worked for the National Health Society as a Lecturer and Demonstrator.

On the outbreak of war, Dame Katharine Furse and Dame Rachel crossed to Boulogne with the first batch of trained V.A.D.s, and when later Dame Katharine returned to England, Dame Rachel remained on in charge, serving with the Expeditionary Force from 1914-1919 as Principal Commandant of thousands of V.A.D.s in France and Belgium. For this highly responsible work she received the Mons Star and the Royal Red Cross (1st and 2nd Classes), was mentioned in despatches, and made a Dame of the British Empire, and a Lady of Grace of the Order of St. John of Jerusalem. She was also made Commander of the Order of Polonia Restituta for work on the Western Front during 1914-1919.

Dame Rachel's appointment as member of the Health Section in the Secretariat of the League of Nations followed immediately after the war, and she was later put in charge of the Social Section. This section, in its early days, was chiefly concerned with Health matters, and, whilst dealing primarily with this subject, Dame Rachel was appointed the only woman member of a Temporary Commission on the Anti-Typhus Campaign in Poland. Whilst serving on this Commission, she made a tour of many of the typhus-infested villages in Poland, in company with eight men officials.

As the work of the League developed, the question of Health was transferred to a department of its own, and various social and moral questions, such as the suppression of the traffic in women and children, and the assistance of the deported women and children from Asia Minor, were added to the Social Section. It is the business of the Social Section to collect expert information on all the subjects with which it deals, and furnish it to the Assembly and Committees, as well as to carry out all necessary plans of procedure as decided by these two bodies. In 1922, the question of the suppression of the opium traffic was handed over to it, and, at a later period, the suppression of obscene publications. The work of the recent Conference on this subject was entrusted to the Social Section. The investiga-

tion into the opium traffic is of special interest to Dame Rachel, and she finds the knowledge of drugs gained in her earlier dispensing days of great assistance in this inquiry. In 1926, Smith College for Women (Geneva, U.S.A.) conferred on Dame Rachel the degree of Doctor of Law (*honoris causa*).

#### D. Women on Permanent and Temporary Advisory Commissions.

In addition to the six Committees of the Assembly mentioned on page 4, there are various permanent and temporary Commissions at work within the League, which have been set up as a result of certain resolutions passed by the Assembly at its Annual Meetings. At the First Assembly, in 1920, it was decided that women as well as men should be asked to serve on these Commissions, and many Commissions at present include one or more women members:—(1) The Permanent Mandates Commission, constituted in December, 1920—upon which Fröken Valentine Dannevig sits as the only woman member—is concerned with the well-being and development of peoples in territories formerly controlled by enemy countries, and now assigned as mandatories to other nations. Fröken Dannevig sits on this Commission in the interests of the women and children living in these mandated territories. (2) The Permanent Health Commission, constituted in June, 1921—upon which Dr. Alice Hamilton sits as an assessor—is doing very valuable preventive work, especially in connection with stamping out epidemics in post-war Europe, and also in interchange of information regarding international standards of hygiene. Dame Janet Campbell sits as Chairman on a sub-Committee on Infant Mortality, and Dr. Janet Lane Claypon is a member of a sub-Committee on Cancer Statistics, in connection with the Health Commission. (3) The Commission on the Traffic in Opium, constituted in February, 1921—upon which Mrs. Hamilton Wright is the only woman member,—is concerned with the suppression of opium and other dangerous drugs. (4) Advisory Commission for the Protection and Welfare of Children and Young People. This Commission was originally known as The Advisory Commission on The Traffic in Women and Children, organised as the result of a recommendation by a general Conference summoned by the League in June, 1921, and primarily concerned with the suppression of The Traffic in women and children (formerly known as the White Slave Traffic) and the abolition of State Regulation of Vice. In December, 1924, this Commission

was re-organised in accordance with a resolution of the Fifth Assembly, which had decided to entrust it with the work done by the International Association for the Protection of Children, whose seat was at Brussels. The Commission is now re-named as above, but is divided into two parts, one dealing with the Prevention of the Traffic in Women and Children, and the other with Child Welfare, each Commission having a different group of assessors nominated by important organisations. Eight women sit on the Committee dealing with the Prevention of the Traffic in Women and Children—Dr. G. Bäumer and Dr. Matz (Germany), Dr. Estrid Hein (Denmark), Miss Grace Abbott (United States), Dr. Paulina Luisi (Uruguay), Mme. Avril de Sainte Croix (France), Mme. la Baronne de Montenach (Switzerland), and Mme. Curchod-Secrétan (Switzerland). In connection with this Committee, the Council of the League appointed a body of experts with a view to an enquiry into the Traffic in Women and Children. This body has recently published two important Reports. Upon this special body of experts, two women—Dr. Luisi and Princess Bandini—worked with six men. Upon the second Committee, dealing primarily with Child Welfare, in addition to Dr. Bäumer, Dr. Matz, Miss Grace Abbott, and Dr. Luisi, six women assessors sit, Dame Katherine Furse, Miss Eleanor Rathbone and Miss Eglantye Jebb (all of Great Britain), Miss Julia Lathrop (United States), Miss Charlotte Whitton (Canada), and Mlle. Burniaux (Belgium). (5) The International Commission on Intellectual Co-operation, constituted in May, 1922—upon which Mme. Curie-Sklodowska and Dr. Kristine Bonnevie sit as the only two women members,—is concerned with the development of international co-operation among the brain-workers of the world, exchange of knowledge, and the protection of scientific property. Mlle. Vacaresco (see p. 9) sits on a sub-committee of Art and Letters in connection with this Commission, and Mme. Curie and Dr. Bonnevie on a sub-Committee of Sciences and Bibliography.

In addition to the women on these Commissions, Mme. Dreyfus-Barney, of Paris, an American by birth and a very active member of the International Council of Women, is a member of a small Commission which has been set up by the Council of the League of Nations to study the question of the Education of Young People in the aims and work of the League of Nations, whilst Frau Emmy Freundlich was the only woman amongst thirty-four men to sit on the Economic Commission of the League of Nations, which paved the way for last year's World Conference on Economic Problems at Geneva.

