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FAWCETT COLLECTION

London Society for Women's Service.

(Formerly London Society for Women's Suffrage).

President—Miss PHILIPPA FAWCETT.



ANNUAL REPORT
1919.

Presented at the Annual General Meeting
held at Bedford College, Regent's Park.
December 16th, 1919.

58, VICTORIA STREET, S.W. I.

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LONDON SOCIETY FOR WOMEN'S SERVICE.

(Formerly London Society for Women's Suffrage, dating from 1866).

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LONDON SOCIETY FOR WOMEN'S SERVICE.

The Society exists to secure full equality of liberties and opportunities between men and women. To advance this end it carries on practical work and propoganda and maintains the Women's Service Bureau.

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The Society's Employment Bureau is open to employers and women seeking employment. All women can here obtain (free of charge) help, advice and information upon any subject connected with employment, prospects, trainings, wages, conditions, and all other matters of importance to women workers.

ANNUAL REPORT, 1918-19.

Presented December 16th, 1919.

At the Annual General Meeting of members on February 24th, 1919, the London Society for Women's Suffrage became the London Society for Women's Service, continuing to stand for equal liberties and opportunities for men and women, but taking as its immediate object the obtaining of economic equality for men and women.

About a week later the National Union of Women's Suffrage Societies decided to take the name of National Union of Societies for Equal Citizenship, and to admit to affiliation any Societies having the equality of men and women as one of their objects. That decision has fundamentally altered the relation of the Society to the Union, in whose creation and subsequent existence it had taken so leading a part. Until last year the London Society for Women's Suffrage was the representative of the National Union of Women's Suffrage Societies in the Metropolitan area. Now the London Society for Women's Service is but one of several London Societies affiliated to the National Union of Societies for Equal Citizenship, each carrying out a different part of the Union's programme. This new relationship, which is no less harmonious than the old, results in a different form of co-operation, and is perhaps best exemplified by the fact that the National Union may now properly hold meetings in London without reference to the London Society, while the London Society may carry on its work in co-operation with any other Society sympathetic to its special aspect of equality without reference to the National Union.

Your Committee in presenting this year's report is therefore presenting a record of the first nine months of changed work in a changed atmosphere. It believes that events have fully proved the necessity of strong organisations to watch the interests of women workers, and it ventures to hope that the record here given will justify the decision of the members to carry on their Society. The reaction that was inevitable after the return to peace conditions has been more severe than was anticipated, and the hostility now shown to the employment of women extends in many instances even to pre-war "women's work," and gives rise to serious anxiety.

Your Committee immediately on election set on foot the organisation of its work. Four Sub-Committees were appointed, for each a definite programme was laid down, and the Finance, Organisation, Office and Employment Committees were quickly in working order. To the last, as its name denotes, was allotted all business connected with the employment of women, including the supervision of the work of the Bureau with its various departments for general employment, engineering, training, information and publicity. This Sub-Committee consisted of the whole Executive strengthened by the co-option of nine outside members, to whom the Society is deeply indebted for their valued help. In addition an Advisory Council was formed of experts, who consented to allow the Committee to call upon them individually for information and advice when need arose. A list of these distinguished friends will be found elsewhere. Their names add lustre to the Society, and the majority have already in the first year been called on to give practical proof of their sympathy.

The Committee was much encouraged by the general reception of the Society's decisions in regard to its future line of work. Many expressions of satisfaction and goodwill were received in reply to the circular letter in which the results of the Annual Meeting were communicated to members. The Society's branches supported the decisions of the Annual Meeting with only three exceptions: the South Kensington and Chiswick branches formed themselves into independent Societies to affiliate to the National Union of Societies for Equal Citizenship, and the Ealing Branch decided to amalgamate with the local Women Citizens' Association, but even in these instances a large number of the members of the new Societies are continuing their membership of the London Society also. General approval of the new departure was expressed in the Press also, in which many sympathetic notices appeared, and more encouraging still is the steady and increasing influx of new members who have numbered 242 between March 1st and November 30th.

In Parliament the Society has kept constant watch and concerned itself with many questions affecting women's employment; it has taken a specially active part in connection with three measures of importance. It gave all the support in its power to the Labour Party's Women's Emancipation Bill, which would have extended the Parliamentary franchise to women on exactly the same terms as to men, have provided for the admission of women to all offices of profit under the Crown and to all bodies or Corporations deriving authority

from Parliament, and have enabled Peeresses in their own right to sit in the House of Lords. This Bill had a dramatic passage through the House of Commons. It passed its second reading on April 4th without a division, slipped, by the negligence of the Government, unaltered through Grand Committee, and was carried through its third reading by an intrepid House of Commons, which in open rebellion against the Coalition Whips defeated the Government by a majority of fifteen. This triumphal progress was, however, stopped in the House of Lords by the introduction in that House of a Government Bill designed to take its place.

