

***Federation of Women  
Civil Servants***

**REPORT**

***for the year ending March 31st,  
1927***



**Office :**

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

## OBJECTS

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

# The Federation of Women Civil Servants

REPORT FOR YEAR ENDING MARCH 31st, 1927.

### The Year.

THE year 1926 will long be remembered in the Civil Service owing to the action taken by the Staff Side of the National Whitley Council in advising Civil Servants not to assist the Government by any departure from ordinary routine during the Industrial Dispute in May.

The Federation issued a memorandum to its members pointing out that as Servants of the Crown it was essential for them to remain politically neutral, and to assist the Government in power to maintain the essential services of the country.

The Staff Side resolution on this subject has resulted in the withdrawal of a majority of the higher grade Associations from the Staff Side of the National Whitley Council. The Federation applied in November for one of the vacant seats, but, so far, they have received no reply. The *New Civilian*, so frequently the mouthpiece of the Staff Side, in objecting to representation of a woman's organisation, says that it is folly to do "business on the basis of sex," but apparently only the women are foolish in so doing, no protest being made against the men who insist that promotion, grading, and pay, shall all be decided on a sex basis.

Press attacks on the Service continue, and the Civil Service Defence Committee, set up by the Staff Side of the National Whitley Council for propaganda purposes, continues to function.

### Equal Pay.

Little obvious progress has been made during the past year on the above question, but a steady propaganda, both inside and outside the Service has been maintained by the Civil Service Equal Pay Committee.

Resolutions in favour of Equal Pay were passed during 1926 by nearly all the most important feminist organisations, and the demand for the appointment of a Select Committee of the House of Commons to consider the cost and best method of application of the principle is receiving a wide measure of support. A resolution voicing this demand was proposed by our Honorary Secretary at the Annual Meeting of the National Union of Societies for Equal Citizenship this year, and carried unanimously, and similar support has been forthcoming from other important women's organisations.

Resolutions were passed as follows :

"That this Council urges upon the Government to appoint a Select

Committee of the House of Commons to consider and report upon the best means and the cost of giving effect to the principle of Equal Pay for Men and Women in the Civil Service as recommended by the House of Commons on May 19th, 1920, and August 5th, 1921."

Supported by :

The Association of Assistant Mistresses in Secondary Schools.  
Catholic Women's League.  
Chartered Society of Massage and Medical Gymnastics.  
College of Nursing.  
Fabian Women's Group.  
Federation of University Women.  
League of the Church Militant.  
London Congregational Union Women's League.  
London County Council Women Teachers' Union.  
National Union of Societies for Equal Citizenship.  
National Union of Teachers.  
St. Joan's Social and Political Alliance.  
Six Point Group.  
Temperance Legislation League.  
Women Sanitary Inspectors' and Health Visitors' Association.  
Women's Auxiliary Service.  
Women's Election Committee.  
Women's Freedom League and  
Women's National Liberal Federation.

*National Council of Women.*

"That the National Council of Women reaffirms its adherence to the principle of equal pay for equal work, accepted by the nation in the payment of Members of Parliament, and calls upon the Government to establish equal rates of payment as between men and women performing similar duties in the Civil Service and in the teaching profession."

*The National Women Citizens' Association.*

"In the opinion of this meeting the principle of equal remuneration for work of equal value done by men and women should be recognised in every department of the Civil Service, and the same opportunities provided for training for the higher grade posts."

Unexpected support for Equal Pay has come from the commercial world, both Mr. Henry Ford and Sir Charles Higham having stated their agreement with the principle which they apply in the case of their own workers. Several recent appointments of women to business posts carrying large salaries have attracted much press attention, and such appointments discredit to a large extent the typically Civil Service attitude that only men are worth the higher salaries.

**Equal Opportunities.**

Equal opportunity for entry to the Service remains where it was last year. One woman was successful in obtaining an appointment to an Administrative post at the August, 1926, examination, and a certain number of women have been appointed as Assistant Inspectors of Taxes.

Owing to the redundancy of male officers still existing in the Executive Grade no open competition has yet been held for Executive posts, and women who hailed with satisfaction their eligibility for this grade, by the agreement of the National Whitley Council in 1920, are still waiting the absorption of a large number of male ex-second division clerks, placed in the Executive grade on re-organisation, before any real advance can be made.

