

THE NATIONAL COUNCIL OF WOMEN OF
GREAT BRITAIN AND IRELAND

(FEDERATED TO THE INTERNATIONAL COUNCIL OF WOMEN, 1897).

REPORT
OF THE
ANNUAL MEETING
AND
CONFERENCE
HELD IN
SHEFFIELD

26th to 30th September, 1921.

PAMPHLET

PRINTED AND PUBLISHED AT THE OFFICE OF
THE NATIONAL COUNCIL OF WOMEN
PARLIAMENT MANSIONS, VICTORIA STREET, S.W.
1921.

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PART I.

TUESDAY, 27th SEPTEMBER, 10 a.m.
SPECIAL SERVICE IN THE CATHEDRAL.
SERMON.

By the RT. REV. L. H. BURROWS, D.D., THE LORD BISHOP
OF SHEFFIELD.

“For even the Son of Man came not to be ministered unto,
but to minister.”—*St. Mark X. 45.*

“The grandeur and dignity of service was one of the freshest and one of the most revolutionary truths which our Blessed Saviour had to teach the world. It was an axiom of life then, as it is to many people now, that what was grand and dignified was to be ministered unto by someone else. The idea was that the more you were ministered to and waited upon, the more important you were. The greatest man was the man who sat still and did nothing for himself and had everything brought to him by others. Our Blessed Lord taught exactly the opposite to this. He proclaimed definitely that God’s way was the exact opposite to this—with Him the greatest man was the greatest minister, the most dignified man the best servant. To be waited upon conferred no distinction. The ideal man was not the man who sat still, but the man who went about doing good: the first place was for the man who did most for others.

We can hardly imagine what a fresh and original view of life this proclaimed to the minds of those who heard it for the first time, or the immense difficulty such an ideal had in making headway. Probably one of the reasons why the common people heard Him gladly was because our Lord’s teaching invested toil with a new dignity and glory, but to the average man it was a hard saying and seemed impracticable. How real the difficulty was we see from the words of the text. Even His best and most intimate Apostles could not divest their minds of this common error. They wanted their Master to promise them grandeur and dignity in His Kingdom as in that of an earthly monarch. They thought that to be really great, they must be ministered unto. Before their imagination there rose the glorious sight of the King on His throne and on His right hand and on His left the two sons of Zebedee, the chosen of the whole earth, kings bowing down before them and thousands upon thousands ministering to their every need—the measure of the world’s value carried into the courts of heaven itself—to sit still and to be ministered unto.

You will notice that our Lord at once places His finger on this false ideal. He replies "How about your service?" "How about your powers of ministration?" "Can you serve and slave, toil and suffer and live humble and rejected like your Master?" The glory of servants, if they are to do their duty, is work.

Thus He silences the not unnatural anger of the other disciples at the words of St. James and St. John. He implies that the way of God is to serve. "Whatever it is in the world, it is not to be so with you." "Who will be chiefest must be servant of all." There is no exception to this rule, no exception to the truth it represents, because it represents the final mind of God. Even the Son of Man is no exception. Rather, He is the greatest and most comprehensive example of the highest embodiment of humanity.

"Even the Son of Man came not to be ministered unto but to minister." They might not unnaturally suppose that He would be an exception: that when He came He would appear only to be worshipped; men would fall down before Him and angels do Him honour. But it was not so. The Son of Man came to serve, He came to minister—to take upon Himself the form of a servant. To connect such an attitude with the mind of God was a revelation of the most far reaching character. The godlike man must for the future enter into the ranks of the great by the record of his ministrations, and pass through the gates of service before he could be dubbed true knight.

Apply this great truth to the ministry of women. Does what our Lord lays down with regard to men apply equally to women? In some spheres of life it did so even in those days. Woman has always had the first place for honourable service in the home, but down to quite recent times on the whole women were looked upon as people to be ministered unto rather than people to minister. One of the greatest exponents of ethics in the 19th century wrote forty years ago:—

"When the reasons usually brought forward for the supposed right of woman to perfect equality with man are more closely considered, they are found to rest upon a view of the constitution, vocation and natural talents of woman, which is utterly at variance with reality. It is a thoroughly perverted tendency which would bring her out of her home and family into fuller life, in which the more she devotes herself thereto—though only by means of her imagination—the more she will necessarily miss her vocation."*

This exactly expresses the tendency which I am trying to combat. Now we must not suppose that the reasons for this fact were always due to jealousy or fear of competition. Chivalry wrapped her mantle of romance round the woman, so as to keep her from the din and turmoil and the unscrupulous methods of the hard world. But all that has been changed. In nearly every walk and pro-

* Martenson's Social Ethics. Vol. 1. Page 49.

fession of life women have now gained a footing, and in some of them established a well-deserved reputation. It needs no great prophetic vision to see that in all they will go forward. The National Council of Women is a sign of the times. It has been called into existence by the stress of modern facts and conditions. The ministry of women has come to stay and the Dolls' House of Ibsen is looked upon as a degradation. As I look down your agenda paper I see you are going to discuss questions of public service and of economics and to deal with national and international problems. There is no question now about the application of our Lord's words to women. My sisters, I know you will let me say this great change has its dangers, as every such change has; that is the experience of history. If women are to make good they need the same characteristics as our Lord showed to His Apostles. There must be a very deep humility. The danger of novelty is pride. The superior person is nearly always the person without a tradition. There must be a very real measure of sacrifice. "Can you drink of the cup that I drink of, and be baptised with the baptism that I am baptised with?" The scorn of friends, the imputations of wrong motives, the brilliant satire of the disillusioned—all these things are hard to bear and they need just that type of sacrifice of which our Lord has given us the crowning example. We must go on ministering when our work has lost all its excitement and half its glamour, nor must we leave out the necessity for definite study and training. Women are not going by intuition to pass into the possession of acquired knowledge and experience which are the heritage of the ages and which have been the property of men for generations. All the important questions on your agenda are questions which go to the root of things, each has a history, and you must know it. Each one calls for scientific treatment. No amount of enthusiasm will make up for spade work, specialised industry and knowledge; lack of this constitutes the danger to your service. Given this, a magnificent contribution to the service of the race will be yours.

The ministry of women has always been splendid in the service of the home. You remember the matchless words of our greatest prose poet:—

"The home—it is the place of Peace; the shelter, from all injury, doubt, and division. . . . And wherever a true woman comes, this home is always round her. The stars only may be over her head; the glowworm in the night's-cold grass may be the only fire at her foot: but home is wherever she is; and for a noble woman it stretches far around her, better than 'ceiled with cedar, or painted with vermilion,' shedding its quiet light afar, for those who else were homeless."

This splendid record will, in the days to come, be carried forward into other spheres where, as in those now wide open to her, woman will do a like great work for the nation of her birth."

TUESDAY, 27th SEPTEMBER.

REPRESENTATIVE COUNCIL MEETING IN THE
CUTLERS' HALL.

THE MISTRESS CUTLER (Mrs. Clark) said that she wished to extend a hearty welcome to the delegates and to express the hope that their visit would be one of profit and pleasure. Industrial Sheffield might not be reckoned a most desirable place to visit but when they had seen some of the works in the city, she thought they would alter their opinion. The artistic work done there was not so well known as it ought to be. A visit to the steel works would convince them that the production of steel stood pre-eminent. The metallurgical research work which was being done at the University helped Sheffield to hold the foremost place in the British Isles as a manufacturing centre.

MRS. H. P. MARSH, J.P. (Chairman of the Sheffield Executive Committee) said: "It is with great pleasure that I rise to support the Mistress Cutler in her vote of welcome to the city. We all feel the honour the N.C.W. is paying to Sheffield in coming amongst us. I want to welcome you, more especially on behalf of the Sheffield Branch. I have been the Chairman of the Executive Committee since it was re-organised in 1911 and therefore I claim to have a special interest in this Conference. I also claim on a more ancient ground than that, and I want to give you what is a short history of the N.C.W. itself, because we Sheffield people are conceited enough to think we almost inaugurated the Council.*

In 1881 Miss Ellice Hopkins came to give an address at a small drawing room meeting in a private house in Sheffield on Preventive and Rescue Work, and at that meeting a small committee was appointed to see what could be done, and how the object proposed, the union of all existing associations having similar or kindred aims, could best be attained. That committee drew up a scheme, and in the following January, 1882, their scheme was brought forward and passed. In 1886 this band of ladies decided to hold a conference in Sheffield on "Women's Work for Women" and Miss Janes was asked to speak. Representatives were invited to attend and at that conference it was decided to form a federation of Yorkshire Unions who were working on the same lines. Miss Janes was appointed organising secretary of that Union. The Council is first mentioned as the National Union of Women Workers in 1893, and the Sheffield minute book is a *resumé* of the work of the N.U.W.W. in its earliest days.

We do not consider that Sheffield is a very attractive place, though I feel that it has a bad name that it does not quite deserve.

* The Sheffield Union for the Care and Help of Women and Girls" formed in 1881 at the instigation of Mrs. Henry Sandford was undoubtedly a source of inspiration to the founders of other local unions which merged in 1895 into the National Union of Women Workers of Great Britain and Ireland (see the September number of the "Occasional Paper").

At any rate I may say that our smoke is our living. During the coal strike we saw a great many things in Sheffield that we never saw before. We feel that our smoke must be endured, and that we must deplore it when we have not got it. We have tried in the expeditions we have arranged to give delegates the opportunity of seeing the various trades at work here, and also to show them that we may not have a beautiful city, but we have a city beautifully situated.

PRESIDENTIAL ADDRESS.

BY THE COUNTESS OF SELBORNE, *President of the National Council of Women.*

We have read a good deal in the papers lately of superfluous women. It seems to be afflicting several elderly gentlemen when they consider that the census returns give a larger number of women than men. The women themselves do not regard the position so seriously. In fact, at present the single woman with no one dependent on her, can earn her living more easily than her brother. To him a far greater number of the world's prizes are offered, but if he is not capable of acquiring these, the simple every day bread and butter is more likely to fail him, than it is his sister.

Therefore I think we are very far from the point at which we can truly speak of any able bodied woman as superfluous. We want her services in a great many other capacities than those of wife and mother.

At present we do not lack mothers. The nation is increasing satisfactorily—too fast if we were confined to these islands, fast enough to provide colonists for our dominions as quickly as they can be absorbed without undue hardship and disturbance of the social conditions in their new homes. In a complicated civilisation such as our own, everyone cannot do everything. While some women will continue to devote themselves to the professions of wives and mothers, others will take up a variety of interesting and useful work, much of which will call for the maternal instinct which very few women are without.

