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WOMEN AT WORK
IN THE
LEAGUE OF NATIONS

BY

D. M. NORTHCROFT
(*Author of "Women Police."*)

With Preface by MRS. CORBETT ASHBY (President of the International
Woman Suffrage Alliance).

Pamphlet



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PREFACE.

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

In the first draft of the Covenant, which was drawn up in Paris in 1919, women were not included. The Allied women, at the invitation of the French women of the International Council of Women, and of the International Woman Suffrage Alliance, had determined to meet in Paris, to see that in the Peace the interests of women should not be overlooked. A deputation of Allied women waited on the Commission, presided over by President Wilson, and secured the insertion in the Covenant of the important clause, Art. 7, which declares that:

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

Art. 7 is, therefore, women's great charter in the League, and in the following pages we can see something of what has already been accomplished. Women sit in the Assembly, and on several Commissions of the League. A few women have been appointed to very responsible positions, and their work has been of such fine quality as to deserve further recognition for the abilities of other women.

(Signed) MARGERY CORBETT ASHBY,
(President, International Woman Suffrage Alliance).
11, Adam Street, Strand, London.

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WOMEN AT WORK IN THE LEAGUE OF NATIONS.

A. Organisation of the League of Nations.

The League of Nations is organised as follows:—

1. The Assembly and its Committees.
2. The Council.
3. The Secretariat.
4. Permanent and Temporary Advisory Commissions.
5. The International Labour Office.
6. The Permanent Court of International Justice.

The Council consists of Ministers and Ambassadors representing four permanent States, viz., Great Britain, France, Italy, and Japan, with representatives of certain countries elected annually by the permanent States. The Court of International Justice, which sits at The Hague, is made up of well-known Judges, elected to serve nine years. Women are not yet represented on either the Council, or on the Court of International Justice.

B. Women in the Assembly.

The Assembly of the League of Nations, which corresponds to a great international Parliament, meets once a year at Geneva in the Salle de la Réformation. It consists of Delegations representing all the States Members of the League, and is at present composed of 54 nations, or more than three-quarters of the entire population of the world.* These Delegations may not consist of more than three representatives, and they may have only one vote, but the representatives may be accompanied by assistants or experts.

Six countries—Great Britain, Australia, Norway, Sweden, Denmark, and Roumania—have so far included women, either as substitute delegates or technical

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

advisers, in their Delegations; but no member State, up to the present, has yet sent a woman as a full delegate. The Scandinavian countries included women in their Delegations from the first, and Fru Bugge Wicksell (Sweden), Frøken Forchhammer (Denmark), and Dr. Kristine Bonnevie (Norway) have sat in each succeeding Assembly since 1920. In 1921, Roumania appointed Mlle. Hélène Vacaresco to the Second Assembly, and she has sat in each succeeding one since. In 1922 and 1923, Great Britain and Australia included a woman in their respective Delegations.

As in the case of other Parliaments, the Assembly splits up into Committees, in order to facilitate its work. Six Committees, so far, have been established by the Assembly. The 1st Committee deals with legal and constitutional questions, including amendments to the Covenant. The 2nd Committee deals with technical organisations, including communications and transit, health and epidemics. The 3rd Committee is occupied with the reduction of armaments. The 4th Committee is concerned with Budget and financial questions. The 5th Committee is occupied with social and general questions, including the traffic in women and children, protection of women and children in the Near East, the opium traffic, intellectual co-operation, and refugee questions. The 6th Committee deals with political questions, including slavery, protection of minorities, admission of new members to the League, etc. Certain sections of the Secretariat carry out the work of these Assembly Committees.

Every member of the League is entitled to be represented on each one of these Committees. The women who sit in the Assembly are usually appointed each year to the 5th, or Humanitarian, Committee. In addition, Fru Bugge Wicksell is appointed to the 1st, or Legal Committee, and Frøken Forchhammer to the 2nd, or Technical Committee.

Women in the First Assembly (1920).

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

Women in the Second Assembly (1921).

Fru Wicksell, Substitute Delegate, Swedish Delegation.
Frøken Forchhammer, Technical Adviser on Women's Questions, Danish Delegation.

Dr. Kristine Bonnevie, Substitute Delegate, Norwegian Delegation.
Mlle. Hélène Vacaresco, Substitute Delegate, Roumanian Delegation.

Women in the Third Assembly (1922).

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

Women in the Fourth Assembly (1923).

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

Fru Bugge Wicksell.

Fru Bugge Wicksell is a Norwegian by birth, but has lived in Sweden ever since her marriage to Professor Karl Wicksell, formerly Professor of Economics at the University of Lund (Sweden). She has been a keen Feminist from her earliest years, and before her marriage was President of the Women's Rights Movement in Norway, which preceded the more modern Suffrage Movement.

When the International Woman Suffrage Alliance was formed in Berlin in 1904, Fru Wicksell threw herself enthusiastically into its activities, and during the last twenty years she has attended every one of its biennial Congresses. She acted as a Vice-President of the Alliance for the period of election preceding the Rome Congress in 1923, but has recently resigned this position, owing to the pressure of her work in the League of Nations. The Peace Movement has also absorbed a great deal of Fru Wicksell's energy for many years past, and she has been present at several Peace Conferences.

