

***Federation of Women
Civil Servants***

REPORT

***for the year ending March 31st,
1928***



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.

The Federation of Women Civil Servants

REPORT FOR YEAR ENDING MARCH 31st, 1928.

The Year.

THE outstanding Civil Service event of the year 1927 has been the passing of the Trade Disputes and Trade Unions Act, which has been administered by the Treasury very much more drastically than was anticipated during the passage of the Bill through the House. As a result of the Treasury interpretation of the meaning of the word "political" the Federation has been compelled to delete from its constitution its fifth object, which was "to secure the removal of the civil and political disabilities of women," and to cease affiliation to six feminist non-party organisations. Fortunately, all these organisations are themselves working independently for equality between the sexes in the Civil Service, and our absence will in no way lessen the efforts to obtain it.

The Second Treasury Grade to be opened to mixed competition as a result of the Resolution of the House of Commons in August, 1921, is the Clerical Grade, which recruits the largest number of Treasury Class Civil Servants. The first open mixed competition to this grade was held in November, 1927, and the results, which are not yet available, are awaited with interest.

The National Whitley Council has concluded an agreement providing for an extension of the arrangement by which members of the Minor and Manipulative Grades in the Post Office could compete for clerical posts in that Department. In future, an agreed number of posts in the General Clerical Grades will be reserved for competition by the Minor and Manipulative Grades throughout the Service, and the first examination under the new scheme has already been held.

In May, 1927, a Bill designed to enable women to retain their posts on marriage in the Civil Service and Local Government Services was defeated in the House by the comparatively small majority of 21. It is felt that this defeat does not necessarily reflect the views of Women Civil Servants as a whole on this widely-debated subject, and it is hoped shortly to organise some propaganda work inside the Service with a view to exploring the possibilities of support for future legislation, and for this purpose a Committee has already been set up.

The Committee set up in the Ministry of Health, to consider whether

the Outdoor Staff should be reorganised on a mixed basis, has, it is understood, reported in favour of complete aggregation, which, if adopted, would bring this Inspectorate into line with that of the Home Office and the Trade Boards Division of the Ministry of Labour. The experiment of running the work of the Branch of the Ministry of Health dealing with Contributory Pension work by a mixed staff is apparently proving successful, and is being watched with much interest both inside and outside the Service.

Equal Pay.

During the past year little action on the question of Equal Pay has been taken by the Equal Pay Committee, as it was considered undesirable to press the question while the fate of the Franchise Bill was in jeopardy.

It will be remembered that the Official Side of the National Whitley Council refused to agree that Equal Pay was a suitable issue for discussion on the Council or for the Arbitration Board, and as a result, it has now been included in the "All-Service Programme" initiated recently at the Caxton Hall.

To those who hoped to win acceptance of the principle by demonstrating how cheaply it could be implemented, its inclusion with three other objects, all of which will probably prove more expensive, may appear to be of doubtful value, but whatever the ultimate policy may be there is plenty of educational and propaganda work to keep the Committee busy for some time.

Equal Franchise.

Prior to the passing of the Trade Disputes and Trade Unions Act, 1927, the Federation was represented on the Committee of the Equal Political Rights Campaign Committee, and took part in the Demonstration held in Trafalgar Square last July.

On March 12th, 1928, the Representation of the People (Equal Franchise) Bill was presented to the House of Commons by Sir William Joynson-Hicks, and the Second Reading of the Bill took place on March 29th.

The Bill, if successful, should materially affect the position of women Civil Servants in their claim for Equality, and the vote should prove a useful weapon for the lower-paid grades who comprise the younger members of the Service.

Relations with Organisations outside the Civil Service.

Our relations with other organisations outside the Service have almost entirely been cut off by the passage of the Trade Disputes and Trade Unions Act, 1927. While agreeing that certain of the organisations to which we were affiliated are properly considered to be "political" within the meaning of the Act, we feel that it was never the intention of the House of Commons that affiliation to a non-party organisation such as the National Council of Women should be forbidden.

From the practical point of view it is fortunate that the majority of the bodies to which we were affiliated are already bound by their objects to fight for complete equality between the sexes in the Civil Service, and our compulsory defection will in no way lessen their efforts to assist us.

The following are the organisations from which we have been compelled to resign:

The London & National Society for Women's Service,

The National Council of Women.
The Six Point Group.
The National Union of Societies for Equal Citizenship.
The Consultative Committee of Women's Organisations.
The British Commonwealth League.

National Council of Women. The Council of the Federation decided not to submit a resolution last year for the agenda of the Annual Conference of the National Council of Women, but the President and Hon. Secretary represented the Federation at the meetings, held at Bournemouth.

League of Nations Union, Advisory Council. The Federation is represented on the Advisory Council of the League of Nations Union.