The Sex Disqualification (Removal) Bill as it first appeared in the House of Lords was in reality little more than a Bill to open all branches of the legal profession, including jury service to women. It made no allusion whatever to the franchise, and with regard to the Civil Service it gave to the Government complete power to regulate the admission of women or to exclude them altogether by Order of Council. There is no need to enlarge on the Committee's reasons for considering it necessary to take immediate action to improve this Bill, though they joyfully welcomed its legal clauses. It was apparent from the attitude of the Government that it would be useless to endeavour to obtain the inclusion of the franchise, and the Committee concentrated at once upon the Civil Service Clause. Here there was grave reason for anxiety. The Bill had been described by the Government's mouthpiece in the House of Commons as being based upon the Gladstone Committee's Report, as retrograde a document as has ever been published. This report was the last of a series of pronouncements by official Committees which had considered the position of women in the Civil Service. The previous committees had had amongst their members some women and representatives of the general public. The Gladstone Committee was composed exclusively of male Civil servants. The others had either unanimously, or in a majority or in a minority report, recommended the entry of women on equal terms with men. The Gladstone Committee saw no evidence that women were capable of performing any of the higher administrative functions. In short they were in favour of keeping a close corporation close, and if the Orders in Council under the Bill were to be based on the recommendations of these gentlemen the improvement on the pre-war position would be difficult to descry. A conference was therefore summoned by your Committee of Societies interested in this subject, including the many Trade Unions which deal with Civil Servants, and from this Conference a Joint Committee was set up which met frequently

during July and August, and again in October to take concerted action upon the Bill.

In spite of active help from Lord Haldane, Lord Buckmaster and Lord Muir MacKenzie, nothing could be done in the House of Lords, but before the Bill reached the Commons vigorous concerted policy was on foot. An influential joint Deputation, introduced by Mr. Graham Wallas, was received by the Lord Chancellor and Mr. Bonar Law on August 4th, and made it perfectly clear that the Gladstone Committee's Report would not be accepted by the organised women. The Leaders of both Houses assured the Deputation that it was not their intention to carry out the recommendations of that Report; they asked to be furnished with draft amendments to the Bill and promised them favourable consideration. Amendments were accordingly drafted, Lord Robert Cecil undertook responsibility for them in the House, and when the Bill came up on Aug. 15th there seemed good hope of success. The opposition of the departmental machine, however, then came into play, and Lord Robert was informed by the Solicitor-General, who was in charge of the Bill, that if he persisted in the amendments the Bill would go no further that Session. After consultation with the representatives of the Committee Lord Robert declined to give way, and the Bill was accordingly jockeyed on one side in a way that roused the loudly expressed indignation of men of all parties. The vacation then followed, but at the very beginning of the next Session the Bill came up once more, with its amendments unaltered. Lord Robert Cecil was unfortunately ill. The other two members who had put their names to the amendments, Major Hills and Sir Samuel Hoare, were in Ireland, but on receipt of telegrams from the Society they both returned by the next boat to help in the emergency. They arrived in time, but unfortunately for the prospects of amendments opposed by the Government, only the day before the Government had suffered a defeat. Coalition members felt bound to rally to their support, and the interests of women were once again sacrificed in the game of party politics.

The Civil Service amendment was most ably moved by Major Hills, and supported by Sir Samuel Hoare and Major Lloyd Graeme. It was pressed to a division and defeated by 101 to 180, not, however, before various useful concessions had been made. The wording of the Civil Service clause had been so altered that the Government by Orders in Council was to "provide for the admission" instead of for the "exclusion" of women, a turn of phrase that may mean much in the future. Further it had been agreed that all such Orders in Council must lie for thirty days upon the table of both Houses of Parliament before coming into operation, a provision that

will allow of effective public criticism—a very great gain so long as a constant watch is maintained. The Bill was improved in another important respect, for, by the insertion in Clause 1 of the word "Marriage," the legal disabilities imposed upon the employment of married women are to a great measure removed. One other success remains to be recorded in connection with this Bill. When it came up before Committee in October Sir Ernest Pollock, who introduced it, once again quoted the Gladstone Committee's Report. In spite of the protests of the women's organisations, in spite of the pronouncements of leaders of both Houses, and in spite of the plain meaning of the Bill he was introducing, he quoted this obsolete document as if it were the final word upon women in the Civil Service. He was not long left in doubt of the resentment that his words provoked, and after two interviews with members of your Committee he promised to withdraw his words on the Report Stage and to make clear that the Government was not proposing to put the recommendations into action. On October 28th he did so, and your Committee trust that the event will prove that the pledges of Ministers are a sufficient protection against departmental pressure. Only the event will show, but if that pressure should prove too strong the space of thirty days will remain in which to redress the balance. The Bill passed through all its stages without further difficulty and will no doubt become law before Christmas.

