

The Open Door International



for the Economic Emancipation of the Woman Worker.

Report of the Third Conference, held in

PRAGUE

July 24th—28th, 1933.

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Ouverte

pour l'Emancipation Economique de la Travailleuse.

Rapport de la Troisième Conférence,

à PRAGUE,

le 24—28 Juillet, 1933.

Die Open Door Internationale

für die Wirtschaftliche Befreiung der Arbeiterin.

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THE OPEN DOOR INTERNATIONAL

for the Economic Emancipation of the Woman Worker.

Founded in Berlin, June 15th, 1929.

OBJECT:—To secure that a woman shall be free to work and protected as a worker on the same terms as a man, and that legislation and regulations dealing with conditions and hours, payment, entry and training shall be based upon the nature of the work and not upon the sex of the worker; and to secure for a woman, irrespective of marriage or childbirth, the right at all times to decide whether or not she shall engage in paid work, and to ensure that no legislation or regulations shall deprive her of this right.

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PRESIDENT'S ADDRESS.

Everywhere to-day the economic problem has the centre of the stage. Its solution affects every individual—every man and every woman. It may be approached from many sides. The Open Door International for the Economic Emancipation of the Woman Worker deals with the problem from the angle of the right of the individual to sell his labour for gain as it specially concerns the woman. The conditions, the status and the pay of the woman worker everywhere are much worse than those of the man. We seek to improve these conditions and to increase that pay by raising the status of the woman as worker. We ask for equality of treatment for men and women in that field. We point out, too, that the present need for economic reconstruction should not be used as an excuse for postponing the raising of the status of the woman worker, but rather taken as an opportunity to build up a new system on a sound foundation of equality and justice.

We ask that all callings, all employments, should be equally open to men and women, and under the same conditions. We ask for equal pay for equal work. A woman should have the same freedom and the same opportunities as a man to market her labour in carrying on a calling for the purpose of earning profits. No restrictions should be placed upon her in the exercise of that calling which do not also apply to the man.

The Constitution of the Czecho-Slovak Republic has an Article dealing specially with the right to carry on a calling. It reads:—

“Every Citizen of the Czecho-Slovak State . . . may . . . carry on any calling for the purpose of earning profits within the limits of the law.” (Section 108)

We are in agreement with that principle. It is one of the main tenets of our creed. Its application ensures to all citizens a right, the enjoyment of which distinguishes the freeman from the slave. The labour of the freeman is his own. A slave is one whose labour belongs to another. The freeman has the right to sell his labour under conditions which apply to all. Any restriction of this right not applied to all is an alteration of the status of a freeman.

What has the Czecho-Slovak Constitution to say about the woman. I find that Article 106 of Section V. provides that: “Privileges due to sex, birth or occupation shall not be recognised.”

I am not touching on the application of these principles in this country. Our Czecho-Slovak Branch is very capable of dealing with that. But I point out that these two principles taken together comprise the creed of the Open Door International. The woman should not be forbidden to enter, or to qualify for, or to practice, any employment or calling because of her sex, either when she is single or when she is married, or when she is about to bear a child, or when she has a child. Nor should she have this right restricted, nor any regulations placed upon its exercise. We are not deflected from our course because so many continue to misdescribe the special regulation of the work of women as “protection.” To prohibit, for example, the night work of women or the work of women underground is not protection when the regulation or prohibition does not equally apply to all workers. A Regulation or a prohibition which applies to women only is a form of economic tyranny.

It puts the woman at an economic disadvantage in the earning of her living and turns many processes into monopolies of the male worker. And a monopoly is not to the advantage of those excluded from it. The fact that special regulations and prohibitions when applied to a particular group are a disadvantage to that group is so much taken for granted where men only are affected that the International Labour Conference next year is to discuss the question of equality of treatment for national and foreign workers. No suggestion unfortunately of equality of treatment for men and women workers.

Since our meeting in Stockholm two years ago with the growing economic depression the attacks on the right of women to work for pay have everywhere increased. Besides additional ratifications of the Childbirth Convention, the Night Work Convention and the Lead Paint Convention, which impose restrictions on the woman worker, these attacks have developed mainly on two fronts. First, direct attacks on the married woman; and second, indirect attacks on the status of the woman worker through national and international insurance schemes, under which she is treated differently from the male worker.

The Married Woman.

The attacks on the married woman come from all sides. To take some recent examples. New South Wales, Australia, has just dismissed about 140 married women teachers. In Ireland, Great Britain and Germany married women in the public services are being dismissed. But we rejoice with and congratulate our affiliated organisations in Sweden, Hungary, Denmark and Czecho-Slovakia in that they have succeeded in repelling attacks of the same kind. In the United States of America, under the Economy Act, the attack on the married woman is camouflaged in a provision which makes it more difficult for a husband and wife to be employed at the same time in the public service. And a similar penalisation of marriage has become law in Estonia and has been proposed in Latvia and Lithuania. The Netherlands and Danzig refuse unemployment benefit to married women. Great Britain makes the conditions for such benefit harder for the married woman, and also cuts down her sickness and invalidity benefits. The International Christian Trade Unions are urging that married women should be progressively forbidden to work in shops and offices (Congress Resolution, August, 1932).

But the most serious aspect of this question is the attitude of the International Labour Organisation. Its recently adopted Conventions on Invalidity and Old Age Insurance contain provisions expressly suggesting that the married woman may reasonably be denied the right to continue in insurance as a voluntary contributor. As an indication of a mentality which unfortunately has not yet become obsolete, I mention without comment the strange item included in a recommendation adopted at the 1933 International Labour Conference which provides that when a woman whose husband is insured is aged and infirm and not entitled to a pension, a bonus is to be paid not to her but to him.

But other and more serious restrictions on the married woman are foreshadowed. A meeting of the I.L.O. Correspondence Committee on Industrial Hygiene has mentioned the total prohibition of her work as something reasonable to contemplate. Its report recognises “that the employment of married women could not be prohibited at the present time” (Industrial and Labour Information, 10th August, 1931, p. 181). The same Committee proposes to draw up a list of operations from which in its view women of child-bearing age should be excluded and to work in the direction of reducing the working hours of married women and mothers.

The Governing Body of the International Labour Office, too, has adopted a suggestion made by that Committee that the I.L. Office should enquire "into the conditions under which a married woman employed in industry is at present situated as regards the fulfilment of her triple rôle of industrial worker, wife and housekeeper, and mother of children" and has asked the Office to submit a scheme for such an enquiry. (I.L.O. Official Bulletin of 15th June, 1932, p. 107). Taking all these proposals together and remembering that it was under the name of this committee that the egregious pamphlet on Women's Work condemned by our Stockholm Conference was brought out, we see here the need for extreme vigilance.

The Unmarried Woman.

Suggestions are even being made for prohibiting the work of the unmarried woman. The International Confederation of Christian Trade Unions at its Congress in August of last year suggested the progressive elimination of women from all professions not specially suitable for her, beginning with those which are morally dangerous. This Christian body has forgotten that the greatest of all dangers to morality in the sense in which they use the term is poverty. The Polish Minister of Labour hopes that by restricting the employment of women and children, work will be provided for 36,000 heads of families (Industrial and Labour Information, 29th February, 1932, p. 195), a description he presumably applies in most cases to men. And the official statements of the German Government on the women worker point to severe restrictions on her opportunities of earning her living. But we are glad to be able to congratulate our British Branch in having a prohibition removed from young women acrobats.

Insurance.

Now that insurance is becoming national and compulsory, any insurance scheme, whether of unemployment, or of old age, or of invalidity, becomes an integral part of the wage system of a country, under which part of the earnings of the worker are paid in the form of benefits. Any Conventions of the International Labour Organisation on these subjects, therefore, should be based on the principle that men and women should receive equal remuneration for work of equal value, one of the general principles laid down in the constitution of that body for its guidance. But what has the International Labour Organisation in fact done?

Recently it has adopted Conventions on Invalidity and Old age under which are permitted the payment of lower benefits to women than to men. The Conventions it is true do not expressly propose such inequality, except in the case of the married woman voluntary contributor mentioned above. The O.D.I. was successful in its demand that the Old Age Conventions should not propose the payment of pensions at a lower age for women. We also succeeded in having excluded both from the Old Age and from the Invalidity Conventions a suggestion that the conditions should be different for men and women. But we failed in securing a provision making it essential for legislation under the conventions to provide equality of treatment for men and women. The International Labour Organisation has thus gone against the very reason of its existence—the improvement of the working conditions of both men and women on the basis of its own equal pay principle. Unemployment insurance has also been dealt with. A convention is to come up for adoption next year. I may mention that outside the British Empire—leaving out of consideration the married women—there is no country which pays lower unemployment benefits to women than to men with the

single exception of the Saar Territory, administered by a Commission of the League of Nations. So by hard work we may succeed in securing that this convention at least may be based on equality.

Other Action in Relation with the International Labour Organisation.

The International Labour Organisation is more and more dealing with subjects to which our policy is applicable. From so many sides does their work affect our interests that it is hardly possible to do more than catalogue those on which we have made special representations to that body. In addition to married women and insurance there is widows' pensions on which we are to define our policy at this Conference. We submitted a Memorandum against a proposal which may lead to prohibiting the work of women in mines. We succeeded in having removed, from a questionnaire on children in non-industrial employment, a suggested inequality. The decision of the Permanent Court of International Justice that the Night Work convention applies to women in positions of supervision or management and not ordinarily engaged in manual work is of far-reaching effect. It places the same disability on the educated woman as on the manual worker. And it raises the question as to whether the prohibition of night work in the convention applies also to women in commerce and offices, and to such persons as women journalists employed by newspapers, skilled chemists in industry, women doctors, nurses and health workers employed in industry and skilled women engineers. We are naturally urging its denunciation by the individual States. The I.L.O. has no power by revision or otherwise to release these States from their obligation to continue to prohibit the night work of these women. There has been the question of the forty hour week, the introduction of which might affect the woman who is prohibited from working at night in a way different from the man who is not so forbidden. There has been the newly formed Committee on Women's Work set up by the I.L.O. We did not ask for it and do not think it is usefully constituted. It is rather a panel of experts since any one or more of its members may be consulted or called to a meeting. We agree with the Member of the Governing Body who said that "so constituted it would be possible to get any opinion one might wish on this or any other subject" (See "Open Door", August, 1932, p. 32). It is the fact of its formation that is interesting. It is an indication that our insistence on the need of taking the interests of women seriously has made an impression. And interesting, too, is the inclusion in its membership of two members of our Board, Frantiska Plaminkova and myself. The spirit of hysteria with which our policy was first met is beginning to evaporate, and our criticisms are being taken for what they are—a serious contribution to the solution of the problems of the woman worker. The recent publication by the I.L.O. of Women's Work and Labour Laws: A Survey of Protective Legislation and of the articles by Mme. Thibert on the Economic Depression and the Employment of Women are other indications of more serious consideration of the work of women. We are not in agreement with everything in these publications, but we are glad to recognise they differ widely from some of previous I.L.O. publications on the woman worker. They treat her problems as serious questions, and neither from the point of view that woman has no existence apart from her function of maternity, nor from the purely sentimental point of view which has no relation to the real needs of the woman. In the second the marshalling of the arguments for the married woman is excellent. And we all rejoiced when the President of our Danish Branch, Julie Arenholt, was able to be present at the I.L. Conference this year as Adviser to the Danish Government and to

champion the married woman inside the Conference. These results accomplished with our minute income are largely due to the splendid and devoted work of our Honorary Secretary and our Geneva Representative, and to the prompt action taken by our Branches and Affiliated Societies.

The League of Nations.

In response to the invitation of the League of Nations we submitted a Memorandum on the Co-operation of women in the work of the League. It is satisfactory to record that in his report summarising the replies, the Secretary-General of the League quoted the essential sentence of our Memorandum as indicating the line taken by all the organisations. It was that we 'rejected a co-operation which would leave women in a subordinate position to be made use of for carrying out policies decided by others.'

Special Danger to Women of inadequate discussions of new proposals by the International Labour Conference.

It is impossible to leave the International Labour Organisation without drawing attention to its overcrowded agendas which make for inadequate discussion. And knowing the attitude of so many of its delegates to the woman worker and to the married woman and how easy it is when proposals are made treating women differently from men to slip in some proposal with far-reaching and dangerous consequences, we feel it necessary to protest against the way in which the work it attempts to do is scamped. At the Conference this year there were supposed to be discussed and there were adopted six insurance Conventions, some of which applied to agricultural workers and some to industrial or commercial undertakings, the liberal professions and outworkers. And each of these conventions was really two, one applying to contributory and the other to non-contributory schemes. A convention on fee-charging agency was also adopted. Among the other subjects were unemployment insurance, hours of work, automatic sheet glass. On each of these subjects long and complicated decisions were taken to which it is quite impossible that really adequate discussion can have been given. As one of the delegates said, to adopt an important proposal without proper discussion is to bring the organisation into disrepute. The unintelligibility and ambiguity of the effective article 7 in the first insurance convention and the corresponding articles in the other conventions is an example of this scamped work. A fetish is being made of increasing the number of new conventions and securing new ratifications to old. Equality of treatment for women is not made essential. Countries are being stampeded into adopting these conventions wholesale or applying them to primitive communities and in tropical countries where it does not follow that they suit the needs of the people. In many tropical countries, for example, night work is less exhausting than work by day and the imposition of the night work convention may thus prevent the employment of women at the most suitable hours. These conditions were never considered at Washington.

The need for the O.D.I.

And this brings us back to the need for the O.D.I. and for the extension of its influence, so that no opportunity may be lost in bringing into effect both in national and international legislation, our object that legislation and regulations of the conditions and hours, payment, entry and training shall be based on the nature of the work and not on the sex of the worker, with no discriminations against the married woman or the mother.

CHRYSTAL MACMILLAN.

Proceedings of the Conference.

The Third Conference of the Open Door International was held in Prague, Czechoslovakia, from July 24th—28th, 1933. The Sessions took place in the Senate, the Upper Chamber of the Czechoslovak Parliament, and these dignified and luxurious surroundings added great charm to the meetings. The Governments of Czechoslovakia, Ecuador, France, Great Britain, Greece and Uruguay were represented by Observers.

At the opening Session about 100 people were present, and on the afternoon of Thursday, July 27th, when a resolution on Married Women was discussed, the Hall was full. 180 people attended during the week, 162 of whom supported the Object of the Open Door International and were Members of the Conference.