Mention must also be made of two women members who did important work on The Commission in Deported Women and Children in Asia Minor, constituted in February, 1921, but which has now come to an end. These were Miss Emma Cushman, an American woman, and Miss Karen Jeppe, of Denmark. Miss Cushman worked in Constantinople, and later in Greece, and rescued hundreds of refugee children, whilst Miss Jeppe made her centre in Aleppo, and assisted numbers of Armenian women and children to escape from the Turkish harems.

#### **Fröken Valentine Dannevig.**

Fröken Dannevig is the Principal of a private Girls' School in Oslo (Vestheim Pikeskole). She is a specialist in modern Languages, and studied for these both at home and abroad. For many years she taught in a co-educational Lyceum in Oslo with intervals spent in study at the Royal Holloway College (London) and in France. In 1912 she made a trip round the world, visiting Egypt, Australia, New Zealand and the United States. In addition to her scholastic duties Fröken Dannevig finds time for a considerable amount of public work. She is deeply interested in social and political questions, in Child Welfare, and especially in the Peace Movement. For many years she was President of a Union of Norwegian Women Teachers in Oslo, and was also Secretary of the National Council of Women of Norway. She is still Chairman of the Committee of a School for social workers, established by the Norwegian National Council of Women. At one time she was an active member of the Municipal Council of Oslo.

#### **Dr. Alice Hamilton.**

Early in life Dr. Alice Hamilton determined to study medicine, and went to the only large co-educational medical school at that time, the University of Michigan, where she graduated in 1893. Later she specialised in bacteriology, and went to Germany for graduate work, visiting Leipzig, Munich, and Frankfurt-am-Main, where she was allowed to do laboratory work although women were not then admitted to lectures. She also had a year of graduate work at the John Hopkins Medical School, Baltimore. Dr. Hamilton then taught for a few years in a women's medical school, and later accepted a position as research worker in bacteriology in the McCormick Institute, Chicago. In 1910, she resolved to specialise in research work in industrial medicine, and was appointed a member, with nine men, of the Illinois Commission on Occupational Diseases.

In 1911, the Federal Government commissioned Dr. Hamilton to do exploratory work, first in the lead trades, and then with others, among them being the war-time industries—explosives and aniline dyes. She worked for the Department of Labour until 1921. Since 1919, Dr. Hamilton has been assistant professor of industrial medicine at Harvard Medical School, holding a somewhat anomalous position in a school which does not admit women students! When the International Labour Bureau formed a consultative medical staff, Dr. Hamilton was appointed a member and has done whatever work was assigned her.

#### **Mrs. Hamilton Wright.**

Mrs. Hamilton Wright, daughter of the late Hon. William Drew Washburn (U.S. Senator and member of a family long prominent in America for its distinguished Government service) is the widow of Hamilton Wright, a well-known scientist and diplomat, and a world-recognised leader in the fight against opium, who represented the United States at the International Opium Commission in Shanghai in 1908-9, and at the later International Opium Conferences held at The Hague, and was the originator of the Harrison anti-narcotic Act for the United States and other narcotic laws.

Mrs. Hamilton Wright was educated in the United States and at private schools in France and Germany. After her husband's death, in 1917, she determined to carry on his work, and in connection with her studies she visited China, Turkey, the Near East, etc., and is to-day probably one of the best-informed persons in the world on this intricate subject. She was instrumental in having the Opium question introduced into the Versailles Treaty, and was unanimously elected by the Council, in 1921, to serve as Assessor on the Opium Advisory Committee. She was reappointed in 1923, 1924 and 1925. In 1925, she was appointed by President Coolidge as delegate with full powers to attend the Geneva Conference of 1924-25. On behalf of the United States she introduced a resolution at the Conference for the sending of a Commission of Enquiry to the Near East, more particularly Persia, for the purpose of studying conditions on the spot, and considering the possibility of substituting other crops in place of opium.

#### **Dr. Gertrud Bäumer.**

Dr. Bäumer is one of Germany's most representative women. She began life as a teacher, after studying philosophy and taking her degree as a Doctor of Philosophy,

but, since 1919, when German women were first granted equal suffrage, she has added many political activities to her earlier educational interests. She was one of the first women in the German National Assembly, and is now a member of the Reichstag and one of the Presidents on the Committee of the German Democratic Party. Since 1920 she has held a high post in the Home Office, where she is specially occupied with questions concerning the welfare of young people. Another of Dr. Bäumer's interests is an Institute in Hamburg for social and pedagogical training, of which she acted as Director from 1916—1920. Dr. Bäumer is also a distinguished public speaker on scientific and political problems, and a well-known author. She edits *Die Frau*, in conjunction with Dr. Helene Lange, and *Die Hilfe*, in conjunction with Anton Erkelenz. Dr. Bäumer is a familiar figure at International Women's Congresses, and was Germany's representative at the Tenth Congress of the International Woman Suffrage Alliance, in Paris, in 1926.

#### Dr. phil. Elsa Matz.

Dr. Matz has been a member of the Reichstag in the Deutsche Volkspartei (Stresemann's Party) since 1920. She is one of the most prominent women of her Party, and the leader of its Reichsfrauenausschuss (Women's Committee). From 1902—1907 she studied philology and philosophy at the Universities of Kiel and Berlin, and is now Director of a very large High School for Girls. She is also connected with Training Colleges for gymnastics, and for social work with children in Stettin. From 1921-24 she was a member of the Assembly of the Protestant Church in Prussia. Dr. Matz is chiefly interested in politics, social work, education, and physical training for girls and women. She is also an ardent member of the German National Council of Women; she acts as leader of the Section on physical education. In 1928, in conjunction with Dame Katherine Furse and Dr. Humbert, she made a special Report on "Recreation" for the League Committee dealing primarily with Child Welfare. Dr. Matz is keenly interested in all international work, and is a member of a number of international associations, including the International Alliance for Suffrage and Equal Citizenship, the International Council of Women, the Inter-Parliamentary Union, and others.

#### Dr. Estrid Hein.

Dr. Hein is a native of Denmark, and the daughter of a barrister connected with the Danish High Court, who

was also a well-known politician, and a member for many years of the Second Chamber of the Danish Parliament. Dr. Hein early decided on a medical career, and, after qualifying in 1896, has practised for many years as an oculist in Copenhagen. She is keenly interested in the Woman's Movement, and for many years acted as President of the first Danish organisation for Women's Rights. She also served on a Commission called by the Governments of the three Scandinavian countries to consider the drafting of a new marriage law. Dr. Hein is a wholehearted supporter of the campaign against prostitution, and believes that the only remedy for the social evil is the suppression of licensed houses. She is also firmly convinced that more women police should be appointed in connection with prostitutes, and proposed a resolution on this subject at a recent meeting of the Advisory Commission for the Protection and Welfare of Children and Young People.