It was interesting to observe the very same spirit of opposition to the entry of women which possessed the men who considered they had a vested interest in the Civil Service, re-appearing with the Restoration of Pre-War Practices Bill in the men who considered they had a vested interest in the skilled trades. A first measure drafted to redeem the Government's pledges to the Trade Unions was published on March 25th, a second appeared on April 21st, and on May 26th Sir Robert Horne introduced the third Bill in the House of Commons. On Monday, June 2nd, it appeared that the second reading was to be taken on that very day, and that it was the intention of the Government to rush the Bill through Committee, Report and Third Reading also. Your Committee were not expecting so much expedition, but for many weeks past they had been studying this question. To the last moment it had been their hope that the Labour Party would stand out against such a Bill being introduced as, under the guise of fulfilling the pledge to the Trade Unions to restore their pre-war practices, should establish the wholly unprecedented situation of rendering illegal the employment of women in the engineering and allied trades. The fact of the Women's Emancipation Bill having been so recently brought forward

by the party appeared to substantiate these hopes, but they were now seen to have been baseless, and the Committee at once put into action its gravely considered decision to make what stand was possible against these implications of the Bill. Before 3 o'clock on the same day, June 2nd, a circular setting forth the views of the Society was in the hands of M.P.'s.; later a statistical statement, drawn up by Mrs. Strachey, on the employment of women in industry with particular reference to the Engineering and kindred trades was circulated to selected members. Friends on all sides of the House (chief among them Mr. Clynes, Mr. Acland and Major Wood) called attention to the serious effect the measure would have on the position of women in industry. The Government in face of this opposition was obliged to abandon the project of carrying it at once through all its stages, and although it passed its second reading without a division it was sent into Committee for consideration, and an opportunity was thus given for amendment. After much consideration and consultation with a large number of labour men and others, your Committee had come to the conclusion that it would be perfectly consistent with the Government pledges to demand the exclusion of new trades from the operation of the Bill. After a conference in the House with M.P.'s who approved this line of action, Sir John Simon drafted amendments to secure that women should not be excluded from the new engineering trades, with the addition of a provision that they should receive an equal rate of wages for the job. The Labour Party decided to support the Bill as it stood and resist all amendments, and with the combined forces of the Government and Labour Party against the women, their supporters appeared to have small chance of effecting an improvement in the Bill, but determined not to give in without a fight. The amendments were moved in the Standing Committee by Colonel Walter Guinness, and were defeated by 15 to 10 after an interesting discussion, in the course of which Sir Robert Horne stated that the Bill did not apply to new industries nor new branches of industries. He repeated this statement when the Report Stage was reached, and the amendments which were again about to be brought forward were ruled out of order. Superficially it might appear that the energetic measures of the Society had amounted to nothing, but it may be doubted whether any such declaration in regard to the new industries would have been made if it had not been forced from the Government, and in the opinion of your Committee the stir that was made over the Bill was a most valuable demonstration of the spirit of the new voters, which appeared to be received with respect even by many of the Labour members who were opposing it.

Not without bearing upon these events in the House of Commons is the general attitude of the skilled men towards the admission of women to their Unions. While the Pre-War Practices Bill was before Parliament the five-yearly meeting of delegates of the Amalgamated Society of Engineers, sitting at Manchester, had before it the question of the admission to its body of the Society of Women Welders. A deputation from the Welders' Society was invited to discuss the question with representatives of the Conference, the Federation of Women Workers was also heard, and the decision was unfavourable by a majority of nearly 6 to 1. It is needless to say more than that your Committee believes this action of the Amalgamated Society of Engineers to be not only retrograde in the extreme but also deeply damaging to Trade Unionism. It will in the end have as fatal an effect on the men as it now has on the women, and is a reverse to our cause perhaps unequalled since the defeat of the Conciliation Bill.

Other Bills in connection with which the Society has been active have been the Nurses Registration Bill and the Ministry of Health Bill. In support of the separate taxation of the incomes of married women it has been represented on a deputation to the Chancellor of the Exchequer, has supported an amendment to the Finance Bill, and has caused questions to be asked in the House. It has pressed for the inclusion of women upon Government Committees, for the appointment of additional women factory inspectors, for the extension to women with children of the same out-of-work donation allowances as were granted (on the new scale) to married men and widowers with children, for the allocation to women of posts in the Ministry of Health, for better treatment of the nurses demobilised by the War Office; it has brought facts to the knowledge of its friends in the House which have resulted in questions in regard to inequalities in the treatment of men and women servants of the Government in a great variety of cases, such as the omission to give a bonus to the women with the Army of Occupation, the refusal to extend the University training grants to ex-officers of the Women's Services, and the withholding of the out-of-work donation from immobile members of those services and from women such as those from the Army Pay Office, who were engaged on purely military work.

Amid much that is discouraging in the present situation three great successes stand out to mark the first year after the exercise of the Parliamentary vote by British women.

First, the Municipal Elections, which took place on November 4th, resulted in an enormous increase in the num-

ber of women members, both on Town, County and Urban District Councils. Many members of the Society are now serving in this most useful way, and the fact that over two hundred women of all parties came forward to stand for elections in London is a proof of the widespread civic awakening among women.

The second success was the dramatic return to Parliament of Viscountess Astor for the Sutton Division of Plymouth, at a By-Election on November 28th. Lady Astor, who is a convinced supporter of the equality of men and women, gained a magnificent victory, having a majority of 5,203 and beating both the other candidates taken together. The difference which her presence in the House of Commons will make in the political position of the women of this country will be very great, and suffragists of all parties feel a heartfelt satisfaction in her victory.

