

***Federation of Women
Civil Servants***

REPORT

***for the year ending March 31st
1926***



Office :

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

OBJECTS

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

The Federation of Women Civil Servants.

REPORT FOR YEAR ENDING MARCH 31st, 1926.

The Year.

PROGRESS in the Service generally during the year has been mainly in the direction of the consolidation of existing activities.

The beneficent effect anticipated from the revival of the Arbitration Board has been somewhat discounted by the refusal of the Treasury to agree to the remit of certain cases. So far the Staff Side has met with no success in their endeavour to alter the position.

Much consternation has been felt at the compulsory retirement of some of the Higher Officers in the Board of Education, particularly as the officers in question have been superannuated with the benefits of the 1859 Act, although they had chosen to come under the 1909 Act, which was more to their advantage. The irony of the position lies in the fact that other Civil Servants wishing to retire are refused permission, the Federation having made every effort to secure superannuation for senior First Class Women Clerks whose posts had been abolished.

The Civil Service Defence Committee has done excellent work in combating attacks on the conditions of Civil Servants indulged in by a certain section of the Press. These attacks were so prejudiced and uninformed that the leaflets prepared by the Committee giving simple facts as to the Service were of inestimable value.

During the past year no steps have been taken to remedy the position arising out of the present constitution by which vacancies occurring are allocated to the groups already represented on the National Whitley Council, and the Federation is denied direct representation. In spite of the fact that women number one-third of the total staff of the Service, out of the twenty-seven members of the Staff Side only two women representing the manipulative grades have had seats, and only three of the seats on the Official Side have been filled by women.

The Staff Side has assumed editorial and financial responsibility as proprietors of *The New Civilian*, which is being run as a general Civil Service paper.

I.P.A.

The I.P.A. is slowly consolidating its position, and although some dissatisfaction has been expressed at the delay in deciding on tests for membership, members are realising that the Institute fills a long-felt want in our social constitution. The lectures held in London and the provinces are increasingly

popular as providing a means by which officials of Local and Central Government can study the technique of their own profession, while Press reports of Institute activities indicate to the unthinking that Government Service is not the mere clerical employment suggested by some ignorant journalists.

Equal Pay.

Little obvious progress has been made in putting into effect this principle conceded by the House of Commons so long ago as 1920.

A great deal of work, however, has been done by the Civil Service Equal Pay Committee, and by the Joint Committee on Women and the Civil Service set up by the London Society for Women's Service, on both of which Committees the F.W.C.S. is represented. These bodies, working in co-operation, were responsible for a meeting held in the House of Commons on February 9th under the chairmanship of Major Clifton Brown, when Members of Parliament listened to speeches on behalf of the Civil Service from our Hon. Secretary and Mr. W. E. Boys.

It is obvious that much hard work is essential before sufficient support is forthcoming to give effect to this principle. In the meantime, every effort must be made by the women themselves, and especially by women's organisations in the constituencies, to give publicity to our demand.

Equal Opportunities.

Protests have been made to the Minister of Health both from within and without the Service regarding the virtual exclusion of women from responsible posts in that branch of the Ministry dealing with the work arising from the Widows', Orphans' and Old Age Contributory Pensions Act, and a resolution* proposed by the F.W.C.S. was forwarded to the Minister of Health in July, 1925, pointing out the desirability of appointing a certain proportion of women to higher posts.

At the Annual General Meeting of the National Women's Citizens' Association, held in April, the following resolutions were passed, the former being proposed and the latter seconded, by the Hon. Secretary of the Federation of Women Civil Servants, who was especially asked to attend the Meeting for this purpose:

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

(2) "The National Women Citizens' Association in Annual Council assembled has seen with dismay the statement of the Minister of Health in the House of Commons on February 5th, that the officers above the clerical grade appointed to work in connection with the Widows' and Orphans' and Old Age Contributory Pensions Act include 161 men and only 18 women, of whom 13 are acting; they strongly urge that when the permanent appointments are made the numbers of women should be greatly increased, particularly in the executive grades."