We are now to consider what is the special service women can render to the State, the formal idea, or what we may term in a metaphor, the soul of the nation. Their special point of view certainly affects the use that they will make of the new powers and opportunities which are being placed at their disposal.

The great increase of elementary education in recent years employs a large number of young women in the training of children. I suppose that at least three quarters of the teachers in our primary schools are women. Are they not carrying on the work which older generations of mothers had to do entirely themselves?

Women voters have shewn in all countries where they have received the franchise, a keen interest in all that pertains to the health and well being of children. The granting of the vote to women is usually followed by a marked fall in the rate of infant mortality.

The Civil Service will we hope prove attractive to many able women, and will give further opportunity for the public exercise of that care for the young and the sick and the weak which we associate with our best idea of the mother spirit. I do not myself think that women are exactly like men in their mental equipment. The old notion that some activities are more suitable to men and some to women is true, but the conventions of the last few centuries made it absurd. To say that women by their nature were fit for such hard work as scrubbing and laundry work, and unfit to be clerks, or compositors, or officials, or jewellers, was obviously untrue. These conventions took their rise in an age when education was much rarer among women than among men, and they have been maintained by men who are afraid that the competition of women may result in lowering their own wages.

Women of exceptional ability should not be prevented from rising to the highest posts in their trade or profession on account of their sex. All we ask for is a fair field and no favour.

With the breaking down of all artificial barriers, the natural barriers that divide men's from women's work will be more apparent. Liberty will give both sexes the chance of choosing the work for which they are best fitted by nature.

But having thought over the various ways in which women can serve the State, I think we must conclude that in one respect the mothers have the grandest opportunity of national service. For not only does the physical continuance of a nation depend upon them, but the continuity of its traditions, special manner of confronting the facts of life, manners, prejudices, national loves and hates, are in their guardianship. It is not only important that the girls of a nation should be healthy, well educated, right thinking and high principled for their own sake. It is equally important for the sake of the boys, as the standard of national being depends mainly on the training boys get from their mothers and nurses. Women are the moulders of the national type. As the twig is bent, the branch will grow, and it is their privilege to have the first bending of the twig. We see what power the language first learned has over the whole mind and way of thinking of even the ablest men and women. The language learnt before a child is seven, is the language he will think in, probably the only language that he will be able to speak without a foreign accent; and in like manner the religious aspiration, the moral standpoint, the enthusiasms, patriotism, sense of justice, pre-

judices, national loves and hatreds, have their seeds sown so to speak, at a very early age. The baby takes germs of these ideas in with his first power to express himself, from the woman who has charge of him.

Even the dullest and most uneducated women have some sense of this high calling. They are very vividly patriotic. They know instinctively that they are the keepers of the national soul. It is perhaps one of the reasons for their devotion to the fighting man. He is defending this national existence in which they are so supremely interested. After all it is these primitive instincts which have called nations into being. The courage and combativeness of the male, the courage and tenacity of purpose in the female; so we need not be surprised if we dig down, to find them still at the root of our civilised nationhood.

A good instance of the influence of women on the language and culture of peoples, is to be found in our own history. When the Vikings set out on their career of indiscriminate conquest, they did not load up the long ships with what they would have certainly considered superfluous women. They went among other places to France and possessed themselves of the fair and fertile province which they named Normandy. But in three or four generations the French women had conquered their conquerors, and less than 200 years after Rollo had landed, his descendants and those of his companions were speaking French, thinking French, in all ways subdued to the mentality of the people they were ruling. They came, as we know, from France to England, where they settled as the ruling caste of nobles.

Probably more women accompanied them this time, or joined them shortly after the Conquest, as France is so much nearer England than Norway is to France. But in 300 years the English women had imposed their language, their customs, their laws upon the Norman kings and nobles, though French has left more traces upon our language and literature, than the original Norse did upon the French.

The carrying on of the national life, morally and spiritually as well as physically, not losing hold upon the past, while preparing for the future, is the greatest national office and service of women.

Let us welcome the wider understanding, which we hope may do away with wars and violence in international disputes. Let us make ready for a broadening of interests, and greater tolerance for the ideas of other nations.

But let us still hold fast to the standards which our mothers held and handed down to us, and keep our special national spirit as firmly and finely as they did.

MISS NORAH GREEN, the General Secretary, presented the Annual Report as follows:—

26th ANNUAL REPORT, 1921.

During the past year the National Council of Women has steadily continued its work, in spite of limited financial resources, difficulties in travelling and other obstacles to progress. The inspiration of the Bristol Conference has been felt throughout the year and has proved an incentive to renewed efforts. The attendances at the nine meetings of the Executive Committee have shown the high average of 53, and we have been glad to welcome many visitors from sister Councils, including Mrs. John Waugh and Mrs. Darnley Naylor from Australia, Lady Stout and Mrs. de Castro from New Zealand, Mrs. Davis from Natal, Fröken Henni Forchhammer from Denmark and Madame Kristitch from Serbia.

It is with great regret that we have to record the loss by death of Mrs. Henry J. Wilson, of Sheffield, an old and valued member of the Council, of Lady Henry Somerset, the well-known temperance reformer, whom we were proud to number among our Vice-Presidents, of Miss Emily Davies, the pioneer in women's education, and of Mrs. Moser, who was the first President of our Bradford Branch and an honoured social worker in that town.

Criminal Law Amendment Bill. An active propaganda has been carried on at headquarters, as well as through the Branches and Affiliated Societies, in support of the Criminal Law Amendment Bill. At a Conference called by the Executive on 28th February it was resolved:—

“That this Conference unanimously supports the Bishop of London's Bill to amend the Criminal Law Amendment Acts, which it accepts as a substantial advance in the moral code of the country.”

The Bill passed the House of Lords. A very large meeting representing 65 societies was then called on 2nd June by the Association for Moral and Social Hygiene, N.C.W., N.U.S.E.C. and Y.W.C.A., and met in a Committee Room of the House of Commons, with Major Farquharson in the Chair. Various members of Parliament favourable to the cause were present and Mr Leslie Wilson, the Government Whip, stated that though the Government would not pledge itself to allow time for the Bill it would endeavour to do so, since the Bill commanded so large a measure of public support. The Bill went through all its stages in the Commons, but was unfortunately wrecked at the last moment by the tactics of a group of unrelenting opponents. They succeeded in introducing an amendment in the Report Stage which made it impossible for the Law Lords to accept the Bill,

and thus produced a conflict between the Houses which destroyed the Bill's chance in the time that could be allotted to it. An urgency resolution on this subject will be brought before you, as we intend to continue to bring pressure to bear on the Government until the necessary protection is afforded to girls under 16 and this long-delayed measure is passed into law.

Nationality of Married Women. A number of new signatures have been obtained for the Memorial from Societies in the United Kingdom and the Overseas Dominions, which was presented to the Imperial Conference in 1918, urging that British Women should have the right to retain their nationality on marriage with an alien and should have the same choice of nationality as a man. This memorial, with the signatures of 56 societies, has again been forwarded to the Prime Minister with the request that he would bring the matter before the Imperial Conference this year. The Members of the Conference and the High Commissioners of the Dominions have also been approached and societies in the Dominions have been asked to bring pressure to bear on their own Governments. The result has, however, been very disappointing, as the Committee promised by the Home Secretary on 19th July, 1918, and on which he hoped that a woman would serve, has not yet been appointed, and the Executive Committee is not satisfied with Mr. Shortt's reply that a special Conference on the subject met in 1918, and that the matter is to be further considered.

It will be necessary to continue to keep the question before the Government, in order to ensure that the promised Committee, including a woman, shall be set up to take evidence and report, so that the matter can be adequately dealt with at the next Imperial Conference. Meanwhile a Bill, entitled “British Nationality of Married Women Bill, 1921,” has been drafted by Miss Macmillan, with the help of a Sub-Committee, and has been published in leaflet form by the National Council of Women.

It will be remembered that last year an active propaganda on equal conditions of entry, promotion and pay for Women in the Civil Service was conducted under Mrs. Ogilvie Gordon's Presidency, and a strong appeal made by deputation to the Treasury. The National Council of Women has also been represented by its Secretary on the Joint Committee on Women in the Civil Service, which met at 56, Victoria Street. It appeared that the report of the Reorganisation Committee of the National Whitley Council was not only unsatisfactory in itself but was being interpreted still further to the detriment of the Women in the Civil Service; and also that the regulations framed by the Treasury governing their admission to the Civil Service were to be laid upon the table of the House and passed without the opportunity of amendment. The Societies accordingly made strong representation, as the result of which the Government promised

in November, 1920, to give time for a full discussion of the subject in the House of Commons. Many efforts were made to secure this day, which was not finally given until 5th August, 1921. On that occasion Major Hills, M.P., on behalf of the Joint Committee, moved a resolution to the effect that women should be admitted to the Home Civil Service under the same regulations and with the same remuneration as men, and that a period of two years should be allowed for winding up the present unsatisfactory arrangements. This resolution was amended in several particulars, but its main provisions, namely the definite acceptance of equal methods of entry and a single establishment list, have been accepted by the Government because of the strength of the Parliamentary support. The Committee may be heartily congratulated on the result of its efforts, owing to which, after a waiting period of three years, equal opportunity for men and women will prevail in the Home Civil Service. Equal Pay has not yet been won, but the Government has undertaken that within three years the question of women's remuneration as compared with men's shall be reviewed.

The National Council of Women has co-operated with other societies in an endeavour to secure the representation of women actively engaged in professional work on the **Central Committee on Women's Training and Employment**, which Committee administers the training fund for women whose circumstances have been adversely affected by the war. A special committee of professional women has been formed, with Mrs. Ogilvie Gordon as Chairman, and a deputation from it has waited upon the Countess of Crewe, Chairman of the Central Committee. The Ministry of Labour has also been approached and as a result three professional women have now been added to the Central Committee: viz. Miss Lena Ashwell, Dr. Louise Garrett Anderson and Miss Isabella Drummond.