The Conference was supported by 24 countries, 14 of which were represented by Members of the Conference. The National Branches of Belgium, Czechoslovakia, Denmark, Great Britain and Sweden sent delegations, but the German Branch was not able to be represented on account of political difficulties. Affiliated Societies in Finland, Great Britain and Sweden were also represented, as was the Associate Society in New South Wales, Australia. The Equal Rights International sent a Fraternal Delegate, and Austria, France and Latvia were also represented by Fraternal Delegates. In addition there were present women from Bulgaria, Norway, Roumania and Yugoslavia. Messages of greetings and support were received from Affiliated Societies in Denmark, France, Great Britain and Hungary.

COMMITTEE ON RESOLUTIONS AND PRESS, INTERPRETERS AND TELLERS.

The following were appointed:—

- (a) as *Recording Secretary* for the Conference, Edith Rodgers.
- (b) as *Resolutions Committee*: Thyra von Beetzen-Ostman (Convener), Elizabeth Abbott, Julie Arenholt, Louise de Craene van Durren, Frantiska Plamínková.
- (c) as *Press Committee*: Louise de Craene van Duuren (Convener), Elizabeth Abbott (Secretary), Anna Cervena, and each delegation was asked to appoint a representative to serve on the Committee.
- (d) as *Interpreters*: A Samankova, Annie Laurie Millar, Louise de Craene van Duuren. Frantiska Plamínková and Winifred Le Sueur assisted with translations.
- (e) Ingeborg Walin prepared the Ballot papers, Olive Aldridge, Julie Arenholt and Marie Wolfová acted as *Tellers*.

FIRST SESSION.

MONDAY, JULY 24TH, 10.30 a.m. to 1 p.m.

Opening and Presidential Address.

The Chair was taken by CHRYSTAL MACMILLAN (President O.D.I.) who welcomed the representatives of the Governments who were present at the Conference as observers. She then gave her Presidential Address, in which she drew attention to the growing attacks on women, and especially on the woman earner's right to marriage (see pp. 6—10).

Letter from Dr. Benes.

A letter of welcome was read from Dr. Benes (Minister of Foreign Affairs) and the President expressed the thanks of the Conference.

REPORTS FROM NATIONAL BRANCHES.

Belgium: Groupement Belge de la Porte Ouverte: LOUISE DE CRAENE VAN DUUREN (President) reported that after a good deal of opposition the Groupement Belge has now established itself among the most progressive of the women's societies in Belgium. It has attracted as members a good number of teachers by its opposition to a Government proposal to reduce by 25% the salary of women teachers whose husbands are able to keep them, which proposal had now been abandoned. The Groupement Belge had also been instrumental in securing that another proposal to impose a tax of 2% on Women Civil Servants was also abandoned. But it had not been able to secure unemployment benefit for married women, who are deprived of benefit because they are married.

A series of addresses had been given in Brussels and elsewhere, and articles published in the press; propaganda had been done by getting into touch with women members of certain political parties. The Groupement Belge is now affiliated to the National Council of Women of Belgium.

Czechoslovakia: Groupe de l' O.D.I. en Tchecoslovaquie.

ANNA CERVENÁ said that the way had been prepared in Czechoslovakia by the National Council of Women of Czechoslovakia, which entirely supports the whole policy of the O.D.I. Much work had been done in connection with the married woman's right to work, and a Bill, brought forward in 1932 for Economy in the Public Service, which proposed larger cuts in women's pay than in men's, had been defeated.

The Government had been approached asking it to send women delegates to the International Labour Conference, and when the Permanent Court of International Justice gave its Advisory Opinion on the Night Work Convention the Government had been asked to take steps to ensure that this Opinion should not be used to prohibit the night work of professional women.

Denmark—Den Aabne Dör. JULIE ARENHOLT (President of the Danish Branch, Factory Inspector) said that the Danish Branch was formed in 1930 and now numbered 475 members, all of whom had personally applied, without being invited, to join the Society, which had received good publicity from women journalists. The membership included women of all ages and occupations, one member of the Danish delegation to the Conference having been sent officially from the Housewives' Association in Copenhagen. Regular monthly meetings were held, which were well attended, and the members were kept in close touch with the work done at Headquarters in London.

As elsewhere, there had been in Denmark attacks on the right of the married woman to work for pay. The Branch had met these attacks with press articles and pamphlets, and the Government and Trade Unions had declared themselves in favour of the right of the woman earner to marriage, but Local Authorities and private employers were not so sound in their views, so the Aabne Dör was continuing the struggle.

At election time an appeal was made to all members of the Branch to use their influence in favour of those candidates who supported women's economic rights.

Requests had been made to the Government to nominate women on various Commissions dealing with unemployment, economics, etc., and on the Geneva Disarmament Conference, but without success. The

President of the Branch (the speaker herself) had, however, been sent as Government Technical Adviser to the 1933 Session of the International Labour Conference.

As it was feared that the Government might be going to ratify the I.L.O. Lead Paint Convention, a Memorandum had been sent in setting forth the case against such ratification. Memoranda had also been sent to the Government on the questions of Women's Work in Mines, and the Washington Night Work Convention.

Margrethe Mathiassen (Hon. Treasurer) had supplied reports in English on the Danish fight for equal pay and on the health of school teachers at the request of the British National Union of Women Teachers.

Two money raising efforts had raised donations for the Prague Conference, while one of its members (Xenia Jacobson), not being able to attend in person, had made a gift to the O.D.I. of the money she would have spent on travelling to Prague.

Greeting from the Bureau of the President of Czechoslovakia.

A letter of greeting was then read from the Bureau of the President of the Czechoslovak Republic, Dr. Masaryk, and the Conference expressed its thanks by applause.

REPORTS FROM BRANCHES (continued).

Great Britain: Open Door Council. ELIZABETH ABBOTT (Chairman) gave a short report of the work done in the last two years. In addition to the usual routine and committee work there had been frequent collaboration with other women's organisations. The chief attack had been on the married woman, not only direct, but subtle and dangerous attacks by taking away or lessening insurance benefits. In spite of the proven fact that men pay into the unemployment insurance fund three times as much as women, but take out six times as much as women, married women had been put in a worse position than before. A Memorandum had been drawn up and a deputation had been taken to the Ministry of Labour.

In Health Insurance also women had found their benefits cut and special discriminations against the married woman. A deputation had protested to the Ministry of Health.

Deputations had also been taken to the Colonial Office and the Home Office with regard to the Night Work Convention but without satisfaction.

But the ideas underlying the Open Door policy were becoming more understood in Great Britain than formerly. Two successes won were the securing of equal conditions for young acrobats in the Children and Young Persons Bill, and the rejection by the Annual Meeting of the Association of British Chambers of Commerce of a proposal to turn women out of work on account of marriage.

Sweden: Oppna Dörrens. INGEBORG WALIN (Chairman) reported that the Swedish Group had held several well-attended meetings with speeches and discussions. It had taken part with other organisations in two large public meetings, the first (September 1932) on "Women and the Elections," and the second on "The Married Woman's Right to Paid Work," both of which had been crowded and successful.

Two letters had been addressed to the Government on the 40-Hour Week, the Night Work Convention (Opinion of the Permanent Court of International Justice), also on the dismissal of married waitresses in Göteborg, and on Old Age and Invalidity Insurance. The President of the Group had addressed many meetings on the Open Door policy, including women's Trade Unions and Social Democratic Clubs. The

Group had translated into Swedish and printed Louise de Craene's "L'Avenir des Travailleuses," which was on sale at all meetings, as were the papers read at Sigtuna in 1931.

In addition to 121 directly subscribing members, the Group had now affiliated five women's societies in Sweden. The Board had been strengthened by the election of Dr. Alma Sundquist, the well-known Swedish doctor.

The Conference then adjourned.

SECOND SESSION.

MONDAY, JULY 24TH, 3 P.M. TO 4-30 P.M.

REPORTS FROM AFFILIATED AND ASSOCIATE SOCIETIES.

CHRYSTAL MACMILLAN in the chair.

Finland: The Union. THYRA VON BEETZEN-OSTMAN (President) said that very good publicity had been obtained in the Finnish press for the Stockholm Conference. The Union had taken the lead in bringing pressure from women's organisations to secure the appointment of the Factory Inspector, Helmy Bergbom, to the International Labour Organisation Committee on Women's Work.

The Government was approached on the questions of insurance, night work and the 40-hour week, and a letter was written to the League of Nations with regard to the unemployment in the Saar Territory.

In November 1931 the Union called a meeting to protest against the Helsinki Town Board's attack on married women earners.

In February 1932 a lecture week was arranged to which foreign lecturers were invited.

REPORT FROM ASSOCIATE SOCIETY.

Australia: United Associations of New South Wales. ELSA HALE reported that a definite piece of work on behalf of married women teachers had been undertaken by the United Association. The Married Women (Teachers and Lecturers) Act was passed in 1932 and dispenses with the services of all married women teachers, and obliges women teachers to resign on marriage. A crowded public meeting was held in Sydney on August 27th, 1932, and deputations, letters, and intensive propaganda were made use of in the effort to defeat the Bill, but without success. After the passage of the Bill a meeting of Married Women Teachers was called and well attended, and a fighting fund set up, and as a result of the propaganda of the United Associations only 140 women have been dismissed instead of the 500 who might possibly have been affected.

REPORTS FROM FRATERNAL DELEGATES TO THE CONFERENCE.

France: MARIE LENOEL (Alliance Ste. Jeanne d'Arc) spoke of the great difficulties in France in doing propaganda for Open Door principles. Firstly, the women are working for the suffrage, and secondly, it is difficult to bring home the dangers of "protective" legislation since exceptions are made in favour of those already in jobs, and the young do not realise that they are kept out of opportunities for employment. A double tide is flowing, one in favour of "protective" legislation, the other in favour of woman's emancipation, but the second is growing in strength.

The Alliance Ste. Jeanne d'Arc, French Branch of St. Joan's Social and Political Alliance (see p. 24) based its work on the moral principle of liberty. In France there was as yet no attack on the right of the married woman to work.

REPORTS FROM MEMBERS OF THE CONFERENCE.

Norway. DAGNY BANG (Associate Member) said that she was speaking not for any Society, but as an individual and one who signed the Call to the Open Door International First Conference in Berlin. For thirty years she had fought restrictions on women's work, and in Norway the women had been successful in resisting all proposals for such restrictions. In Norway protection applied to all workers, men and women alike. But attempts were being made to attack women's right to work. The Oslo Town Council in 1928 resolved not to appoint married women as employees, but as a result of a press campaign this had been repealed.

Message from Greece. The President then read a message of greeting from Avra Theodoropoulos (President, Ligue Hellénique pour les Droits de la Femme).

REPORTS FROM FRATERNAL DELEGATES (continued).

Austria. HILDA STRAUSS GUTMANN (Oesterreichischen Frauenpartei) gave a message of greeting from the President, Frau Granitsch, and said that the Frauenpartei supported the Object of the O.D.I. and worked for it by meetings and in its paper *Das Wort der Frau*. She looked forward to closer co-operation between the two societies.

The Conference sent a message of affectionate greeting to the former President of the Frauenpartei, the veteran Frau Hainisch.

Latvia. MILDA PALEVICS (Conseil des Organisations de Femmes de Lettonie) said that in Latvia in Government service there was equal pay for both sexes, but since the War the percentage of women in Government service had greatly decreased, many men (who are in a minority) having taken the place of women employed during the War. Seventy-five per cent. of Latvian women workers are employed in agriculture, where they are paid less than the men for the same work. The women's organisations had resisted and defeated attempts to pass Bills attacking the right of married women to work.

REPORT OF THE BOARD OF OFFICERS.

WINIFRED LE SUEUR (Hon. Secretary) in presenting the report, said that the Board of Officers had met four times since its election at Stockholm. First at **Stockholm** after the Conference on August 22nd, 1931, when it arranged a meeting in Stockholm at which members of the Social-Democratic Party and others were able to ask questions about the policy of the O.D.I. which were answered by the President, Hon. Secretary, and Ingeborg Walin. Arrangements were made for issuing the Report of the 1931 Conference, and for action to be taken on the Resolutions adopted there. The proposal of the I.L.O. to appoint an Advisory Committee on Women's Work was also discussed by the Board. The Board also met during the Summer School at **Sigtuna**, on August 27th, 1931, and discussed a possible meeting to be held in Athens at the time of the Conference of the I.A.W.S.E.C. in 1932. (As this Conference was not held, no further action was taken). Discussions took place as to the date and place of the 1932 meeting of the Board, and the Finances were gone into.

The Board met in 1932 in **London**, on July 18th and 19th. All the

Members were present except Gertrud Baer, Thyra von Beetzen-Ostman, and Ruth Vandeer Litt, who were prevented from attending. The chief business was making the arrangements for this Prague Conference, and the Summer School at Mlada Boleslav. The Board also agreed to recommend the Affiliation of the Danish Post and Telegraph Clerks' Union, and the appointment of Paulina Luisi as National Corresponding Member for Uruguay. It considered the action to be taken by the President on the invitation she had received to become a member of the I.L.O. Panel of Experts on Women's Work, and as a result she accepted the invitation. In connection with this meeting an evening party was given by Dr. Jane Walker, C.H., one of the best known British Medical women, at which visiting members of the Board spoke.

The fourth meeting of the Board was held on the previous day, July 23rd, 1933, in Prague, and made the final arrangements for this Conference.

REPORT OF THE ADMISSIONS COMMITTEE.

Ingeborg Walin (Chairman) presented this report.

The Danish Post and Telegraph Clerks' Union had been accepted provisionally as an Affiliated Society. Associated Societies in Göteborg, Sweden (The Central Committee of Women's Organisations in Göteborg), Sydney, N.S.W., Australia (United Associations of N.S.W.), and the U.S.A. (Business Women's Legislative Council of California) had also been provisionally accepted, and a number of Associate Members. The Committee recommended these admissions to the General Council for ratification, and also the appointments of Rosa Welt Strauss and Paulina Luisi as National Corresponding Members for Palestine and Uruguay respectively until the next Conference.

The General Council approved the report and ratified these admissions.

Message from Portugal.

A telegram of greeting was read from Candida Madeira da Pinto, of Portugal, one of the new Associate Members.

The Conference then adjourned.

THIRD SESSION.

TUESDAY, JULY 25TH, 10 A.M. to NOON.

CHRYSTAL MACMILLAN in the Chair.

Minutes.

The Minutes of the first two Sessions were read by Edith Rodgers, Recording Secretary for the Conference, and authority was given to the Board to correct them where necessary.