#### Miss Grace Abbott.

Miss Grace Abbott took a degree in Political Science at the University of Chicago, and also studied at the University of Chicago Law School. For several years she taught in the high school of her home town, and later at the University of Chicago, and Chicago School of Civics and Philanthropy. Later she became Director of the Immigrants' Protective League of Chicago, and went to live at Hull House, the social settlement established by Miss Jane Addams in the poorest part of the city. In 1917, she was appointed Director of the Child Labour Division of the United States Children's Bureau, where she was responsible for the administration of the first Federal child-labour law, which forbade the inter-State transportation of the products of child labour. She also held other public positions, including that of Adviser on the War Labour Policies Board, Secretary of the Child Welfare Conferences, with which the Children's Year campaign was concluded, and Secretary of the Children's Commission of the First International Labour Conference. When Miss Julia Lathrop, who acted as Chief of the Children's Bureau for ten years, resigned in 1921, Miss Abbott was recommended as her successor. One of the big pieces of work carried out by the Children's Bureau is the administration of the Sheppard-Towner Maternity Act, which, since its passage into law, has been accepted by 40 State Legislatures which are working actively for the safety and well-being of mothers and babies. The Children's Bureau is also agitating for better protection of the child worker. In 1922, Miss

Abbott was appointed by the American Secretary of State, with the approval of the President, to serve in an unofficial and consultative capacity on the Advisory Commission for the Protection and Welfare of Children and Young People, where she has been of great service.

**Dr. Paulina Luisi.**

Dr. Luisi was the first woman in Uruguay to graduate for the B.Sc., and the first to qualify as a doctor of medicine. She has interested herself in the Woman's Movement in South America for many years, and is Founder and President of the Uruguayan Woman Suffrage Society, and the National Council of Women, in Uruguay. She is indefatigable in her fight against alcoholism, the white slave traffic, and State regulation of vice. In 1920, she pursued a vigorous campaign in the Argentine in favour of Abolition, concentrating specially at Buenos Aires, where she organised a Joint Abolition Committee, representing both Uruguay and the Argentine. In 1921 she pursued a similar campaign in Spain and Portugal. In 1922, the Uruguayan Government appointed Dr. Luisi a member of the Advisory Commission for the Protection and Welfare of Children and Young People, and in October of the same year she was appointed as the first Government delegate to the Fourth International Labour Conference at Geneva. Dr. Luisi was also elected one of the seven Government delegates who form the Committee on Unemployment.

**Mme. Avril de Sainte-Croix.**

Mme. de Sainte-Croix is probably the best known and most respected social worker in France. She has the ear of the highest French statesmen, and is esteemed not only for her practical work, but also for her wit, for she is a brilliant conversationist. For over 30 years she has been the life of all Abolitionist work in France, and has addressed Conferences on this subject all over Europe and America. She was a co-worker with the late Mrs. Josephine Butler in the International Abolitionist Federation, and has been Secretary-General of the French Abolitionist Branch. Mme. de Sainte-Croix was a member of the French Extra-Parliamentary Committee, appointed by the Government in 1904 for the reform of the Regulation of Vice, and, after nearly four years' hard and unremitting work, persuaded the Committee to adopt a Report condemning the present Police Regulation of Vice. She was the first French woman to sit on a Parliamentary Commission. Some 20 years ago

she founded a unique Rescue Society, which now has four branches. It is the only Rescue Society in France which receives girls who are registered prostitutes, which has no religious test, and which provides adequate medical treatment for venereal disease. Mme. de Sainte-Croix also founded the National Council of Women in France, and has been its President since 1922. In 1919, she received the French Gold Medal for Public Service, and, in 1920, was made a Chevalier of the Legion of Honour.

**Baroness de Montenach.**

Baroness de Montenach is the widow of Baron George de Montenach, of Fribourg, Switzerland, late Member of the Swiss Parliament. She has been President of the International Catholic Association for the protection of young girls since 1912, and before that acted successively as General Secretary and Vice-President of this society. The Association, which was founded in 1897, has its international headquarters at Fribourg, and comprises 22 national societies. By means of Homes, Registry Offices, Advisory Bureaux, and Station and Seaport Shelters, it works continuously for the help and protection of young girls. The colours of the Association are yellow and white, and placards in these colours, advertising the efforts of the Association, are everywhere in evidence. In 1922, the Association was invited by the League of Nations to send a representative to the Advisory Commission for the Protection and Welfare of Children and Young People, and Baroness de Montenach was accordingly elected. The knowledge gained by her and her Committee of the dangers to which unprotected and inexperienced girls are subject and of the protective and preventive measures needed, makes her a valuable member of this Commission.

**Mme. Curchod-Secrétan.**

Mme. Curchod-Secrétan comes from Canton Vaud, and belongs to a family which has given many illustrious members to the service of their country. She is the sister of Colonel Secrétan, to whose memory a monument at Lausanne was recently unveiled. Mme. Curchod-Secrétan is particularly interested in young girls, and, as the wife of a clergyman, has had many opportunities of helping them. In 1919, she founded a special school for defective and backward girls. She is President of the International Association of "Les Amies de la Jeune Fille," founded in 1877, with headquarters at Neuchâtel, Switzerland. She has been connected with the Association

for many years past as President of the Canton Vaud Branch and Vice-President of the National Swiss Branch, and was appointed as its representative on the Advisory Commission at Geneva after the death, in August, 1924, of Mme. Studer-Steinhauslin, who represented the Federation from 1922-1924. The Federation has branches in 50 countries, and a membership of several thousands. Among many other activities the Swiss branch has opened several Station Refuges and Homes in different countries for girl travellers, as well as reliable registry offices, to counteract the dangers of bogus agencies.