A Conference has for some time past been endeavouring to solve the problem of how best to help the elderly educated woman without means, and the National Council of Women has been represented at the meetings by its Secretary. A grant of £100,000 has now been promised for their assistance from the National Relief Fund. Applicants must be over 55 years of age and in distress through the war. Lady Emmott, and Miss Spencer of the Central Bureau for the Employment of Women, are among the trustees appointed to administer the fund and its temporary offices are at 5, Princes Street, Cavendish Square, W.

A new Insurance Society for professional women has recently been started by Miss Double, Hon. Secretary of the Insurance Section of our Public Health Committee, under the title of **Professional Women and Welfare Workers' Approved Society**.

On the Industrial Committee Miss Matheson has succeeded

Miss Montagu as Convener, and Miss Streeter has acted as Hon. Secretary pro. tem. during Miss Harvey's absence abroad. Many subjects have come under its consideration. As a result of the Committee's inquiries into the **Condition of Children in the Hopfields**, it is apparent that the health of the children benefits greatly, though the sanitary arrangements and sleeping accommodation are in urgent need of reform. This matter is being further investigated.

The position of **Women Jurors** has been specially considered by our Public Service Committee, and our Branches have endeavoured to bring before women the necessity of fulfilling their civic duties in this respect. A useful leaflet, giving the qualifications of women for service on common, special or grand juries, drawn up by Mr. and Mrs. Edwin Gray, has been published by the N.C.W., price 1d. The attention of the Lord Chancellor has also been drawn to the unsatisfactory working of the clause in the Sex Disqualification (Removal) Act, which enables recorders and others in charge to give an order in their discretion for the withdrawal of women jurors or of men jurors. The Executive has asked that some steps may be taken which shall assure that women jurors shall be called and permitted to act in all cases of criminal assaults and of sexual or indecent offences against children and young persons.

The need for the revision of the **Probation Act, 1907**, has also been discussed, and a meeting on the subject has been held by kind invitation of Lady Nunburnholme at 41, Berkeley Square, when Mr. Clarke Hall spoke on Juvenile Offenders, and Mrs. Barrow Cadbury on Probation. As a result it has been decided to form a Sub-Committee of the 52 women Justices of the Peace who are members of the N.C.W. and the first subject selected for their study is the administration of this Act,

In a deputation to the Home Office last year the N.C.W. urged the need for the **Legalisation of Adoption**. A Departmental Committee has since taken evidence on the subject, and we are informed that they have gained much valuable information from our representative, Mrs. Edwin Gray. This Committee has recently issued its Report on Child Adoption (which may be obtained from our Bookroom, price 2d.), and the Executive hopes that steps may speedily be taken to give effect to the same. A leaflet entitled "The Case for Legalising Adoption," drafted by Mrs. Edwin Gray, has been published by the N.C.W., price 1d.

The **Peace and League of Nations Committee** has been fortunate in securing as speakers Sir George Paish, who threw much fresh light on the problem of unemployment and the present financial crisis, and Dr. Harold Williams, Russian correspondent of the *Daily Chronicle*, who gave a most interesting address on "The Hope of Russia."

Miss Rosamond Smith's resignation as Hon. Secretary of the **Legislation Committee**, owing to the serious illness of her mother, has been received with very great regret, and a sincere vote of thanks has been passed by the Committee for her single-minded devotion to its work and for the marked capacity with which she has always carried this out. Miss Dalyell has kindly acted as Hon. Secretary *pro. tem.* Among the Bills which have now become law which received the Committee's active support are the Plumage Bill, the Married Women (Maintenance) Bill, which increases the maintenance allowance to £2, the Juvenile Courts (Metropolis) Bill, which arranges for children to be tried in separate courts, and the Women, Young Persons and Children Employment Bill, limiting the hours of employment. Among the Bills supported which have failed to secure a place on the Statute Book are the Equal Franchise Bill, the Bastardy Bill and the Guardianship of Infants Bill.

The **Joint Committee for the Representation of Women in Parliament** has held a number of meetings for propaganda in various parts of the country, including a successful gathering at Lady Astor's house on 4th May. It has also prepared a list of 17 prospective and available women candidates of all political parties, including four members of the Executive Committee. Miss Helen Fraser, the Hon. Treasurer, appeals for funds to help to carry on this important work.

The **Maternity and Child Welfare Exhibitions Committee** is now working in close co-operation with the Central Council for Infant and Child Welfare, which has made it a grant of £275. The charge to local authorities hiring the exhibition is £15 per week. The industrial unrest, coupled with the financial situation, has very considerably interfered with the plans for its visits during the past year, but those towns which have arranged for the exhibition have been extremely satisfied with the result. The Committee has assisted in the organisation of the Baby Week Exhibition held in the Central Hall, Westminster, from 5th to 9th July. The success of this Exhibition was very gratifying, and Miss Zimmern's untiring efforts as Hon. Secretary of the Organising Committee were much appreciated.

At the meetings of the **Emigration Committee** Mrs. Hornbank, of Western Australia, has urged the need for more young women in W. Australia and for Overseas Clubs at the ports of disembarkation. Canon Pugh has spoken on the emigration work of the Church Army and Miss Gladys Pott has given an interesting account of the work of the S.O.S.B.W., which now unites the three important women's emigration societies and receives a Government grant. Sympathetic replies have been received to the representations made by the Committee urging a uniform medical standard of examination for emigrants.

The **Temperance Committee** has endeavoured to promote the teaching of temperance in the schools, in accordance with the new syllabus published by the Board of Education on the "Hygiene of Food and Drink." Miss Foster Newton has given an interesting address to the Committee on the work of the licensing courts and has pointed out that in her opinion the only cure for the present anomalies lies in the granting of local option. Mr. Blackburn, the Secretary of the Native Races and Liquor Traffic United Committee, who had recently visited East Africa, called attention to the fact that the draft mandate dealing with the control of the liquor trade in British East Africa was not in accordance with the provisions of Article 22 of the Covenant of the League of Nations. The Committee was of opinion that Article 22 should be strictly adhered to and should apply equally to the native population and to white residents.

The Committee which is now known as the **Committee for Women Police and Patrols** has appointed Mrs. Wilson Potter as its Convener, and Mrs. Carden is acting as Hon. Secretary *pro. tem.*, Miss Peto having had to resign on her appointment to the Birmingham Police Force. The Committee welcomed the Home Office Report on the Employment of Women on Police Duties, but much regrets that no steps have yet been taken to give effect to its recommendations. In response to a deputation from the N.C.W. on 25th February, the Home Secretary promised that a letter dealing with the employment of women on police duties should be issued shortly, but his circular of 17th March is concerned solely with questions of payment. The regretted dismissal of the two police women at Plymouth has aroused women to a keener sense of their civic responsibilities, so that eight women have promised to stand as candidates in the next municipal election in Plymouth.

On the Public Health and Insurance Committee Miss Joseph's resignation has been received with much regret, the secretarial work having meanwhile been carried on by Mrs. Fyfe and Miss Double. The **Maternity Convention**, proposed at the International Labour Conference held in Washington in 1919, has received careful consideration, an interesting explanation of the Convention having been given by Mrs. Ogilvie Gordon. In reply to a questionnaire on the subject, received from the League of Nations Union, the Executive Committee were not in favour of the prohibitions and benefits proposed in the Convention.

The **Women's Indian Study Committee** has been dissolved since it has to some extent fulfilled its object of arousing interest in Indian questions. Various other societies are now working in this direction, including the Victoria League, on the India Committee of which Lady Sydenham, the late Convener of the W.I.S.C., has been appointed to represent the N.C.W.

A Women's Section has this year been formed in connection

with the Garden Cities and Town Planning Association, and Mrs. Durand and the General Secretary have been appointed to represent the N.C.W. upon it. Mrs. Ogilvie Gordon has been appointed as our representative on the Medico-Sociological Committee of the British Medical Association.

As regards the **Organisation of the N.C.W.**, a new Branch has been formed in Harpenden, and the following societies have been newly granted affiliation:—The Actors' Association, the Federation of University Women's Camps for Schoolgirls, the National Women Citizens Associations, and also the local Women Citizens' Associations in Barnes, Ilkley, Kensington, Liss and Rugby. The most important and helpful development is, however, the formation of Junior Divisions on the lines approved by the Council last year. These have been started in Birmingham, Bristol, Carlisle, Croydon, Gloucester, Hull, St. Albans and Watford.

The office returns for the past year are as follows:—

Letters in	6,510
Letters out	12,171
Agenda and Minutes out	14,385
Leaflets and Pamphlets out	11,385
Handbook and Conference Reports out	2,153
Occasional Paper out	12,927

A recent development which nearly affects the National Council of Women is the formation, under the auspices of Lady Astor, of a **Consultative Committee of Women's Societies**. At a Conference of societies held on 13th April the following proposal was moved by Miss Rathbone, on behalf of the National Union of Societies for Equal Citizenship, and seconded by Lady Galway of the Joint Parliamentary Advisory Council:—

“That a Consultative Committee shall be formed of representatives of all nationally organised associations, composed wholly or partly of women, which have for their object, or part of their object, the improvement of the political, economic, or social status of women, The Committee shall have no executive authority, but shall meet periodically, or when convened, to consider questions affecting the welfare and interests of women, and to recommend joint action to be carried out by its constituent bodies, in so far as they approve it.”

The N.C.W. voted against this resolution, which was, however, carried, and the Executive Committee therefore thought it desirable to appoint representatives to serve on the Consultative Committee, and chose its President, Acting Vice-President and General Secretary.

At the request of the **League of Nations Union**, the Execu-

tive Committee has nominated members for service on its Council: the President and General Secretary are serving on its Women's Advisory Committee, and the General Secretary has also served upon the Pilgrimage Committee. She much regretted the necessity for the postponement of the Pilgrimage on account of the industrial situation, especially in view of the ready response of the Branches to the request for assistance. The Executive Committee has also, at the request of the League of Nations Union, supported the recommendation of the International Financial Conference in favour of the reduction of armaments and of the unrestricted interchange of commodities between the States which have been created or enlarged as the result of the war.

The **Council for the Representation of Women in the League of Nations**, with Mrs. Ogilvie Gordon as President and Mrs. G. F. Abbott as Secretary, has enjoyed the active co-operation of the National Council of Women and has continued to meet in its office. The Executive Committee has urged the appointment of women representatives on the Special Committee of Enquiry into the Deportation of Women and Children in the Near East, at the Conference on the Traffic in Women and Children in Geneva, on the temporary Standing Committee on Health, and on the Assembly of the League of Nations, but without success. Other Governments have been less backward in this respect, or we are informed that Miss Bonnevie has been appointed as alternate by the Norwegian Government, Mrs. Anna Wicksel as alternate by the Swedish Government, Miss Henni Forchhammer as an expert to accompany the Danish delegation and Mrs. Betze Kjelsberg as a delegate to the International Labour Conference by the Norwegian Government.