The third success will be perhaps even more far reaching in its results, though its immediate effect is less obvious. It is the inclusion in the Charter of the League of Nations of a clause making women equally eligible with men to all appointments connected with the League, whether as representatives or advisors to their countries, or in the secretariat of the League. This clause was inserted during the Paris negotiations after a deputation of suffragists from the Allied countries had waited upon all the Plenipotentiaries. It was directly due to the ardent support of President Wilson and Lord Robert Cecil, and must help to advance the liberties of women in all parts of the world. With encouragements such as these, and with the new spirit that is daily spreading among women themselves, we can look upon the difficulties of to-day without despair, even though they may seem desperate indeed.

Turning to the problems of employment which are the Society's special province, we face the general aspect of the position of women to-day. It is as bad now as it has ever been, and the need for organisation is very clear. One form of organisation the Society is attempting to supply. Its political and propagandist work which, as has been shown, has been extensive, has been fortified throughout by practical experience and the concrete examples that have come before the Committee through the work of the Bureau. Clearly the means thus afforded of uniting theory with a view of the practical conditions of life is of inestimable value to the Committee in approaching so complex a subject as that of the economic equality of men and women. In the Bureau between February 1st and November 30th over ten thousand

interviews have taken place with women wanting work or training, and in their varying fortunes can to some extent be followed the fluctuating state of women's employment during the year.

At the time of the last Annual Meeting demobilisation amongst educated women had hardly begun. On the other hand the munition factories and other special war industries were being rapidly closed down, and the attention of the Bureau was forcibly directed to the question of the out-of-work donation and to the administration of the Employment Exchanges through whose agency the Government was attempting to regulate the disturbances of the industrial world. Much was heard during the early months of the year of the frauds of women in receipt of the out-of-work donation, but the attention of the Committee was drawn to the other side of the picture by the very large number of cases brought to their notice of women unjustly refused benefit and harshly treated in their search for work. Many individual cases were helped to obtain their rights, and the Committee took up the general question with vigour, making representations to the Ministry of Labour on the subject many times during the year. The facts collected in this connection were communicated to the Society of Women Welders, which had been called upon to give evidence before the Government Committee of Inquiry, and the Welders' representatives availed themselves of the opportunity to urge very strongly the need for improvement in the personnel and methods of the Employment Exchanges.

The Committee had repeatedly urged that the best course would have been for the women to spend the time during which they were receiving the benefit in training for some permanent future occupation. They welcomed, therefore, with the warmest satisfaction the announcement at the end of April that the Government had adopted the enlightened and far-sighted policy of granting free facilities for training with maintenance to unemployed women. The Committee has followed with close interest the schemes of the Ministry of Labour's Training Dept., and in the early days made suggestions based on their own experience which received a most ready consideration. Valuable work has been done by this department, and the only subject for regret is that difficulties such as that of accommodation have greatly reduced, especially in London, the numbers of women who have been able to avail themselves of this very useful opportunity.

It becomes more obvious every day that further opportunities for training are essential if women are to enter the

labour market properly equipped to hold their own. Women are now seeking work who before the war had not thought it would be necessary to earn their own living, and have not been educated with that end in view; others have in the past few years discovered their capacity for useful work and are eager to prepare themselves to become really efficient. A striking change has taken place in the attitude both of the applicants themselves and of the parents and friends of those who come to consult about younger girls. The importance of sound training appears now to be a generally accepted fact. It is no longer difficult to persuade girls to consider the advantages of training, the problem is almost entirely one of ways and means. The Society's own Training Department, under the able guidance of Miss Kelley, is in touch with many scholarships and grant and loan funds, but finds in practice that many of the women interviewed daily are unable to obtain assistance under existing schemes, and the Society's own fund for this purpose has now fallen to so low an ebb that the help they have been able to give has been limited to a very small number of cases. In two of these (a medical and a sanitary inspector's and health visitor's training) they have had the pleasure of co-operating with the Society for Promoting the Employment of Women in Berners Street.

By the end of May the demobilisation of educated women was in full swing, and from then till now the Bureau has been overwhelmed with women from Government offices and the auxiliary services, as well as from the many war undertakings not carried on by the Government itself. These women have not been eligible for out-of-work donations; they have been demobilised very rapidly at the very time when so great a number of ex-officers are seeking work, and the difficulties of their position are extreme. These difficulties have been increased and embittered by an unpardonable newspaper campaign which was carried on during the summer months against the women who had worked for the Government during the war. In practically every case that has come before the Bureau these women, whatever may have been their previous position, now find it necessary to support themselves and often they have others wholly or partly dependent upon them. Their search for work is therefore hurried and anxious, and they are driven in too many cases to take up wholly unsuitable occupations at insufficient salaries. In too many cases no work at all is forthcoming. Your Committee has made and continues to make many efforts to cope with this really tragic situation, and it has to record some permanent successes, as well as some temporary failures, in its year's work.

First, it has attempted to counteract the injurious Press campaign by every means in its power. That women should be refused the chance of other work simply because they have served their country during the war seems to be almost incredible, but it has been proved again and again by concrete instances that employers are refusing to consider the applications of women with war service behind them. Your Committee has endeavoured to ventilate this matter, and is co-operating with a number of other Societies in this attempt, and some slight signs of improvement in the attitude of the Press have lately been evident.