#### **Dame Katharine Furse.**

Dame Katharine Furse is the daughter of John Addington Symonds, the author, and the widow of Charles E. Furse, the artist. For some years she was a wood carver by profession, making many of the frames for her husband's pictures, and later carving for house decoration for various London firms. In 1910, she joined the V.A.D. under the Red Cross, and took an active part in developing this national work for aid to the sick and wounded. She also studied similar work in France and Italy. When war broke out, Dame Katharine joined the Headquarters Staff of the British Red Cross Society, and was sent to France to investigate how V.A.D.s could be used on the Lines of Communication. In October, 1914, she and Dame Rachel Crowdy went to Boulogne with the first party of V.A.D.s, and started the Rest Station there, but she was recalled to London in January, 1915, to organise the V.A.D. Department as Commandant-in-Chief. Dame Katharine resigned from the Red Cross in 1917, and was appointed Director of the Women's Royal Naval Service at the Admiralty, where she remained until this Service was demobilised in 1919. In 1922, she joined the Girl Guides as Assistant Chief Commissioner.

#### **Miss Eglantyne Jebb.**

Miss Jebb comes of distinguished stock, the Jebb family having been eminent in literary work since the end of the 17th century. Miss Jebb herself published in 1906, a work entitled "Cambridge: A Brief Study of Social Questions," which is probably unique as an intensive study of the social and industrial history of an English town. Miss Jebb is the hon. secretary of the Save the Children Fund, and a Vice-President of the Save the Children Fund International Union, with its headquarters at Geneva, and affiliated and associated committees in 34

different countries besides Great Britain and the British Dominions. She founded the Save the Children Fund in 1919, in conjunction with her sister, Mrs. Charles Buxton, who had previously helped in founding the Fight the Famine Council, which was formed to arouse public opinion in England for the raising of the blockade against ex-enemy countries in Central Europe, and for the readjustment of economic conditions in those lands. For a time Miss Jebb was joint hon. secretary (with Miss Edith Ellis,) of the Council, and it was in this position that she was prosecuted by the Crown under the Defence of the Realm Act, for a technical breach of the regulations governing printed matter. Miss Jebb was mainly responsible for formulating the "Declaration of Geneva," which was endorsed by the Assembly of the League of Nations in September, 1924.

#### **Miss Eleanor Rathbone.**

Miss Eleanor Rathbone was educated at Kensington High School and Somerville College, Oxford. After leaving College she became occupied in Woman Suffrage propaganda, industrial investigations, and social work generally. For many years she was secretary of the Liverpool Women's Suffrage Society, and President of the West Lancashire, West Cheshire and North Wales Federation of Women's Suffrage Societies. When Mrs. Henry Fawcett resigned the Presidency of the National Union of Women's Suffrage Societies, now known as the National Union of Societies for Equal Citizenship, Miss Rathbone was elected President in her place and still holds this office. Miss Rathbone was the first woman to be elected to the Liverpool City Council in 1909, as an Independent. In the General Election of 1922, she stood as an Independent candidate for the East Toxteth Division of Liverpool. As hon. secretary of the Liverpool Women's Industrial Council from 1897-1914, Miss Rathbone carried out various researches, and published memoranda on questions relating to women's work. She also published a report on the conditions of labour at the Liverpool docks. Since the war Miss Rathbone has been closely identified with the movement in favour of Family Endowment or Family Allowances, and is the author of a valuable book on this subject, "The Disinherited Family—A Plea for the Endowment of the Family" (Edward Arnold & Co.).

#### **Miss Julia Lathrop.**

For many years Miss Lathrop was a voluntary resident of Hull House, Chicago, and a co-worker with Miss Jane

Addams in making exhaustive researches in the social welfare of children in that city. These two, with Dr. Cornelia De Bey and Miss Mary McDowell, all Suffragists and all philanthropists, came to be known as Chicago's "four maiden aunts," because of their valuable public services. From 1893 to 1909, Miss Lathrop was a hard-working member of the Illinois State Board of Charities; she was also Vice-President of the Chicago School of Civics and Philanthropy. Miss Lathrop was largely responsible for starting the Society of Mental Hygiene, a visiting nurse association for people just out of hospital. She also furthered progressive measures for the care of epileptics and the feeble-minded, and made a special study of the care of the insane. She has toured foreign countries extensively in her efforts to know how other lands deal with the social care of children and dependents. In 1912, she was appointed by President Taft as Head of the Federal Children's Bureau, a department of the Department of Commerce and Labour. She was the first American woman to be placed at the head of a Federal Bureau, which carried a salary of £5,000. Miss Lathrop held this post for ten years, resigning in 1921, when she was succeeded by Miss Grace Abbott (see p. 23).

#### Miss Charlotte Whitton.

Miss Whitton is of Yorkshire descent, but a Canadian of three generations. She studied at Queen's University, Kingston, Ontario, where she took her M.A. degree, and was also a University Medallist in English and History. From 1918-1922, she acted as Assistant Secretary of the Social Service Council of Canada, and as assistant Editor of "Social Welfare." During this time she carried out numerous researches on various social problems, especially immigration and child welfare, and was entrusted with special legislative research work on Unmarried Parenthood, and the drafting of recommendations for Ontario legislation on this subject, 1921-2. In 1920, Miss Whitton was elected a member of the Advisory Council on Immigration of Women to Canada, called by the Canadian Government in that year. From 1922-5 she acted as Private Secretary to the Canadian Ministry of Trade and Commerce, during which period she spoke for Canada at Wembley, on "Women's Day," 1924. In 1925, she was appointed Executive Secretary to the Canadian Council on Child Welfare, of which, since its inception in 1920, she had acted as Hon. Secretary at the Government's request. Miss Whitton is President of the Ottawa Women's Press

Club, the author of several studies on Child Welfare, and particularly on Immigration, and the Editor of a quarterly magazine, "Canadian Child Welfare News."

#### Mlle. Hélène Burniaux.

Born in Brussels in 1889, Mlle. Burniaux entered the teaching profession, becoming a Professor of St. Gilles, and more recently a Government Inspector of Education. From her earliest years she was particularly attracted to social and industrial problems. In 1910, she joined the Socialist Party in Belgium, and played an active part in support of its politics. In 1919, she attended the first I.L.O. Conference at Washington, in the capacity of a workers' delegate adviser, and in 1921, at Geneva, she attended, as Belgian delegate, the founding of the International Federation of Working Women. In 1922, at Vienna, she was made President of this body. In 1925, the International Federation of Working Women was absorbed into the International Federation of Trade Unions, and a Women's Advisory Committee was substituted in its place, consisting of five women representatives from different countries, of whom Mlle. Burniaux represents Belgium. The business of this Committee is transacted at Amsterdam, where the International Federation of Trade Unions has always had its secretariat. It assists the International Federation by making suggestions and giving advice on questions of social legislation for women, and in the collection of statistical and other information concerning working women workers. It also convenes Conferences of working women when necessary, usually just before the biennial Congress of the International Federation of Trade Unions.