REPORT OF THE GENEVA REPRESENTATIVE.

Edith Rodgers presented a Report of her work as Geneva Representative for the years 1931 to 1933, of which the following are the most important points:

Geneva Office.

On September 30th, 1932, the office was transferred to 25, Rue de la Violette, in order to economise for the O.D.I. during the world crisis. Work is carried on there as usual, but it is no longer possible to hold large social reunions owing to the size of the rooms. Small gatherings of O.D.I. members and persons interested have, however, been organised successfully.

Work in connection with the I.L.O.

In 1931 the O.D.I. Memorandum on the Age of Admission of Children to Non-Industrial Occupations was sent to delegates to the I.L. Conference and a certain amount of lobbying was done. In Jan., 1933, she was present at the Conference on the Reduction of Hours of Work, the woman delegates to which were sent the O.D.I. Memorandum. Over 400 copies of the letter to the President of the June 1933 Session of the I.L. Conference dealing with Insurance, were circulated among the delegates, and the Geneva Representative was present daily. She drew attention to the value to the O.D.I. of the presence of Julie Arenholt as Technical Adviser to the Danish Government delegates at this Session of the I.L. Conference.

All meetings of the Governing Body held in Geneva had been attended, and she considered that the reports of I.L.O. and League of Nations Meetings which she forwarded to the Headquarter's Office in London formed at the present time the most important part of her work.

In 1931 she debated with Dr. Thibert, who now does part of the work formerly done by Mme. Mundt at the I.L. Office, the subject of the debate being the policy of the I.L.O. versus that of the O.D.I. on restrictive legislation for women in industry. In the same year she headed a deputation to M. Mahaim, President of the Governing Body, I.L.O., which presented a statement regarding the terms of reference of the I.L.O. Consultative Committee on Women's Work. In 1932 she had represented the O.D.I. at a Séance Solennelle in memory of the late Director of the I.L. Office, and had attended the meetings of the League of Nations Commissions on Collaboration of Women in the Work of the League, and on Nationality and the Hague Convention. In 1933 she had interviews with M. Sokal, Madame Wasniewska, Dr. Sundquist, Madame Siemienska, and Princess Radziwill.

Propaganda.

Literature had been sent out in response to numerous applications. The Stockholm Report and Resolutions had been sent to the I.L.O. and League of Nations and the Call to Prague had been widely circulated in Geneva. "The Open Door" is now sent regularly to 7 clubs and Women's Societies in Geneva.

Social Gatherings.

In 1931 a Re-union was held at 67, Avenue Wendt. Dr. Rosa Welt Straus was in the Chair, and Mrs. Littlejohn, Dr. Emily Smith, and Miss May Oung, were the speakers. In 1932, the Geneva Representative attended a meeting at the Club International with Mme. Plaminkova in the Chair, and a reception given by the World's Y.W.C.A.: both meetings dealt with conditions in China. In 1933 several social meetings of other women's organisations had been attended.

In 1933 a meeting of Geneva members and others interested was held at 25, Rue de la Violette, at which the speaker gave a brief résumé of recent activities, and of the Prague Conference arrangements. Dr. Rosa Welt Straus and Miss Nyemann also spoke.

In conclusion Edith Rodgers said that the result of the two years' work was encouraging, because in spite of smaller office accommodation the O.D.I. had gained a more understanding hearing from the I.L.O., and elsewhere it was having fuller opportunities to make its policy clear, and was being received with an increasingly sympathetic attitude. She said it was of great value and very encouraging to receive visits from O.D.I. members coming to Geneva, and assured them that they would receive a hearty welcome at the Geneva Office.

JULIE ARENHOLT (Denmark) spoke of the great value of the work of Edith Rodgers in Geneva, especially at the time of the International Labour Conference which she herself had seen personally when attending the I.L. Conference as Technical Adviser for the Danish Government. She expressed the thanks of the Open Door International for the valuable work done by the Geneva Representative and the Conference showed its agreement by prolonged applause.

REPORT OF THE HEADQUARTERS COMMITTEE.

WINIFRED LE SUEUR (Hon. Secretary) in presenting the report of the Headquarters Committee said she felt she must point out that the H.Q. Committee is carrying out the instructions of the Board to a great extent, and if there was much more into this report than in the Report of the Board, it was simply that it is the H.Q. Committee and the office which does the actual work.

This work was much hampered during the winter of 1931-32 by shortage of funds, and by the ill health of the Hon. Secretary. The work of the H.Q. Committee was therefore limited to matters of urgent importance in connection with the I.L.O. and the L. of N., to issuing and circulating the Report of the Stockholm Conference, and the Resolutions adopted thereat, and to the issue of one number of the *Open Door*. After the summer holiday of 1932, however, the Secretary's health greatly improved, and a considerable amount of work has been done, especially in view of the fact that she is only able to give two days a week to work in the office.

The following represented a brief sketch of the work done during these two years.

1. On return from the Stockholm Conference the President received from M. Sokal, President of the 15th Session of the I.L. Conference in 1931, a valuable letter, in reply to one received by him from her, acknowledging the truth of the contention of the O.D.I. that women delegates and advisers to the Conference do not necessarily represent women, or working women. This letter was given publicity in the *Open Door*.

2. On Oct. 7th, 1931, a letter was sent to each member of the Governing Body of the I.L. Office, giving the views of the O.D.I. on the proposal to set up a Committee on Women's Work in connection with the Office, and on the possibility of the inclusion of the questions of women in Mines on the Agenda of the Conference. Copies of these letters were also sent to Branches and Affiliated Societies with a request that they should take similar action.

3. On Jan. 8th, 1932, a letter was sent to each member of the Governing Body enclosing two Memoranda, one setting forth the attitude of the O.D.I. to the proposed Committee on Women's Work pointing out that its usefulness depended on its terms of reference, and drawing attention to the Women's Work article in "Occupation and Health," the I.L.O. Encyclopaedia of Industrial Hygiene, and to the proposal of the Correspondence Committee on Industrial Hygiene that the I.L. Office should carry out an enquiry into married women's work; the other dealing with the question of the underground work of women.

4. On April 12th, 1932, copies of the resolution adopted in Stockholm on the above mentioned article on "Women's Work" were sent to all the members of the Correspondence Committee on Industrial Hygiene of the I.L.O.

5. On April 5th, 1932, a Memorandum on the proposed Convention to be discussed at the 16th Session of the I.L. Conference on the age of Admission of Children to Employment in non-industrial undertakings

was sent to the 400 delegates to the Conference, with the ever-useful aid of Edith Rodgers.

6. On May 19th, 1932, a memorandum was sent to the Secretary-General, League of Nations, setting forth the views of the O.D.I. on the co-operation of women in the work of the League.

7. On October 17th, 1932, a letter was sent to each member of the Governing Body of the I.L.O. asking that the Governing Body should not refer to the P.C.I.J., the German question whether the Night Work Convention includes in its scope women engaged in commercial work, office work, and other similar work in industrial undertakings.

8. On Nov. 15th, 1932, the P.C.I.J. delivered its Advisory Opinion on the Washington Night Work Convention, to the effect that this Convention prohibits women holding positions of supervision or management, not ordinarily engaged in manual work, from working at night. The H.Q. Committee on November 25th sent out a six page Memorandum, which was sent to Branches and Affiliated Societies, etc., asking them to take immediate action, and drawing their attention also to the danger of proposals for a forty hour week, which might increase the unemployment of women, so long as their hours were subject to special restrictions not imposed on men. On Nov. 30th this was also sent to other women's organisations likely to be interested.

9. On November 30th also was sent out to Branches and Affiliated Societies a letter dealing with the proposed Convention on Invalidity, Old-age and Widows' and Orphans' Insurance.

10. On January 9th, 1933, a letter was sent to the Chairman of the Preparatory Tripartite Conference on the Reduction of Hours of Work, pointing out the possible danger to women in present conditions of proposals for a forty-hour week.

11. On March 7th, 1933, a letter was sent to the Secretary-General of the League of Nations, drawing attention to the fact that the Saar Territory was the only country outside the British Empire which bases its unemployment benefit on the sex of the recipient (leaving the married woman out of consideration).

12. On June 1st a three page letter (and the Memorandum on the forty-hour week) dealing with the two insurance questions on the Agenda of the 17th Session of the I.L. Conference, was sent to the President of the Conference, and copies supplied in English and French for Edith Rodgers to send to each of the delegates, etc.

In addition to these letters and documents drafted and sent out, four numbers of the *Open Door* have appeared in English and French and since December, 1932, a *Monthly Letter* has been sent to each member of the Board and Branch and affiliated Associate Societies and National Corresponding members of the O.D.I. enclosing copies of such documents, and keeping them informed as to the work done at H.Q.

At the beginning of December, 1931, the Report of the Stockholm Conference, with the resolutions in English, French, German and Swedish was distributed, and at the beginning of 1933 the Calls to this Prague Conference and to the Summer School at Mlada Boleslav were sent out very widely.

Copies of the papers read at the Summer School at Sigtuna were made in the office and are on sale.

In March, 1932, the Hon. Secretary took the paid work of half-time Secretary of the British Open Door Council, which has meant that she has had less time to give to the work of the O.D.I. She has, however, continued to do a certain amount of card-indexing at home in the evenings. Since the Stockholm Conference 1665 letters and publications have been received. All publications are read and indexed. In the same period 4774 letters and postal packets have gone out of the office. Since

Feb. 1933, the Hon. Secretary has had the half-time services of an Office girl, shared with the O.D.C. but her services have now been dispensed with.

She made an appeal for funds to carry on the work of the London and Geneva Offices, and for publications and propaganda. Generous contributions for the Conference had been made by supporters in many countries in spite of the crisis, but more would be needed since women are the first to suffer in a time of economic crisis.

ANNA WESTERGAARD (Hon. Treasurer) urged Branches and Affiliated Societies to send regular monthly reports to Headquarters, and so keep Headquarters informed of what is being done by the Societies in the various countries. She spoke in appreciation of the work done by the Hon. Secretary and was supported by Frantiska Plaminkova (Czechoslovakia), and by the President (Chrystal Macmillan), and by the prolonged applause of the Conference.

The Conference then adjourned.

FOURTH SESSION.

TUESDAY, JULY 25TH, 2-40 to 5-10 P.M.

CHRYSTAL MACMILLAN in the Chair.

Resolution 1. The Right of the Woman Worker to Physical Development. (See p. 34).

INGEBORG WALIN (Sweden) in moving said that there should be no barriers against women entering any field of occupation on the ground of physical unfitness. She recalled the statement of the great Swedish feminist, Frederika Bremer, that when she was a girl she was only allowed to do work such as sewing and embroidery and to take short walks by way of exercise. Though the Scandinavian countries were in advance of most others, there were still too many in which the genteel ideal for girls persists, and the Open Door International must react against such thinking. Lack of physical training places girls and women at a great economic disadvantage, and yet in certain trades women are able to do very heavy work in the fields and then return to do heavy work in their homes, while the men are resting after their day's work out of doors. Heavy work for women was largely a question of training and custom. And it was not only for economic reasons that women should be able to do healthy physical work but also because of the joy in life which manual work in the open air brings with it. This resolution was a necessary basis for the claim of the Open Door International that women should learn to grapple with physical difficulties. Full development for all faculties of the body as well as of the mind should be sought as much for girls as for boys.

LOUISE DE CRAENE VAN DUUREN (Belgium) in seconding pointed out that the working woman has always done heavy work, but that the middle class girl has been cursed by her clothes and shoes which unfit her for healthy, physical labour. She pointed out that even if drill and games are taught in girls' schools the girls often do not get the same opportunities of exercise in their spare time. The boys of the people are turned out to play, the girls are kept at home "to help Mother." All attempts to extend women's opportunities of exercise has roused opposition; railway travel was at first said to cause abortion; bicycling for women horrified the public; motor-cars were said to make them miscarry! She urged the need to be a "healthy animal" before one could be a healthy human being.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) urged the necessity for getting women to alter their own ideal for themselves to something healthier than at present.

DR. ERNEST DE CRAENE (Belgium) pressed the desirability of teaching girls group games and so inculcating team spirit and team discipline.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) moved an amendment to include in section (2) a statement that women had special agility for certain kinds of work. This was supported by ELSA HALE (Australia), but was opposed by Annie Laurie Millar, Winifred Le Sueur, Julie Arenholt, Louise de Craene and others, who held that it is by no means proved that women have such special agility. After prolonged discussion the amendment was withdrawn and the original resolution was carried unanimously.

Resolution 2. Women and the Right to Work in Mines. (See p. 35).

ELIZABETH ABBOTT (Great Britain) moved the resolution and described the state of destitution to which women were reduced in Great Britain when they were turned out of the mines in 1842. She felt that to take economic freedom from women in India would lead to grave moral dangers, since sex and motherhood tend there to be somewhat over-emphasized. The sentimental view was no real help to the women, rather there should be attempts to improve mining conditions for all workers.

WINIFRED LE SUEUR (Great Britain) seconded, and called attention to the fact that the I.L.O. had now placed the question on the Agenda of its 1934 Conference. The Government in British India had declared that it had taken steps to turn many thousands of women progressively out of the mines until in 1939 all would have been "eliminated" as a result of the visit to India of the Director of the I.L. Office and this in spite of the fact that at the time of this visit the I.L.O. had no official policy on this question.

JULIE ARENHOLT (Denmark) moved the alteration of the words "cruel" and "impertinent" on the ground that the language was too forcible, and was supported by Elsa Hale (Australia), Frantiska Plaminkova (Czechoslovakia), Olive Aldridge (Great Britain) and Dagny Bang (Norway). After prolonged discussion Julie Arenholt withdrew her amendment, as the discussion showed that there had been a difficulty on the part of the translators in finding an equivalent in German and Czech for the shade of meaning conveyed by the English word "impertinent." It was agreed that the wording in the English and French versions should be accepted, the translations into German and Czech to be such as to convey the sense of the original English.

The resolution was adopted unanimously, among the voters being a Danish woman delegate who had worked underground in a coal mine in Canada.

The Conference then adjourned.

FIFTH SESSION.

WEDNESDAY, JULY 26TH. 10-30 A.M. TO 1 P.M.

CHRYSTAL MACMILLAN in the chair.

Greeting from Sweden.

A message of greeting was read from Ann Margret Holmgren, the veteran feminist of Sweden, and a special message of thanks was sent to her from the Conference.

Resolution 4. Women and the Right to Work at Night. (See p. 37).