When the needs of a growing family no longer

claimed all her attention, Fru Wicksell, who had always been greatly attracted to legal affairs, studied to become a lawyer, and obtained her degree at Lund University at the same time as her son. She has never practised, but has specialised instead in international law, and the knowledge thus acquired has been invaluable during her work in the Peace Movement. It is a curious coincidence that, before the League of Nations came into existence, Norway, Sweden, and Denmark were already preparing for a similar ideal, and Fru Wicksell assisted at the work of the Swedish Royal Committee appointed for this purpose. When the League forestalled Scandinavia's preparatory plan, Fru Wicksell was immediately elected as an alternate delegate in the Swedish Delegation to the First Assembly, and has attended each succeeding Assembly.

Fru Wicksell is connected with three Committees within the League, and is probably worked harder than any other of the women members of the Assembly. She is the only woman on the First Committee, which deals with legal questions concerning the Covenant, and she spends a large proportion of her time on this Committee. Though she sits as an alternate, she seldom fails to be present at all the meetings of the First Committee. In 1921, she was elected to the Mandates Commission, where she looks after the interests of the women and children in the mandated territories. She is the only woman on this Commission also. In common with the other women members of the Assembly, she sits on the Fifth or Humanitarian Committee.

Miss Henni Forchhammer.

Miss Forchhammer is a noted linguist, and the author of "How to Learn Danish," a book which has been published in English, Dutch, French, and German editions, and enjoys a wide circulation in each of these countries. She has also acted as Lecturer on English Phonetics at the Danish State Holiday Courses in English. She is equally interested in social questions, and was a pioneer in introducing University Extension Lectures and Housewifery Teaching into Denmark.

Miss Forchhammer has always taken an active interest in the international side of the Woman's

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

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

In connection with her appointment to the Assembly, she is attached as expert on women's questions to the Fifth or Humanitarian Committee, and also sits on the Second or Technical Committee, for Health questions. Since the First Assembly, Miss Forchhammer has been lecturing on the work of the League in various countries, including England, Holland, Norway, and Denmark.

Dr. Kristine Bonnevie.

Dr. Kristine Bonnevie is a noted scientist, and a member of the Academy of Science in Kristiania. She has been connected with the University of Kristiania since 1900. In 1912, she became Professor of Zoology

at the University, where she carries out extensive research work in heredity and allied sciences. An interesting feature of her tutorial course is a dredging expedition, which she conducts each June, and which consists of men and women students. Every year different portions of the Norwegian sea-coast are marked out for special scientific investigation, and the dredging party proceeds thither in a small boat. During the expedition, Dr. Bonnevie and her students are often housed in fishermen's huts, which also serve as primitive laboratories on occasion. These annual expeditions, as well as the whole of the University course itself, is entirely free to students of all classes and both sexes.

Dr. Bonnevie is the author of numerous scientific treatises on zoology, embryology, and heredity, and has contributed largely to scientific publications. She is deeply interested in social questions, and was formerly a member of the Municipal Council of Kristiania. This work, however, she has been obliged to relinquish, owing to the pressure of her scientific work.

In connection with her appointment to the Assembly, Dr. Bonnevie has acted as an alternate delegate in the Norwegian Delegation since 1920, and has been present at each succeeding Assembly. In common with most of the other women members, she has been appointed to the Fifth or Humanitarian Committee. In 1922, she was elected to the Commission on Intellectual Cooperation, where she and Madame Curie, the noted world scientist, sit as the only women members. The primary business of this Commission is to obtain a general survey of the conditions of intellectual life in Europe during the last ten years, including the post-war period. In order to gain information first hand, and preferably from individuals rather than societies, it has been found advisable to divide Europe into groups of countries where the intellectual life is more or less similar, and distribute the work of investigation amongst only a handful of people. Of these, Dr. Bonnevie has undertaken to make an investigation for Norway. It is hoped to publish the results of these inquiries before the next meeting of the Commission, which will probably take place at Geneva in December, 1923, and to which representatives of various international Students' Movements will be invited.

Mlle. Hélène Vacaresco.

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

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

Mlle. Vacaresco has supported the League of Nations from its earliest days, and declares that Lord Robert Cecil is partly responsible for her first interest in this great international ideal. In 1919, she was made Secretary to the Roumanian Delegation at Geneva, and in 1921 was appointed a substitute delegate to the Assembly. She is attached to the Fifth Commission,

and is deeply interested in the humanitarian side of the League's activities, especially in the question of the deported women and children from Asia Minor. Her speech in the Assembly on this subject was a memorable affair.

Dame Edith Lyttelton.

Dame Edith Lyttelton is the second Englishwoman to sit in the Assembly, her predecessor, Mrs. Coombe Tennant, having attended the Third Assembly in 1922. Dame Lyttelton has always been interested in work on international lines, and helped to found, and was first hon. secretary of the Victoria League, an international organisation which mainly functions in the British Dominions Overseas, and which has for its object the development of mutual friendliness between Great Britain and her Colonies.

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

Dame Lyttelton is deeply interested in literature and the Drama, and is a Governor of the "Old Vic." and of the Stratford Memorial Theatre; also a member of the Shakespeare Memorial National Theatre Committee. She has herself produced a good deal of dramatic work, including several short plays, one of which, "Warp and Woof," based on industrial interests, enjoyed an excellent run in London. She has written several magazine articles and essays, but will probably best be remembered by her very able life of her late husband, the Hon. Alfred Lyttelton, M.P. During the war, Dame Lyttelton, with Lady Lugard, started the War Refugees Committee, and was given the D.B.E. for her services, and also the Belgian Order of Elizabeth. In 1917 she became Deputy Director of the Women's Branch of the Ministry of Agriculture, which raised, equipped, and trained the Women's Land Army.

She is a J.P. for St. Margaret's Division, City of Westminster.