#### Dr. Kristine Bonnevie.

Dr. Kristine Bonnevie is a noted scientist, and a member of the Academy of Science in Oslo. She has been connected with the University of Oslo since 1900. In 1912, she became Professor of Zoology at the University, where she carries out extensive research work in heredity and allied sciences. An interesting feature of her tutorial course is a dredging expedition, which she conducts each June, and which consists of men and women students. These annual expeditions, as well as the whole of the University itself, are entirely free to students of all classes and both sexes. Dr. Bonnevie is also the author of numerous scientific treatises on zoology, embryology, and heredity, and has contributed largely to scientific publications. She is



deeply interested in social questions, and was formerly a member of the Municipal Council of Oslo. This work, however, she has been obliged to relinquish, owing to the pressure of her scientific work. During the five years, 1920-1924, Dr. Bonnevie acted as an alternate delegate in the Norwegian Delegation to the Assembly, but resigned in 1925, owing to the pressure of her scientific duties. In 1922, she was elected to the International Commission on Intellectual Co-operation, where she and Madame Curie, the noted world scientist, sit as the only women members.

#### **Mme. Curie-Sklodowska.**

Mme. Curie comes of a distinguished Polish family. She was born in Warsaw, where her father, Professor Sklodowska, taught in the Lycée, and superintended his brilliant young daughter's education. In her early twenties she entered the Faculté des Sciences at Paris as a student in chemistry, where she very soon made her mark. When 27 years of age, she married Dr. Pierre Curie, one of the Professors at the Science Academy, after which they pursued their scientific work and aspirations in common. The definite pursuit of radium, with the discovery of which Mme. Curie's name is indissolubly associated, began the year after her marriage, but the actual discovery of this new substance was not announced until 1898, when congratulations flowed in on the Curies from practically every scientific association and institution in the world. In 1903, M. and Mme. Curie, with Professor Becquerel, who assisted them, were awarded the Nobel Prize for Physics. The Paris Faculty made Mme. Curie a Doctor of Science, and the Royal Society invited her and her husband to London to receive the Davy Medal. In 1900, Mme. Curie was nominated Professor of Physics and Chemistry at Sèvres, and, after her husband's death in 1906, she succeeded him as Professor of the Faculté des Sciences at the Sorbonne. In 1911, Mme. Curie was awarded the Nobel Prize for Chemistry, and numerous other distinctions were bestowed by national and foreign scientific bodies, including a gift of radium from the women of America. She is now Director of the Physico-Chemical Department of the University of Paris.

#### **Frau Emmy Freundlich.**

Frau Freundlich M.P., who has been a member of the Social-Democratic Party in the Austrian Parliament ever since 1920, when Austrian women first became politically enfranchised, is also the leading woman in the Austrian

Co-operative Movement, where she is a member of the Central Committee of the Co-operative Union of Austria, a member of the Management Board of the Wholesale, and a member of the Central Committee of the International Co-operative Alliance. She is also the President of the International Committee of the Women's Co-operative Guild, which includes the Women's Co-operative Guilds of ten countries. The Co-operative movement is strong in Austria, where it has a position and importance which it has hardly reached in any other country. It has the support of the State on the one hand, and the trade-unions, and some of the ablest men and women in Austria are amongst its officials. Frau Freundlich is also a Director of the Food Ministry, where she represents the consumers, and a member of the Vienna Municipal Council. She was the only woman Member, amongst 34 men, of the Preparatory Commission which paved the way for the League of Nations' World Conference on Economic Problems. At this Conference, held at Geneva last year, Frau Freundlich was the only woman delegate appointed by a Government (Austria). Three other women, Mrs. Barbara Wootton (Great Britain), Dr. Luders M.P., (Germany), and Dr. E. C. Van Dorp, (Holland), nominated by women's international organisations, and appointed by the Council of the League, also attended the Conference as experts.

#### **E. Women in the International Institute of Intellectual Co-operation.**

Through the generosity of the French Government, this Institute was established in Paris, in 1924, in a wing of the Palais Royal. The International Committee on Intellectual Co-operation acts as the Governing Body, draws up the budget, and fixes the programme of the Institute. The Institute is divided into eight departments as follows: (1) The Director's Department, (2) University Relations Section, (3) Scientific Relations Section, (4) Legal Service, (5) Literary Relations Section, (6) Artistic Relations Section, (7) Information Section, (8) Documentation Service. When the Institute was first opened, one woman Chief of Section (Literature) was appointed, Mlle. Gabriela Mistral, an eminent Chilean poetess. She was unfortunately obliged to resign almost immediately for health reasons, but consented to act as technical adviser to the Institute in connection with Latin-American problems.

Fourteen women are at present serving in the Institute. These are: Mlle. Rothbarth, Head of the German Service; Mlle. Emilie Coste, Head of the Secretariat of the Director's

Department; Mlle. Lejeaux, Attachée, Artistic Relations Section; Mlle. Pellet, Attachée, Information Section; Mlle. Thorkildssen, Attachée, Scientific Relations Section; Mlle. Beresovsky-Chestov, "Rédactrice au Service d'Analyse"; Mlle. Dryden, Mlles. Loutzky and Weinberg, Attachées, "Service d'Analyse"; Madame Berekovitch, Attachée, Library; Mme. Gilmore, "Archiviste"; Mlle. Conolly, translator; Mme. Darby, Supervisor of Shorthand-Typing Room; and Mlle. M. L. Coste, "Intendante."