Moved by WINIFRED LE SUEUR (Great Britain). She did not wish to discuss the merits of the question on which all O.D.I. supporters are agreed, but drew attention to the political situation arising from the fact that Governments which have ratified the Washington Convention cannot free themselves from the obligation to prohibit the night work of women holding positions of supervision or management who are not ordinarily engaged in manual work, except by denouncing the Convention, which step will be necessary even if the I.L.O. produces a revised Convention excluding such women from the prohibition. She stressed the fact that the O.D.I. does not ask for such revised Convention, since this would be to reimpose the prohibition on the manual worker for another period of years, unless such revised Convention was based on the nature of the work and applicable equally to men and women.

The Resolution was accepted by the Conference and adopted unanimously without discussion.

Resolution 3. Unemployment—40 Hour Week—Regulation of Night Work. (See p. 36).

This Resolution was also moved by WINIFRED LE SUEUR, who said that it was closely connected with resolution D. She pointed out that in discussions on the reduction of hours of work with a view to reducing unemployment it was often overlooked that in many countries women's hours are subject to regulations and restrictions not applied to men, which makes it more difficult to fit them into any time-table than men whose hours can be arranged as is most convenient. Hence the introduction of a shift system into a factory employing women might entail the dismissal of women workers in favour of men whose hours are easier to arrange and to change about, and thus might increase unemployment among women. She urged that this question and that of the Night Work Convention, both of which are being considered by the I.L.O., should be studied and acted upon together and in connection with each other.

MILOSLAVA HRDLIČKOVÁ (Czechoslovakia) moved to add in section (1) after the words "hours of work" the words "or of night work." Winifred Le Sueur accepted the amendment.

JULIE ARENHOLT (Denmark) pointed out that the resolution was not opposed to the introduction of a 40-hour week or other reduction of the hours of work, but asked that in such reduction steps should be taken to ensure that women's conditions were not made still more difficult.

The resolutions as amended was carried unanimously.

THYRA VON BEETZEN-OSTMAN (Member of the Board, Finland) took the Chair.

Financial Statement.

The President in presenting the Financial Statement said she thought the Conference would like to send a message of appreciation for her work and regret at her absence to the Hon. Acting Treasurer, F. de G. Merrifield. This was carried enthusiastically.

The President said she would not read the details of the Report, but would have it pinned up for delegates to see, and on the following day before it was adopted, any questions could be asked.

The point about the Financial Statement she wished to make clear was this: The regular income from affiliation fees and Members' subscriptions, which together amounted to about £96, was almost exactly the sum required for the ordinary standing charges, that is to say for rent, lighting, heating, telephone, cleaning, the publications of the I.L.O., etc., and the expenses of the Geneva Office—an item of about £25 a year. This meant that apart from the £50 of the Stockholm promise

still to come in, the money to enable any work to be done at all had to be raised over and above these regular subscriptions. She said it was wonderful how the Branches and Members had supported the Conference. The Czechoslovakian Branch was giving the valuable contribution of the expenses of the Conference in Prague. The Belgian Branch had sent a good contribution, and so had the Swedish and the British. The Danish Branch had had two special American teas, as the result of which two substantial sums had been sent, and many individuals from these countries had also helped.

Of the Affiliated Societies, the Swedish Central Council of Women Officials' Associations and the National Union of Women Teachers and St. Joan's Social and Political Alliance of Great Britain had sent special donations. Our oldest member, Madame Rutgyers Hoitsema had helped, and Lady Steel of South Africa. Money had also come from Marie Lenoel in France, from Dr. Sacchi-Simonetta of Italy, from Alma Lutz and Marguerite Smith of the U.S.A., from our original Member, Antonia Girardet Vielle of Switzerland, from Rosa Welt Strauss, of Palestine.* These countries, which had been unable to send delegates, had taken part in the Conference in this way and were with it in spirit. She thought the Conference would wish to send its greetings to these friends. She appealed for funds to carry on the work, and in response, the donations and promises set out on page 47 were made.

Greetings.

The Conference sent a message of greeting and regrets that she was not able to be present to Gertrud Baer (German Member of the Board), and to Lida Gustava Heymann and Anita Augspurg (Germany); also to Rosa Welt Strauss (Palestine), A. Rutgyers-Hoitsema (The Netherlands) the oldest member of the O.D.I., and to Lady Steel (South Africa), all of whom had sent special messages and donations for the Conference, and to others who had also done the same.

Chrystal Macmillan in urging the need for supporting the work of the O.D.I. read a passage from a publication of the International Labour Office just received, which ran:

"In general, both sexes are treated on an equal footing in insurance legislation. At the same time, it must not be forgotten that, from the point of view of an insurance institution, the average man constituted a better risk than the average woman, because the latter is more exposed to invalidity and has a longer expectation of life than the average man. This obviously means that compulsory insurance is, if anything, more necessary for women. The only differentiation that might be made would be to introduce special regulations concerning the amount of the contributions and of the benefits for insured women."

("Compulsory Pension Insurance," pp. 50-51, I.L.O. Studies and Reports, Series M. No. 10, Geneva 1933).

from which the Conference would note that the I.L. Office here makes the definite suggestion of the introduction of special regulations for insured women workers.

SIXTH SESSION.

THURSDAY, JULY 27TH, 10 A.M. TO 12-30 P.M.

CHRYSTAL MACMILLAN in the Chair.

It was agreed that the Minutes of the Conference should not be read but should be corrected, if necessary, and approved by the Officers.

* After the Conference a donation arrived from Dr. T. Baty, of Japan.

REPORTS FROM AFFILIATED SOCIETIES.

Great Britain—St. Joan's Social and Political Alliance.

The President, in introducing Erica Butler-Bowden, paid tribute to the fine work of this, the first Affiliated Society to join the O.D.I. at the Berlin Conference in 1929.

ERICA BUTLER-BOWDEN (Great Britain), in presenting the Report of St. Joan's Social and Political Alliance, said that it was an organisation of Catholic women working for equality. The Alliance had supported the British Open Door Council in deputations, conferences and correspondence, and had adopted at its Annual Meetings resolutions in line with the policy of the O.D.I. It had protested to the British Government about the injustices and inequalities in unemployment and health insurance, and had taken part in a "poster parade" to protest against the attack on Married Women proposed by the Worcester Chamber of Commerce.

It had sent a representative to a meeting in Paris convened on "Le travail industriel de la Mère et le foyer ouvrier," who had clearly put forward the view of the Alliance on the working mother's right to earn. It had moved a resolution on lead paint at a Conference called by the British Women's Freedom League. It had always answered attacks on women in the Catholic press and had sent a letter protesting against an article in the "Christian Democrat" upholding restrictive legislation for women in industry.

Sweden—Central Council of Women Officials' Associations.

The President, in asking Ingeborg Walin to present the Report, explained the difference between a Branch which works solely for the Object of the Open Door International and an Affiliated Society which includes the Object of the O.D.I. among its objects, or has adopted at a meeting of its Governing Body a resolution supporting the Object of the O.D.I. She said what a strength it was for the O.D.I. that three organisations composed of "the women themselves" should have affiliated to the O.D.I.: the Post and Telegraph Workers' Union of Denmark, the National Union of Women Teachers of Great Britain, and the Central Council of Women Officials' Associations of Sweden; and how much it was to be hoped that other similar organisations of women workers would also affiliate to the O.D.I.

INGEBORG WALIN, in presenting the Report, explained that the Council consists of two representatives of each of 20 organisations of employed women-teachers, Civil servants, clerks, dentists, Municipal employees, etc. The Council has worked for equal pay, but has so far not succeeded in obtaining for women Civil Servants a fourth increase of salary to which men can attain.

In the Central Institute of Gymnastics a proposal had been made for lower salaries for women teachers than for men. As a result of a deputation organised by the Central Council, the proposal had been rejected. Similar successful action was taken on a proposal to exclude women officials and students from higher technical courses.

In the State Railway Service action had been taken on proposals which would have lowered the status of women employees. The Council had joined with other women's organisations in demanding equal nationality rights for married women and at the time of the Election had sent out a questionnaire to be sent to candidates of all parties. The Central Council had also taken the lead in organising a highly successful Mass Meeting on the right of the Married Woman to work.

Alteration to the Constitution.

ELIZABETH ABBOTT (Great Britain), on behalf of the British Open Door Council, moved
to increase the number of Members of the Board of Officers from ten to twelve,
Seconded by FRANTISKA PLAMINKOVA (Czechoslovakia), and carried unanimously.

Ballot for the Board of Officers.

It was announced that this would take place at 10 a.m. on Friday, July 28th.

Resolution 9. The Rights of Women in Unemployment Insurance.

(See p. 41-2).

ANNA WESTERGAARD (Denmark) moved the resolution formally after explaining some drafting alterations which had been introduced by the Board into the text as circulated to Societies.

LOUISE DE CRAENE VAN DUUREN (Belgium) seconded, and pointed out that the I.L.O. has not put into effect the equal pay principle in the Treaty of Versailles.

The Resolution was adopted unanimously, subject to the checking of references by the Officers.

MILOSLAVA HRDLIČKOVÁ then took the Chair.

Resolution 8. Women and Old-age and Invalidity Insurance.

(See p. 41).

CHRISTAL MACMILLAN (Great Britain), in moving this resolution, gave an explanation of the way in which the I.L.O. prepares its Draft Conventions. She drew attention to the fact that the four Conventions recently adopted by the International Labour Conference on Invalidity and Old-age Insurance leaves it open to Governments to make differences between men and women in insurance, and pointed out that Great Britain with its flat rate system and lower contributions and benefits for women than for men, is the obvious inspiration of these Conventions, and urged the importance for women of paying equal contributions and receiving equal benefits.

ANNIE LAURIE MILLAR (Great Britain) seconded.
The Conference then adjourned.

SEVENTH SESSION.

THURSDAY, JULY 27TH, 2-30 TO 6-0 P.M.

MILOSLAVA HRDLIČKOVÁ in the Chair.

Discussion was resumed on Resolution 8: Women and Old Age and Invalidity Insurance. (See p. 41).

JULIE ARENHOLT (Denmark) in supporting the resolution proposed to add in section B, after the words "rejecting proposals" the words "laid before the Conference by the International Labour Office," pointing out that these proposals were not made by the International Labour Conference but were suggested to that Conference by the International Labour Office. She spoke of the work done by the Norwegian Government's Delegate, Fru Betsy Kjelsberg, in proposing the rejection of the proposals mentioned in Sections B (a) and (b) of this Resolution, and stressed the value of having women with the right views as Delegates and Technical Advisers, since these proposals might have been accepted but for the intervention of Fru Kjelsberg.

JULIE ARENHOLT also desired to substitute less forcible words for the phrase "expresses profound dissatisfaction," since she felt that in many countries which ratified Governments would not set up unjust and unequal insurance systems.

CHRYSTAL MACMILLAN said she could not accept the amendment about the I.L. Office for technical reasons which she would explain later.

Discussion on Resolution 8 was then postponed, owing to the presence of many men and women from Prague who had come specially to hear the discussion on Resolution 5 (Married Women).

CHRYSTAL MACMILLAN took the Chair.

Resolution 5. The Woman Earner's Right to Marriage.

Married Woman Earner's Charter. (See pp. 37—39)

Certain alterations proposed by the Board to the text as circulated to the Societies were read, and then THYRA VON BEETZEN-OSTMAN (Finland) moved the resolution in a speech in which she pointed out that the right of the woman earner to marry is self-evident if only she is regarded as a human being. The expectation that women only work for pay outside the home as a temporary expedient until they marry was one of the chief causes of women's low wage rates.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) seconded the resolution, saying that the right to make one's own decisions was inherent in the principle of democracy, since there can be no freedom when one half of the community can dispose of the destinies of the other half. She pointed out that it was inhuman, unpractical, and illogical to force women who, by long training, had prepared themselves for a certain type of work, to abandon such work because they want to marry. In practice this would mean often that they would try to get other work for which they were not trained, and at which they were not expert. In addition to the loss to the woman, both financial and psychological, the ultimate loser would be the community. She dwelt on the lowering of the level of women's education which would certainly result from compulsory dismissal on marriage; and she pointed out that to forbid the married woman to take paid work meant raising the age at which young couples could marry, which again had moral disadvantages and was injurious for the community.

ELIZABETH ABBOTT (Great Britain) pointed out the many cases in which two incomes go into one home and discredited the suggestion that unemployment is reduced by turning married women out of work and giving their work (and pay) to men. She urged that this attack was founded on a deep disrespect for married women and for marriage itself. Some countries had fought hard for Married Women's Property Acts, which gave women control of their earnings, but the position of married women who are not allowed to earn at all will be lower than before the passing of these Acts.

KARIN BRAAE (Denmark), in supporting, said she was the President of the Association of Housewives of Denmark, only one member of which did not support the policy of the O.D.I. The right to work should be based on capacity and not on sex, marriage being a private and quite irrelevant question. She gave instances of women being forced to leave work on marriage and urged the need of right thinking women in Parliament and on Local Authorities.

JULIA CHLAPEC-GJORGJEVIČ (Yugoslavia) drew attention to a difference between the wording of the resolution in English and French and in the German and Czech versions.

LOUISE DE CRAENE (Belgium) pointed out that all women are not necessarily good housekeepers or good mothers. She felt strongly how essential it was that married women should not be excluded from teaching. Young girls needed to be brought up by both married and single women, whose outlook may not be identical. Busy fathers often have little time to give to their children, and in schools education for girls was in many places in the hands of single women only.

EDITH RODGERS (Geneva Representative) moved the omission in Paragraph II (a) after "joint responsibilities of husband and wife, and which may mean, when both are earning, sharing equally in the work of cooking, cleaning, mending, attending to their children and other personal domestic work" of the words "the more so, since in addition, the woman makes a special contribution by bringing the children into the world." She felt that it was dangerous to emphasise the function of maternity, since the sentimentalist opponent would be likely to seize on this one fact as an excuse for forbidding all work to women outside the home.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) opposed the omission of these words since she felt that the special contribution of woman in the physiological work of producing children was an added reason why the father should take his share in the work of the house.

ELIZABETH ABBOTT (Great Britain) moved to omit all the words after "should be equally shared" down to the words "into the world," including all the words quoted above.

LILIAN THOMAS (Great Britain) supported the amendment.

INGEBORG WALIN (Sweden) said that people should marry for love, not because they want to change their jobs. There are too many trained professional houseworkers, but if married women continued their own paid work after marriage they would be able to pay a proper rate of wages to trained houseworkers. It must also be remembered that many married women work for love of the work and that society needs such work.