Secondly, your Committee have made great efforts to discover and extend such openings as there now are for educated women. In this connection the Publicity Department of the Bureau has been continuously active, over 1,700 employers having been personally interviewed with a view to persuading them not to close the doors of employment against women. A very considerable measure of success has attended this branch of the work, employers encouraged by the experience of the war being inclined to look sympathetically upon an enlargement of the sphere of women's employment. Of the firms visited 20 per cent. offered openings to be filled by the Bureau, some of them of much interest and carrying with them unusually satisfactory salaries, but the full results of this work are more likely to be apparent next year as the firms are still adjusting their work to peace-time conditions, and have first of all to replace those of their men who have returned from the war. Great promise, however, seems to be offered in the business world, where already a number of openings have been found and filled by the Bureau. The remarkable success of this Department in arousing the interest and enlisting the active support of business men deserves special mention. Many thousands of the Society's cards have been sent out by the officials of various trade associations to their members, articles on the Society's work have been given space in *The Organiser* and in a large number of the leading Trade papers, and the Secretaries of two leading associations of Trade and Technical Journals have, with the permission of their Executives, themselves circularised their members in support of Women's Service, recommending them to insert editorial paragraphs in their various papers drawing attention to the work of the Bureau.

One success the Society has to record is the introduction of women reporters to the official staff of the House of Commons at the same rates as the men. The experiment was first tried at the suggestion of the Committee, and the success of the women in carrying out the very difficult

and trying work is a matter for real congratulation. Investigations into possible new openings for every class of worker are constantly on foot, and information has been supplied to inquirers as to the prospects for women in the following, amongst other, careers:—every branch of land work both for home and Colonial life, domestic science, needlework, public health work, X-ray work, dispensing, industrial chemistry, watch making, printing, fashion drawing, designing, illustrating and poster work, leather goods making, photography, hairdressing, chiropody, boot and shoe repairing, tea shop and canteen work, physical culture, welfare, police, probation officers' work, hospital almoners', librarians', insurance-officers' work, commercial travelling, auctioneer's work, demonstrating for manufacturers, factory supervision, staff control, secretarial work, teaching, the legal profession, dancing, and the stage. It is interesting in this connection to note that the Society of Naval Architects and the Institute of Bankers have in the course of the year voluntarily opened their doors to women while the passing into law of the Sex Disqualification (Removal) Bill has forcibly opened others.

In dealing with employment problems the Committee have had constantly before them the question of domestic service. They have noted with great satisfaction the steady improvement in the wages, status and conditions of domestic workers, and hope that this profession may soon win the recognition it deserves. The Committee have decided not to include domestic service among the activities of the Bureau, because of the large number of other agencies already dealing with this matter. They have, however, given a great deal of attention to this most important subject, and hope they have done their share towards its improvement. They strongly support one method of alleviating the present situation, namely the increase of part-time work for women not able to leave their own homes altogether. These workers can give valuable help of a semi-domestic kind to other homes in times of emergencies, and the success of the Hampstead Part Time Bureau, under its own local Committee, is most encouraging, although it does not provide domestic servants. This experiment, set on foot just before the last Annual Meeting, has fully justified itself, and is well on the way to be self supporting. Its example is being followed in Norwood, and further extensions are hoped for as it undoubtedly brings great relief to many overworked women as well as finding employment for many others who sorely need it.

The work of which an outline has been given has been carried on under great difficulties throughout the year, in

face of the grave financial situation shown by the balance sheet. The office has been, and still is, seriously under-staffed. The Society could usefully and fully employ more than twice the present number of workers, and the lack of organisers and canvassers oblige the Committee to neglect many excellent opportunities that might be followed up. The devotion of the staff itself has been above praise; they have met the constant emergencies due to understaffing with admirable success, and have been magnificently supported by a faithful band of voluntary workers. It still remains true, however, that the over pressure of work cannot be continued, and that if more help is not forthcoming the activities must be drastically reduced. Owing to the insistent pressure of daily work it has been impossible to keep up the full number of the members' monthly meetings. A most successful series were carried out in the spring and summer, but the Committee must plead for the indulgence of members in having failed to continue them through the autumn.

The Society is once more to be congratulated upon the very great kindness of Her Majesty the Queen, whose interest in its work has been several times shown. In July, when their Majesties gave a Garden Party to women war workers, the Queen sent a special message to the Society's welders to be present, and recognising their badge she spoke to several of them. Again this month, when the distressing situation of women workers was brought to her notice she at once showed her interest and sympathy by consenting to be present at the first public performance of the Society's Film Play, "Women Who Win," for the benefit of Women's Service. Members will not have forgotten that the Queen herself takes part in this Film, and it is hoped that there will be a very full attendance at this performance in the new Gallery Cinema next Thursday afternoon.