#### F. Women in the International Labour Office.

The International Labour Office, formerly housed at some little distance outside Geneva, now has its own building not far from the Secretariat on the lake shore. The new building is constructed entirely of reinforced concrete and has been enriched by gifts from many of the States Members of the organisation. Australia and Canada provided the entrance and ground floor doors, Germany the stained glass windows on the main staircase, Great Britain and India furnished the Council Room of the Governing Body. India provided the wood for the panelling, France contributed a fine tapestry, Holland a noble picture, Japan two gorgeous cloisonné vases. Greece gave the carpet. Italy bound all the Governing Body documents and presented a bronze statue for the grounds. Belgium gave two statues for the entrance Hall. Poland furnished the Deputy Director's office. Scandinavia and the Balkan countries also sent gifts. Czechoslovakia provided the artistic glass chandeliers in the reading room. Austria, Hungary and Spain presented pictures. South Africa gave furniture for the entrance Hall, and the Irish Free State gave £300 to be used at the discretion of the Governing Body.

The International Labour Organisation is based, not on the Covenant, but on Part XIII of the Treaty of Versailles which lays down a series of principles governing labour conditions. It is an autonomous organisation with its own Governing Body, its own General Conference, and its own Secretariat, and its constitution is somewhat different from that of the League, representation being accorded not only to Governments but to representatives of employers' and workers' organisations. In addition to the Headquarters Staff at Geneva, small branch offices have been established in London, Paris, Washington, Rome, Berlin and Tokio, in order to assist the Office to follow more closely the principal movements in industry and labour in these countries.

Every nation which joins the League becomes at the same time a Member of the International Labour Organisation, but it is also possible for a country to join the latter body without joining the League. The International Labour Office, of which M. Albert Thomas is Director, and the Secretariat of the League of Nations work together in close co-operation with regard to all questions which concern both organisations.

The International Labour Office has two special functions. One is to secure humane labour conditions throughout the world. The other is to collect and distribute information on all subjects relating to industrial and labour conditions. In order to facilitate the objects, the office is divided into five main Divisions: (a) *Diplomatic*, which organises and prepares the work of the Conferences, and deals with all official correspondence between the Office and Governments; (b) *Intelligence*, which is responsible for the collection and distribution of information; (c) *Research*, which pursues scientific studies and enquiries; (d) *Administration*, which is responsible for the co-ordination of all the administrative work of the office; (e) *Publications*, which is responsible for the editing, printing, issuing and sale of the publications of the Office. Attached to these Divisions are a number of technical services, dealing *inter alia* with Unemployment, Agriculture, Industrial Hygiene, Safety, Russian Affairs, Disablement, Industrial Relations, and Co-operation.

The higher staff of these Sections consists of two grades known as Members of Section A (either specially appointed or promoted from B) and Members of Section B (usually selected by competitive examination). The lower-grade staff is also chosen chiefly by competitive examination. In all, the staff numbers about 400, and comprises men and women of 30 different nationalities.

Article 395 of the Labour Section of the Peace Treaty ensures that "a certain number of the staff of the International Labour Office shall be women," and at present the proportion between the sexes is, roughly, half and half. The women members of the staff are accorded the same pay and chances of promotion as the men, and marriage is not penalised. From 1920-1924 there was one woman Chief of a Section in the Research Division, Miss Sophy Sanger, who held a highly responsible post, chiefly concerned with collecting the labour laws of all the different countries, and translating these into French and English. Since 1925 one woman, Miss Louise Matthaei, has been Chief of the Agricultural Service. Another woman, Mlle. M. Schappler,

is the Chief of the Documents Service. There are 15 women B members of Sections, and a woman, Mme. Laverrière, is at the head of the Pool of Typists. Women B members doing particularly responsible work are Mrs. Weaver, who watches the conditions of labour and slavery in all the mandated territories, and Mlle. Mundt, who acts as information officer to women's organisations all over the world, keeping these informed, by means of correspondence and conferences, of the standards of legislation for women and children in all the different countries, and especially of the Draft Conventions adopted at each International Labour Conference.

### G. Women at the International Labour Conferences.

The International Labour Conference meets once a year, usually at Geneva. It corresponds to an International Social Parliament, and is composed of delegates from the 55 Member States of the League. Each country, whether large or small, has equal rights and voting power at the Conferences, and is represented by the same number of delegates, viz., two Government Delegates, one Employers' Delegate, and one Workers' Delegate. Each of these delegates is also allowed to bring two advisers for each subject on the agenda, and, as Art. 389 of the Labour Section of the Peace Treaty expressly states that, "when questions specially affecting women are to be considered by the Conference, one at least of the advisers should be a woman," women technical experts have always been very fairly represented at these Conferences. Very few women, so far, have been appointed full delegates, but women technical advisers, like the women substitute delegates in the Assembly, exercise a good deal of influence, and, when acting for a delegate in his absence, may both vote and speak in public, in the same way as a delegate.

The International Labour Conference cannot make laws, because no international organisation can pass legislation which is binding on the several countries, unless the countries themselves are willing to give up part of their right to make their own laws. Therefore, each Conference votes instead (1) *Draft Conventions*, by which countries strictly undertake to observe certain regulations, and (2) *Recommendations*, which are to be taken as guides in passing national legislation, or in issuing administrative orders. These may vary in different countries, but they have to conform to one and the same principle. Each State is bound to submit the Draft Conventions voted by the Conference to its Parliament or other competent authority

within a given time, and, once the Conventions have been ratified, or the Recommendations made the subject of special legislation, the State is bound to enforce them. Discussion of legislation on behalf of women and children has occupied an important part of practically every Conference hitherto.

Eleven Conferences have so far been held. The First, at Washington, in November, 1919, was an extremely important Conference, its discussions being confined almost exclusively to the needs of industrial workers, including regulation of the hours of work, with an eight-hour day and a 48-hour week; unemployment and its prevention; protection of workers against industrial diseases; employment of women before and after child-birth; minimum age of employment of women and young persons in nightwork. Twenty-three women delegates or technical advisers attended from 15 countries.

### Women at the First I.L.O. Conference, Washington, 1919.

G.D.=Government Delegate. G=Government Delegate Adviser.  
E.=Employers' Delegate Adviser. W=Workers' Delegate Adviser.