ANNA WESTERGAARD (Denmark) supported the amendment which was carried unanimously, and the amended resolution was then adopted unanimously.

Nominations for the Board of Officers.

INGEBORG WALIN read the list of nominations, as follows:

ELIZABETH ABBOTT (Great Britain) nominated by Belgium, Czechoslovakia, Denmark, Finland, Great Britain, Sweden.

JULIE ARENHOLT (Denmark) nominated by Finland.

GERTRUD BAER (Germany) nominated by Belgium, Czechoslovakia, Denmark, Finland, Great Britain, Sweden.

LOUISE DE CRAENE VAN DUUREN (Belgium) nominated by Czechoslovakia, Denmark, Finland, Gt. Britain, Sweden.

MARIE LENOEL (France) nominated by Belgium, Czechoslovakia, Denmark, Finland, Gt. Britain, Sweden.

PAULINE LUISI (Uruguay) nominated by Belgium, Czechoslovakia, Denmark, Gt. Britain, Sweden.

CHRYSTAL MACMILLAN (Great Britain) nominated by Belgium, Czechoslovakia, Denmark, Finland, Gt. Britain, Sweden.

THYRA VON BEETZEN-OSTMAN (Finland) nominated by Belgium, Czechoslovakia, Denmark, Finland, Gt. Britain, Sweden.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) nominated by Belgium, Czechoslovakia, Denmark, Finland, Gt. Britain, Sweden.

INGEBORG WALIN (Sweden) nominated by Belgium, Czechoslovakia, Denmark, Finland, Gt. Britain.

ANNA WESTERGAARD (Denmark) nominated by Belgium, Czechoslovakia, Denmark, Finland, Gt. Britain, Sweden.

Julie Arenholt said that she had not consented to be nominated and withdrew her name.
The Conference then adjourned.

EIGHTH SESSION.

FRIDAY, JULY 28TH, 10-40 A.M. TO 1. P.M.

MILOSLAVA HRDLIČKOVÁ in the Chair.

Resolution 8. Women and Old Age and Invalidity Insurance.

Discussion on this resolution, which had been postponed from the previous afternoon, was resumed.

CHRYSTAL MACMILLAN (Gt. Britain) explained that she did not accept the amendment proposed by Julie Arenholt. The International Labour Office had made suggestions as to differences based on sex in its original questionnaire, but not in the proposed Draft Conventions referred to in the resolution.

JULIE ARENHOLT (Denmark) withdrew her amendment and explained, with reference to the words "profound dissatisfaction" that she had not intended formally to move an amendment, but had merely said that she would prefer the omission of these words.

The Resolution was adopted unanimously.

CHRYSTAL MACMILLAN took the Chair.

Greetings from Denmark, France, Germany and Italy.

A letter of greeting was read from Dr. Andhrée Lehmann (Ligue française pour le Droit des Femmes) expressing her regrets and those of the President of the Ligue, Maria Vérone, that pressure of work had prevented them both from being present.

Letters of greeting and regrets for absence were also read from Ada Sacchi Simonetta (Federazione italiana per il suffragio e i diritti civili e politici delle donne) (Italy), and Gertrud Baer (German Member of the Board of Officers) and Ellen Hansen (President, Post and Telegraph Clerks' Union, Denmark).

The Conference authorised the Officers to send thanks to all those who had sent greetings.

MILOSLAVA HRDLIČKOVÁ took the Chair.

Resolution 6. Proposed I.L.O. Enquiry into the Position of Married Women (See pp. 39—40).

CHRYSTAL MACMILLAN (Great Britain) explained in connection with this resolution the situation with regard to the I.L.O. and married women. The O.D.I. Conference in 1931 in Stockholm had adopted a resolution condemning the article on women's work in the Encyclopaedia of Industrial Hygiene "Occupation and Health" brought out by the Correspondence Committee on Industrial Hygiene of the I.L.O. This article had contained out of date statistics of infant mortality in Great Britain which (it was *not* explained in the article) had been superseded by a later and more comprehensive investigation, from which conclusions

quite different from those in the article could be drawn. A document written in such a way is quite without value, but shows the attitude with which the International Labour Office approaches the question of women's work.

CHRYSTAL MACMILLAN took the Chair.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) moved the resolution, and JULIE ARENHOLT (Denmark) seconded.

ANNA WESTERGAARD (Denmark) moved to add to the questions in the resolution "Whether the wages of a married woman in the public service or elsewhere differ from those of a single woman doing the same work."

ELIZABETH ABBOTT (Great Britain) opposed this on the ground that the resolution was not dealing with the working woman in general, but only with the married woman and her legal status.

LOUISE DE CRAENE (Belgium) supported the resolution and pointed out the need for parents to realise that until women gain economic freedom they are bringing up daughters whom they love and care for to be handed over possibly to a husband on whom they may be entirely dependent, which really means that they are training them for a state of slavery.

The resolution was adopted unanimously.

The Conference then adjourned.

NINTH SESSION.

FRIDAY, JULY 28TH, 2-45 TO 4-25 P.M.

CHRYSTAL MACMILLAN in the Chair.

New Board of Officers.

The Election of the new Board of Officers was announced by Julie Arenholt (Denmark). The twelve members who accepted nominations were elected (see pp. 27—28).

The President introduced the new member, Marie Lenoel (France) and the Conference sent warm greetings to the other new member, Dr. Paulina Luisi of Uruguay.

Donation from Czechoslovak Branch.

FRANTISKA PLAMÍNKOVÁ, on behalf of the Groupe de l'Open Door International en Tchécoslovaquie, then presented to the Open Door International the generous donation of 3000 Czech. Crowns, and the Conference showed its appreciation by prolonged applause.

Resolution 10. Women Workers in Germany (See p. 43).

ELIZABETH ABBOTT (Great Britain) in moving this resolution on behalf of the Board of Officers, read some passages which had appeared in the London "Times" (June 29th, 1933) in which Dr. Frick, German Minister for the Interior, announced that he had planned legislation to establish the family as the foundation of the State and to encourage an extensive increase among the healthy elements of the nation. He stated that the souls of the people "have been poisoned and their feeling for the family and children destroyed by the spirit of liberalism"—deplored the fact that "men to-day looked upon their wives as companions in life rather than mothers of their children" and said that "women must be brought back to the family life and the duty of housewives, and their husbands to a Trade."

On July 3rd there was published the first of these laws—the new law regulating employment in the State service. Its first provision is that no

woman under 35 years of age shall be eligible as a government official; and that women officials may be discharged if their maintenance is permanently assured by their family earnings, especially if they have a husband who holds an assured position in Government service—and this with the aim of "reducing male unemployment and encouraging the return of women to domestic life."

She said that other press reports led one to believe that women in Germany were being dismissed on the sole ground that they are women.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) pointed out that women in all countries, if these reports are true, must protest not only in defence of the women of Germany, but also in their own defence, since a lowering of the status of women in one country affects the women of all other countries.

The resolution was carried unanimously.

Message of Greeting.

A telegram of good wishes was received from Oldra Sedlmayerová of Brno, Czechoslovakia who had been present at the first O. D. I. Conference in Berlin in 1929.

The Conference agreed to send a warm message of greeting to her and also to Helen Clay Pedersen of Denmark, former Member of the Board.

Financial Statement.

The Financial Statement, which had been spoken of by the President at the Fifth Session of the Conference, was adopted unanimously.

Resolution F. Widows' and Orphans' Insurance. (See p. 40).

WINIFRED LE SUEUR (Great Britain) moved this resolution and stated that the British Open Door Council had withdrawn a resolution on this subject and was prepared to support this draft of the Board of Officers. She said that this question required close and prolonged study and urged that those who came to the 1935 Conference of the Open Door International should be prepared to adopt a well-thought out and informed policy. She urged delegates to press their Governments not to ratify these Conventions since they were based on wrong principles.

FRANTISKA PLAMÍNKOVÁ (Czechoslovakia) seconded, and gave particulars of various forms of insurance in private and state service and urged the need for thought and study on this question.

ELIZABETH ABBOTT (Great Britain) impressed upon the Conference the need to prevent Governments from ratifying these Conventions.

JULIE ARENHOLT (Denmark) welcomed the resolution in this form as she felt that the question required more thought than there had yet been time to give to it.

The Resolution was adopted unanimously.

Further Business.

The Board of Officers was authorised by the Conference to finish any uncompleted business and to make verbal improvements in the Resolutions where necessary, and to check all references.

The President thanked Ingeborg Walin for all the work she had done in connection with the Ballot.

Votes of Thanks.

INGEBORG WALIN (Sweden) proposed very hearty votes of thanks to the following:

To the Senate of the Czechoslovak Republic, for enabling the Conference to hold its meetings in such dignified and luxurious surroundings:

To the Bureau of President Masaryk and to the Minister of Foreign Affairs, Dr. Benes, for their gracious messages of welcome:

To the Town Council of Prague for its reception given to the delegates in the historic Town Hall:

To others who had entertained the delegates—the hostesses at the Společenský Klub, the National Council of Women, the President of the Czechoslovak Federation of University and Medical Women, the Town Councillor who had lent his motor-car, and Mme. Capek who had shown the delegates round the City.

To all those who had worked for the success of the Conference: the interpreters at the Conference and the Public Meeting, especially Mesdames Samankova and Wolfová and to those who had translated resolutions and papers for the Summer School—Mesdames Broftová, Gabrielová, Horocková, Matonsková, Rostenská, Samanková, Sareská, Skopová, Sustlerová, Urbanová, Wegerová and Wolfová: to the pages in the Hall, and the stewards at the tables: to Anna Götzlová and her assistants in the office, for all their excellent work both before and during the Conference: and especially to Anna Červená who had worked indefatigably day and night to make the Conference a success.

Also to Louise de Craene van Duuren, Elizabeth Abbott and the Press Committee: to Thyra von Beetzen-Ostman and the Resolutions Committee.

She thanked the Ženský Klub Český for taking in many of the delegates and for making it possible to hold the Board Meetings there, mentioning especially Madame Dědinová, the President, and Madame Hlavacova the Manager.

She concluded with a hearty vote of thanks to Miloslava Hrdličková, President of the National Branch of the O. D. I., who had done what other delegates were asked to do—had attended the Stockholm O. D. I. Conference, had learned about the policy of the O. D. I., and had then gone back to her own country and started an Open Door Branch there—the Branch from which had come the invitation to have the Conference in Prague, and whose excellent work in making arrangements for the Conference and for the entertainment of the delegates had caused it to be so successful.

She concluded with a special vote of thanks to Frantiska Plamínková for her indefatigable work for and in the Conference and for the inspiration and driving force which she gave to the Open Door movement.

The Conference adopted these votes of thanks with enthusiastic applause.

FRANTISKA PLAMÍNKOVÁ spoke of the good work of the Hon. Secretary, Winifred Le Sueur, both in London and in Prague and appealed for funds to enable the work to be carried on.

She thanked the President, Chrystal Macmillan, for the inspiration which she gave as President, and for her untiring work and leadership, and presented her with a bunch of roses in token of the gratitude of the O. D. I.

CHRISTAL MACMILLAN, in the name of the Open Door International, thanked all those who had given voluntary work for the Conference at Headquarters in London, especially Grace Chapman, who had given a lot of time to typing and addressing envelopes, to Pamela O'Mahony who had sent out the Call to the Conference, to Madame Ruesch who had helped with translations and clerical work in the Office, and to M. Jacques Pouteau who had put all the resolutions into French. She also

thanked Marjorie King, the office clerk, who had done excellent work to prepare for the Conference at Headquarters.

She also thanked all those who had worked in Czechoslovakia to make the Conference so successful. She urged the delegates to follow the example of Anna Červená and Miloslava Hrdličková in forming branches in their own countries. She said that 23 countries had supported the Conference either by sending delegates and Members, or by contributing towards the expenses.* She paid a tribute to the great feminist, Madame Masaryk, in whose memory the badge worn by the delegates had been prepared, and congratulated Czechoslovakia in having written equality between men and women into its Constitution.

A very hearty vote of thanks to Edith Rodgers for her valuable work in Geneva was loudly acclaimed. The President urged the delegates, on their return home, to work hard on the points raised in the resolutions, all of which had been adopted unanimously. She declared the Conference closed and hoped to meet all the delegates again at the Fourth Conference in 1935.

Public Meeting.

A crowded Public Meeting on

“The World Economic Situation and the Woman Earner: The Woman Earner’s Right to Marriage,”

was held in the Hall of the Zensky Klub Cesky, Prague/Smecky at 8 p.m., on Wednesday, July 26th.

MILOSLAVA HRDLIČKOVÁ (President of the Groupe de l’Open Door International en Tchecoslovaquie) took the Chair, and the speakers were:

Chrystal Macmillan (President O.D.I.)	Marie Lenoel (France).
Thyra von Beetzen-Ostman (Finland).	Anna Westergaard (Denmark).
Ingeborg Walin (Sweden).	Elizabeth Abbott (Great Britain).
Elsa Hale (Australia).	Louise de Craene van Duuren (Belgium).
Dagny Bang (Norway).	Frantiska Plaminkova (Czechoslovakia).

Broadcast on the Radio.

On Sunday morning, July 23rd, Chrystal Macmillan and Miloslava Hrdličková spoke on the wireless about the Conference. On Monday afternoon Louise de Craene spoke on the Professional Woman Worker, while Ingeborg Walin gave an account of the first three days’ work of the Conference on the evening of Wednesday, July 26th.

Social Events.

The wonderful hospitality shown to the Conference by the Czechoslovak people gave its Members opportunities of meeting their hosts and hostesses and each other socially, and of becoming acquainted with the beauties and places of historic and social interest in and around Prague. On the eve of the Conference the Czechoslovak leaders entertained the Board of Officers to dinner at Nebozizek, one of the hills of Prague, from which there is an extensive view of the City. On Monday Frantiska Plamínková, the Czechoslovak Member of the Board of the O.D.I., and Miloslava Hrdličková, the President of the Czechoslovak Branch, invited the Members of the Conference to the Společenske Klub for dinner, which was followed by a reception to meet local workers and friends. This gave the delegates an opportunity of enjoying the brilliant and delightful singing of Madame Maxiamov. On Tuesday the Members of

*A donation was in the following week received from Japan, bringing the number of countries to 24.

the Conference were driven to one of the hills on the outskirts of Prague—Barrandov—where they had been invited to dinner by the National Council of Women. They were shown over a film studio and saw there a film representing some of the wonderful scenery of the country. On Wednesday the Town Council of Prague entertained the delegates to lunch in their historic Town Hall, situated in the picturesque Staromestske namesti. In the centre of this square is the monument to the national hero, John Hus, and at one corner is the Apostle Clock, about which we have all been told in our schooldays. On Thursday the Board had the pleasure of being entertained by Frantiska Plamínková in her own home, and Dr. Skopová, of the Czechoslovak Federation of University and Medical Women gave a reception to the delegates.