As regards the **International Council of Women**, its sub-Executive has this month met in Geneva, and your Council has extended an invitation to the full Executive to hold its next meeting in 1924 in this country. The following have been appointed as the British representatives on the Standing Committees of the I.C.W.:—

- Finance*: Lady Cowan.
- Press*: Miss Orred.
- Peace and Arbitration*: Mrs. Kitson Clark.
- Laws and Legal Position of Women*: Lady Salvesen.
- Suffrage and Rights of Citizenship*: Mrs. Oliver Strachey.
- Equal Moral Standard and Traffic in Women*: Mrs. Carden.
- Public Health*: Mrs. Edwin Gray.
- Education*: Hon. Mrs. Franklin.
- Emigration and Immigration*: Mrs. Allan H. Bright.
- Trades and Professions*: Miss Cecile Matheson.

The Transactions of the International Council at its recent

meeting in Christiania are now ready, price 7s. 6d., and orders may be given in the Bookroom.

A more detailed account of the work of the Council is given in the **Reports of the Sectional Committees**, printed in the September number of the OCCASIONAL PAPER, price 6d., and it is hoped that every member will secure a copy from the Bookroom. This is necessarily a very condensed report of our work during what has probably been a difficult year for most voluntary societies. It will, we hope, nevertheless serve to show that progress has been made (1) in the bringing together of the Women Justices of the Peace on the Council for mutual consultation and work, (2) in the increased development of the social side of the Council's work, and (3) and above all, in the enrolment of young members in the Junior Divisions, wherein lies the hope of the future.

NORAH E. GREEN,
General Secretary.

*Parliament Mansions,
Victoria Street, Westminster.
September, 1921.*

THE ANNUAL STATEMENT OF ACCOUNTS.

Lady Nunburnholme, the Hon. Treasurer, said: "The statement* of receipts and payments for the year 1920-21 is in your hands and from this you will see that our expenditure has this year, in spite of the strictest economy, amounted to £1972. The regular income of the Council is nearly £800 below this amount, so that over one-third of the expenses have to be met by special efforts. The income from subscriptions and literature is on an average about £100 a month, while the expenditure is £164.

To augment the regular income, the Branches have given donations amounting to £139, of which £93 (headed by £30 from the Llangollen Branch) was the result of social gatherings. These have not only been a help financially but have also afforded to members a pleasant opportunity of meeting one another.

The Hon. Treasurer's appeal to the Council at Bristol in October, 1920, brought in £120, the Thé Dansant given at her house in February, 1921, £259 17s. 6d., and the President's appeal £128 18s. 6d. The Bookstall at the Fancy Fair at Claridge's in June, 1921, realised £8 3s. 10d. Miss Garrett gave a donation of £25, Miss Eaton handed in £10 5s. as the proceeds of a lecture given by Miss H. M. Gladstone, and Mrs. Ogilvie Gordon's garden Party in July realised £36 10s. Miss Janes's Silver Thimble Fund will, it is hoped, bring in additional help.

From the earliest days of the Council Mrs. Mirrlees has given most valuable assistance in collecting subscriptions from a number of Scottish members. She has now written that being 90 years of age she is asking her daughter, Mrs. Mitchell, to carry on this work in her stead.

* See page 54.

TUESDAY, 27th SEPTEMBER. 5 p.m.

MEETING FOR BRANCH WORKERS AND MEMBERS OF JUNIOR DIVISIONS.

Chairman: THE COUNTESS OF SELBORNE, J.P.

THE WORK OF THE STANDING COMMITTEES OF THE BRANCHES.

BY MRS. EDWIN GRAY, J.P.

(Convener, North-Eastern Standing Committee).

The object of Standing Committees composed of representatives of Branches in certain given areas is to afford opportunity for discussion on the affairs of the National Council and to enable members to take counsel together. The constitution governing Standing Committees should be as simple and as elastic as possible in order to facilitate attendance, to save expense, and to admit of discussions of an informal character. For instance, I think proxies should be allowed when appointed members are unable to attend, provided that one of the members attending a meeting on behalf of a Branch be an officer of the Branch or member of Executive. The work of a Standing Committee is consultative rather than executive, and I think in this respect we may well take lessons from the extraordinarily useful and suggestive meetings of the Consultative Committee of our Council which met during the War under the leadership of Mrs. Creighton.

It is important that at any rate one of the officers of a Standing Committee should be one who attends the London meetings. It is only so that fully-informed consideration of the important national questions which are brought before the Central Committees can take place. One wants, I think, to give what I may term a "quasi" or "sub-national" character, with local bias, to these discussions.

The formation of new Branches within the area is one of the most important bits of work before a Standing Committee. I am quite sure that if only a few people could be found willing and able to put in a bit of hard work, say for three months in a year, many new Branches of the Council would spring up. But most Council members are busy with other work and Council work tends to be looked upon as extra work and therefore to be put aside. What we need are a few members everywhere who will devote themselves to Council work. I do not believe there ever was a time when the consideration of big questions, yes, and smaller ones too, from all points of view would be more useful. The ideal would be for each Standing Committee to appoint an Organiser, paid or unpaid, for a few months in each year. Not only could she form new Branches but facilitate intercourse between the Branches. For some years past the expense and difficulty of travelling has been a great stumbling block in the way of the efficient working of Standing Committees, but we may now hope

for more facilities and cheaper fares, and possibly that obstacle may be removed.

I am often asked what subjects are best for discussion. I should always place "New Branches" and "Reports from Branches" on the agenda. The report of new efforts by affiliated and other Societies within the area is interesting and useful. As to subjects, I find Legislation and Bills before Parliament are of interest to every Branch. For that subject you need some one who attends the London Committee or who has taken special pains to follow the Minutes of the Sectional Committees, as well as of the Legislation Committee, to read up "Hansard" and to follow the debates in Parliament. Not easy, I grant you, but I feel more and more the importance of fuller consideration being given to suggested and imminent legislation by people living in the provinces. The difficulty of following it away from the great Heart of things—London,—tends to discourage us, but we should share responsibility for decisions come to by the few we elect for the purpose, and the time often comes when our support is needed.

Then, I would suggest that the work of the International Council of Women be brought forward once a year. One of the practical ways in which we can carry out our resolutions in favour of the League of Nations is to make more widely and intimately known the ideals of our own League of Nations, and the work it does towards securing a fuller understanding of the aspirations and characteristics of other nations. The work of the International League of Red Cross Societies should prove of interest, as also that of the Committee to secure the presence of women on the Assembly of the League, and upon its various Commissions and Committees.

I open the discussion in this brief way, thinking that interchange of opinion and experience is what will prove most useful to us all.

CO-OPERATION BETWEEN BRANCHES OF THE N.C.W. AND WOMEN CITIZENS' ASSOCIATIONS.

MISS BASDEN (Hon. Sec., Brighton Branch), said that though she knew that the Women Citizens' Associations and the National Council of Women, varied somewhat in their activities according to local conditions and though her experience was limited to her own neighbourhood, yet her general knowledge and experience convinced her that the fullest co-operation was desirable. This was the case for two or three distinct reasons.

First, because of the similarity of aims of the two Societies. The Women Citizens' Associations had been started in view of the enfranchisement of women. There were many women belonging to no social organisations and ignorant of their duties and it had been thought that the title "Women Citizens' Association" would bring them in. In this they had been successful. The National Council of Women had for many years occupied itself with the whole field of citizens' responsibilities, whether local, national or

international. Its method of work was highly scientific; it was carried on through the advice of the expert Sectional Committees which it had created. Its aim was above all to gather in as many women as possible, to arouse and maintain their interest in these questions and to disseminate information. Thus both organisations had the same aim in trying to create as large a body as possible of women who were well informed and interested in the matters on which the well being of the community depended. Although the older organisation had, perhaps, a wider scope than the younger, there was no point on which the two bodies were divergent. There were reasons which made co-operation between them not only desirable but very urgent.

At the present time there were more calls upon one's time, one's energies and one's purse strings than in the past. These two organisations, working separately, had to finance separate meetings and to provide for the expenditure of separate organisations. The anxiety and hindrance to output when the burden of finance was great was much to be deplored. Any co-operation which could wisely effect economy in finance was very desirable, but economy in human energies was necessary also. If one meeting could take the place of two there would be more speakers left to go round. Demands were also made unnecessarily on members. The Women Citizens' Associations were formed to bring in fresh members—women who had hitherto joined no organisation. In her own town, the Women Citizens' Association had brought in a large number of women who would probably not have been reached otherwise. But since all these organisations were obliged to try and get in as many women as possible, they could not confine themselves to people who belonged to no other organisation, and many of them had members belonging to both. The members could not respond to all the calls upon their time and their purses, and each organisation in turn was faced by lack of financial support, by the difficulty of obtaining workers and by the discouragement of poorly attended meetings.

In her own town these facts became so apparent that after the Women Citizens' Association had worked there for about two years it decided to come into the Branch and work within it. The results had been very advantageous to both Societies, and The Women's Local Government Association was now considering whether it could not follow suit. It would be well to press for this united effort for the sake of the social work itself. Some people said the more societies working for one object, the better, and there might be something to be said for this view. But there was more to be said for the union in one strong body with one centre, which would press for the things which women strongly desired. The advantage of working promptly without waiting for several committees to decide how to act and without the fear of overlapping, was great.

There should be, she thought, entire unison, if possible, between the two organisations. The Women Citizens' Association might stand as a forward group, side by side with the Branch, yet within it. It would work in different wards in the

town. Or it might come in as a Public Service Committee to carry on the activities which it had carried on before with regard to local matters. It should in any case be an integral part of the Branch, sharing its interests.

Should there be no Branch of the National Council of Women in a town and a Women Citizens' Association only, then it could affiliate centrally to the National Council of Women. She trusted that the work might move on these lines. There would be no relinquishment of activities, but both expansion and concentration at the same time.

THE PROGRESS AND WORK OF THE JUNIOR DIVISIONS.