- Miss Hélène Burniaux, Professor of St. Gilles. Belgium. W.  
Miss Victoire Cappe, Vice-President, General Federation of Evangelical and Free Unions of Belgium. Belgium. W.  
Mrs. Kathleen Derry, Member, Boot and Shoe Workers' Union, Canada. W.  
Señora Laura G. de Zayas Bazan, Professor in the Normal School. Cuba. G.  
Mrs. M. Stivinova Majerova, Municipal Councillor of Prague. Czecho-Slovakia. W.  
Mrs. Louisa Landova Stychova, Member of Parliament. Czecho-Slovakia. W.  
Mrs. Marie Hjelmer, Member of Parliament. Denmark. G.  
Mrs. Letellier, Labour Inspector. France. G.  
Miss Jeanne Bouvier, Member of the Federation of Clothing Workers. France. W.  
Miss Constance Smith, Senior Lady Inspector of Factories. Great Britain. G.  
Mrs. B. Majoribanks, late Chief of the Employment Bureau for Women at Sir W. G. Armstrong, Whitworth & Co., Ltd. Great Britain. E.  
Miss Margaret Bondfield, Member of the Parliamentary Committee, Trades Union Congress. Great Britain. W.  
Miss Mary MacArthur, National Federation of Women Workers. Great Britain. W.  
Mrs. Casartelli Cabrini, General Secretary of Women's National Association, Member of Central Committee of the Employment Bureau. Italy. G.  
Mrs. Taka Tanaka. Japan. G.

- Mrs. Suze Groeneweg, Member of the Second Chamber of the Netherlands Parliament. G.  
 Miss Henriette Kuyper. Netherlands. G.  
 Mrs. Betzy Kjelsberg, State Inspector of Factories. Norway. G.D.  
 Mrs. Zofja Praussowa, Labour Inspector. Poland. G.  
 Mrs. Mabel Grouitch. Serbs, Croats and Slovenes. G.  
 Marquise de Casa Cortes. Spain. G.  
 Mrs. Teresa Escoriaza, Teacher. Spain. G.  
 Miss Kerstin Hesselgren, M.P., Government Inspector of Factories. Sweden. G.

The Second Conference was held at Genoa, in June, 1920, and was specially devoted to maritime questions, which, so far, concern women very little, and no women were present.

The Third Conference was held at Geneva, in October, 1921, and dealt mainly with agricultural questions, including the protection of women in agriculture before and after childbirth, and night-work in agriculture of women, young persons, and children. Nineteen women delegates or technical advisers attended from 14 different countries.

#### Women at the Third I.L.O. Conference, Geneva, 1921.

- Mrs. Mary Fitzgerald, President, Women's Industrial League. South Africa. W.  
 Mrs. Luders, Regierungsrat, Ministry of Labour. Germany. G.  
 Miss Gertrud Hanna, General Federation of German Trade Unions, Member of the Prussian Parliament. Germany. W.  
 Mrs. Laura G. de Zayas Bazan, Professor of the National School, Havana. Cuba. G.  
 Mrs. Letellier, Departmental Inspector of Labour. France. G.  
 Miss Jeanne Bouvier, Secretary of the "Bourse du Travail," Paris. France. W.  
 Miss I. Sloan, Chief Staff Officer (Women's Section), Ministry of Labour. Great Britain. G.  
 Miss Margaret Bondfield, J.P., Member of General Council, Trades Union Congress. Great Britain. W.  
 Miss T. Livesley, General Council, Trades Union Congress, General Union of Textile Workers. Great Britain. W.  
 Miss Mary Zignieri, Ministry of National Economy. Greece. G.  
 Miss G. M. Broughton, O.B.E., I.S.C., Adviser, Labour Bureau, Department of Industries. India. G.  
 Mrs. L. Casartelli Cabrini, National Association of Italian Women. Italy. W.  
 Mrs. Altobelli, Secretary of the Italian Land Workers' Federation. Italy. W.  
 Mrs. Moto Matsumoto. Japan. G.  
 Mrs. Betzy Kjelsberg, State Inspector of Factories. Norway. G.D.

- Miss Mansholt, Director of the State School of Agricultural Domestic Science at De Eollecate. Netherlands. G.  
 Mrs. Marie Sokal. Poland. W.  
 Mrs. Gillibert-Roudin. Switzerland. G.  
 Miss B. Rubickova, President, Printers' Workers' Trade Union. Czecho-Slovakia. W.

The Fourth Conference was held at Geneva, in 1922, and was devoted to the overhauling of the machinery of the International Labour Organisation, and to preparatory work in connection with emigration problems. Owing to the character of the discussions at this Conference, only four women delegates or technical advisers attended from four different countries.

#### Women at the Fourth I.L.O. Conference, Geneva, 1922.

- Mrs. Esther Broch, Denmark. G.  
 Mme. Moine, Treasurer of the Union of Shorthand-Typists. France. W.  
 Mrs. Betzy Kjelsberg, Government Woman Factory Inspector, President of the Norwegian National Council of Women, Vice-President of the International Working Women's Federation. Norway. G.D.  
 Dr. Paulina Luisi, Doctor of Medicine, Founder and President of the National Council of Women, and of the Women's Suffrage Society in Uruguay. Uruguay. G.D.

The Fifth Conference was held at Geneva, in October, 1923, and was concerned chiefly with general principles for the organisation of factory inspection. Twelve women delegates or technical advisers attended from ten different countries.

#### Women at the Fifth I.L.O. Conference, Geneva, 1923.

- Miss Carmichael, President of National Council of Women in Nova Scotia. Canada. G.D.  
 Mrs. James Carruthers. Canada. G.  
 Mrs. Julia Arenholt, Civil Engineer, Factory Inspector. Denmark. G.  
 Mrs. Betzy Kjelsberg, State Inspector of Factories. Norway. G.D.  
 Miss Constance Smith, O.B.E., Deputy Chief Inspector of Factories. Great Britain. G.  
 Miss Margaret Bondfield, J.P., President of the General Council of Trade Unions. Great Britain. W.  
 Mrs. Letellier, Departmental Inspector of Labour. France. G.  
 Mrs. Kiyo Ishihara. Japan. G.  
 Mlle. Schaffner, Ex-Inspector of Factories. Switzerland. G.  
 Miss Kerstin Hesselgren, M.P., Inspector of Labour. Sweden. G.  
 Mme. S. Pagliari-Volonteri, Factory Inspector. Italy. G.  
 Miss B. Stafford, Factory Inspector. Ireland. G.

The Sixth Conference was held at Geneva, in June, 1924, and was chiefly concerned with questions of unemployment and hours of work. Nine women delegates or technical advisers attended from eight different countries.