The farewell dinner at the Žensky Klub, given by the National Council of Women and the Open Door Group in Czechoslovakia was followed by an impromptu and delightful entertainment of Czechoslovak folk songs and samples of folk songs of Norway, Sweden, Denmark, Bulgaria, England, Latvia and Scotland, were contributed by delegates from these countries.

Expeditions.

Of the visits to modern institutions, that conducted by Dr. Kralova-Horakova over Masaryk’s Homes for the sick and aged aroused special interest and those who had the good fortune to be taken to the Medieval Castle of Karluv Týn were enthusiastic about its romantic charm.

Summer School.

The Women’s Agricultural School in its pleasant garden on the outskirts of the country town of Mlada Boleslav made a delightful centre for the Summer School. Among those who attended were delegates from Bulgaria, Belgium, Czechoslovakia, Finland, Great Britain, Sweden and Yugoslavia, and also many women from Mlada Boleslav and the neighbourhood.

The following were the subjects of the papers and in every case a good discussion followed:—

“The Wage-Earning Mother,” by Thyra von Beetzen-Ostman (Finland).

“Women’s Present Economic Struggle, the Inevitable Outcome of the Whole Feminist Movement,” by Elizabeth Abbott (Gt. Britain).

“Invalidity, Old Age and Widows’ and Orphans’ Insurance,” by Anna Abergsson (Sweden), read by Ingeborg Walin.

“Women and Trade Unions,” by Anna Westergaard (Denmark), read by Marie Wolfova.

“Women’s Economic Dependence and its Effects on her Personality,” by Louise de Craene van Duuren (Belgium).

“The Right of the Married Woman to Paid Work,” by Frantiska Plaminkova (Czechoslovakia).

The Members of the School were specially indebted to the Directors of the School, to Madame Blaková and her helpers, and to the Red Cross for what they did to make the School a success, and to Marie Wolfová for interpreting the papers.

Many beautiful and historic places were visited in the daily excursions into the surrounding country, including Waldstein and Kokorin, and generous hospitality was extended to the School by the Town Councils of Mlada Boleslav and Melnik, and by the Women’s Society in Mlada Boleslav (Spolekpaní a dívek).

OPEN DOOR INTERNATIONAL.

for the Economic Emancipation of the Woman Worker.

THIRD CONFERENCE, SENATE HOUSE, PRAGUE, JULY, 1933.

RESOLUTIONS UNANIMOUSLY ADOPTED.

I. RIGHT OF THE WOMAN WORKER TO PHYSICAL DEVELOPMENT.

The Open Door International *points out*

(1) that the muscular use of the body whether in work or play develops the physical capacity and improves the health of a man or woman; and that women employed in heavy work are stronger of physique and have better health, especially if such work is in the open air, than the woman confined to the sedentary, light, or indoor occupations:

(2) that it is not in accordance with facts to suggest that it is something new for women to undertake disagreeable, heavy, or dangerous physical labour, since for centuries women because they became healthy and well developed have taken their full share in the hard physical work necessary for the cultivation of the soil, for the getting, the manufacture, and the transport of food, drink, clothes, water, and materials for lighting, heating and cleaning, and in the heavy work of the household:

(3) that it is not in accordance with facts to suggest that women are invading what has always been the sphere of labour of the male worker, for it is rather men who have invaded the traditional work of women, especially when they engage in cooking, baking, preserving of foods, brewing, spinning, weaving, and the making of clothes, the manufacture of lighting materials, the transport of water, the getting of materials for heating, the cultivation of the soil, the gathering, thrashing, and grinding of the corn, the training of the young, and the doctoring of the sick.

The Open Door International therefore *declares*

(a) that to call work unsuitable for women because it is heavy, or disagreeable, or dangerous, is historically inaccurate, and moreover is to approach the question of women's labour in a spirit of doctrinaire sentimentality based on a false ideal of gentility, which ignores the working woman's real economic interests—the wages she is able to earn: and

(b) that to exclude a woman from such work, and to seek to restrict her to light, indoor, and sedentary occupations, tends to produce in the female worker an artificial inability to undertake more strenuous physical labour; and moreover it is an impertinent interference with her best economic interests which should leave her with the same wide opportunities as a man.

The Open Door International therefore **URGES**

that education and social custom should aim at providing the same opportunities for the physical development in gymnastics and play for the girl as for the boy, and for the woman as for the man;

and that girls and women should be encouraged and given the opportunity to enter occupations requiring a well-developed and strong body, so that girls of strong physique may be free to enter suitable work, and not have set before them the false standard of the sedentary, light, indoor, or genteel; and that any regulation of disagreeable, heavy, and dangerous work shall be the same for men and women.

2. WOMEN AND THE RIGHT TO WORK IN MINES.

The Open Door International *having noted* that the Governing Body of the International Labour Office has placed on the Agenda of the 18th Session of the International Labour Conference, 1934, the question of the "employment of women on underground work in mines of all kinds,"

Declares that women should have the same right as men to earn money by working underground.

The Conference calls attention to the following facts:

- (a) When by the British Coal Mines Act of 1842 women for the first time in the world were legally forbidden to work underground, the women miners protested by deputation and petition, and the Report made in 1844 by the Commissioner appointed to enquire into the operation of that Act stated: "In many parts of the coal districts where women had been employed complaints were numerous of the hardships the Act had inflicted," some of the women "having been reduced from a position in which they could feed and clothe themselves in comfort and decency to the necessity of resorting to the most humiliating employments such as collecting manure on the roads."
- (b) When in 1929 under the Regulation of 7th March it was laid down that by 1939 all women should have been progressively eliminated from underground work in mines in British India, "the women themselves objected to the change because the miners worked in family groups and the elimination of women would mean a decrease in the total earnings of each family. . . . The average pay for a male worker was 13 annas a day, that for a woman 7 annas. There was no discontent among the workers, since these wages were higher than they could earn as agricultural workers." (Evidence given by the Chief Inspector of the Mines of India before a Royal Commission on 17th December, 1928).
- (c) The women miners of Japan who will be affected by any further prohibition have no means of making their views known, since of the 44,774 women miners employed in 1930 in the mines of Japan only 148 were members of miners' Trade Unions. Underground work in mines was better paid than work in industry, the average daily wages of underground women workers in Japan in 1931 being 1.04 yen, that in industry being .79 yen. (Industrial Labour in Japan, I.L.O. Studies and Reports, Series A. No. 37, page 204. 1933.)

The Open Door International therefore *protests* against this attempt on the part of the International Labour Organisation to turn out of their paid employment women engaged in underground work in mines, or to forbid such work to women, and *affirms*

- (1) that to turn women out of this paid work and to force them to seek other work which is not so well paid is cruel, and to forbid the future entry of all women into this employment is unjust;
- (2) that to limit the freedom of women to engage in this paid work open to male adult workers is to lower their status, and thus to do them a grave injury;
- (3) that to seek to forbid such work on the ground that it is unsuitable for women arises
 - i. from an attitude of doctrinaire sentimentality which ignores woman's real economic interests, the wages she is able to earn, and

ii. from an impertinent interference with the right of the woman to decide whether it is in her economic interests to undertake such work even though it may be disagreeable or heavy ;

- (4) that it is the task of the International Labour Organisation to seek to secure that the conditions of work are such that the work is fit for workers, male or female, and that the real protection of women working in mines can best be secured by seeking to improve the conditions of all workers in mines.

3. UNEMPLOYMENT: 40 HOUR WEEK: REGULATION OF NIGHT WORK.

The Open Door International, *having noted* that the International Labour Organisation has placed the introduction of a 40 hour week on the Agenda of the 18th Session of the International Labour Conference 1934 *points out*

- (1) that where the Convention concerning the Employment of Women during the Night (Washington 1919) is in force, or the hours of women are otherwise regulated in a way different from those of men, any additional general restriction on the hours of work, which must of necessity involve the re-organisation of the hours schedules of the worker and even, possibly, the introduction of the two or three shift system, makes it more difficult for the employer to fit the woman worker into the new scheme and thus puts her at a disadvantage in her opportunities for employment, and

- (2) that the question of the revision of the Washington Night Work Convention is at the moment under consideration,

and *declares* that

as the unemployment of women is a matter as serious as the unemployment of men, and as any schemes for the reduction of unemployment should be such as to help men and women equally, it is the duty of the International Labour Organisation to make plans for reducing the unemployment not only of the male, but also that of the female worker, and not to introduce proposals which tend to limit relatively the woman worker's opportunities of employment ;

and the Open Door International therefore URGES

- (a) that the International Labour Organisation should consider at the same time and in relation to each other the general reduction of working hours together with restrictions on the night work of both men and women, and

- (b) that the International Labour Organisation should adopt only such revised Night Work Convention or other Hours Convention as provides

that any prohibition or regulation of hours of work or of night work shall apply equally to men and women, among the changes thus involved being :—

- (i) the total prohibition of certain processes to men and women ;
(ii) the scheduling of such continuous processes in which night work would be permitted to men and women on the same terms ;

- (iii) the application equally to men and women in all industries or industrial processes where any night work is permitted of any regulation of hours, rest pauses, and general health and welfare conditions.

4. WOMEN AND THE RIGHT TO WORK AT NIGHT.

The Open Door International *having noted*

- (a) the Advisory Opinion of the Permanent Court of International Justice of November 15th, 1932, that the Convention concerning the Employment of Women during the Night (Washington, 1919) is not limited to prohibiting night work to women manual workers in industrial establishments, but likewise prohibits it to women in positions of supervision or management not ordinarily engaged in manual work ; and

- (b) the statement of the International Labour Office that "as far as the Office is aware no Government and no organisation has expressed a desire to see such women "brought within the Convention's scope" ; and

- (c) the differences of opinion as to the effect of the Advisory Opinion on women engaged in office work, commercial work, or other similar work in industrial undertakings ; and

- (d) the Legal Opinion of the Legal Adviser to the International Labour Conference, 1931, that the International Labour Organisation itself has no power to abrogate the Convention by revision or otherwise,

URGES any Government which has ratified the Convention to take the only course possible for releasing itself from its obligations, namely that provided in Article 13 of the Convention, to "denounce" the Convention and to adopt the necessary amending national legislation.

IT FURTHER URGES that any revised or new Draft Convention should be such that it removes the special prohibition of night work from women, not only from the above mentioned categories but from all women, and places the same restrictions as to night work on men and women alike, any necessary continuous processes or other desired exceptions being scheduled as exemptions for men and women alike.

5. WOMAN EARNER'S RIGHT TO MARRIAGE: MARRIED WOMAN EARNER'S CHARTER.

I. The Open Door International *condemns* as tyrannical, anti-social and uneconomic, the practice of denying the right to employment, and refusing employment, to women by reason of marriage, thus making employment depend not on efficiency but on sex and constituting a denial of the woman earner's right to marriage ; and the same practice in its recent guise of preventing the employment of husband and wife by the same public authority ; and the widespread propaganda to these ends :

and *declares* that the argument is unsound which seeks to justify such action

- (a) *on the alleged ground that it reduces unemployment*, seeing that it is merely a shifting of the incidence of unemployment from one person to another, and often results in the added unemployment of the woman's domestic or other paid help ; or

- (b) *on the alleged ground that the work of a married woman brings two incomes into one home*, seeing that two incomes in one home are no new thing and have never excited

opposition when they have resulted from the work of father, mother, sister, brother, son or daughter, or even from the earnings by one person of more than sufficient on which to live, or from earning at all in the case of a person who otherwise already has such sufficiency.

The Open Door International *declares*

- (a) that it is an impertinent and unjustifiable interference with the private rights of another and an ignoring of the responsibilities of the husband to prevent the employment of the married woman *on the ground that she has other responsibilities*, seeing that the added responsibilities of marriage are joint responsibilities of husband and wife, which should be equally shared, and seeing that the surroundings and difficulties of the married woman vary as do those of other people, and she should not be handicapped in the solution of those difficulties, nor be the only member denied the right to raise the standard of living of the family; and
- (b) that to prevent the employment of a woman on account of marriage
 - (i) deals a blow at her right to education, apprenticeship and professional training, since parents and public authorities are unwilling to give these to girls whose paid work terminates on marriage; and
 - (ii) tends to perpetuate the low status of all women earners since it encourages the limitation of their employment to unskilled and mechanical, and consequently low paid, processes, and makes employers unwilling to spend money and time on the training of women for skilled and responsible posts which they will be obliged to vacate on marriage.

III. The Open Door International *further condemns* the disabilities which indirectly prevent the good employment of the married woman, both

(a) *disabilities of recent origin* such as require the married woman to fulfil more onerous conditions before, under national insurance schemes, she can receive unemployment or sickness benefits, or invalidity or old age pensions, or such as reduce or even deny her such benefits or pensions; and

(b) *disabilities inherited from the past* such as give the husband control over the person, over the right to earn and over the earnings, of his wife, or deny her the right to sue in her own person.

IV. The Open Door International *points out* that it is only after a long struggle that in some countries the married woman has risen from that state of complete economic dependence in which she could neither work for pay, nor control her pay without the consent of her husband, and that it is grossly cruel, selfish, and tyrannical to seek to reduce her to a position of dependence on another without the common human right of protecting herself by selling her labour for gain, and thus drive her back into complete servitude—a status none the less that of a slave when that other is her husband.

V. The Open Door International *declares* that in the Married Woman's Charter of Rights shall be written equal rights and opportunities as an earner with the man and the single woman, and in

particular those rights from which to-day the married woman is often debarred, namely:

- (a) the right to control her own person,
- (b) the right to decide for herself whether she shall engage in paid work, and the right herself to make a contract of employment,
- (c) the right to control her own earnings,
- (d) the right to sue in her own person,
- (e) the right to admission to and continuance in any employment or occupation,
- (f) the right to receive under national insurance schemes for unemployment, sickness, invalidity, and old age, equal benefits and equal pensions, on the same terms as the man and the single woman,

and *DEMANDS* that in all countries these rights shall be effectively recognised.