Dame Lyttelton accompanied Lady Astor, in 1922, during her tour through the United States, when the American-born English M.P. spoke boldly on behalf of the League of Nations. She is specially interested in the industrial side of the League's activities, as Labour problems have always absorbed a good deal of her attention. She served on the Cave Committee appointed to inquire into the action of Trade Boards, and is now an appointed member and Vice-Chairman of a Trade Board. In connection with her work on the Assembly, she has been appointed to the Fifth, or Humanitarian, Committee.

Miss Jessie Webb.

Miss Jessie Webb is the second Australian woman to sit in the Assembly, her predecessor, Mrs. Dale, of Sydney, having attended the Third Assembly in 1922. Miss Webb is a well-known educationist in Australia. She is an M.A. of Melbourne University, to which she has been attached as History Lecturer for the last twelve years. She has also acted as President of the Lyceum Club at Melbourne, and as Vice-President of the Victoria branch of the Australian Federation of Women Graduates.

The cable informing her that she had been elected a member of the Australian Delegation to the Fourth Assembly reached her whilst she was on a two years' leave of absence from the University, and in the midst of a tour in Greece, whither she had gone alone after accompanying Dr. Georgina Sweet on an extensive tour in Africa. Dr. Sweet is a noted scientist, and the only woman Associate-Professor at the University of Melbourne. The African tour, planned by Dr. Sweet partly for scientific purposes, as she is specially interested in economic parasitology, was a very comprehensive one, beginning at the Cape, and ending at Cairo, and afforded Miss Webb a valuable opportunity of studying conditions of life in the Kenya Colony, Uganda, and Tanganyika Territory.

Upon reaching Cairo, Dr. Sweet returned to Australia, and Miss Webb went on to Greece and Crete, where she spent several months visiting many of the classical sites, and seeing something of the relics of

pre-Greek civilisation, as the results of the most recent excavations.

In accordance with the elastic regulations of the Australian Delegation, Miss Webb, though naturally placed, with the other women members of the Assembly, on the Humanitarian Committee, also had access to other Committees of the League. She is deeply interested in the work of the Mandates Committee, especially now that she has visited some of those territories during her African tour. Australia is so far away from Europe and the work of the League of Nations, that much ignorance and apathy has to be overcome there. Appointments such as these of Mrs. Dale and Miss Webb cannot, therefore, fail to be of immense use in interesting Australian women in the League, not only on its humanitarian side, but with regard to its other activities.

C. Women in the Secretariat.

The Secretariat of the League of Nations represents the permanent international Civil Service of the League. It is housed in a commodious building at Geneva, which was formerly a large hotel, and commands a magnificent view of the blue waters of Lake Léman. The work of the Secretariat is exceedingly responsible and important. Upon it devolves the carrying into action of the decisions or resolutions passed by the Council and the Assembly at its various meetings. Such action involves not only the collecting of information by means of Questionnaires to the 54 countries affiliated to the League, and making exhaustive investigations, etc., but also a vast mass of continuous correspondence with Governments, Societies, and individuals.

In order to facilitate the execution of its affairs, the Secretariat is divided into sections, each one dealing with various aspects of peace machinery. The Legal Section supplies legal opinions to all departments, and is also in charge of the registration of treaties. The Political Section is responsible for the study and preparation of all political questions which come before the League, in accordance with the provisions of the Covenant. The Minorities Section deals with matters

relating to minority countries and treaties. The Mandate Section carries out all the executive work of the Permanent Mandates Committee. The Transit Section is concerned with questions of communications and transit. The Financial and Economic Section deals with finance and economic international questions, and issues statistical data. The Disarmament Section is concerned with military, naval, and air questions. The Health Section deals with the health organisation of the League, including the study of typhus and other epidemics in Europe. The Social and Opium Section deals with the traffic in women and children, deported women and children in the Near East, and with women's questions in general. The Information Section keeps the public opinion of the world informed of the League's activities.

In addition to these sections, there are various departments in the Secretariat which deal with the internal affairs of the League. These include the Library; an Establishment office, which organises the various League Conferences; a financial department; a department of translators and interpreters, divided into French and British Branches; a printing and publishing department, dealing with the preparation and publication of all the League documents; a general registry; and a pool of typists.

The higher ranks of the Secretariat consist of the Secretary-General (Sir Eric Drummond), three Assistant Secretaries-General, and seven Directors, or Heads of Sections. Below these come members of sections, graded into two classes (A and B), an intermediary class, including secretaries of sections, and other grades. The total staff of the Secretariat numbers about 350 men and women of about 30 different nationalities, chiefly French and English in the clerical and administrative staff. The proportion of women to men is about equal, but men preponderate in the higher branches, though there are many women who deserve promotion. All the secretaries of the various sections are women, and women are at the head of many of the administrative departments of the internal affairs of the League. Practically all the stenographers and typists are women. The Library staff is entirely composed of women. There is one woman Chief of a section, Dame Rachel Crowdy, who presides over the

Social Section, and the Section which is concerned with the control of opium and other dangerous drugs. The Chief Librarian is a woman, Miss Florence Wilson, and there is one B. member of a section, Mme. Adamowitz (Health Section), who specialises in the study of epidemics in Central Europe. Lady Blennerhasset is the only woman, with ten men, in the British branch of translators and interpreters, and Mlle. Montianu is the only woman, with the same number of men, in the French branch. A woman, Dr. Gertrude Dixon, is Editor of the official Journal of the League. No woman has yet been made Director of a section, although Dame Rachel herself, to all intents and purposes, is performing the actual work of a Director, and in a double section.

Dame Rachel Crowdy.