The appointment of ex-Service men to Clerical posts has precluded the holding of an open competition for both sexes in this grade, and what

we hope will be the last competition for girls only is to be held in May, 1927.

As regards women already in the Service the position shows little sign of improvement. There are still no women of the Treasury Classes at the Home Office or the Office of Works, while their employment is drastically limited in the Headquarters of the Board of Education and the Ministry of Health. In the Ministry of Pensions women holding the same supervisory posts as men are refused the same grading.

Outside the Women Establishment Officers, at the Treasury there is only one woman and there are none at all in the Secretariat of the Post Office, a Department where women were first employed over fifty years ago. In March this year, seven years after the first Equality Resolution was passed by the House of Commons, the Postmaster-General stated that it is not practicable to equalise the prospects of promotion of men and women in the Savings Bank Department, each sex having its own line of advancement, the 842 clerical men with 313 superior posts and the 1451 clerical women with 124!

A very great deal more pressure must be brought to bear upon Ministers in their constituencies before women will be given opportunities to qualify for promotion to higher posts in the Civil Service, even in those Departments where the nature of the work makes it specially desirable that women should hold responsible posts. The dice are heavily loaded against the women as they have to fight their male colleagues as well as their male official superiors before any measure of equal opportunity can be obtained.

**Common Seniority.**

The past year has been almost barren of results as regards the creation of Common Seniority Lists in the Departments employing a mixed staff. The number of higher posts allocated to men is out of all proportion to the number allocated to women, and, as any change would worsen the prospects of the male staff, the position is prejudiced before any discussion takes place.

A Committee of nine members, including three women, has been set up in the Ministry of Health to consider aggregation on the Outdoor Staff of that Department.

In other Departments the question has either been shelved or referred to a Sub-Committee of the Departmental Whitley Council, but with women in a minority on every Committee there is little hope of success.

**Equal Franchise.**

The Federation took an active part in the Equal Franchise Demonstration in Hyde Park on July 3rd, sharing a platform with the Women's International League.

The Federation is represented on the Equal Political Rights Campaign Committee, and sent a delegate on the Deputation to the Prime Minister on March 8th, organised by this Committee.

**The Civil Service Dinner.**

The Federation was well represented at the Civil Service Dinner in February. Prince Arthur of Connaught was the chief guest. This year several members of the legal profession accepted invitations. Among the speakers was the Duchess of Atholl, Under-Secretary of State for Education, who, in one of the best speeches of the evening, responded to the toast of His Majesty's Ministers.

**Relations with Organisations outside the Civil Service.**

*London and National Society for Women's Service.* The Joint Com-

mittee on Women in the Civil Service, under the auspices of the above Society which has done so much in the demand for equality in the Civil Service, considered the possibility of amalgamation with the Civil Service Equal Pay Committee. After the position had been explored, however, it was agreed that the two bodies should continue to function autonomously and the Women's Committee will continue to deal with both questions of Equal Pay and of Equal Opportunity.

*British Commonwealth League.* Two important Conferences have been held during the year, at both of which the Federation was represented. The first of these, held in June, dealt with Migration and Government, especially in relation to Opportunities for Women.

The second Conference, held in September, dealt with matters for presentation to the Imperial Conference.

*The Six Point Group.* The Honorary Secretary of the Federation is a member of the Executive of the Six Point Group, which during the year has added two fresh Points to its programme, viz., Equal Political Rights and Equal Occupational Rights, recent legislation having been secured on the previous points, now omitted, viz., Widows' Pensions and Equal Guardianship.

Equality of Pay and Opportunity in the Civil Service is now the fourth Point of the Six Point Group programme.

*The I.P.A.* The Institute of Public Administration continues to consolidate its position and its prestige with the educated public is increasing to a gratifying extent. During the last season the series of visits to Public Offices and the week-end Conference in London on Staff Control, Management and Promotion, provided a welcome opportunity for Members of the Institute in London, who are unable to attend the Annual Conference, to take part in its activities. The Summer Conference this year will be held at Cambridge, and a contingent of Danish Government officials will be entertained by the Institute.

The Honorary Secretary of the Federation has served on the Council and Executive of the Institute during last year.

#### "Opportunity."

The success of *Opportunity*, both financially and otherwise continues. The paper is widely read outside the Service by those who are interested in Equality between the sexes. The series of Special Articles on the work of Women in various professions which appeared during the past year was greatly appreciated.