6. PROPOSED INTERNATIONAL LABOUR OFFICE ENQUIRY INTO MARRIED WOMEN'S WORK.

The Open Door International *having noted*

- (a) the publication by the International Labour Office of the article on Women's Work in the Encyclopaedia of Industrial Hygiene, "Occupation and Health," and the Note addressed by the International Labour Office to the Child Welfare Committee of the League of Nations, dated October 4th, 1932:
- (b) that the I.L.O. Committee on Industrial Hygiene, held from July 30th to August 1st, 1931, at which conditions of work of married women were discussed
 - (i) "recognised that the employment of married women could not be prohibited at the present time" (Industrial and Labour Information, 10th Aug. 1931, p. 181),
 - (ii) agreed that the Hygiene Service of the International Labour Office should, after consultation with members of the Committee, draw up a list of operations from which "women at the age at which they are liable to become mothers" should be excluded, and
 - (iii) agreed that "it would be advisable to work in the direction of a reduction of the working hours for married women or mothers,"
 - (iv) recommended to the consideration of the Governing Body of the I.L.O. a proposal that "the I.L.O. should effect an enquiry in the different countries into the conditions under which a married woman employed in industry is at present situated as regards the fulfilment of her triple role of industrial worker, wife and housekeeper, and mother of children" (Record of the Meeting of the Committee presented to the 55th Session of the Governing Body, Geneva, October 12th, 1931, 17th Item on the Agenda).
- (c) that the Governing Body of the International Labour Office
 - (i) approved the Record of the Committee, and
 - (ii) approved the suggestion that the Office should effect the above-mentioned enquiry, and agreed that it should submit

a scheme of research to the Governing Body. (I.L.O. Official Bulletin, 15th June, 1932, p. 107)

declares

that it is strongly opposed to this proposed enquiry, since any enquiry into the conditions of workers should not deal with married women only as a class apart, and since married women should have the right to be in industrial employment under the same conditions as other workers, male or female.

and further declares that it is desirable in the interest of the married woman to ascertain what are the existing laws which lower her status as a worker; and that the facts which ought to be ascertained as to the legal position of the married woman worker should include:

1. whether the married woman can enter into a contract of employment without the consent of her husband or of the court;
2. whether she has the control of her own earnings without the consent of her husband or of the court;
3. whether she can sue and be sued personally in the courts without the consent of her husband or without having him joined with her;
4. whether she receives the same unemployment and sickness benefits and invalidity and old-age pensions as a man or a single woman and under the same conditions;
5. whether she has the control of her own person or whether her husband has the power to enforce any right to say where she shall live;
6. whether there is any law or practice excluding her from Government or Local Government service;
7. whether it is permitted under the law for a private employer to make a rule excluding married women from his employment;
8. whether it is legal for a Trade Union to make rules which allow of different conditions for the married woman, with examples;
9. whether a married woman has nationality in her own person;
10. whether a married woman has a personal domicile in her own person.

7. WIDOWS' AND ORPHANS' INSURANCE.

The Open Door International *notes* that the International Labour Organisation adopted at its 17th Session in 1933 two Draft Conventions dealing with Widows' and Orphans' Insurance, and is of opinion that these Draft Conventions are based on wrong principles, since they envisage the widow solely as the relict of her husband,

and holds that this is a difficult and complicated question, and that the International Labour Conference has adopted these Draft Conventions without adequate consideration and on a wrong basis.

- I. The Open Door International therefore
 - (a) *calls* upon the Branches and Affiliated and Associate Societies of the Open Door International to urge their respective Governments not to ratify these Conventions;
 - (b) *calls* upon its Board, and on its Branches and Affiliated and Associate Societies to make a detailed study of all aspects of this question; and
- II. *resolves* to place this question on the Agenda of the 4th Conference of the Open Door International with a view to the adoption of a full policy with regard to widows' pensions.

8. WOMEN AND OLD-AGE AND INVALIDITY INSURANCE.

- A. The Open Door International *notes* that the 17th Session of the International Labour Conference, 1933, adopted Six Draft Conventions, and a Recommendation dealing with Invalidity, Old-Age, Widows and Orphans Insurance, three of which apply to workers in industry and commerce, outworkers and domestic servants, and three of which are the same as the above, but apply to workers in agriculture, and that each Convention is divided into two parts, the first part dealing with contributory schemes and the second part with non-contributory schemes, either of which may be carried out by a State which ratifies the Convention.
- B. The Open Door International, *while appreciating the action* of the International Labour Conference in rejecting proposals
 - (a) that women should receive old-age non-contributory pensions at a lower age than men (Article 16), and
 - (b) that the conditions for old-age and invalidity non-contributory pensions should vary with sex (O.A. Article 18: I. Article 19),
expresses profound dissatisfaction that the International Labour Conference
 - (c) adopted these Conventions which do not seem to ensure equality of treatment for men and women, and
 - (d) adopted a Recommendation which does not even recommend such equality.
- C. The Open Door International *points out*
 - (i) that these Conventions provide that benefits may vary (*inter alia*) with "the amount of the contributions paid," and do not at the same time require men and women to pay contributions at the same rate, and would therefore seem to allow a ratifying State to continue or even to introduce an unjust system of lower contributions and lower benefits for women;
 - (ii) that these Conventions permit a ratifying State to forbid a married woman to continue in insurance as a voluntary contributor;
 - (iii) that these Conventions fail to make it clear that a married woman should have an equal right with others to appeal in her own person and not through her husband;
 - (iv) that these Conventions fail to ensure that "the essential needs" of a woman are to be taken to be not less than those of a man.
- D. The Open Door International *declares* that it is better to have no Convention at all than one which sacrifices the woman for the sake of the support of countries which wish to retain or to introduce legislation putting women at a disadvantage, since this is to make a fetish of the mere fact that one more Convention has been adopted, instead of treating as an essential justice (which implies equality between men and women), on which alone any international Convention should be based.

9. RIGHTS OF WOMEN IN UNEMPLOYMENT INSURANCE.

- A. The Open Door International, standing as it does for equal pay for equal work and no discrimination against women by reason of marriage, and *recognising* that a national unemployment insurance scheme is an integral part of the wage system of a country under

which part of the earnings of the workers are paid in the form of benefit,

declares that any national or international unemployment insurance scheme should provide for equal contributions and equal benefits for men and women with no requirement for the fulfilment of additional conditions for receipt of benefit by a married woman and no exclusion of the married woman from benefits,

and URGES that any Convention or Recommendation of the International Labour Organisation on this subject shall include these provisions and in such a form as to be obligatory on any ratifying State, so that no such Convention or Recommendation shall in any way recognise or tolerate any existing system containing such unjust requirements in regard to women or to married women.

B. In so doing the Open Door International *calls attention to the facts*

I. that "the principle that men and women should receive equal remuneration for work of equal value" is one of the nine General Principles set forth in Article 427 of the Treaty of Versailles (and in the corresponding articles of the other Treaties of Peace) and is there declared to be well fitted to guide the policy of the League of Nations;

II. that the International Labour Organisation has recognised that it is its duty and part of its task to give effect to these General Principles in its Conventions and Recommendations;

and *condemns the action of the International Labour Office* in including in the Report on Unemployment Insurance prepared for the consideration of the 17th Session of the International Labour Conference, 1933, (Grey Report),

a. the opinion that the payments under the British flat rate system of lower benefits to women than to men are justified at least financially by the fact that women pay lower contributions, and

b. the suggestion that the following two points were suitable to be submitted to Governments by means of a questionnaire with a view to the adoption by the International Labour Conference in 1934 of a Convention or Recommendation on unemployment insurance, namely:

(i) whether the rate of benefit should vary according to the sex of the workers, and

(ii) whether among special cases married workers should be included.

and *expresses its appreciation of the action of the Workers' Group* at that Conference in moving the omission of both these suggested points from the proposed questionnaire, and its satisfaction that the Workers' motion on the second of these points was adopted,

and URGES ALL GOVERNMENTS in their replies to the questionnaire to say that contributions and benefits should be equal for men and women, and that there should be no exclusion of married women from benefits, nor any discrimination against them with respect to the conditions for the receipt of benefit.

C. The Open Door International *further points out* that (leaving the married woman out of account) there is no country outside the British Empire which lays down rates of benefits differing by reason of the sex of the recipient, giving lower benefits to women because they are women, with the single exception of the Saar Territory, administered by a Commission of the League of Nations,

and URGES THE LEAGUE OF NATIONS to take all possible steps to ensure that the unemployment insurance scheme administered by its Commission in the Saar Territory shall be brought into line with the General Principle set down for its guidance, and shall include the policy set forth in this Resolution.

10. WOMEN WORKERS IN GERMANY.

The Open Door International while expressing no opinion on the general political situation in Germany, which is a subject outside its scope, feels great anxiety regarding its sisters in Germany, because of the many rumours which have reached its members that women in that country are losing their jobs and having their right to work for pay restricted for no other reason than that they are women.

The Open Door International is aware that German women have capacities as good as those of the women in other countries, and are as capable of undertaking responsibility, and can see no reason why opportunities once given should be taken away.

The Open Door International instructs its Board of Officers to seek to ascertain what are the facts of the matter, and, should these facts show that any opportunities hitherto enjoyed by the women of Germany have been taken away, to condemn such action in the name of the Open Door International Branches and Affiliated Societies in all countries.

The Open Door International

for the Economic Emancipation of the Woman Worker.

OBJECT

To secure that a woman shall be free to work and protected as a worker on the same terms as a man, and that legislation and regulations dealing with conditions and hours, payment, entry and training shall be based upon the nature of the work and not upon the sex of the worker:

And to secure for a woman, irrespective of marriage, or childbirth, the right at all times to decide whether or not she shall engage in paid work, and to ensure that no legislation or regulations shall deprive her of this right.

Geneva Office:

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SWITZERLAND.

Headquarters Office:

3, IDDESLEIGH HOUSE, CAXTON STREET,
LONDON, S. W. 1, ENGLAND.

SUBSCRIPTIONS AND DONATIONS

July 1st, 1931, to June 30th, 1933.

	July 1. 1931 to June 30. 1932	July 1. 1932 to June 30. 1933
	£ s. d.	£ s. d.
SUBSCRIPTIONS.		
NATIONAL BRANCHES:		
Belgium: Groupement belge de la Porte Ouverte	—	1 0 0
Czecho-Slovakia: Groupe de L'O.D.I. en Tchécoslovaquie	—	2 0 0
Denmark: Den Aabne Dør	—	2 0 0
Germany: O.D.I. Deutscher-Zweig	0 19 7	1 0 8
Great Britain: Open Door Council	1 0 0	1 0 0
Sweden: Svenska Open Door Gruppen	2 0 0	1 0 0
AFFILIATED NATIONAL SOCIETIES:		
Denmark: Post og Telegrafkontoristforeningen	0 19 0	1 0 0
Finland: Union	1 0 0	1 0 0
France: Ligne française pour le Droit des Femmes	—	—
Great Britain: National Union of Women Teachers	1 0 0	1 0 0
St. Joan's Social and Political Alliance	1 0 0	1 0 0
Hungary: Feministak Egyesulete	—	—
Sweden: Central Council of Women Officials' Associations	1 0 0	2 0 0
United States of America: National Woman's Party (a)	—	1 0 0
(a) The dues for this year were entered in the Stockholm Report as part of N.W.P.'s Night Work Donation and those of the two previous years as part of R. V. Litt's donations.		
NATIONAL CORRESPONDING MEMBER:		
Palestine: Rosa Welt Straus, 9, Rue Beaumont, Geneva, Switzerland	14 3	13 3
ASSOCIATE SOCIETIES:		
Australia: United Associations of New South Wales	—	—
Sweden: Kvinliga Karsammanslutningarna (Central Council of Women's Organisations), Göteborg	1 0 0	1 0 0
United States of America: Business Women's Legislative Council of California	1 0 0	1 0 0
ASSOCIATE MEMBERS:		
Abbott, Elizabeth, Beech Hill, Farnham Common, Bucks., England	20 0 0	20 0 0
Abergsson, Anna, Blockhusudden 20, Stockholm	4 0 0	2 0 0
Archdale, Helen A., 3, rue Boutini, Geneva, Switzerland	2 0 0	2 0 0
Archdale, Helen E., Swan House, Swan Lane, London, E.C.4	1 0 0	1 0 0
Arenholt, Julie, 5, Palaegade, Copenhagen, Denmark	1 0 8	1 4 8
Augsburg, Anita	1 0 0	1 0 0
Baker, Vera, Langton's Meadows, Farnham Common, Bucks., England	1 0 0	1 0 0
Bang, Dr. Dagny, Drammensveien 97b, Oslo, Norway	1 0 0	1 0 0
Baty, Dr. Tama, 9, Urakasumigaseki, Tokio, Japan	—	1 0 0
Beilby, Lady, 29, Kidderpore Avenue, Hampstead, London, N.W.3	5 5 0	3 3 0
Bergström, Gertrud, Västerled 23, Appelviken, Sweden	2 3 8	1 1 3
Bethune-Baker, Edith, 23, Cranmer Road, Cambridge, England	5 0 0	5 0 0
Bowerman, Elsie, 38, Clarendon Road, London, W.11	1 0 0	1 0 0
Bradford, F. M. Grace, c/o Miss Bradford, J.P., Park Cottage, Hempstead Road, Watford, England	1 0 0	1 0 0
Cranfield, Lilian C., The Shrubbery, Felixstowe, Suffolk, England	1 1 0	1 1 0
De Craene, Dr. Ernest, 26 rue Jean Jacques Jordaens, Brussels	2 0 0	2 0 0
De Craene van Duuren, Louise, 26 rue Jean Jacques Jordaens, Brussels	2 0 0	2 0 0
Daelander, Elisabeth, Skepparegatan 68, Stockholm	11 2	1 15 9
Drummond, Flora, 2, Walton House, Longford Street, London, N.W.1	—	1 1 0
Evans, Dr. Eric, Brynkynallt, Bangor, North Wales	1 0 0	1 0 0
Freese, Karin, Coldinutrappan 1, Stockholm	1 1 8	1 1 1
Froud, Ethel E., N.U.W.T., 39, Gordon Square, London, W.C.1	—	2 2 0
Fuller, Genevieve Morrill, 376, Ranelagh Avenue, Milton, Mass., U.S.A.	1 6 2	1 2 8
Gibbs, Aimée, M.B., Ch.B., Haeremai, Manscombe Road, Livermead, Torquay, England	1 0 0	1 0 0
Gilman-Jones, K. A., Church of England Girls' Grammar School, Merton Hall, South Yarra, Melbourne, Australia	1 0 0	1 0 0
Gimingham, Cicely, 43, Paulton Square, London, England	—	1 0 0
Girardet-Vielle, Antonia, 18, Avenue du Léman, Geneva	1 0 0	—
Hansen, Ellen, Carl Bagersalle 23, Charlottenlund, Denmark	1 0 0	1 0 0
Hartree, Eva, 21, Bentley Road, Cambridge, England	3 0 0	3 0 0
Heymann, Lida Gustava	1 0 0	1 0 0
Huber, M. A., 4 rue Le Fort, Geneva	1 0 0	1 0 0
Hunter, Dr. Alison, 4, Clifton Place, Glasgow, Scotland	6 6 0	6 6 0
Ineichen, M. E., 4 rue Le Fort, Geneva	1 0 0	1 0 0
Jacobsen, Xenia, Svastica, Ringsted, Denmark	—	10 10 9
Johnson, Florence, Rowfant, Crawley, Sussex, England	1 0 0	1 0 0
Kock, Karin, 4, Pontonjägatan, Stockholm, S	1 0 8	1 1 1
Laidlaw, Daisy, 162, West 56th Street, New York City	2 0 0	—
Lenoel, Marie, 35, rue Jeanne D'Arc, Orléans, France	1 5 0	1 0 0
Lindeblad, Anna, Hagaberg, Ostertälje, Sweden	(c)55 16 8	—
Litt, Ruth Vander, 71, Park Avenue, New York City	(b)50 0 0	—
Littlejohn, Linda P., 7, Silchester, Fairfax Road, Bellevue Hill, Sydney, N.S.W., Australia	1 0 0	2 1 0
Lutz, Alma, 22, River Street, Boston, Mass., U.S.A.	1 4 6	1 9 5
Macmillan, Chrystal, 4, Pump Court, Temple, London, E.C.4	1 0 0	1 0 0
Mamourian, Gladys, 67, Stalybridge Road, Ashton-under-Lyne, Eng.	—	1 0 0
Mathiassen, Margrethe, Egehoj, Egehojvej, Charlottenlund, Denmark	10 9	1 10 0
Merrifield, F. de G., 11, Vernon Terrace, Flat 3, Brighton, England	1 0 0	1 0 0
Millar, Annie Laurie, c/o Henderson, 29, Clarence Street, Edinburgh, Scotland	1 0 0	—
Montgomery, E. S., 26, College Green, Belfast, Ireland	1 0 0	1 0 0
Murray, Eunice, Moore Park, Cardross, Dumbartonshire, Scotland	1 0 0	—
Norbélie, Georgina, Drottningholmsväg, 11, Stockholm	—	1 1 1
Oung, May, 38, Pagoda Road, Rangoon, Burma	1 0 0	—
Pedersen, Helen Clay, Aalykke, Kolding, Denmark	(b)1 1 4	—