Although still quite a young woman, Dame Rachel Crowdy has had an extraordinarily eventful career. In her early twenties she spent a year in Guy's Hospital, the knowledge of nursing gained during this period proving invaluable later, on the outbreak of war. She next studied dispensing, and qualified for the diploma of the Apothecaries' Hall, after which she took charge of a Government Provident Dispensary in a London slum district, and obtained a good deal of experience of the lives of her poorer neighbours on the munificent salary of a guinea a week! Later she worked for the National Health Society as a Lecturer and Demonstrator.

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

Dame Rachel's appointment as member of the Health

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

As the work of the League developed, the question of Health was transferred to a department of its own, and various social and moral questions, such as the suppression of the traffic in women and children, and the assistance of the deported women and children from Asia Minor, were added to the Social Section. It is the business of the Social Section to collect expert information on all the subjects with which it deals, and furnish it to the Assembly and Committees, as well as to carry out all necessary plans of procedure as decided by these two bodies. Last year the question of the suppression of the opium traffic was handed over to it, and it is very probable that before long the suppression of obscene publications will also be given into its hands. The work of the recent Conference on this subject was entrusted to the Social Section. The investigation into the opium traffic is of special interest to Dame Rachel, and she finds the knowledge of drugs gained in her earlier dispensing days of great assistance in this enquiry.

Miss Florence Wilson.

Miss Florence Wilson, formerly of Columbia University, U.S.A., early adopted librarianship as her future career, and has had a remarkably wide experience of work in libraries in more than one part of the world. She first entered the Library at Columbia University, where she organised a number of special libraries, and was for three years Librarian of the Natural Sciences. She also assisted in the University's exhibit of war maps and their interpretation, during the period of the war. Later she organised the Library for the National Committee for Mental Hygiene in New York, where her knowledge of psychology was particularly useful. She then took charge of the archives, and organised a

Library for Colonel House's Enquiry, which formed the Research Section of the Peace Conference. She afterwards did some important historical and documentary work as the only woman member of the American Peace Commission in Paris, before finally becoming appointed to her present position as Chief Librarian of the League of Nations.

The Library of the League of Nations occupies an entire wing of the Secretariat, with a room beneath corresponding in size. It contains over 40,000 volumes, including works on International Law, Economics, Finance, Health, History, Geography, Social Questions, Colonial Studies, Laws and Statutes of all countries, and a special collection of official Government publications, including the official Gazettes of all countries. The contents of these volumes naturally coincide with the work of the League as outlined in the Covenant. The Library Assistants, of whom Miss Bartlett is head, are University-trained, and of various nationalities, who speak, altogether, some dozen different languages.

As the Library is an integral part of the work of the League, it requires to be so organised that all information is immediately available. Miss Wilson has therefore adopted the latest and most modern technique. The new Library system is the most highly specialised in the world, the old methods of individual systems of cataloguing and classification being unified into a standardised system. This decimal system, known as the Brussels Classification, is in use at the Secretariat. The catalogue of the Library has its author, subject, and title under the same letter of the alphabet, and is a marvel of skilled classification. There is also an analytical subject index to all important periodicals received since 1920.

Applications reach Miss Wilson from students of library work from all over the world, who are anxious to learn more of the modern system of book classification, and methods of dealing with first-hand international sources. Hardly a day, too, passes without the arrival of some leading scholar or statesman from all the different countries, who come to Geneva to make a first-hand acquaintance with the Library of the League.

As the work of the League continues, so the Library

increases and expands, and already its present quarters are insufficient for its purpose. If it is to fulfil the object Miss Wilson has always in view, viz., to provide the world with facts, so that peace shall be based, not on political expediency, but on the mutual understanding that comes from knowledge, the Library of the League of Nations will require still greater accommodation, as well as a permanent maintenance fund.

D. Women on Permanent and Temporary Advisory Commissions.

In addition to the six Committees of the Assembly mentioned on page 3, there are various permanent and temporary Commissions at work within the League, which have been set up as a result of certain resolutions passed by the Assembly at its Annual Meetings. At the First Assembly, in 1920, it was decided that women as well as men should be asked to serve on these Commissions, and six Commissions at present include one or more women members:—(1) The Permanent Mandates Commission, constituted in December, 1920—upon which Fru Bugge Wicksell (see page 4) sits as the only woman member, with eight men—is concerned with the well-being and development of peoples in territories formerly controlled by enemy countries, and now assigned as mandatories to other nations. Fru Bugge Wicksell sits on this Commission in the interests of the women and children living in these mandated territories. (2) The Permanent Health Commission, constituted in June, 1921—upon which Dr. Josephine Baker sits as the only woman member, with 15 men—is doing very valuable preventive work, especially in connection with stamping out epidemics in post-war Europe, and also in interchange of information regarding international standards of hygiene. (3) The Commission on Deported Women and Children in Asia Minor, constituted in February, 1921, includes Dr. Kennedy and Miss Emma Cushman, of Constantinople, and Miss Karen Jeppe, of Aleppo, and was set up by the Assembly as a result of a special report concerning the wholesale deportation of women and children by the Turks, during the war. These women and children were then still in captivity in Turkey and Asia Minor—20,000 Armenians alone, in addition to 300,000 Greeks