In December Sir Arthur Robinson received deputations from our Higher Women Officers' Association, and from the Joint Committee on Women and the Civil Service, on the question of the opportunities offered to women within the Ministry. A promise was made that as soon as possible steps would be taken to secure that women equally with men were given experience in all branches of the Ministry of Health, and that when the permanent staffing for the new work was under consideration full regard would be had to the representations of the women.

Two women Assistant Principals have been appointed recently as a result of the last Administrative examination, and are receiving the same training as men. A third woman successful at this examination has been appointed to the Record Office.

*See page 5.

Common Seniority.

It will be remembered that in April, 1925, the Treasury issued a Circular to the Heads of Departments, advising them that it was desirable that the question of Common Seniority should receive early consideration on the Departmental Whitley Councils.

In nearly every Department employing women the matter has now appeared on the agenda. The palm for expedition must be awarded to the Public Trustee Office, which has postponed consideration for twelve months, no other Department having reached the stage of making a recommendation at all. Nearly everywhere strong opposition to the suggestion is evinced by men Civil Servants, and this we imagine should be enough to convince the waverers in our own ranks that the sweeping away of artificial barriers within the Service would improve the position of its women.

Superannuation.

The result of the Superannuation Ballot amongst Women Civil Servants showed 6,077 to be in favour of the Act of 1859, under which they are now pensioned, and 6,621 to be in favour of the change to the 1909 Act. In view of the small majority in favour of a revision of the existing regulations for women, it was recommended by the National Whitley Council that no change should be made.

Superannuation Rights Association.

The Federation has decided to give financial support to the Superannuation Rights Association in its Appeal to the House of Lords.

The object of the Association is to secure the recognition of the legal right of Civil Servants to statutory superannuation allowances which are not at present regarded by the Treasury as *claimable as rights*.

The material for the test case is ready, and the Association will proceed as soon as funds are available.

Council and Committee Notes.

There have been twelve meetings of the Council, three of which Scottish Delegates have attended; also eleven meetings of the Executive Committee during the year. The proceedings of these bodies are reported briefly in *Opportunity* each month.

The following Sub-Committees have held meetings during the year: Southborough Award anomalies, Affiliation Fee Committee, Equal Political Rights, and the Literature Drafting Committee.

In addition thirteen meetings of the Federation Officers have been held.

In July a Conference of Association Whitley representatives and the Federation Executive Committee was held to discuss the question of Common Seniority.

In the House.

Our thanks are due again to the Members of Parliament of all parties who have so ably supported us in the House of Commons. In particular Major Clifton Brown, Mr. Frank Briant, and Commander Kenworthy have been most helpful. Equal status and opportunity, Equal Pay, Recruitment, Seniority, Civil Rights, Executive Training Grade, Overtime, and the Eight Hour Day being among the matters raised.

Equal Franchise.

The Federation is supporting those outside bodies now working for Equal Franchise. It is asking the active assistance of all its members on July 3rd at the big Hyde Park Meeting convened by the Six Point Group. The Federation is sharing a platform with another women's organisation, and is providing speakers for half an hour. Representatives have attended the meetings

of the National Union of Societies for Equal Citizenship, and the Women's Freedom League on this subject.

A Member of the Federation was one of the speakers under thirty at the Women's Election Committee Dinner, held on April 16th, 1926.

Federation Calendar.

We are again indebted to Miss Adams for a charming design for our Calendar, and to Miss Jarmain for supplying many of the verses.

Social: The Civil Service Dinner.

The Federation was well represented at the Civil Service Dinner in February. H.R.H. Prince Henry was the Chief Guest, and other Guests of Honour included Sir Austen Chamberlain and other Members of the Cabinet, and representatives of the Sister Services and English Literature. On this occasion the practice of having a man and a woman replying to the Civil Service Toast was abandoned, the acknowledgement being made by Sir Malcolm Ramsay on behalf of both sexes. This was a welcome variation of previous practice, and we hope that on some future occasion we shall find a woman entrusted with the task.

Dinner to Miss Squire.

The President and the Hon. Secretary attended the Farewell Dinner to Miss Squire in February. This function showed the esteem and affection which Miss Squire inspired in her colleagues and her staff, and the appreciative letter from H.M. the Queen read by The Lady Ampthill at the dinner was a fitting tribute to the retirement of this eminent Woman Civil Servant.