#### Federation Calendar.

The design for the Calendar was drawn by Miss Adams. It has been much appreciated this year. An attempt to change the form of the Calendar received scant support and it was decided to continue to print quotations applicable to the general objects and outlook of our organisation.

#### Council and Committee Notes.

There have been nine meetings of the Council, two of which Scottish delegates have attended; also eight meetings of the Executive Committee during the year.

Meetings of the Membership Sub-Committee and the Equal Political Rights Sub-Committee have been held during the year.

In addition there have been eight Officers' meetings.

In November, 1926, a Conference of members of the Federation was held. Matters discussed included the organisation of the Federation, the

Whitley situation and Protective Legislation for Women. The discussion of the new Factories Bill rendered it essential for the Federation to decide its policy on this vexed question and the fullest publicity was given to the arguments for and against "Protective Legislation" versus "Equality," in order that our members might arrive at a considered decision. In accordance with our general principles the Council of the Federation finally agreed that Equality should be the guiding principle and that no real gain to the community resulted from classing women with young persons when questions of protective legislation arise.

#### Other Activities.

During the year action has been taken by the Federation in connection with women's opportunities for promotion in the Board of Customs and Excise, as a result of which three women have been promoted to the Higher Clerical Grade; acting appointments in the Ministry of Pensions; permanent staffing in the Ministry of Health in connection with the work arising out of the Widows' Orphans' and Old Age Contributory Pensions Act; open competitions for the clerical and executive grades; and the starting pay of provincial Post Office transferees to the Ministry of Labour at Kew, the Treasury agreeing to the claim presented by the Federation.

During the past year in the Scottish Board of Health one Higher Executive and three Higher Clerical posts have been filled by women who are in charge of, or supervising, mixed staffs.

The Treasury has been approached as regards the pension rights of certain officers appointed in 1901 to the Census Office, but up to the time of going to press a reply has not been received.

#### In the House.

Questions have been asked for us in the House on various subjects, including Equal Pay, Equality of Opportunity, Sick Leave, Seniority and Staff Accommodation.

#### Future Policy.

The coming sessions of Parliament with the prospect of a General Election looming in the distance will provide opportunities for much political work on the question of Equal Pay. The time has also come to call the Government to account for its failure to provide those Equal Opportunities promised over five years ago. The women have been very patient, realising the difficult claims of the post-war period, but there is an absence of goodwill on the part of the officials in most Departments which can only be removed by Ministerial pressure.

There is much to be done as regards office accommodation and fittings, both questions vitally affecting the health of the Staff. In view of some of the provisions of the forthcoming Factories Bill it is unlikely that the interest taken in this matter in the House will be allowed to drop.

#### Honorary Treasurer's Note.

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

The investments are a good source of income and the ever increasing receipts from *Opportunity* Advertisements are very gratifying.

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

THE FEDERATION OF  
CASH STATEMENT FOR THE

RECEIPTS.

	£	s.	d.	£	s.	d.
To INVESTMENTS, APRIL 1ST, 1926—						
5 per cent. War Loan ... ..	1,500	0	0			
East of Scotland Nursing Home Bonds ... ..	20	0	0			
				1,520	0	0
„ BALANCES, APRIL 1ST, 1926—						
Cash on Deposit ... ..	200	0	0			
Cash Current Account ... ..	858	17	10			
Cash in Hand ... ..	34	19	1½			
Stamps in Hand ... ..	17	0	½			
				1,094	14	0
„ RECEIPTS DURING YEAR—						
Affiliation Fees and Subscriptions ... ..	1,024	3	6			
Rent, Gas and Electric Light ... ..	41	14	3			
“OPPORTUNITY,” Sales of ... ..	266	19	7			
“OPPORTUNITY,” Advertisements ... ..	85	15	7½			
Sundry Sales—						
Whitley Bulletins ... ..	2	3	10			
Literature, etc. ... ..	3	1	5			
Civil Service Sports Club Tickets ... ..	10	0	0			
Telephone ... ..	2	3	8			
Office Work for Associations ... ..	2	8	10½			
Superannuation Fund ... ..	60	7	0			
Calendars ... ..	34	17	0			
Interest on—						
Deposit Account ... ..	6	0	0			
East of Scotland Nursing Home Bonds ... ..	16	0	0			
5 per cent. War Loan ... ..	75	0	0			
				1,606	0	9
				£4,220	14	9

We have examined the above Accounts with the Books and Vouchers of the Bank balances and Investments have been verified.