(b) We very much regret that there were omitted from the sums acknowledged in the Stockholm Report: £100 of R. Vander Litt's Subscriptions and Helen Clay Pedersen's subscription of £1
(c) Swedish kronor 1100 to cover 5 years.

	July 1. 1931 to June 30. 1932	July 1. 1923 to June 30. 1933
	£ s. d.	£ s. d.
Persius, Thea ..	19 7	6 11
Phillips, J. M., Sudbury Lawn, Honiton, Devon, England ..	1 0 0	1 0 0
Pinto, Candida de Souza Madeira, Campo dos Matires da Patria 69-40 Lisbon ..	—	1 0 0
Plaminkova, Frantiska, Staromestske nam 8, Prague ..	—	1 0 0
Plummer, E. Joyce, Langton's Meadow, Farnham Common, Bucks., England ..	1 0 0	1 0 0
Rhondda, Viscountess, 32, Bloomsbury Street, London, W.C. ..	1 0 0	1 0 0
Roed-Müller, Augusta, Amager Boulevard 118, Copenhagen C. ..	1 0 0	1 0 0
Rogers, Elizabeth Selden, 164, East 72nd Street, New York City ..	2 18 5	—
Roper, Esther G., 14, Frogna Gardens, Hampstead, London ..	1 0 0	1 0 0
Schager, Ingeborg, Västerled 23, Appelviken, Sweden ..	1 2 4	2 2 7
Siggs, Olive, Junior Collegiate School for Girls, Port Elizabeth, South Africa ..	—	1 0 0
Sladen, Winifred, Villa Riant Soleil, Vevey-la-Tour, Switzerland ..	1 5 0	1 1 0
Smith, Emily M., c/o J. P. Morgan & Co., 14, Place Vendome, Paris (d)3 (d) \$50 to cover 3 years.	0 3	—
Smith, Esther S., 305, Porter Avenue, Buffalo, N.Y., U.S.A. ..	2 11 5	2 9 4
Smith, Jane Norman, 103, East 75th Street, New York City ..	2 0 0	1 0 0
Smith, A. Marguerite, 22, River Street, Boston, Mass., U.S.A. ..	1 4 6	1 9 5
Snejden, Dr. Julia von, Vantesborg, Sweden ..	5 3 4	5 0 0
Soddy, Winifred, 131, Banbury Road, Oxford, England ..	1 0 0	—
Street, Jessie, 2, Greenoaks Avenue, Edgecliff, Sydney, Australia ..	1 0 0	1 0 0
Le Sueur, Winifred, 35, Lyttelton Court, London, N.2. ..	1 0 0	1 0 0
Sundquist, Dr. Alma, Sibjelgatan 23, Stockholm ..	1 0 0	—
Tamm, Elisabeth, Vogelstad, J. lita, Sweden ..	1 1 8	1 3 0
Thomas, Lilian M., 7, Blomfield Crescent, London, England ..	1 0 0	1 0 0
Unjacke, J., Eastfield, Whitechurch, Oxon., England ..	1 0 0	2 0 0
Velander, Jenny, Atlasgatan 16, Stockholm ..	1 0 0	1 0 0
Verrall, Marian E., the late ..	1 0 0	1 0 0
Vorsing, Johanne, Lyshøjalte 8, Copenhagen Vally, Denmark ..	1 0 0	1 0 0
Waln, Ingeborg, Appelviken, Sweden ..	2 3 8	1 1 3
Walker, Dr. Jane, C.H., 122, Harley Street, London, W.1 ..	1 0 0	1 0 0
Waller, Maria, Bravallagatan 8, Stockholm ..	11 2	1 1 8
Westergaard, Anna, Egehoj, Egehojvej, Charlottenlund, Denmark ..	2 14 4	3 10 0
Wifstrand, Henny, Alviksvagan 148, Appelviken, Sweden ..	1 1 8	1 1 8
Wilson, F. Winnifred, 29, Shrewsbury Road, Bolton, Lancs., England ..	1 0 0	—
Wium, Olga, Gyldenlundsvej 3, Charlottenlund, Denmark ..	1 0 0	2 0 0

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Cervena, Anna ..	5 4	5 0
Hrdlickova, Miloslava ..	5 4	5 0
Denmark:		
Degenkolv, Anna ..	5 4	4 6
Finland:		
Östman, Thyra von Beetzen- Karpio, Dagmar ..	10 0	8 0
	10 8	—
Great Britain:		
Dodgeon, Miss J ..	5 0	4 0
Gordon, Mrs C. M ..	2 6	2 6
Hudson, Miss Mary J ort (the late) ..	5 8	—
Moore, Miss M. E. ..	10 6	—
Rodgers, Edith ..	5 0	5 0
Wolinski, Marguerite (per E. Rodgers) ..	4 3	—
Italy:		
Sacchi-Simonetta, Prof. Ada ..	10 0	10 0
Spain:		
Domenech, Maria, Vedova Canellas ..	2 6	2 0
Sweden:		
Förenigen kvinnor i statens tjänst (some members of) ..	—	2 0 0
Kvinnor post förenigen (some members of) ..	—	2 0 0
Larsen, Maria ..	5 4	6 0
Lindhagen, Anna ..	5 4	5 4
Lindhagen, Borgermeister Carl ..	—	10 6
Lundh, Clara ..	5 4	5 4
Lundh, Hulda ..	5 4	5 4
Lundh, Ingeborg ..	5 4	5 4
Nathorst, Anita ..	3 2	5 4
Nordin-Pettersson, Ida ..	9 10	5 4
Olsson, Judith ..	3 2	—
Wedell, Rut ..	1 2 4	10 6
Wiklund, Agnes ..	5 4	—
Wisborg, Anna Johansen ..	10 8	10 9

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	July 1. 1931 to June 30. 1932	July 1. 1932 to June 30. 1933	July 1. 1931 to June 30. 1932	July 1. 1932 to June 30. 1933
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Denmark:				
Den Aabne Dor ..	—	1 0 0	—	—
Arenholt, Julie ..	1 12 3	—	—	—
Great Britain:				
Bowerman, Elsie ..	—	5 0	—	—
Fawcett, Miss P. G. ..	10 0 0	10 0 0	—	—
Hartree, Eva ..	1 1 0	—	—	—
Mamhead, Lord ..	10 0	—	—	—
Holland:				
Rütgers-Hoitsema, Mrs. ..	1 0 0	—	—	—
Sweden:				
Aggebo, Amalia ..	5 4	—	—	—
Akesson-Beskoy, Ester ..	5 4	—	—	—
Holmberg, Amina ..	10 8	—	—	—
Larsen, Ellen ..	5 4	—	—	—
Nilsson, Anna ..	5 4	—	—	—
Petrini, Dr. Gulli ..	5 4	—	—	—
With, Nora ..	5 4	—	—	—
With, Thyra ..	5 4	—	—	—
United States of America:				
Lutz, Alma ..	2 9 0	1 9 6	—	—
Smith, A. Marguerite ..	2 9 0	1 9 6	—	—

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Anonymous (5s. and 1s.) ..	6 0	—
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De Craene, Dr. Ernest ..	1 0 0	—
Groupement Belge de la Porte Ouverte ..	4 0 0	—
Denmark:		
Arenholt, Julie ..	4 9 3	—
Aabne Dor ..	11 17 0	—
Degenkolv, Fr. Alma ..	4 6	—
Otteson, Fr. Karin ..	9 0	—
Wium, Fr. Olga ..	9 0	—
France:		
Lenoel, Marie ..	6 0 0	—
Great Britain:		
Abbott, Elizabeth ..	5 0 0	—
Allan, Miss Janie ..	1 0 0	—
Alund, Miss Lora ..	1 1 0	—
Baker, Miss A. L. ..	5 0	—
Barnsley Equal Citizenship Society ..	1 1 0	—
Beilby, Lady ..	2 2 0	—
Bethune Baker, Edith ..	3 0 0	—
Bolton W.C.A., some members of ..	10 0	—
Bradford, Miss E. R., J.P. ..	2 0	—
Brunwell, Miss ..	2 0	—
Browne, Mrs. Arthur ..	10 0	—
Burks, Miss S. M. ..	5 0	—
Clay, Miss Beatrice ..	10 6	—
Cowparthwaite, Dr. ..	1 1 0	—
Cranfield, Mrs. ..	2 2 0	—
Cruchley, Mrs. ..	2 6	—
Gibbs, Dr. Aimée ..	1 2 0	—
Gordon, Mrs. Ogilvie ..	10 0	—
Heitland, Mrs. ..	1 1 0	—
Holtby, Miss Winifred ..	1 1 0	—
Hovell, Mrs. Fanny ..	10 6	—
Hughes, Miss E. ..	2 0	—
Hutchinson, Mrs. ..	3 6	—
Johnson, Florence ..	5 5 0	—
McPherson, Dr. E. ..	1 1 0	—
Martin, Miss Anna ..	3 0	—
Merrifield, F. de G. ..	1 1 0	—
National Union of Women Teachers (Central Council) ..	5 5 0	—
Neilans, Miss Alison ..	—	10 0
Open Door Council ..	—	10 0 0
Pearson, Miss Beatrice M. ..	—	3 0
Pethick-Lawrence, Mrs. Emmeline ..	—	5 0 0
St. Joan's Social and Political Alliance ..	—	1 0 0
Stephens, Miss M. L. ..	—	2 6
Strachey, Miss Philippa ..	—	10 0
Taylor, Mrs. R. ..	—	2 6
Thomas, Lilian M. ..	—	5 0
Tudor, Miss Mary ..	—	2 0
Walker, Dr. Jane ..	—	2 2 0
Watson, Miss Jessie ..	—	5 0
Wilby, Miss Norah ..	—	2 6
Yates, Mrs. Lamartine ..	—	2 0 0
Holland:		
Rutgers-Hoitsema, Mrs. ..	—	1 0 0
Italy:		
Sacchi-Simonetta, Prof. Ada ..	—	2 0
Japan:		
Baty, Dr. Tama ..	—	11 7
Palestine:		
Welt-Strauss, Dr. Rosa ..	—	1 0 0
Kantowitz, Miss L. ..	—	10 0
South Africa:		
Steel, Lady ..	—	10 0 0
Sweden:		
Bergström, Gertrud ..	—	2 11 0
Central Council of Women Officials Association ..	—	5 2 0
Nordin-Pettersson, Ida ..	—	10 2
Schager, Ingeborg ..	—	10 2
Sundquist, Dr. Alma ..	—	1 0 0
Svenska Open Door Gruppen ..	—	4 1 10
Waln, Ingeborg ..	—	2 11 0
Switzerland:		
Girardet-Vielle, Mme. Antonia ..	—	11 5
United States of America:		
Business Women's Legislative Council of California ..	—	1 0 0
Lloyd, Lola Maverick ..	—	10 0
Lutz, Alma ..	—	2 3 3
Smith, A. Marguerite ..	—	2 3 3

(e) The invaluable contribution of the Czechoslovak Branch does not appear here. They took over the whole responsibility for the arrangements in Prague, receiving the admission fees.

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The Open Door International

FOR THE ECONOMIC EMANCIPATION OF THE WOMAN
WORKER.

3

OBJECT:—To secure that a woman shall be free to work and protected as a worker on the same terms as a man, and that legislation and regulations dealing with conditions and hours, payment, entry and training, shall be based upon the nature of the work and not upon the sex of the worker; and to secure for a woman, irrespective of marriage or child-birth, the right at all times to decide whether or not she shall engage in paid work, and to ensure that no legislation or regulations shall deprive her of this right.

32

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