Six Point Group: Dinner to Mrs. Pankhurst.

The President and the Hon. Secretary attended the Dinner arranged by the Six Point Group held at the Hyde Park Hotel in March to welcome Mrs. Pankhurst on her return to England.

Federation Garden Fete.

The Federation social event of the year was the Garden Fête held in August in the beautiful garden at Ealing lent by Maurice C. Hulbert, Esq., J.P. Music, Dancing, Tennis, Treasure Hunts and Palmistry were among the many attractions so successfully organised.

Sport.

The opening of the Chiswick Sports Ground in February has been the big event of the year with regard to sport. The ground is a particularly fine one, and should receive the support of every Civil Servant. It provides amenities for those whose interest in sport is inactive as well as for those who participate actively.

Although the preliminary expenses have been entirely met by Civil Servants themselves increasing financial support is necessary if the ground is to fulfil its promise.

It is not possible in the year's survey to ignore the sensational promise and withdrawal by the Government of a grant of £200,000 to provide Sports facilities outside London. While not expressing any opinion as to its suitability, it seems unfortunate that encouragement should have been given to the Government from inside the Service to withdraw the promise made publicly of a gift for the benefit of both sexes and all classes of its employees.

The Federation Hockey Challenge Cup was won by the Ministry of Labour, Kew, after a hard-fought game against the Post Office Savings Bank, at Chiswick, on 13th March, 1926.

This is the second year in succession that the Cup has been won by the Ministry of Labour.

The Hon. Maude Lawrence Hockey Challenge Cup was won by the Post Office Savings Bank (Second Eleven), at Chiswick, on 13th March, 1926, by five goals to two.

In Golf, the Lawrence Challenge Cup was won by Miss M. J. Reid, of the Central Telegraph Office.

The Junior Cup was won by Miss M. J. E. Murdoch, of the Post Office Savings Bank.

"Opportunity."

The success of *Opportunity* under the new Editorship continues. Several pleasant appreciations have reached us during the year.

Relations with other Organisations.

National Union of Societies for Equal Citizenship. The Hon. Secretary attended the Annual Council Meeting in February and proposed the following resolution, which was seconded by the London Society for Women's Service:—

"That this Annual Council Meeting of the National Union of Societies for Equal Citizenship records its satisfaction that for the first time women have gained admission to the Junior Administrative Grade of the Civil Service in open competition with men, but deploras the failure of the Treasury to ensure to women Civil Servants that equality of opportunity promised in the Reorganisation Report, and subsequently confirmed by the House of Commons, and demands that this equality be fully carried out by the appointment of more experienced women to responsible posts in the Headquarters of the various Departments of the Civil Service."

The Federation was represented also at the Conference convened by the National Union of Societies for Equal Citizenship on the employment of Women Police, held in January, 1926, when a statement of a Scheme of Work for Women Police was drafted for the Home Secretary.

National Council of Women. The Federation, together with the Association of Post Office Women Clerks, was represented at the Annual Conference of the National Council of Women, held at Birmingham, in September, the following resolution being proposed by the Federation and seconded by the Association of Post Office Women Clerks:—

"That the National Council of Women calls upon the Government to take steps to secure that more women officials shall be associated in the administration of legislation affecting women and children."

Consultative Committee of Women's Organisations. Nine meetings of the Consultative Committee of Women's Organisations have been held in addition to the Annual Meeting. These have been attended by the Hon. Secretary and the Editor of *Opportunity*. Resolutions on Equality questions have been frequently before the Committee, and ten of the constituent Societies supported the following, proposed by the Federation:—

"That the under-mentioned Societies ask the Government to ensure that an equal number of higher posts shall be given to men and women in that Branch of the Ministry of Health which will deal with the new Widows', Orphans', and Old Age Contributory Pensions Act, in order that both sexes shall be equally employed in the administration of this legislation affecting women and children."