106, St. Clement's House,  
Clement's Lane, E.C.4.  
13.4.27.

WOMEN CIVIL SERVANTS  
YEAR ENDED MARCH 31st, 1927

PAYMENTS.

	£	s.	d.	£	s.	d.	£	s.	d.
BY OFFICE EXPENSES—									
Salaries and Insurance ... ..	302	4	8						
Rent, Gas and Electric Light ... ..	163	9	3						
Telephone ... ..	13	17	4						
Postage ... ..	34	14	11						
Printing ... ..	30	6	0						
Stationery ... ..	24	19	9½						
Subscriptions, Donations, etc.—									
Superannuation Rights Association ... ..	60	6	6						
Civil Service Sports Club Tickets ... ..	1	0	0						
Affiliation Fees and Donations ... ..	50	12	6						
				111	19	0			
Officers' and Delegates' Expenses—									
Officers ... ..	18	6	11						
Delegates to and from Federation ... ..	20	2	8						
				38	9	7			
Bank Charges ... ..				16	8				
Miscellaneous Office Expenses ... ..				10	19	10			
							731	17	0½
„ “OPPORTUNITY”							385	10	5
„ LITERATURE—									
Reports and Publications ... ..				10	19	10½			
Whitley Bulletins, etc. ... ..				8	10	0			
Press Cuttings ... ..				12	12	0			
							32	1	10½
„ CALENDARS ... ..							30	12	3
„ ACCOUNTANCY CHARGES ... ..							3	13	6
„ HONORARIA ... ..							104	15	0
„ INCOME TAX ... ..							12	12	4
„ ANNUAL MEETING ... ..							14	1	9
„ INVESTMENTS AT MARCH 31ST, 1927—									
5 per cent. War Loan ... ..	1,500	0	0						
East of Scotland Nursing Home Bonds ... ..	20	0	0						
							1,520	0	0
„ BALANCES AT MARCH 31ST, 1927—									
Cash on Deposit ... ..	200	0	0						
Cash Current Account ... ..	1,159	15	4						
Cash in Hand ... ..	25	1	10½						
Stamps in Hand ... ..	13	4	½						
				1,385	10	7			
				£4,220	14	9			

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

HOMERSHAM & CO.,  
Incorporated Accountants.

## Federation of Women Civil Servants

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

### Constituent Associations

1. Association of Post Office Women Clerks. Secretary, Miss M. LAWRIE, 35, Marsham Street, S.W.1.
2. Association of Women Civil Servants (Treasury Class) in the Ministry of Labour. Secretary, Miss W. E. PYE, (K4c), Finance Department, Ministry of Labour, Kew, Surrey.
3. Association of Women Clerks in the Ministry of Health. Secretary, Miss D. M. MAYO, 142, Elms Road, Clapham Park, S.W.4.
4. Association of Women Clerks in the Board of Education. Secretary, Miss G. R. A. SMITH, 21, Comberton Rd, E.5.
5. Association of Women Clerks in the Public Trustee Office. Secretary, Miss E. G. RUSSELL, 19, de Crespigny Park, S.E.5.
6. Association of Women Clerks in the Scottish Board of Health. Secretary, Miss J. MALCOLM, Scottish Board of Health, 121a, Princes Street, Edinburgh, Scotland.
7. Association of Higher Women Officers. Joint Secretaries, Miss B. K. ALLEN, 92, Cambridge Gardens, Ladbroke Grove, W.10, and Miss C. E. HENSON, 54, Richmond Park Road, East Sheen, S.W.14.
8. Association of Foreign Office Women Clerks. Secretary, Miss W. F. BALHARRY, Treaty Division, Foreign Office, Whitehall, S.W.1.
9. Association of Women Clerical Officers and Writing Assistants in the Ministry of Pensions. Secretary, Miss I. JACKSON, 42, Shalimar Gardens, Horn Lane, Acton, W.3.
10. Association of Women Pension Officers. Secretary, Miss M. E. CABLE, 1, Gloucester Place, S.E.10.
11. Association of Women Clerical Officers in the Scottish Education Department. Secretary, Miss B. MILLER, 14, Queen Street, Edinburgh, Scotland.

### Individual Group

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