MISS HILDYARD (President of the Hull Junior Division) said she had been asked to tell the meeting a little about the work and progress of the Hull Junior Division. Their progress had been rather slow because very few of them had ever done any organising before and it took organisation to make a new Branch a success. They held a meeting in December last and the members elected the officers and members of the Committee, and the rules were discussed and adopted and it was decided that the Junior Division should hold monthly meetings. It was decided to work in various sections, each section having its own Committee and the Chairman of the Section serving on the Executive Committee as representative of her Section. The first was the Civil and Social Information Section. It had meetings fortnightly and alternative meetings were devoted to a debate. It had had meetings on the Guardians and Poor Law, on Policewomen, the Franchise, Proportional Representation, etc.

The second was the Crèche and School for Mothers Section. It had provided helpers for three of the Centres in the city of Hull, and hoped to be able to send helpers to Play Centres for the children. It also hoped to form a Girls' Club Section this winter. The Y.W.C.A. was opening a new club and had asked the Junior Division to send two representatives to serve on the Committee and to provide helpers. They had decided that it would be better to help the Y.W.C.A. and so learn more about the work. Several of the members had worked in Girls' Clubs in order to gain experience.

At their first meeting the Principal of the Hull Training College had addressed them on the Montessori System. After this they had a meeting on Probation Work and one on the League of Nations. In May they had invited the Senior Branch to attend a meeting on "Education, its Rules and Methods, with special reference to Continuation Schools."

They had done many things to raise money. The maximum subscription was 2s. 6d., so that it was necessary to increase the funds in other ways. One effort was a Tennis Club, for which a member of the Committee had lent a court. They had also tried glove making, which was a success both financially and otherwise, a profit of 3d. being made on each skin. They had taught

English to Russian Refugees and helped in a Flag Day and in a Y.M.C.A. Flower Day. During July they had helped with outings for poor children and had taken about 150 children by train to a pleasure park just outside the city. During the autumn season they were arranging musical and social evenings. Members were invited to attend, the Executive making each a kind of party. They hoped members would make friends in this way, as at present they often sat at meetings and did not speak to one another! The members showed tremendous keenness and interest. They numbered 90 at present. Miss Hildyard thought they would make a big stride along the road to progress this autumn and winter and she hoped they would be of more service to their fellow citizens than they had been before.

MISS J. WHICHER explained that she had come as a substitute, since the Chairman of the Bristol Junior Division could not be present. The Bristol Junior Division was made up of girls from the various schools and also from the Guide Companies and the Working Girls' Clubs, the ages being from 16 to 26. A large proportion were guides and school girls, so that they were obliged to devote themselves mainly to educational work. Their main objects had been to try to get in the girls who would generally not know one another, and get them to work together. They had been trying to learn about social work so as to take it up later. This year had been a year of beginning and they hoped to do more in future. However, they had had several meetings—one at the University Settlement on Prison Reform. They hoped in autumn to arrange Study Circles, but it was extremely difficult to fit the times, since the girls were all free at different hours. They had now appointed the librarian and head mistress of one of the schools to arrange a plan of reading which could go round the schools, so that all would be doing the same kind of reading. Once during the term they hoped to have an expedition somewhere round Bristol to learn by experience what they had been reading about. Miss Whicher thanked the Executive Committee for the great honour it had done the Bristol Junior Division in allowing someone to represent them at the meeting.

INTERNATIONAL COUNCIL OF WOMEN.

At the Representative Council Meeting on Thursday, 29th September, the Marchioness of Aberdeen and Temair gave a report of the recent very successful meeting of the Board of Officers of the International Council of Women at Geneva, held at the house of the President, Madame Chaponnière-Chaix, who entertained the members most hospitably. Out of the twelve officers, ten were present, only the Vice-Presidents from the United States and Australia being unable to attend.

Lady Aberdeen said reports had been received from the various National Councils and Standing Committees. Esthonia was now affiliated, and Roumania had notified the formation of a National Council. A four-page printed bulletin was to be issued

periodically (monthly, if possible) from Geneva by the President in the three official languages—English, French and German.

It was decided that in view of the very low exchange existing in some countries, the affiliation fee payable by National Councils of Women in countries where the exchange stood at half the value of pre-war times (according to the standard of the sovereign) should be fixed according to pre-war value. It was further decided that three copies of the Transactions of the Quinquennial Council of 1920 should be offered to each of the National Councils thus affected, at pre-war value. Although these decisions entail considerable loss for the International Council of Women, the Officers were unanimous in believing that this was the only decision possible in accordance with the Golden Rule, and hoped that it would form a precedent for the future.

The published volume of transactions of the Quinquennial Council meeting at Kristiania was presented by Lady Aberdeen, who as editor explained the great difficulties that had been experienced in the publication owing to the greatly increased printing expenses. It was important, she said, that it should be published, being the only record of the International Council from 1914 to 1920. The Norwegian National Council, had given £50 towards the printing fund, and the South African Council, £32. Mrs. Dobson, president of the Australian Delegation, had given £20, and other friends smaller contributions, but more help was required to meet the expense.

The Norwegian National Council were taking steps to have an application for the Nobel Prize for Peace Work made to the Nobel Trustees on behalf of the International Council.

Arrangements had been made for the next meeting of the I.C.W. Executive at The Hague in May.

Invitations for the Executive of 1924 had been received from Great Britain and Denmark, and for the quinquennial meeting of 1925 from the United States and France.

A letter had been received from the National Council of Women of Jugo-Slavia referring to the invitation to Belgrade given at the Kristiania Council meeting and expressing their regret that they did not think they would be in a position to receive the Quinquennial Council of the I.C.W. in 1925, but hoped to have that pleasure on a future occasion.

The officers of the I.C.W. were present at the opening meeting of the Assembly of the League of Nations, and were interested in witnessing the election of Mr. Van Karnebeck as President of the Assembly, as he had formally welcomed the I.C.W. to The Hague on the occasion of their last visit. They also had the opportunity of visiting the Secretariat of the League of Nations and of getting an insight into its working.

Lady Aberdeen appealed to the branches of the National Council to help the work of the International Council by organising meetings and other gatherings at which international speakers and others who had attended I.C.W. meetings, might do propaganda work on behalf of its international ideals. She concluded in the following words:—

“We all know the cynical scepticism that is abroad regarding all international movements and in particular regarding the League of Nations. Now, we who have been associated with the I.C.W., who have attended its meetings and in particular those who were privileged to be under the inspiration of the Quinquennial meetings at Kristiania, have a reason for the faith that is in us—we have had experience of the practical power of the Golden Rule. Our Women’s League of Nations has given us a vision of what the real League of Nations of the future may be and also of our responsibility in building it up.

Let me quote again General Smuts’s words to our I.C.W. delegates in Paris:

“If the world is to be re-built, it must be the women who are to do it.”

We have the instrument at hand in the world-wide sisterhood of the International Council of Women, only we need to let our members know and understand its potentiality—we have to drive home also the fact that every individual member of each National Council is also a member of the International Council, and hence bears a responsibility for fostering the international spirit and for preventing that idle talk which sows seeds of distrust and jealousy amongst the nations.

Let us remember the noble words in which our new President, Lady Frances Balfour, took up the office with which we have invested her, how she pictured a stricken world seeking healing, searching for leaders, groping towards the light—and pointing to the more than possibility that to us women it may be given to lead to peace and happiness and light, if in the spirit of the Master’s faith and love we grasp the secret of His transforming power. In no way can we do this more practically than by supporting the work and the ideals of the International Council of Women and thus making them effective.”

RESOLUTIONS PASSED BY
THE NATIONAL COUNCIL OF WOMEN OF GREAT
BRITAIN AND IRELAND

AT SHEFFIELD, SEPTEMBER, 1921.

Chairman—THE COUNTESS OF SELBORNE, J.P.

1. Criminal Law Amendment Bill.

“That this Council records its indignation at the wrecking of the Bishop of London’s Criminal Law Amendment Bill, which had received practically the universal approval of the women of the country and of the principal organisations for philanthropic and social work.

This Council recognises the great difficulties which lie in the way of a Private Member’s Bill becoming law, and, as the points of this Bill have already received Government approval, now urges the Government to introduce a similar measure and to pass it next session.

Further, this Council earnestly adjures all bodies of organised women, both collectively and individually, to bring this matter to the notice of all present and prospective members of Parliament, and to press upon them the urgency of the measure.”

2. Guardianship of Infants’ Bill.

“That this Council deplores the fact that the Government has not given time for the final stages of the Guardianship, Maintenance and Custody of Infants’ Bill this Session. It calls upon the Government to introduce and to pass through all its stages next Session legislation giving the mother equal rights and responsibilities with the father over their (legitimate) infant children, and placing on both parents the obligation of supporting their children according to their means.”

3. Women on the Health Committee of the League of Nations.

“Seeing that an International Health Organisation is now being formed to advise the League of Nations in matters affecting Health, and that the draft approved by the Council of the League for submission to the Assembly proposes the appointment of a Health Committee composed solely of medical men, this widely representative body of the National Council of Women at its Annual Meeting in Sheffield makes urgent appeal to the Assembly of the League to carry out the intention of Section 7, Clause 3, of the Covenant, and to amend the draft in such way as shall ensure

the presence of medical women as well as men on this important Committee.”

4. Trade Boards.

“In view of the formation of a Committee to enquire into the working of Trade Boards, this Annual Meeting of the National Council of Women urges upon the Government that no delay should occur in applying the Act to those trades in which the need has already been shown, and in which many employees are already working for a wage admittedly below subsistence level.”

5. Juvenile Offenders.

(a). “That this National Council of Women of Great Britain and Ireland urges that a Special Committee be appointed by the Home Office to consider the treatment of Juvenile Delinquency, and that evidence be taken as to the desirability of the following modifications of the present system—

(1) To raise the age of offenders to be dealt with by Juvenile Courts to 17 years.

(2) To extend institutional treatment under suitable classification to first offenders under 17 years of age, where the nature of the offence or environment make probation inapplicable.

(3) To give power to Courts of Summary Jurisdiction to commit offenders to such institutions for periods not exceeding two years.

(4) To provide expert medical examination of all children and young persons during their detention in institutions, with a view to the segregation of mental defectives.”

(b). “That the National Council of Women, realising that much child delinquency arises from the conditions in which young offenders live, desires to see more attention directed to investigating and removing the causes of delinquency rather than to the punishment of the offenders, and to further this end it would welcome a national system of probation, providing for the proper training and adequate remuneration of probation officers.”