London Society for Women's Service. Four meetings of the Joint Committee on Women and the Civil Service have been held during the year. Active support has been given to the movement for Equal Pay, and, on the initiative of the F.W.C.S., action was taken on the staffing of the Insurance Department of the Ministry of Health with a view to ensuring equality of opportunity between men and women.

British Commonwealth League. The Federation is now affiliated to this body, which has for its object the raising of the status of professional women throughout the Empire.

League of Nations Union. The Federation is represented on the Women's Advisory Council of the League of Nations Union, and articles on the work of the League are received from time to time for insertion in *Opportunity*.

THE FEDERATION OF CASH STATEMENT FOR THE

RECEIPTS.		£	s.	d.	£	s.	d.
TO BALANCES, APRIL 1ST, 1925—							
Cash on Deposit: Equality Fund	...	1,700	0	0			
Current Account: Equality Fund	...	279	0	6			
Other Monies	...	563	0	10			
Cash in Hand	...	4	19	5			
					2,547	0	9
,, RECEIPTS DURING YEAR—							
Affiliation Fees	...	1,063	4	0			
Subscriptions—Individual Members	...	20	5	6			
Rent	...	89	3	9			
Sales of "OPPORTUNITY"	...	264	10	2			
"OPPORTUNITY" Advertisements	...	72	9	11½			
Sundry Sales:							
Whitley Bulletins	...	2	14	6			
Literature	...	5	6	0½			
Incidental to Removal	...	16	6				
Office Work for Associations	...	10	5				
Removal	...	5	19	5			
Garden Fête	...	53	3	0			
Sale of Calendars	...	28	17	6			
Interest on Deposit Account (a)	...	18	11	6			
(b) East of Scotland C. S. Nursing Association, Ltd., Bonds	...	7	4				
(c) 5% War Loan	...	37	10	0			
					1,663	9	7

£4,210 10 4

We have examined the above Account with the Books and Vouchers of the Federation of Women been verified.

106, St. Clement's House,
Clement's Lane, E.C.4.
April 30th, 1926.

Other Activities.

Meetings were held in most of the Departments last year to bring members into closer touch with Federation activities, and Miss D. Elizabeth Evans, who worked for a short time as Organiser, made a tour in the provinces and was able to hold meetings in one or two offices there.

Action was taken by the Federation in connection with opportunities

WOMEN CIVIL SERVANTS. YEAR ENDED 31st MARCH, 1926.

PAYMENTS.		£	s.	d.	£	s.	d.
BY OFFICE EXPENSES—							
Salaries:							
Secretary	...	£279	11	8			
Organising Secretary	...	152	0	0			
Clerk—Part Year	...	52	10	0			
Extra Clerical help...	...	17	0				
					484	18	8
Rent, Gas, etc.	...	172	0	9			
Printing	...	35	14	6			
Stationery	...	39	14	2			
Telephone	...	16	15	3			
Removal	...	15	18	9			
Postage	...	40	10	5			
Fares	...	1	6	6			
Subscriptions, Donations, etc.:							
Donations	...	£44	15	0			
Affiliation Fees	...	6	17	6			
					51	12	6
Officers' and Delegates' Expenses:							
Officers	...	£21	0	4			
Delegates to Federation	...	17	9	1			
Delegate from Federation to National Council of Women	...	8	4	2			
					46	13	7
Organising Secretary's Expenses	...	4	9	5½			
Bank Charges	...	1	13	4			
Miscellaneous Office Expenses	...	20	2	8½			
					931	10	7
,, "OPPORTUNITY" ...							
,, LITERATURE—							
Reports and Publications	...	29	16	5			
Whitley Bulletins	...	7	10	0			
Press Cuttings	...	20	13	0			
					57	19	5
,, ORGANISING EXPENSES							
CALENDARS	...	4	0	10			
ACCOUNTANCY CHARGES	...	26	2	3			
HONORARIA	...	3	13	6			
GARDEN FETE	...	124	5	0			
INCOME TAX	...	28	6	8			
					11	4	1
,, PURCHASE OF STOCK—							
Scottish Nursing Home Bonds	...	20	0	0			
5% War Loan	...	1,497	6	9			
					1,517	6	9
,, BALANCES AT MARCH 31ST, 1926—							
Cash on Deposit: Equality Fund	...	200	0	0			
Current Account: Equality Fund	...	113	14	9			
Other monies	...	745	3	1			
Cash in Hand	...	34	19	1½			
Stamps in hand	...	17	0	½			
					1,094	14	0
					£4,210	10	4