Council for the Representation of Women in the League of Nations. Our affiliation to this body will continue, the Chief Registrar of Friendly Societies having decided that it is not a political organisation within the meaning of the Treasury Regulations issued in connection with the Trade Disputes and Trade Unions Act, 1927.

Sport.

The Civil Service Women's Hockey Association has been obliged to relinquish the Federation Hockey Cup owing to a rule of the All-England Women's Hockey Association that play for trophies must be discontinued, and the Federation Council has decided to hand the Cup to the Civil Service Sports Council for allocation to the Women's Double Sculling Race. Women are not permitted to become members of the Civil Service Rowing Association, but the Sports Council hopes to be able to form a separate Women's Rowing Association before next season.

Council and Committee Notes.

There have been ten meetings of the Council this year, and nine meetings of the Executive Committee. Delegates from the Scottish Section of the Federation attended three Council meetings.

"Opportunity."

The success of *Opportunity* continues. We hope that readers have appreciated the change in the type of advertisements during the past six months, the contract for which has been placed in the hands of a woman Advertising Agent. The circulation of the paper is on the increase, and we frequently find paragraphs from *Opportunity* quoted in the daily and Civil Service Press.

Calendar.

The design for the Calendar was again drawn by Miss Adams. The new type of desk Calendar has been much in demand, and in spite of the late issue, due to printing delays, the Calendar was greatly appreciated.

Other Activities.

During the year action has been taken by the Federation in connection with the refusal to allow service on the 1901 Census work to count as established service; promotion prospects of Women Clerical Officers in

the Public Trustee Office; language allowances in the Ministry of Health; and outside recruitment to posts as temporary Women Pension Officers, the Federation pressing, unfortunately without success, that clerical officers should be seconded from their own Departments to fill these posts.

Representations as regards heating and accommodation at Acton, and lighting at the Savings Bank, have materially improved conditions at both these offices.

We are glad to record that the Association of Higher Grade Women in the Post Office Departments has amalgamated with the Higher Women Officers' Association, affiliated to the Federation. We welcome the newcomers, and hope that the unity of their grades will result in their more effective representation.

Social Functions.

In July the Federation officers arranged a tea to welcome the new members of the Council, and in October the members of the Committees of the constituent Associations were invited to an "At Home" at the King's Weigh House, in order that they might exchange views and meet their colleagues from other Departments.

The Federation "At Home," held in November, again proved a most successful function. A number of distinguished guests were present, including many Heads of Departments, and other well-known Civil Servants and their friends.

Miss E. M. Gate, of the Money Order Department, wrote an amusing sketch which was produced by Miss Miers and acted by members from various Departments. Fortune-telling and side-shows added to the enjoyment of the evening, and our thanks are due to all those who helped to make the "At Home" a success.

During the Autumn Miss Ada Moore conducted a very successful Speakers' Class for members of the Council.

Future Policy.

The Federation's work for Equal Pay is being continued through our representation on the Equal Pay Committee, and our individual efforts are being focussed on the demand for Equal Opportunity. This demand, so much more nebulous than that for Equal Pay because the opposition to it is so hard to identify, assumes an increasing importance now that women in outside professions are more and more finding acceptance on merit rather than on sex.

The position inside the Service is distinctly retrogressive, and is only counter-balanced by the mixed recruitment which, resulting from the Resolution of the House of Commons of 1921, has just begun to be effective. The position as regards the exclusion of women from the general work of the Treasury, the Home Office, and the Office of Works remains as it was last year, while in the Savings Bank Department, the Public Trustee Office and the Ministry of Pensions, there is a distinct retrograde movement as regards the prospects of women.

A very serious position has arisen in the Money Order Department of the Post Office, where continuous overtime has been worked for the past two years, with an adverse effect on the health of the Staff. As a result of the persistent agitation of the Association of Post Office Women Clerks, steps to tackle the difficulty have now been taken by the Department, but they are hardly adequate to compensate for the effect of the last two years' inertia, and further action is being taken by the Federation.

Honorary Treasurer's Note.

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

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

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

**THE FEDERATION OF
CASH STATEMENT FOR THE**

RECEIPTS.		£	s.	d.	£	s.	d.
TO INVESTMENTS, APRIL 1ST, 1927—							
5 per cent. War Loan	...	1,500	0	0			
East of Scotland Nursing Home Bonds	...	20	0	0			
					1,520	0	0
" BALANCES, APRIL 1ST, 1927—							
Cash on Deposit	...	200	0	0			
Current Account	...	1,159	15	4			
Cash in hand	...	25	1	10½			
Stamps in hand	...		13	4½			
					1,385	10	7
" RECEIPTS DURING THE YEAR—							
Affiliation fees, subscriptions and donations	...	1,082	0	9			
Rent, Gas and Electric Light	...	67	4	6			
Sales of "OPPORTUNITY"	...	251	13	5			
"OPPORTUNITY" Advertisements	...	128	10	7½			
Sundry Sales:							
Whitley Bulletins	...	2	1	2			
Literature	...		16	0			
British Civil Service	...	2	12	6			
Superannuation Rights Association	...		3	0			
Calendars	...	28	9	6			
At Home	...	62	12	8			
Miscellaneous	...	2	12	10½			
Interest:							
Deposit Account	...	11	19	0			
East of Scotland Nursing Home Bonds	...		16	0			
5 per cent. War Loan	...	75	0	0			
					1,716	12	0