6. Women in the Civil Service.

(a). “That the National Council of Women views with great satisfaction the official adoption of the policy of equality of entry and promotion, status and authority, for men and women within the Home Civil Service, and expresses its gratitude to the Members of Parliament of all parties through whose efforts this success has been won.

“Further, it urges the need for continued effort, until practical effect shall have been given to this policy and the principle of equal pay for equal work has been likewise conceded.

(b). “This meeting of the National Council of Women

protests against the failure of the Government to carry into effect the agreements arrived at in the Reorganisation Report and Assimilation Agreement of the National Whitley Council for the Civil Service, which are being interpreted to the detriment of the women in the Service."

7. Reduction of Armaments.

(a) "That the National Council of Women strongly urges His Majesty's Government to do everything in its power to achieve a reduction in armaments throughout the world, in the conviction that great armies and navies and other weapons of warfare are a direct menace to the peace of the world, and that their upkeep imposes an unwarrantable and intolerable burden upon the taxpayer."

(b) "That the National Council of Women urges British women to work with renewed enthusiasm for the peaceful ideals of the League of Nations, and welcomes all efforts for the fulfilment of these ideals by whomsoever proposed."

8. British Nationality of Married Women.

"That the National Council of Women of Great Britain and Ireland urges that the laws throughout the Empire should provide that a woman shall not on marriage with an alien be deprived of her British Nationality against her will, and that she shall be given the same choice of nationality as a man."

9. Theatrical Licenses.

(a) "That the National Council of Women of Great Britain and Ireland urges the Home Secretary and the Secretary for Scotland to introduce legislation without delay for the licensing of all persons who, for the purpose of private gain, employ any person to perform in any theatre, music hall, concert hall, circus or other place of public amusement, or to take part as an actor or performer in the preparation of a film for the purpose of a cinematograph."

10. Regulation of Cinemas.

"That in the opinion of the National Council of Women it is desirable that there should be a National Board of Censors, composed of an equal representation of men and women, to consider all films shown at cinemas, and that a stricter censorship should be maintained as to films suitable for exhibition."

11. Education in Citizenship.

"This National Council of Women of Great Britain and Ire and considers that, to meet the need of the present day, education authorities should, in training colleges and in secondary and continuation schools, endeavour to promote the study of the duties of citizenship in regard to their bearing on individuals and

national developments, and on international relations; and that in elementary schools some useful beginning might be made."

12. Married Women's Income Tax.

"The National Council of Women considers that the incomes of married men and women should be assessed separately, and that each should be solely responsible for the payment of his or her own income tax."

13. Women Jurors.

"That, in the opinion of this Council, the law with respect to the Jury Service of Women should be amended so that—

(1) A married woman shall be qualified to serve as a juror if her husband is qualified to serve.

(2) No judge, chairman of Quarter Sessions, recorder or other person before whom a case is or may be heard may make an order excluding women jurors in cases in which a child or woman is concerned, either as party or as witness.

(3) If either of the parties, or in criminal cases the prosecution or the accused, challenges a juror, that juror shall be replaced by another of the same sex."

PART II. CONFERENCE.

MONDAY, 26th SEPTEMBER.

MEETING FOR GIRLS.

Chairman: LADY NUNBURNHOLME.

“Young ladies, ladies and gentlemen, it is my duty as one of the Hon. Officers of N.C.W. to welcome you all here this evening at the first and opening meeting of our Conference. We did not imagine or think you would do us the honour to come in such magnificent numbers and I can only say that it augurs well for the success of our Conference week to see such a splendid turnout of young people here this evening. Before the programme was arranged Miss Green had asked me to say a few words on “Citizens of the Future,” but luckily during the intervening period we have got two excellent speakers in Miss Williamson and the Archdeacon Lisle Carr, who is well known to you all. I am therefore not going to give you a lecture on Citizens of the Future, but I want you to listen to these two speakers. An ounce of practice is worth a ton of theory and we were all delighted last week to think that a Yorkshire woman is the first English born woman M.P. I think if you look up her life, and see how she has raised herself to this eminent position, you cannot do better than follow in her footsteps. You must look back thankfully on the women who have made it possible for you to take up every possible career. You have a great future before you and I only wish I were your age.”

MISS WILLIAMSON: “You have heard that the subject on which I am going to talk to you is “The Open Road.” That phrase brings before me a scene which I saw just the day before yesterday,—a broad moor stretching away to the hills, purple with heather and fragrant with pine trees. Across that moor there stretched a road, a long white road stretching like a ribbon across the moor. A road like that stretches out before the womanhood and still more before the girlhood of our nation to-day, a road full of infinite possibilities. There is nothing—absolutely nothing—that the citizens of the future cannot do, but the question that they have to answer is what use are they going to make of these opportunities? I think there are two things which must strike everyone who considers the present situation at all. The first thing is this, that never in the whole history of our country, did this land of ours more entirely need the services of the women and of the girls, and secondly that never in our history were the women and girls so well equipped by education and by circumstances for rendering that help which is required. In speaking

about the need that our country has of our services, I must refer to the war. I know we all want to get away from it and forget it, but we cannot do so. I wish to avoid sentiment and keep to actual facts and the actual fact is that a large proportion of the young manhood of our country was wiped out in that Titanic struggle. It is true that the war took its toll from all ranks and all ages, but if you take the great majority of those who gave their lives, you find it was not the generals, it was the second lieutenants. It was not those who had achieved great things but those who would have achieved great things. That means that the country is the poorer and it seems to lay on you and me a debt of honour. It is not sentiment, but fact, that you and I are alive to-day because someone died for us. The country is the poorer for the loss of that someone, and you and I have got to make up that loss to the country. Now you will agree that this constitutes a very great responsibility for all of us but especially for those who are young and have their lives before them. Their careers lie in the future; a woman of thirty or forty has generally chosen her part in life, and she is more or less restricted to certain limits, but for those who are young, the world is really all before them. Those of you who have read Jane Austen will remember the extraordinarily restricted lives that her heroines lived. Even in the middle of last century, nursing was not considered a suitable career for educated women. Now you find women entering the medical profession, women serving on local Government Boards, on Juries, and they have now secured recognition as citizens. You know people talk a great deal of nonsense about the vote, saying that it was given to us because we did so much in the war. I don't know what they expected us to do. We did our duty, no more and no less. We did not get the vote as a reward. We got it because sensible people saw that the country could not be carried on without our help. One profession after another is opening its doors to us. We are happy in that whatever our gifts, whatever our talents, we can find an opening for them. When I was an undergraduate there were two things you could do, you could teach or do literary work. Now you can do secretarial work, or welfare work, in fact you can take up any thing you wish. Not only in our own country but overseas there is work for us. Many of you will, of course, have homes of your own, and you cannot do any more important work than in them. Teachers are needed in this country, and far more in India, where only one man in ten and one woman in one hundred can read, and they are fellow citizens and we have a duty to them. There is no sphere that we desire to enter that we cannot enter. The road is open and stretches before us, but the great question that we have to face is this, in what spirit are we going to tread that road? It is the spirit in which we do our work that matters far more than the work we do. Do you want to make money or are you ambitious of power and influence or do you seek to serve? If you are going to be barristers (and there is a very great need for women lawyers) are you going to stand for justice, refusing to

touch cases" which you know to be unjust, or are you simply out to make a fortune at the bar? It is very important that we should think rightly about this matter because there is nothing so important as thought, and if you think about things in the right way that will do more than anything else to bring about a better world. It is for you to set the standard. I want you to make up your minds that you are going to tread the open road of service to God, to our King and to our Country."

ARCHDEACON LISLE CARR said: "I am frightened to death of you!—there are very few men present, we have been listening to ladies, and most of the audience are girls. But it has required less courage to come and speak than to say "No." I want to talk to you about how to get something that we all want to get, that we spend most of our lives trying to get, that not very many people do get, and that one can never get by trying to get it. When I was a boy I was told that if I got a scholarship I should be given a watch for my birthday. Through the foolishness of other persons in for the scholarship I got it and on my birthday I got a watch. I could hardly go to sleep for thinking of it. I thought I should be perfectly and eternally happy. I got it and showed it off and looked at the works and adjusted them and found that happiness was not there. That is what happens in life—when one gets the thing one wants one finds that one is still not happy. One cannot get happiness by trying to get it—it is a thing which comes. It has nothing to do with outside things and can only be got by removing the bars which keep it from one. I want to tell you how to remove those bars.

The first bar that keeps happiness out is a bad conscience. The perfect day is spoilt by the recollection of something wrong that one has done, some mistake that one has made. One must have a good conscience. One never forgets anything—one often says one can, but as a matter of fact one never does forget—everything is locked up in a little pigeon hole in the brain. One thinks one has forgotten, but something reminds one of a thing and opens the hole and it comes out again. Old people often tell you that they can remember the events of their childhood again—they get a curious opening of the pigeon holes of their back life. Thus the first way to happiness is to keep a good conscience. One must remember that all that one does is written in one's face to people who understand faces and in one's brain for oneself.

The second bar to happiness is selfishness. The selfish person is never happy. Selfishness is the death of happiness. This does not only mean grabbing all one can. There is a selfishness which takes the form of touchiness—some people are always so touchy. They are so proud of their dignity that they have to take care of it all the time, and then they lose it. What does it matter whether people pay attention to you, whether you get the front seat or the back? Selfishness is thinking about oneself. Another form of selfishness is that which wraps itself up in its own interests. It thinks of nothing but itself, its own home, its own

this" or that. One has to lose oneself in some wider interest than oneself and one's home. You must think of the glorious interests opening up before you now—the chance that you have is perfectly marvellous. You are going to be citizens and voters of this great Empire. You are the people who are to make up the greatest and most influential empire the world has ever seen. The Roman Empire was a twopenny-halfpenny thing compared with the British Empire. The power in the world on whom the future happiness of the world depends is England. She was in a position of great influence and authority before the war, but England has come out of the war in a position of such influence that what England does to-day affects the whole of the world as it has never been affected by any other power. The whole of the civilised world is looking up to her. Here is this little island and the word of its Prime Minister goes all the world over. And the girls of England make up this Empire with this splendid opportunity. Are you getting instruction in the problems of empire—the difficulties of managing Egypt, India, Ireland? Or in the tremendous problems that face us, like Poland? Are you fitting yourselves to know about these things? When two ladies are standing for the divisions of Sheffield, will you be able to question them intelligently about their policy and their opinions? Are you taking an interest in your city, so that you will be able to vote for the right men on the City Council? Will you vote for the people who will clear away the bad houses and build decent houses for the mass of the people? Will you go for the progress of education and give a better chance to the bottom dog? The bar to happiness is wrapping oneself up in one's own things.