Civil Servants and find it to be in accordance therewith. The Bank balances and Investments have

HOMERSHAM & CO.,
Incorporated Accountants.

for women under the Widows', Orphans' and Old Age Contributory Pensions Act, outside recruitment for posts of Assistant Inspectors in the Ministry of Health, Women's opportunities for promotion in the Board of Customs and Excise, salary scales for Women Pension Officers, the deferred leave of Post Office transferees, Marriage Gratuity, Writing Assistants debarred from sitting for Clerical Competitions, and Southborough Anomalies.

The Federation continues to be approached by outside bodies and individuals both from England and abroad who desire information on the position of Women in the Civil Service, and our Hon. Secretary has been asked for and has supplied several articles for the non-Service Press on the same subject.

Future Policy.

Activities during the coming year will be mainly directed to Equal Pay propaganda; to maintaining the rights of existing women Civil Servants to equal treatment with their male colleagues inside the Departments; openings in new work for women inside the Service will be carefully watched and pressure will be exerted to have women appointed to new Departments. In particular, the Home Office, the Civil Service Commission, and the Office of Works should provide some posts for women above the clerical grade.

In view of the recent decision of the Staff Side that only those bodies represented nationally should be eligible for representation on the Departmental Whitley Councils the position as regards representation on the National Whitley Council is being carefully watched.

Hon. Treasurer's Note.

The Treasurer has much pleasure in presenting the Balance Sheet, which shows an income in excess of expenditure and a very substantial balance in hand. The Special Fund has again been used to meet some of the expenses in connection with our Equality Campaign, and the purchase of £1,500.5 per cent. War Loan was made from this fund. The interest shown at (b) and (c) is for a half year only.

Receipts from *Opportunity* Advertisements are still increasing, a proof of the popularity of our paper amongst members and their friends.

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

Federation of Women Civil Servants

President and Chairman: MISS J. W. FISK.

Hon. Treasurer: MISS V. APPLEBY.

Hon. Secretary: MISS D. SMYTH.

Constituent Associations

1. Association of Post Office Women Clerks. Secretary, Miss N. K. ARGYLE, 26, Gordon Square, W.C.1.
2. Association of Women Civil Servants (Treasury Class) in the Ministry of Labour. Secretary, Miss D. I. BLOWS, General Registry, Finance Department, Ministry of Labour, Kew.
3. Association of Women Clerks in the Ministry of Health. Secretary, Miss D. MAYO, 142, Elms. Road, Clapham Park, S.W.4.
4. Association of Women Clerks in the Board of Education. Secretary, Miss A. S. HEATH, 88, Palace Gates Road, Alexandra Park, N.22.
5. Association of Women Clerks in the Public Trustee Office. Secretary, Miss L. PATERSON, St. Columba's House, 4, Bina Gardens, S.W.5.
6. Association of Women Clerks of Scottish Board of Health. Secretary, Miss J. H. NISBET, Scottish Board of Health, Grassmarket, Edinburgh.
7. Association of Higher Women Officers. Joint Secretaries, Miss E. T. HYSLOP, Ministry of Pensions, Bromyard Avenue, Acton, W.3; MISS B. K. ALLEN, P.O.S.B.
8. Association of Foreign Office Women Clerks. Secretary, Miss BALHARRY, Foreign Office, Whitehall, S.W.1.
9. Association of Women Clerical Officers in the Ministry of Pensions. Secretary, Miss R. E. COULSON, 14, St. Charles' Square, N. Kensington, W.10.
10. Association of Women Pension Officers. Secretary, Miss E. M. DAVIES, 20, Hazlitt Road, W.14.
11. Association of Women Clerical Officers in the Scottish Education Department. Secretary, Miss B. MILLER, 14, Queen Street, Edinburgh.

Individual Group

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