**Women at the Sixth I.L.O. Conference, Geneva, 1924.**

- Mrs. Chas. H. Thorburn, Vice-President of the National Council of Women. Canada. G.D.  
 Mrs. Laura G. de Zayaz Bazan. Cuba. G.  
 Mrs. Julie Arenholt, Civil Engineer, Inspector of Factories. Denmark. G.  
 Mrs. Gabrielle Letellier, Departmental Inspector of Factories. France. G.  
 Miss Margaret Grace Bondfield, J.P., M.P., Parliamentary Secretary of Ministry of Labour. Member of Governing Body of International Labour Office. Great Britain. G.D.  
 Miss Julia Varley, Trade Union Organiser. The Workers' Union. Great Britain. W.  
 Mrs. Marie Svulos, former Factory Inspector; General Secretary of Factories and Workshops. Ireland. G.  
 Miss B. Stafford, Inspector of Factories and Workshops, Ireland. G.  
 Mrs. Betzy Kjelsberg, Inspector of Factories. Norway. G.D.

The Seventh Conference was held at Geneva, in May, 1925, and was chiefly concerned with workers' compensation in cases of accidents during work. Six women technical advisers attended from six different countries.

**Women at the Seventh I.L.O. Conference, Geneva, 1925.**

- Miss Julia Varley, Trade Union Organiser, The Workers' Union. Great Britain. W.  
 Miss Clara Black, Member of the Workers' Insurance Council. Denmark. G.  
 Mme. Gabrielle Letellier, Departmental Inspector of Labour. France. G.  
 Miss Brigid Stafford, Ministry of Industry and Commerce. Irish Free State. G.  
 Miss G. J. Stenberg, Doctor of Law. Director in the Ministry of Labour, Commerce, and Industry. Netherlands. G.  
 Mme. Isabela Sadoveanu. Roumania. G.

The Eighth Conference was held at Geneva, in May, 1926, and was chiefly concerned with the adoption of a Convention on the simplification of emigration inspection. Immediately after its conclusion, the new I.L.O. building was officially inaugurated. Five women technical advisers attended from four different countries.

**Women at the Eighth I.L.O. Conference, Geneva, 1926.**

- Miss Gladys Sydney Pott, O.B.E., Overseas Settlement Department, Dominions Office. Great Britain. G.

- Miss Margaret Bondfield, J.P., M.P., Chief Woman officer Union of General and Municipal Workers. Great Britain. W.  
 Miss Fanny Ulfbeck, Secretary of the Emigration Section of the Young Women's Christian Association. Denmark. G.  
 Miss G. J. Stenberg, Doctor of Law; Director in the Ministry of Labour, Commerce and Industry. Netherlands. G.  
 Mrs. Balsiger, Ministerial Counsellor, Emigration Office, Ministry of Labour and Social Welfare. Poland. G.

The I.L.O. Conference, as a rule, meets only once a year, but in 1926 the unusual course was adopted of holding the Ninth session almost as soon as the Eighth was concluded. The object of the Ninth Conference was to discuss a number of maritime problems. No women delegates or advisers were present.

The Tenth Conference was held at Geneva in May 1927, and was chiefly concerned with the adoption of Conventions on Sickness Insurance for all types of workers, and with the preliminary discussion of freedom of association and minimum wage-fixing machinery.

Eleven women delegates and technical advisers attended from eight different countries.

**Women at the Tenth I.L.O. Conference, Geneva, 1927.**

- The Hon. Mary Pickford, M.A., Member of the Aerated Waters Trade Board (England and Wales), and of the Retail Bespoke Tailoring Trade Board (England and Wales). Great Britain. W.  
 Miss Margaret Bondfield, J.P., M.P., Chief Woman Officer of the National Union of General and Municipal Workers; Member of the General Council of the Trades Union Congress. Great Britain. W.  
 Miss Kerstin Hesselgren, Chief Woman Factory Inspector, Member of the Senate, who acted as Rapporteur of the Commission on Minimum Wages. Sweden. G.D.  
 Miss Wolff, Women Home Workers Trade Union (German Trade Union Federation, Berlin). Germany. W.  
 Miss Kirsten Gjissing, Factory Inspector. Denmark. G.  
 Mrs. Gabrielle Letellier, Departmental Inspector of Labour. France. G.  
 Mrs. Jeanne Chevenard, Member of the Executive of the General Confederation of Labour. France. W.  
 Mrs. Augustine Rosenberg, Vice-President of the National Council of Hungarian Woman. Hungary. G.  
 Miss G. J. Stenberg, Doctor of Law, Director in the Ministry of Labour, Commerce and Industry. Netherlands. G.  
 Mrs. Leontyne Frankowska, Ministry of Labour and Social Welfare. Poland. G.  
 Mrs. Eugenja Wasniewska, Central Organisation of the Trade Associations of Intellectual Workers. Poland. G.

The Eleventh Conference was held at Geneva, in June, 1928, and was chiefly concerned with a discussion on minimum wage-fixing machinery and the prevention of industrial accidents, including accidents due to coupling on railways.

Twelve women delegates and advisers attended from ten different countries.

**Women at the Eleventh I.L.O. Conference, Geneva, 1928.**

The Hon. Mary Ada Pickford, M.A., Member of the Aerated Waters Trade Board (England and Wales) and of the Retail Bespoke Tailoring Trade Board (England and Wales). Great Britain. G.

Miss Margaret Bondfield, J.P., M.P., Chief Women Officer of the National Union of General and Municipal Workers; member of the General Council of the Trades Union Congress. Great Britain. W.

Mrs. R. A. Rogers. Canada. G.

Mrs. Kirsten Gloerfelt-Tarp, Factory Inspector, Denmark. G.

Mrs. Letellier, Departmental Inspector of Labour. France. G.

Mrs. Lüders, Senior Government Adviser to the Ministry of Labour. Germany. G.

Miss Wolff, Women Home-Worers' Trade Union (German Trade Union Confederation), Berlin. Germany. W.

Miss Brigid Stafford, Superintending Officer, Department of Industry and Commerce. Irish Free State. G.

Miss G. J. Stenberg, Doctor of Law; Director in the Ministry of Labour, Commerce and Industry. Netherlands. G.

Mrs. Betzy Kjelsberg, Factory Inspector. Norway. G.D.

Mrs. Eugenja Wasniewska, Deputy. Poland. W.

Miss Kerstin Hesselgren, Chief Woman Factory Inspector; member of the Senate. Sweden. G.D.

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