and Syrians. The difficulties met with by this Commission have at times been almost insurmountable, but already some thousands of these unfortunate people have been rescued. (4) The Commission on the Traffic in Opium, constituted in February, 1921—upon which Mrs. Hamilton Wright sits, the only woman member, with 12 men—is concerned with the suppression of opium and other dangerous drugs. (5) The Advisory Commission on the Traffic in Women and Children, constituted in January, 1922—upon which seven women now sit, with an equal number of men members—Miss Baker (Great Britain), Miss Grace Abbott (U.S.A.), Mme. Avril de Ste. Croix (France), Dr. Paulina Luisi (Uruguay), Dr. Estrid Hein (Denmark), Baroness de Monténach, and Mme. Studer-Steinhauslin (Switzerland)—is concerned with the suppression of the Traffic in Women and Children, formerly known as the White Slave Traffic, and the abolition of State Regulation of Vice. (6) The Commission on Intellectual Co-operation, constituted in May, 1922—upon which Mme. Curie-Skłodowska and Dr. Kristine Bonnevie (see page 6) sit as the only two women members, with ten men—is concerned with the development of international co-operation amongst the brain-workers of the world, exchange of knowledge, and the protection of scientific property.

Dr. Josephine Baker.

Dr. Baker received her medical training at the Women's Medical College of the New York Infirmary, where she obtained her M.D. She then spent a year in the New England Hospital for Women and Children, at Boston, Mass., afterwards returning to New York City, where she practised privately for several years. Quite early in her practice she entered the employ of the Department of Health, in New York City, as a school medical inspector, doing research and investigatory work of a special character in connection with practically all the sections of the Department of Health. In 1907, she was made Assistant to the Commissioner of Health, and a year later was appointed Chief of the newly created Division of Child Hygiene. In 1914, she gave up her private practice in order to devote all her time to this municipal work for children. Her title is now Director of the Bureau of Child Hygiene, the first

bureau of its kind in the world. Dr. Baker has written widely on all topics connected with the health of children, and public health work in general. She also lectures on Child Hygiene at Columbia University, New York University, and Bellevue Hospital Medical College, and is a member of numerous medical and hygienic societies. In 1917, the degree of D.P.H. (Diploma of Public Health) was conferred upon her by New York University.

Miss Emma Cushman.

Miss Cushman, who is an American woman, has resided in Turkey since 1899, and was appointed a member of the Commission on Deported Women and Children in Asia Minor because of her long residence in that country, and her knowledge of Eastern peoples and their language. During the war she acted as Representative of the Entente Powers in the interior of Turkey, where she looked after thousands of prisoners of war, and at the same time was engaged in relief work for the Ottoman Christians, including some 46 different nationalities. For this work she received several decorations, including the French Legion of Honour. Miss Cushman's work for the League of Nations is carried on secretly, for she is well known in Constantinople, and has considerable influence with the Turks, and living in Constantinople would be very unpleasant if it became known she was a member of the Commission. Her work is chiefly concerned with tactful questioning of frightened children taken from Turkish homes, for which an intimate knowledge of the language and of Eastern mentality is necessary. Hundreds of children have been rescued in this way by her, and taken over to Greece.

Miss Karen Jeppe.

When Miss Jeppe was appointed, in 1921, as a member of the Advisory Commission on Deported Women and Children in Asia Minor, she had already had over 20 years' experience of Armenians, and of the Near East. Danish by birth, and a teacher by inclination, she was impelled by a strong inward impulse, whilst still only a young woman, to go out to Urfa, in Mesopotamia, and assist Dr. Lepsius in his well-known

work of succouring the hapless Armenians. There she spent several years teaching the Armenian children in Dr. Lepsius' orphanage, instructing them in various handicrafts, and evolving her own system of phonetics in teaching the Armenian language, which was later adopted in Armenian schools over the whole of Mesopotamia. She also trained a number of Armenian teachers to carry on work in the neighbouring schools. This quiet, educational work, however, was fatally interrupted by the war, and the terrible sufferings of the Armenians from 1915 onwards completely broke down Miss Jeppe's health for the time being. In 1921, she went to Aleppo, a Syrian town under the French Protectorate, and here she commenced her dauntless work of assisting Armenian women and children to escape from the Turkish harems and the tents of the nomads, where they had been imprisoned for so many years.

Mrs. Hamilton Wright.

Mrs. Hamilton Wright, daughter of the late Hon. William Drew (U.S. Senator), is the widow of Dr. Hamilton Wright, who, as Delegate for the United States of America, signed the Convention for the International Control of Opium and similar drugs, at The Hague in 1912. Dr. Wright was also present at a previous international Opium Commission in 1909, at Shanghai. After his death, Mrs. Hamilton Wright, who had always helped her husband in his work, was unanimously elected in February, 1921, to serve as one of three assessors on the League of Nations Commission on the Suppression of the Traffic in Opium. Mrs. Hamilton Wright is a well-known writer, and has contributed articles, some of them dealing with the opium problem, to all the chief American magazines. The Convention for the International Control of Opium and similar drugs (1912) has been ratified by all but six or seven countries affiliated to the League. The Advisory Committee is now perfecting methods to prevent contraband trade in drugs. It receives an annual report from each State as to the way in which the Convention is being observed, as well as statistics of production, and manufacture, and trade in opium. The health phase of the opium problem is being closely studied, and an inquiry into the legitimate consumption

of drugs is under way. A system of import and export certificates, instituted by this Commission, is gradually being promoted amongst the countries affiliated to the League.

Miss Annie Baker.