On May 26th was held the final meeting of the Committee of the London Units of the Scottish Women's Hospitals. It is a source of pride to all members that this Committee was a Sub-Committee of the London Society's Executive. Its four years of active life were briefly reviewed in last year's report, but it may be of interest here to record that during that period a sum of over one hundred thousand pounds was raised by the Society for the Hospitals. It will be readily believed that the Treasurer and Finance Committee often viewed with envious eyes the balance sheets of the London Units as they compared them month by month with the Society's own banking account.

The present financial position of the Society gives rise to serious anxiety. It is impossible to reduce expenses below

their present level if the work is to go on at all, indeed, it is impossible to continue even on the present basis without an immediate increase of expenditure, and if full advantage were to be taken of the possibilities for useful work that daily occur the present expenditure would be quickly doubled. The income of the Society has been maintained owing to the devoted generosity of its supporters, and this year's work has been made possible by some large donations from friends of the Society and by generous guarantees that now cover the formidable overdraft; but even so the income is wholly inadequate to meet the need. The Committee have had to face the possibility of asking the Society to bring the work to an end; they are still facing it. They do not raise the question at this meeting since they can see their way clear for nearly three months, and they know that every day of the continued existence of the Bureau is something of a help in the present critical situation. It is, however, unfortunately necessary to warn members that this prospect has been very near and will come near again. They are confident that the support could be found if only the means were at hand to search out and organise it. With £5,000 in hand they believe they could secure a membership and income sufficient to safeguard and develop the work for future years. But lacking this capital, they take up their task with great anxiety.

Past appeals have ever been met in so generous a spirit that the Committee well know members will give all the help in their power by making known the work of the Society, by bringing in new members and fresh support.

They trust that this Meeting may be the beginning of a year of renewed life and activity.

ANNUAL MEETING.

Bedford College, December 16th, 1919.

CHAIRMAN - MISS PHILIPPA FAWCETT.

PROCEEDINGS.

I. ANNUAL REPORT AND FINANCIAL STATEMENT.

(a) Annual Report read by the Secretary.

(b) Financial Statement by the Treasurer.

Moved by Mrs. PARK, seconded by Miss SMITH, and carried:

“That the Report and Revenue Account be adopted and circulated.”

II. SPEECH by Miss PHILIPPA FAWCETT.

III. APPOINTMENT OF AUDITOR.

Moved by Miss MERCER, seconded by Miss DOWNS, and carried:

“That Miss Clugston be re-appointed Auditor for the ensuing year.”

IV. RESOLUTION proposed by the Executive Committee:

Moved by Mrs. FAWCETT, seconded by Mrs. OLIVER STRACHEY, and carried.

“That this meeting, having in mind the urgent national need for increased production no less than the material needs of the women workers, regards the widespread unemployment amongst them at the present time with consternation. Further it records its conviction that the interests of men and women in employment are not opposed, and that an equitable adjustment of present difficulties will be reached when equal treatment and equal opportunities are given to both sexes.”

LONDON SOCIETY FOR

RECEIPTS AND EXPENDITURE ACCOUNT

	£ s. d.	£ s. d.	£, s. d.
To Balance, October 1st, 1918			145 7 7
GENERAL RECEIPTS.			
Members' Subscriptions	673 14 9		
Donations, General	678 11 1		
Development Fund	615 0 0		
Loans to Training Fund	56 0 0		
Sale of Literature	7 15 2		
	2,031 1 0		
Proceeds of Christmas Sale	288 4 4		
Caxton Hall Meetings, Fees, Teas, etc.	6 11 8		
Deputation Fees	2 0 0		
	296 16 0		
Women's Service Guild	47 11 7		
Part Time Donations	74 13 0		
Interest on Deposit	3 17 7		
	2,453 19 2		
Loan from Bank (Guaranteed by Members of Committee)			1,300 0 0

£3899 6 9

WOMEN'S SERVICE.

FOR YEAR ENDING 30TH SEPTEMBER, 1919.

	£ s. d.	£ s. d.	£, s. d.
By Rent of Offices	280 0 0		
Salaries	838 1 6		
Insurance, Employers' Liability	3 0 9		
National Health	1 13 9		
Office Expenses (Light, Insurance, Renewals)	137 10 2½		
Travelling Expenses	2 3 3		
Stationery and Printing	46 16 7		
Postage, Telegrams and Telephone	73 6 4½		
Bank Charges	1 11 5		
Audit Fee	8 8 0		
	1,392 11 10		
Annual Meeting, Printing, and Postage of Report	85 13 11½		
Printing and Purchase of Literature	34 10 9		
Council Meeting Expenses	7 3 0		
General Meetings	3 12 4		
Capitation Fee to N.U.S.E.C.	26 3 3		
N.U. Fees for 22 Delegates	2 4 0		
N.U. Information Bureau Fee	3 3 0		
N.U. Lending Library	1 1 0		
Subscription to Ministry of Health Watching Council	0 5 0		
" " Nat. Council of Women Workers (London Branch)	0 2 6		
	163 18 9½		
Salaries of Organisers	108 10 7		
Travelling Expenses of Organisers	5 9 11		
Postage and Stationery of Organisers	11 9 11½		
	125 10 5½		
Newspapers and Periodicals	5 11 3		
Expenses of Christmas Sale	56 13 10		
Women's Service Guild	197 15 0		
Ball Expenses	45 18 6		
Expenses of Appeal	17 8 4½		
	323 6 11½		
SUBSCRIPTIONS REFUNDED TO BRANCHES:			
South Kensington	27 18 3		
Ealing	2 2 9		
Barnes	0 5 6		
	30 6 6		
Part Times Scheme Expenses		67 2 0	
WOMEN'S SERVICE:			
Cash Loan	1,574 0 0		
Sundry Expenses	104 12 4		
	1,678 12 4		
			3,781 8 10½
BALANCE:			
Cash at Bank and in hand	94 6 6½		
" " on Deposit	100 0 0		
	194 6 6½		
Less Reserve for Sundry Creditors	101 8 8		
		92 17 10½	
Exchequer Bond		25 0 0	
		117 17 10½	