Then the third great bar is fear. The only thing to be afraid of in this world is yourself—fear nothing else. Face opposition, and face difficulties and you will find they vanish. Be afraid of the beast that is in you conquering the good that is in you. But you can escape this fear by saying your prayers and getting help from God. Happiness will come to you; it will drift to you without your ever thinking about it if you only keep your conscience clean and throw yourself into other people's interests, and fear nothing."

WEDNESDAY, 28th SEPTEMBER, 8—10 p.m.

PUBLIC MEETING ON "WOMEN IN PROFESSIONS AND IN INDUSTRY."

Chairman: THE COUNTESS OF SELBORNE, J.P.

WOMEN IN THE UNIVERSITIES.

SIR HENRY HADOW (Vice-Chancellor of Sheffield University) said there was no need to say anything in advocacy of the higher education of women. The movement in favour of university education of women was by no means a new one, but a reconstruction of something which had once existed and had been lost. The equality of women in education had been realised certainly as far back as the 4th century. For example, women had shared

equally with men in the schools of Alexandria. When, after the Dark Ages, learning and education revived again in Europe, still women were found sharing equally, so far as opportunity was concerned, with men. St. Boniface corresponded with English nuns who wrote as good Latin as any man. Later on, one of the first treatises on mediæval medicine was written by a woman. It might be said that these women represented the type of education given by the Church only. There were two answers to this:—one was that the church controlled a very great part of the education, not only for women but for men, in the early mediæval ages; the second was that it was not only in ecclesiastical education that women shared equally with men. In the courtly education (the class from which knights came) the girls of the household shared equally with the boys. In the Paston Letters one found that the daughters showed as much educational and administrative ability as the men themselves. In the next century it was the same. Queen Elizabeth could make a Latin speech quite as well as any man on her council.

Now came the question: how was this privilege of education lost to women? The reason was partly to be found in the general decay of education within the later 17th and greater part of the 18th century among men as well as women. The universities were then at their lowest ebb. One had only to read the controversial pamphlets which swept over London in 1850. They were all of them by people who had taken their degrees and were writing in the hope of attracting attention which would lead to patronage. The general standard of education had gone. People studied this or that subject for purposes of controversy.

Things began to improve after this period and it was through the public schools that the improvement began. For this reason the men were strong. But at the end of the 18th century one could still find ladies who kept up a pretty high standard of learning. It was then that the epithet of "blue stocking" was added to the language, though it is true that the person after whom this club was named was not a woman but a man. About the middle of the 18th century when almost the whole of London was mad on card playing a little group of people met together there,—in much the same way as Addison, Swift and Steele had done half a century before,—in order to do something more rational than playing games, and many of them were women.

In the 19th century there was a real improvement in women's education, and a new start was made in London in the middle of the century when the evening classes began for women, when Kingsley, Trench and other people of equal eminence came to lecture. From these came Bedford College; then, mainly owing to the work of Miss Emily Davies, Girton followed in the seventies and Newnham in the same decade. In 1878 came two things, both of great moment in the education of women—one the Statute by which London University gave women degrees, and the other the foundation of Somerville College and the establishment of the Association for the Education of Women at Oxford.

Continuing, Sir Henry Hadow said that from this point he was able to speak from personal knowledge. In 1878 he first went up to Oxford as a freshman, and he could remember the beginning of women's university education there. He saw it pretty well at first hand; first, as an undergraduate, and later as a tutor, until 1909. At first there was a good deal of definite opposition, partly from people who opposed anything which involved change, partly from people who for some reason thought that education on these higher lines was somehow to destroy the graces of women. Mathematics were thought to be unladylike. Also there were people who thought that mixed universities were a mistake. A great controversy was started by the fighting sermon of the Dean of Chichester, preached at St. Mary's, and answered by Professor Thorold Rogers. Another reason for the opposition was sheer terror. It was a family tradition that the men went to a university. Then girls came up because they were picked girls of special ability. When they met on mutual ground at parties and so on, the men were often at a considerable disadvantage. The girls were on their mettle because they had come to the great centre of learning and had on the average better wits than the men. Of course all this passed away by force of time and experience. Personally he was a great believer in the maxim that if one is asked to do anything, one ought either to say "yes" or "no," but never to say "yes" grudgingly. It was only step by step that in Oxford the women obtained their full citizenship, which the sister university was not yet ready to grant. He had had great opportunities of seeing how the women worked in universities, since he had happened to be a tutor at a women's college as well as at a men's college, and had had pupils of both sexes. He took them in classics and philosophy and he was quite sure that, so far as his experience went, that though the girls were different from the boys, they were not mere replicas of them, still less were they weaker replicas of them. They brought out different questions, different kinds of points in their essays, but they were quite as well able to receive the very best Oxford had to give and got quite as much out of it as any undergraduate on the men's side of the university.

Again, there were in the first days of women's education in the universities a certain number of people who feared some danger on the social side of university life. They were so accustomed to a university where the pupils were all men that they were not sure what would happen when the women joined them. But the women proved to be valuable assets to the social life of the university. In the attitude of the men towards them Sir Henry saw the kind of courtesy which ought to be there; it did not supersede the camaraderie among men but somehow sublimated it. On the whole the standard of undergraduate life he left in Oxford was certainly better and higher when he left in 1909 than it was when he was an undergraduate in 1878. There was more than one reason for that, but he firmly believed that one of the contributing causes of that gradual improvement was the presence of women among them.

The modern universities had always opened their doors equally to both sexes, though Durham did not admit girls quite at first. In the university of Sheffield they had a considerable proportion of women students. Women served on the Students' Representative Council and were as useful members as the men. On all the university societies women were represented. They had their own Union, and that was perfectly right. There were at present no women Professors, but apart from that there were equal chances and equal opportunities; everything was open to talent and talent was a word which had no sex.

There were three headings under which the position of women in the universities could be described:—(1) The undergraduate who came up from a girls' school and went to classes side by side with the men. She took her degree with the men and did as well as they. One or two of the university faculties had not hitherto afforded the same opportunities for women as for men, as for instance in engineering. For some reason women had not gone into that side so much. But in arts, pure science and medicine women had held their own. (2) It was exactly the same with regard to the woman teacher. At one time one was told that there might be difficulties if a woman took a class of men or a mixed class, but none of these difficulties had ever arisen. Some women were good disciplinarians and some were not, and it was the same with men. The women teachers completely held their own, occupied their position and maintained their status. (3) Then came the question of research and in that also women were doing just as good work in their way as men. It was not always the same way, but the work was good. He did not, however, want to speak on the matter from the point of view of comparison. It seemed to him that, in the long run, to discuss whether women were as good as men, or better, or not as good, or good in different ways was far less relevant than to raise the question whether the university afforded to women as to men, the best opportunity of developing the particular faculties, qualities and gifts that they possessed.

It had long ago been realised that women must make careers for themselves in life; the capacity for this depended partly on natural gifts and partly on such training as the society of the time was able to afford. In that training the university should take its place, just as completely and as fully as any school, training college or technological institute. Therefore, as far as his own opinion of university life was concerned, he welcomed the presence of women, as teachers, as researchers, without reserve. He was glad to see as many of them as possible; he was glad to see them progress as fully as possible, and he believed that whether they outdistanced their male competitors or not, they at any rate were helping to improve their own characters, their own lives, their own careers, their own usefulness, which was the most important thing of all, as members of the community to which they belonged!

WOMEN IN THE LEARNED PROFESSIONS.

PROFESSOR WINIFRED CULLIS, D.Sc., O.B.E. (Professor of Physiology, University of London), said the three professions generally included under this heading were the Church, Law and Medicine. Her experience was, however, mainly with regard to medicine. She would have liked to carry on the story of women in the universities from the point of view of one who entered the university just ten years later than the previous speaker, but that was forbidden.

She was going to reverse the order in which Sir Henry Hadow had dealt with the problem; she would start with the education of the future and work back. She would take first, and very briefly, the Church and the professional woman. The findings and resolutions of the Lambeth Conference in 1920 were a great encouragement to those who felt that the spiritual life would be benefited by the services of women in the church. These resolutions were a tremendous advance; they showed that the problem was being thought about and real attention being given it. One would be content if that was the case; one wished what was best for the community. At any rate the matter was being considered. There was no danger that we should have again a repetition of the conditions under which the statement: "Ye do make the word of God of none effect by your traditions," was made. It could be left to the future to work out the problem for the good of the community.

Next came the profession of Law. It was only the other day that the last disability was removed. Women were now able to qualify as barristers and solicitors. It was not yet possible for us to have qualified barristers or solicitors, but one woman had already passed an examination which would enable her to become a barrister in due time. She would be called in 1923. Of the other women working at the bar there was a chance that some might be called earlier. If one of the four women now working obtained a 1st class in her final she would be saved two terms, that is, she would be called in June, 1922. The solicitor's course was a longer one and there was no woman who had taken the final examination, but there was one already qualified for it and Professor Cullis felt convinced that she would succeed.

With regard to the cost of entering these professions, a barrister had first to be admitted to one of the Inns of Court, which meant a fee of £40. Then she embarked upon her studies, and the time which must elapse before taking the final was three years. She must eat six dinners a term, and the terms were short. These dinners had to be taken in twelve terms, which meant that the maximum time taken was three years. Then there was an intermediate examination, and after that the final which could be taken at any time after passing the intermediate, but she had to wait to be called until the three years were up. In addition to the £40, the student had to find surety for £100, and

the dinners, etc., came to another £15. So that the actual expense was just over £150. The lectures provided in connection with the course were practically free. The student had to go to town for dinners and for her examinations but need not otherwise be resident in London. If she had had a university course, she need only eat three instead of six dinners a term, but the fee had to be paid all the same. What was to happen after a woman had been called lay on the knees of the Gods—one could not say what would happen.