Miss Baker, Secretary and Director of the International Bureau for the Suppression of Traffic in Women and Children, is one of the pioneers of the movement, having entered the office of the National Vigilance Association in 1887. This Association was founded in London in 1885, under the administration of the late Mr. W. A. Coote, and until 1898 its activities in the suppression of vice were purely national. In 1899, however, the first International Congress on this subject was held in London, and was attended by delegates from all the capitals of Europe. The International Bureau was then created as the headquarters of the movement, and has ever since been maintained as such at the expense of the National Vigilance Association. In succeeding years, Conferences and Congresses arranged by the International Bureau were held in different countries, resulting in an International Agreement in 1904, which provided for the International Protection of Women and Girls, and an International Convention of 1910, which provided for the punishment of traffickers. In June, 1921, the League of Nations called an official Conference, the proceedings of which were opened by a Report made by Miss Baker on behalf of the International Bureau, and which resulted in the appointment of the Advisory Commission on the Suppression of Traffic in Women and Children. Miss Baker, who has been identified with every step of the work, sees in the establishment of this Commission the harvest of the labours of men and women pioneers of this movement in every country.

Miss Grace Abbott.

Miss Abbott took a degree in Political Science at the University of Chicago, and also studied at the University of Chicago Law School. For several years she taught in the high school of her home town, and later at the University of Chicago, and Chicago School of Civics and Philanthropy. Later she became Director of the Immigrants' Protective League of Chicago, and went to live at Hull House, the social

settlement established by Miss Jane Addams in the poorest part of the city. In 1917, she was appointed Director of the Child Labour Division of the United States Children's Bureau, where she was responsible for the administration of the first Federal child-labour law, which forbade the inter-State transportation of the products of child labour. She also held other public positions, including that of Advisor on the War Labour Policies Board, Secretary of the Child Welfare Conferences, with which the Children's Year campaign was concluded, and Secretary of the Children's Commission of the First International Labour Conference. When Miss Julia Lathrop, who acted as Chief of the Children's Bureau for ten years, resigned in 1921, Miss Abbott was recommended as her successor. One of the big pieces of work now being done by the Children's Bureau is the administration of the Sheppard-Towner Maternity Act, which, since its passage into law, has been accepted by 40 State Legislatures which are working actively for the safety and well-being of mothers and babies. The Children's Bureau is also agitating for better protection of the child worker. In 1922, Miss Abbott was appointed by the American Secretary of State, with the approval of the President, to serve in an unofficial and consultative capacity on the Advisory Committee on the Traffic in Women and Children, where she has been of great service.

Mme. Avril de Sainte-Croix.

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

Committee to adopt a Report condemning the present Police Regulation of Vice. She was the first French woman to sit on a Parliamentary Commission. Some 20 years ago she founded a unique Rescue Society, which now has four branches. It is the only Rescue Society in France which receives girls who are registered prostitutes, which has no religious test, and which provides adequate medical treatment for venereal disease. Mme. de Sainte-Croix also founded the National Council of Women in France, and has been its President since 1922. In 1919, she received the French Gold Medal for Public Service, and, in 1920, was made a Chevalier of the Legion of Honour.

Dr. Paulina Luisi.

Dr. Luisi was the first woman in Uruguay to graduate for the B.Sc., and the first to qualify as a doctor of medicine. She has interested herself in the Woman's Movement in South America for many years, and is Founder and President of the Uruguayan Woman Suffrage Society, and the National Council of Women, in Uruguay. She is indefatigable in her fight against alcoholism, the white slave traffic, and State regulation of vice. None of the Latin-American countries, with the exception of Brazil, have yet joined the International Convention against the white slave traffic, signed in Paris in 1910, and Dr. Luisi has been working very hard for many years in order that Uruguay may adhere to this Convention. In 1920, she pursued a vigorous campaign in the Argentine in favour of Abolition, concentrating specially at Buenos Aires, where she organised a Joint Abolition Committee, representing both Uruguay and the Argentine. In 1921, she pursued a similar campaign in Spain and Portugal. In 1922, the Uruguayan Government appointed Dr. Luisi a member of the Advisory Commission on the Traffic in Women and Children, and in October of the same year she was also appointed as the first Government delegate to the Fourth International Labour Conference, at Geneva. Dr. Luisi was also elected one of the seven Government delegates who form the Committee on Unemployment.

Dr. Estrid Hein.

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

who was also a well-known politician, and a member for many years of the Second Chamber of the Danish Parliament. Dr. Hein early decided on a medical career, and, after qualifying in 1896, has practised for the last 17 years as an oculist in Copenhagen. She is keenly interested in the Woman's Movement, and for many years acted as President of the first Danish organisation for Women's Rights. She also served on a Commission called by the Governments of the three Scandinavian countries to consider the drafting of a new marriage law, which has passed in Sweden. Dr. Hein is a wholehearted supporter of the campaign against prostitution, and believes that the only remedy for the social evil is the suppression of licensed houses. She is also firmly convinced that more women police should be appointed in connection with prostitutes, and proposed a resolution on this subject at the last meeting of the Advisory Commission on the Suppression of Traffic in Women and Children.

Baroness de Montenach.

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

Mme. Studer-Steinhauslin.

Mme. Studer-Steinhauslin, President of the International Association of "Les Amies de la Jeune Fille," founded in 1877, and whose headquarters are at Neuchâtel, Switzerland, has interested herself in the international protection of young girls for over a quarter of a century. The Association over which she presides now has branches in 50 different countries, and a membership of several thousands. So many years of specialised work have therefore qualified Mme. Studer-Steinhauslin for election to the Advisory Commission on the Suppression of the Traffic in Women and Children. Amongst many other activities, the Swiss Association has opened several Station Refuges and Homes in different countries for girl travellers, as well as reliable Registry Offices, to counteract the dangers of bogus Agencies. Before becoming President of the International Federation, Mme. Studer-Steinhauslin acted as President of the Swiss branch for 12 years, and has endeared herself to young and old alike by the affectionate and wise counsel, thoughtful kindness, and wholehearted service, often rendered at great personal inconvenience, which she brings to bear in connection with this Society.