£3899 6 9

I have examined the above Statement with the Books and Vouchers of the Society, and find the same to be correct in accordance therewith.

M. S. CLUGSTON, *Certified Accountant,*
Auditor.

9, REGENT STREET, S.W.1.

16th October, 1919.

WOMEN'S SERVICE FUND.

Receipts and Expenditure Account for the year ending 30th September, 1919.

RECEIPTS.		EXPENDITURE.	
	£ s. d.		£ s. d.
To Donations, General	324 6 1	By Deficit, September 30th, 1918	520 18 7½
„ „ Development Fund	27 5 0	„ Salaries	1,714 19 2
„ Loans repaid by Students	21 15 0	„ Insurance Employers' Liability	2 18 1
„ Sale of Plant and Machinery of Workshop	44 5 0	„ „ National Health	3 12 0
„ Interest on Deposit	3 0 1	„ Office Expenses	2 19 1½
	420 11 2	„ Travelling Expenses	7 3 11
„ Loan from London Society, 1919	1,574 0 0	„ Stationery and Printing	72 19 2½
„ „ „ „ 1918	631 1 0	„ Postage and Telegrams	94 8 1½
	2,205 1 0	„ Bank Charges	1 6 1
		„ Audit Fee	5 5 0
			1,905 10 8½
		„ Advertising	4 7 0
		„ Newspapers and Periodicals	7 4 1
			11 11 1
		„ Workshop Expenses	32 2 2
		„ Welding School Audit Fee, 2 years	2 0 0
			34 4 2
		„ Grants to Students	22 2 6
		„ Loans „ „	25 0 0
		„ Tools for „ „	1 10 0
			48 12 6
		„ BALANCE:	
		Cash at Bank and in Hand	11 1 1
		„ „ „ on Deposit	100 0 0
			111 1 1
		Less Reserve for Sundry Creditors	6 6 0
			104 15 1
	<u>£2,625 12 2</u>		<u>£2,625 12 2</u>

I have examined the above Statement with the Books and Vouchers relating thereto and find the same to be correct in accordance therewith.

9, REGENT STREET, S.W.1.,
16th October, 1919.

M. S. CLUGSTON, *Certified Accountant,*
Auditor.

WELDING SCHOOL—MINISTRY OF MUNITIONS.

Receipts and Payments Account from October 1st, 1918 to February 7th, 1919.

RECEIPTS.		PAYMENTS.	
	£ s. d.		£ s. d.
To Balance, October 1st, 1918	59 15 11	By Salaries, Grants and Insurance	268 4 9½
„ Refund by Ministry of Munitions on Grants and Salaries	276 0 0	„ Workshop Expenses	21 9 9½
„ Ditto on Workshop Expenses	97 6 9	„ Rent of Workshops	41 0 0
„ Sale of Scrap Iron	3 18 9	„ Travelling Expenses	2 8 0
	377 5 6	„ Bank Charge	0 0 1
			333 2 8
		„ Balance handed over to Ministry of Munitions	103 18 9
	<u>£437 1 5</u>		<u>£437 1 5</u>

Examined and found correct.

9, REGENT STREET, S.W.1.,
16th October, 1919.

M. S. CLUGSTON, *Certified Accountant,*
Auditor.

LONDON UNITS OF THE SCOTTISH WOMEN'S HOSPITALS FOR FOREIGN SERVICE.

Statement of Receipts and Expenditure for the year ending 30th September, 1919.