£4,622 2 7

We have examined the above Account with the Books and Vouchers of the Bank Balances and Investments have been verified.

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

**WOMEN CIVIL SERVANTS
YEAR ENDED 31st MARCH, 1928**

PAYMENTS.		£	s.	d.	£	s.	d.
BY OFFICE EXPENSES—							
Salaries and Insurance	...	288	9	0			
Rent, Gas, Electric Light	...	110	15	6			
Telephone	...	11	14	7			
Postage	...	31	3	11			
Printing	...	12	9	8			
Stationery	...	31	11	5			
Subscriptions, Donations, etc.:							
Superannuation Rights Association	...		3	0			
Affiliation Fees and Donations	...	34	9	6			
					34	12	6
Officers' and Delegates' Expenses:							
Officers	...	23	4	10			
Delegates to and from Federation	...	33	17	5			
					57	2	3
Bank Charges	...		16	8			
Miscellaneous Office Expenses	...		6	11 9			
					585	7	3
" "OPPORTUNITY"	...						393 17 9
" LITERATURE—							
Reports and Publications	...		8	19 7			
Whitley Bulletins	...		7	10 0			
Press Cuttings	...		12	12 0			
British Civil Service	...		3	6 8			
					32	8	3
" CALENDARS	...						32 2 9
" ACCOUNTANCY CHARGES	...						3 13 6
" LEGAL EXPENSES	...						23 0 0
" HONORARIA	...						99 15 0
" INCOME TAX	...						26 6 1
" ORGANISING EXPENSES	...						18 14 0
" AT HOME	...						89 14 1
" INVESTMENTS, MARCH 31ST, 1928:							
5 per cent. War Loan	...	1,500	0	0			
East of Scotland Nursing Home Bonds	...	20	0	0			
					1,520	0	0
" BALANCES, MARCH 31ST, 1928:							
Deposit Account	...	700	0	0			
Current Account	...	806	9	9			
Cash in Hand	...	290	13	8½			
Stamps in Hand	...			5½			
					1,797	3	11

£4,622 2 7

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

(Sgd.) HOMERSHAM & CO.,
Incorporated Accountants.

Federation of Women Civil Servants

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

Constituent Associations

1. Association of Post Office Women Clerks. Secretary, MISS M. LAWRIE, 35, Marsham Street, Westminster, S.W.1.
2. Association of Women Civil Servants (Treasury Class) in the Ministry of Labour. Secretary, MISS H. I. N. MERCER, K7, Finance Dept., Ministry of Labour, Kew, Surrey.
3. Association of Women Clerks in the Ministry of Health. Secretary, MISS L. MUGRIDGE, Alterations 7, Ministry of Health, Bromyard Avenue, Acton, W.3.
4. Association of Women Clerks in the Board of Education. Secretary, MISS G. R. A. SMITH, Pension Awards Branch, Board of Education, Chadwick Street, S.W.1.
5. Association of Women Clerks in the Public Trustee Office. Secretary, MISS E. R. DINGLE, Income Tax Dept., Public Trustee Office, Kingsway, W.C.2.
6. Association of Women Clerks in the Scottish Board of Health. Secretary, MISS J. MALCOLM, 121a, Princes Street, Edinburgh, Scotland.
7. Association of Higher Women Officers. Joint Secretaries, MISS B. K. ALLEN, 92, Cambridge Gardens, Ladbroke Grove, W.10, and MISS E. A. JOLLIFFE, Room 56, Ministry of Labour, Kew, Surrey.
8. Association of Foreign Office Women Clerks. Secretary, MISS TOURS, Foreign Office, Whitehall, S.W.1.
9. Association of Women Clerical Officers and Writing Assistants in the Ministry of Pensions. Secretary, MISS I. JACKSON, 42, Shalimar Gardens, Horn Lane, Acton, W.3.
10. Association of Women Pension Officers. Secretary, MISS M. E. CABLE, 1, Gloucester Place, S.E.10.
11. Association of Women Clerical Officers in the Scottish Education Department. Secretary, MISS B. MILLER, 14, Queen Street, Edinburgh, Scotland.

Individual Group

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