Mme. Curie-Sklodowska.

Mme. Curie comes of a distinguished Polish family. She was born in Warsaw, where her father, Professor Sklodowska, taught in the Lycée, and superintended his brilliant young daughter's education. In her early twenties she entered the Faculté des Sciences at Paris as a student in chemistry, where she very soon made her mark. When 27 years of age, she married Dr. Pierre Curie, one of the Professors at the Science Academy, after which they pursued their scientific work and aspirations in common. The definite pursuit of radium, with the discovery of which Mme. Curie's name is indissolubly associated, began the year after her marriage, but the actual discovery of this new substance was not announced until 1898, when congratulations flowed in on the Curies from practically every scientific association and institution in the world. In 1903, M. and Mme. Curie, with Professor Becquerel, who assisted them, were awarded the Nobel Prize for Physics. The Paris Faculty made Mme. Curie a

Doctor of Science, and the Royal Society invited her and her husband to London to receive the Davy Medal. In 1900, Mme. Curie was nominated Professor of Physics and Chemistry at Sèvres, and, after her husband's death in 1906, she succeeded him as Professor of the Faculty of Sciences of the Sorbonne. In 1911, Mme. Curie was awarded the Nobel Prize for Chemistry, and numerous other distinctions were bestowed by national and foreign scientific bodies. She is now Director of the Physico-Chemical Department of the University of Paris.

E. Women in the International Labour Office.

The International Labour Office, which is housed at Geneva in a large building, formerly an international college for boys, founded by the famous Swiss educationist, Thudichum, forms part of the International Labour Organisation which was set up by the Labour Section (Part XIII.) of the Peace Treaty. "Fair and humane conditions of labour for men, women, and children, both in their own countries and in all countries to which their commercial and industrial relations extend," was also a stipulation of Article 23 of the Covenant, and this is the ideal which the International Labour Office seeks to promote.

Every nation which joins the League becomes at the same time a Member of the International Labour Organisation, but it is also possible for a country to join the latter body without joining the League. Germany is the only country, out of the 55 States Members, which does not belong to the League. The International Labour Office, of which M. Albert Thomas is Director, and the Secretariat of the League of Nations work together in close co-operation with regard to all questions which concern both organisations.

The International Labour Office has two special functions. One is to secure humane labour conditions throughout the world. The other is to collect and distribute information on all subjects relating to industrial and labour conditions. In order to facilitate these objects, the office is divided into three main Divisions: (a) *Diplomatic*, which organises and

prepares the work of the Conferences, and deals with all official correspondence between the Office and Governments; (b) *Intelligence*, which is responsible for the collection and distribution of information; and (c) *Research*, which pursues scientific studies and enquiries. Attached to these Divisions are a number of technical services, dealing *inter alia* with Unemployment, Agriculture, Industrial Hygiene, Safety, Russian Affairs, Disablement, Industrial Relations, and Co-operation.

The higher staff of these Sections consists of two grades known as Members of Section A (either specially appointed or promoted from B) and Members of Section B (usually selected by competitive examination). The lower-grade staff is also chosen chiefly by competitive examination. In all, the staff numbers about 300, and comprises men and women of 28 different nationalities.

Article 395 of the Labour Section of the Peace Treaty ensures that "a certain number of the staff of the International Labour Office shall be women," and at present the proportion between the sexes is, roughly, half and half. The women members of the staff are accorded the same pay and chances of promotion as the men, and marriage is not penalised. There is one woman Chief of a Section in the Research Division, Miss Sophy Sanger, who holds a highly responsible post, which is chiefly concerned with collecting the labour laws of all the different countries, and translating these into French and English. There are 15 women B members of Sections, and a woman, Mme. Laverrière, is at the head of the Pool of Typists. The Assistant Librarian is also a woman. Women B members doing particularly responsible work are Mrs. Weaver, who watches the conditions of labour and slavery in all the mandated territories, and Miss Mundt, who acts as information officer to all the women's organisations all over the world, keeping these informed, by means of correspondence and conferences, of the standards of legislation for women and children in all the different countries, and especially of the Draft Conventions adopted at each International Labour Conference.

Miss Sophy Sanger.

Industrial problems attracted Miss Sanger from her early youth, and a chance visit from Mrs. H. J. Tennant to Newnham College, Cambridge, during Miss Sanger's undergraduate days, probably helped to influence the choice of her future career. Mrs. Tennant was the first woman factory inspector in Great Britain, in days when industrial legislation had not yet presented itself as a new sphere of opportunity for women.

In 1903, after graduating with Honours in Mathematics and the Moral Sciences, Miss Sanger came into contact with the late Miss Mary MacArthur, who had recently been appointed Secretary to the Women's Trade Union League. The legal side of industrial affairs had always specially attracted Miss Sanger, and there is no doubt that she would have studied to become a lawyer if this profession had not been closed to women at that time. Instead, she offered herself voluntarily to Miss MacArthur as the Legal Secretary of the League, and gave legal advice to its members in connection with industrial accidents and compensation.