RECEIPTS.			EXPENDITURE.		
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
To Balance, October 1st, 1918		29,494 2 3 $\frac{1}{2}$	BY GENERAL EXPENDITURE:		
„ DONATIONS:			“ Elsie Inglis ” Unit	8,439 17 6 $\frac{1}{4}$	
General Fund	288 14 10		Russian Unit	51 0 0	
American Collections	16,364 4 7		Equipment	126 2 7	
British School of Archæology	222 4 4			8,617 0 1 $\frac{1}{2}$	
Beds (named)	171 6 8		„ ADMINISTRATION EXPENSES:		
„ Sale of Reports, etc.	0 19 7		Rent of Offices	93 10 9	
„ Sale of Motor Lorries	2,418 9 0		Office Expenses (Light, Fire, etc.)	46 15 3 $\frac{1}{2}$	
„ Insurance Co for lost equipment	4,889 0 0		Salaries	818 18 10	
„ Interest on Deposit and War Bonds	451 19 1		National Health Insurance	2 1 3	
		24,806 18 1	Uniform for Office Staff	16 7 9	
			Travelling Expenses	4 0 4	
			Postage, Telephone and Telegrams	60 5 7 $\frac{1}{4}$	
			Stationery and Printing	13 2 6 $\frac{1}{2}$	
			Bank Charges	2 6 5	
			Newspapers and Press	9 2 11 $\frac{1}{2}$	
			Audit Fee	10 10 0	
			„ Advertising	15 0 0	1,077 1 9
			„ American Organizer's Part Expenses	192 15 10	
			„ Honorarium to American Organiser	250 0 0	457 15 10
			„ Donation to St. Thomas' Hospital	26 5 0	
			„ „ Recuperative Hostel	500 0 0	
			„ „ Psychological Clinic	500 0 0	
			„ Part Balance paid to Headquarters	38,000 0 0	1,026 5 0
			„ BALANCE:		
			Cash at Bank and in Hand	4,133 7 8 $\frac{1}{2}$	
			5 per cent. National War Bonds	1,000 0 0	
				5,133 7 8 $\frac{1}{2}$	
			Less Reserve for Sundry Creditors	10 10 0	
				5,122 17 8 $\frac{1}{2}$	
				£54,301 0 4 $\frac{3}{4}$	£54,301 0 4 $\frac{3}{4}$

I have examined the above Statement with the Books and Vouchers relating thereto and find the same to be correct in accordance therewith.

9, REGENT STREET, S.W.1.,
20th October, 1919.

M. S. CLUGSTON, *Certified Accountant,*
Auditor.

RULES.

I. **Title.**—The title of the Society shall be “The London Society for Women’s Service.”

II. **Object.**—The object of the Society shall be to obtain equal liberties and opportunities for men and women.

III. **Methods.**—To concentrate on obtaining economic equality for women with men by :

- (1) The enrolment of members.
- (2) Propaganda.
- (3) Political work.
- (4) Collection and distribution of information with regard to employment.
- (5) Promotion of trainings.
- (6) Opening up of occupations, and
- (7) Such other practical steps as may from time to time seem advisable.

IV. **Constitution.**—The governing body of the Society shall be the general meeting of members which will elect annually, by ballot, an Executive Committee to conduct the current business of the Society.

V. **Membership.**—The Society shall consist of all persons who have signified, in writing, their approval of its objects and who have paid a subscription of not less than 1/-, in each year, before the date of the Annual Meeting.

VI. **Officers.**—The Officers of the Society shall be a President, Treasurer, Chairman of Committee, and the Secretary.

VII. **Executive Committee.**—(1) The Executive Committee shall consist of the President, the Treasurer, and eighteen other members.

(2) At its first meeting after election the Executive Committee shall elect the Chairman for the year.

(3) It shall from time to time make its own By-laws, and shall have power to fill by co-option any vacancies which may occur during its term of office.

(4) It shall appoint the paid officers of the Society.

(5) It shall have power to appoint Special Committees to help in carrying out special parts of the work.

(6) Its ordinary meetings shall be held monthly on a fixed date to be determined at its first meeting which shall be called by the Secretary as soon as convenient after the Annual Meeting of the Society. Special Meetings shall be called at the request of not less than four members. Five shall form a quorum at all meetings.

VIII. Nominations.—(1) Any member may be proposed for election or re-election as Honorary Officer or Member of the Committee on the nomination of two members of the Society to whom the candidate is personally known.

(2) Nominations with the consent, in writing, of the candidate nominated shall reach the Secretary at least twenty-one days before the Annual Meeting.

IX. General Meeting.—(1) An Annual General Meeting of the Society of which not less than twenty-eight days' preliminary notice shall be given to each member shall be held as soon as convenient after September 30th in each year.

(a) To receive the Report and Financial Statement which shall be duly audited.

(b) To elect the President and Treasurer of the Society and the Executive Committee.

(c) To appoint the Returning Officer and Tellers for the ballot vote.

(d) To consider resolutions which, with the names of proposers and seconders, shall reach the Secretary, in writing, at least twenty-one days before the Annual Meeting and shall have been circulated by the Secretary to the members at least fourteen clear days before that date.

No resolution passed at an Annual Meeting shall be rescinded before the next Annual Meeting except by a two-thirds majority of a General Meeting.

(2) Special General Meetings of the Society may be called at any time by the Executive Committee, and shall be called by the Secretary within twenty-eight days on the requisition of the London Council. A Special General Meeting shall discuss only such matters as are mentioned in the notice calling such a meeting, and not less than fourteen days' notice shall be given of General Meetings to all members.

X. London Council.—(1) The London Council shall meet monthly on a fixed date to discuss the general work of the Society.

(2) Every member of the Society shall be entitled to attend the London Council.

(3) The Council shall be empowered to postpone or omit a monthly meeting.

XI. Alteration of Rules.—The Rules shall not be altered except at a General Meeting of Members of the Society. The nature of proposed alterations must be stated in the notice calling the meeting, and not less than fourteen days' notice given to all members.