Whilst working with Miss MacArthur, Miss Sanger became interested in the international aspect of labour legislation, and in the struggles of the workers of different countries to obtain better conditions of work. The International Association for Labour Legislation was now meeting biennially at Basle, and had already procured the adoption of a Convention forbidding the use of white phosphorus in matchmaking factories. After attending one of these Conferences, Miss Sanger helped to found a British section, and was elected its Hon. Secretary, and later produced the quarterly magazine known as *The World's Labour Laws*. She also acted as English Editor of the Bulletin of the International Labour Office of Basle, when she was responsible for the English translations of labour laws of different countries published within its pages. This work was not only highly important and responsible, but actually laid the foundation of her future work in the League of Nations.

When the war broke out, Miss Sanger acted for a time as Assistant Secretary to the Central Committee on Women's Employment, which organised relief work-rooms for women thrown out of work by the war.

When work for women again became plentiful, and the Central Committee was temporarily suspended, Miss Sanger turned her attention to work on the land. With the help of a friend, a derelict field near Guildford, in Surrey, was rented, and gradually converted into a useful vegetable plot and poultry run.

In 1919, however, she was recalled from these peaceful pursuits, like Cincinnatus from his plough, and sent as an adviser in connection with the "Labour Charter" of the British Labour Party, to their delegation to the meeting of the Second International Socialist Conference at Berne. At the same time, the Peace Conference was meeting in Paris, and drafting the constitution of the present International Labour Organisation, and Miss Sanger, after serving on the temporary staff of the first Conference of this Organisation, at Washington, was then appointed to her present position in the International Labour Office.

F. Women at the International Labour Conferences.

The International Labour Conference meets once a year, usually at Geneva. It corresponds to an International Social Parliament, and is composed of delegates from Germany and the 54 Member States of the League. Each country, whether large or small, has equal rights and voting power at the Conference, and is represented by the same number of delegates, viz., two Government Delegates, one Employers' Delegate, and one Workers' Delegate. Each of these delegates is also allowed to bring an adviser for each subject on the agenda, and, as Art. 389 of the Labour Section of the Peace Treaty expressly states that, "when questions specially affecting women are to be considered by the Conference, one at least of the advisers should be a woman," women technical experts have always been very fairly represented at these Conferences. Very few women, so far, have been appointed full delegates, but women technical advisers, like the women substitute delegates in the Assembly, exercise a good deal of influence, and, when acting for a delegate in his absence, may both vote and speak in public, in the same way as a delegate.

The International Labour Conference cannot make laws, because no international organisation can pass legislation which is binding on the several countries, unless the countries themselves are willing to give up part of their right to make their own laws. Therefore, each Conference votes instead (1) *Draft Conventions*, by which countries strictly undertake to observe certain regulations, and (2) *Recommendations*, which are to be taken as guides in passing national legislation, or in issuing administrative orders. These may vary in different countries, but they have to conform to one and the same principle. Each State is bound to submit the Draft Conventions voted by the Conference to its Parliament or other competent authority within a given time, and, once the Conventions have been ratified, or the Recommendations made the subject of special legislation, the State is bound to enforce them. Discussion of legislation on behalf of women and children has occupied an important part of practically every Conference so far held. Twelve of the 34 subjects discussed at the first three Conferences dealt specially with the working conditions of women, young persons, and children, and are as follows:—

Washington Conference, 1919.

- Draft Convention concerning the employment of women before and after childbirth.
- Draft Convention concerning the employment of women during the night.
- Recommendation concerning the protection of women and children against lead poisoning.
- Draft Convention fixing the minimum age for the admission of children to industrial employment.
- Draft Convention concerning the night work of young persons employed in industry.

Genoa Conference, 1920.

- Draft Convention fixing the minimum age for the admission of children to employment at sea.

Geneva Conference, 1921.

- Recommendation concerning the protection before and after childbirth of women wage-earners in agriculture.
- Recommendation concerning the night work of women in agriculture.
- Draft Convention concerning the age for admission of children to employment in agriculture.
- Recommendation concerning the night work of children and young persons in agriculture.

Draft Convention fixing the minimum age for the admission of young persons to employment as trimmers and stokers.
Draft Convention concerning the compulsory medical examination of young persons employed at sea.

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

Women at the First International Labour Conference, Washington, 1919.

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

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

Mrs. Betzy Kjelsberg, State Inspector of Factories. Norway. G.D.
Mrs. Zofja Praussowa, Labour Inspector. Poland. G.
Mrs. Mabel Grouitch. Serbs, Croats, and Slovenes. G.
Marquise de Casa Cortes. Spain. G.
Mrs. Teresa Escoriza, Teacher. Spain. G.
Miss Kerstin Hesselgren, M.P., Government Inspector of Factories. Sweden. G.

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

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

Women at the Third International Labour Conference, Geneva, 1921.

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

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

**Women at the Fourth International Labour Conference,
Geneva, 1922.**

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

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

**Women at the Fifth International Labour Conference,
Geneva, 1923.**

- Miss Carmichael, President of National Council of Women in
Nova Scotia. Canada. G.D.
Mrs. James Carruthers. Canada. G.
Mrs. Julie Arenholt, Civil Engineer, Factory Inspector. Denmark.
G.
Mrs. Betzy Kjelsberg, State Inspector of Factories. Norway. G.D.
Miss Constance Smith, Deputy Chief Inspector of Factories.
Great Britain. G.
Miss Margaret Bondfield, J.P., President of the General Council
of Trade Unions. Great Britain. W.
Mrs. Letellier, Departmental Inspector of Labour. France. G.
Mrs. Margherita Sarfatti. Italy. G.
Mrs. Kijo Ishihara. Japan. G.
Mlle. Schaffner, ex-Inspector of Factories. Switzerland. G.
Miss Kerstin Hesselgren, M.P., Inspector of Labour. Sweden. G.

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