In her, Professor Cullis's opinion, no woman who felt drawn towards law should be debarred from taking up that profession; it was most desirable to have women in it. The solicitor's course was long and expensive. Before being admitted as a practising solicitor it was necessary to take the examinations of the Incorporated Law Society. Then a woman had to be articled to some solicitor for either 3 or 5 years; with a university training only 3 years was needed. Then she took an intermediate examination, which was, however, excused to a woman who had taken a degree, except the part dealing with book-keeping and trust accounts. This had to be taken while she was still in her articles; then she could be admitted and accepted on the register. The fees for all this worked out to about twenty guineas. Then there was the government stamp on the articles, costing £80, the Law Society's fee for registration, 5s., and on admission £20 to the Government and £5 to the Law Society. But there was still another outlay which might be very big; this was the fee for the articles. This was anything from 300 to 500 guineas. This was therefore a longer course and more expensive than that for the bar, but when a woman was articled she really had the means of earning her own livelihood. She could take a position as managing clerk and would be pretty sure of getting an income, but getting an income after one had been called to the bar was by no means a safe thing.

There was a very definite need for women solicitors. There was no evidence yet as to the lines along which the women would work, but certainly it would make matters easier for women in the courts to have women lawyers. There would not be the odium which attaches to certain women who think it their duty to remain in court when certain cases are tried, for the sake of the accused. In one case when a small child was being tried, the magistrate turned to the court and said: "I ask the women present to remain in the court, as I am sure their presence will give confidence to this child."

The next profession was that of medicine. The cost depended very much on whether the course could be taken by the student living at home or elsewhere. If at home it was reckoned that, if she was to live under the proper conditions and to have proper chances of doing her work, the parent must be prepared to spend £100 a year on her—this included fees, books, apparatus, etc. The course took a minimum of 5½ years. The majority of the students at the London School of Medicine were not living at

home and in such cases the parents had to provide another £150; making about £250 a year, and about £1500 for the whole course. London was an expensive place to live in.

There were a large number of girls admirably suited for this profession, but whose parents could not put down so much money. There had been a great falling off in the entry of medical students this year, not of women only but of men also. This was all the more reason why one should be proud of having a university which would give the girls a chance. Lately there had been articles in *The Times* about all the professions, saying that all were overcrowded, that you must not go in for architecture, and above all, for medicine if you were a woman! This had been quoted all over the country and in a garbled version. She had herself been asked by a reporter if there were really 43,000 women medical students in the country! People were apparently afraid that if there were many more "medicals" provided there would not be enough work to go round. Therefore they thought it kind to warn others that they might not get such a good income if they went into the profession. But you could not really tell without competition whether you had the best people. You must keep the profession open and let more come in and then you would get the finest people working their way to the top. At the present moment enough women could not be found to fill the vacant posts. An endeavour had been made to start a medical service of women, with 70 women. Out of the 70 needed, the London School of Medicine had been able to provide one only. So the profession was not overcrowded now; there was room in private practice and in government service. There was room for the woman who was good; there was always going to be work for good medical women. Things had gone very easily for the young medical women during the war; they had had good posts and big salaries. They had been overpaid because they were not really qualified. They had certainly passed examinations, but they needed more practice. They had to be prepared to do all the drudgery and grind before they became first class people.

In conclusion Professor Cullis urged a large number of women of the leisured class, who were not necessarily going to take up medicine as a means of livelihood, to take it up as one of the very best trainings for their future usefulness as citizens. They could gain a great deal by it; the education given in the medical course was a splendid training; it broadened one and gave one more sympathy and knowledge than was given to the ordinary unmarried woman. Women Justices of the Peace would find it very valuable to have a medical training, and women doing municipal work would find the same. She really wanted to urge the claims of medicine from a quite different point of view—from the spiritual point of view. Much was being said about the "surplus woman." She could not think of any life which would give women satisfaction unless it gave them the feeling that they were rendering real service to the community. She claimed for the medical profession that it would make them capable of greater service than any other.

WOMEN IN INDUSTRY AND FAMILY ENDOWMENT.

MISS ELEANOR RATHBONE said she had been asked to speak on "Women in Industry in relation to the Question of Family Endowment." There was a very close connection between the two, but she would say very little on women in industry, because she thought the second part of the subject required all the time at her disposal to make it clear. What was and had been the position of women in industry? Before the war the great majority of women had been cooped up in certain occupations which were considered women's own—such as the needle trades, domestic service, etc. Except in the textile trades, where women had reached equality of pay with men, in the main it was true to say that women were excluded from the vast majority of the occupations open to men. This was partly due to trade union regulations and partly to tradition. During the war these barriers had been to a great extent broken down: women had been pressed into many kinds of work hitherto open only to men, and had made good in them. Now the women had been combed out of these war time employments and pressed back into the pre-war occupations. They were being dislodged now. Demobilised soldiers had the greatest claim and that no women desired to deny. But, apart from this temporary reason, a permanent pressure was exercised by the trade unions. Those present, as members of a gathering of women, ought to avoid the error of putting the prejudice of male labour down to sex jealousy only; they must realise that there was a real ground for it—that was the fear that women would undercut the standard of life and remuneration which had often cost the men generations of effort to arrive at. The entry of women into a skilled trade had tended in most instances to lower the men's standard rates. Why was this? She had not time to go into the reasons in detail. First, women were much less well organised than men. They were less successful trade unionists. Women's trade unionism had progressed, but it would never be so successful as men's. For one thing the great majority of women were in their trade for a much shorter time than men, since they usually married before 25. There was a constant drainage of the expert workers. The second reason was that women needed less; employers knew this and forced them to take less. Why was this? Women had had a lower standard of comfort than men. They took it for granted that tea and pastry was sufficient for their midday meal, while men needed meat. Also; some women were merely pocket-money wage-earners. The third reason was the most important. Women as a whole had not the same number of dependents as men. "Men had families to keep." There were 10½ millions of children in England and Wales and 6½ million wives, and the main cost of maintaining them came out of the wages of men wage-earners. It was not for this Council to take up the proposition that the work of mothers was of national importance, but that when it came to the question of the economic division of income this ought to be ignored, and that wives and

children must be considered an expensive hobby. So long as things were like this, she did not believe it was practically possible to prevent women being forced to receive less than men. How could we secure competition between the sexes that was at once free and fair? There were two propositions and both were true but inconsistent: the first, that payment ought to be irrespective of sex; and the second, that men have to provide for future generations and they must be given some money to do it.

The present method of providing for the rearing of future generations was clumsy, inefficient, grossly wasteful and extravagant. An employer could not be expected to discriminate between the married and the single worker. Therefore if men with families were provided for, all men had to be treated as though they had families. The living wage meant the wage which would enable a man to rear a family.

One noticed that the lower one went in the scale of work, the earlier a man reached the highest wage earning capacity. In the less skilled trades a man often earned his highest rate for several years before he married and during that time he was forming habits of personal expenditure on a level which he could not keep up later. A man might marry and at first he would find the money went at much the same rate, since his wife would take the place of a landlady, but as each child came he would have to draw in. As child after child was born economic pressure would tighten. Then as each child reached the age of 14 it would loosen again. Thus the period of privation came during the years when the wife was child bearing and the children were young.

It was all very well to criticise the present system, but what was one to put in its place? Broadly speaking, it could only be changed in one way, that was by lifting off the shoulders of the individual father the cost of rearing his family. One way of doing this was by a system of national family endowment, when the State would pay the cost of rearing the children by means of taxation. It would be like a system of separation orders. This would mean that in future wages could be calculated on the basis of the value of the work to the employer. The question of families to keep would no longer confuse the issue.

But there was another way of doing it—this was known as the Australian system. Australia was thinking of introducing this system. There they did not talk of a living wage. They had legislated about it, and the law obliged an employer to pay wages to male workers which might not come below a certain minimum, known as the basic minimum. The cost of living had been going up and the basic minimum had had to go up with it. A Royal Commission had been appointed to go into this matter and it had decided that the cost of living was £5 15s. a week per family. It had been pointed out that it was impossible to pay such a wage, because the industry of the country could not stand it—it would destroy all trade. It had been proposed as an alternative that the basic wage should in future be based on the needs of the husband and wife. Every employer should pay a tax of

10s. 9d. per week for each of his employees. Out of this fund (called the Children's Fund) 12s. a week should be paid to every mother for each dependent child under 14. It was calculated by the Royal Commission that the cost of living would only be raised by 6% and that the industry of the country could stand that. As compared with the present plan of paying a family wage to everyone, including bachelors, it would save the country not less than £66,000,000 per annum. It would make the children a charge on industry, but not directly through the wages.

If either of these schemes were adopted and women were paid the same basic wage as men it would remove any grounds for paying women less than men simply on the question of sex. Organised bodies of women must enter seriously into these great questions of the economic provision for maternity and childhood. If the national income was going to be a tight fit, it was above all interesting to women to see how it could be manipulated so that whatever saving had to be made should not fall on those least able to bear it. Under our system the children were the chief sufferers. The women who had worked for the enfranchisement of their sex had to consider whether the wives and the mothers of the children of the community had not a right to their share of the national income and whether they should be treated merely as dependents of the males. Many people thought this could go on no longer—the women who were bringing up children were of great importance to the State and were maintaining an industry, just as great as the wheat industry or any other.

THURSDAY, 29th SEPTEMBER, 2-30—4-30.

PUBLIC MEETING ON "WOMEN'S SERVICE IN THE HOME AND AS CITIZENS."

HOME CONSTRUCTION AND MANAGEMENT.

Chairman: MRS. EDWIN GRAY, J.P.

MRS. OLIVER STRACHEY said that her claim to speak on the subject of *Home Construction* was that she was a building contractor, and had built three houses. They were three lovely houses, but she had built them too beautifully to make much money out of them. The first thing about building construction was that it was *not* a mystery, though architects and builders tried to wrap it up as one; the woman who was to live in the house must be pushed on one side and the architect and builder must settle what sort of a house it was to be. That was all rubbish. There was nothing difficult about the art of building construction. The technical parts were difficult, but the planning of the house, extras, etc., was not mysterious at all, and therefore it was the business of women to try and settle for themselves the construction of the houses they were going to live in. "We must remember, however," continued the speaker, "not to try to settle these things while the building was going on, but to settle everything on the drawings and to learn how to read a technical

drawing. We should then be in a position to arrange to have things as we liked before the building was begun."

In building a house for oneself there were three or four obvious things which the builder should be persuaded to put in, at any rate they were worth trying for. One thing was to make sure that the kitchen range had a light directly over it for cooking the dinner. She was one of those people who thought that cooking was an art, and like all other arts it needed to be conducted in a good light.

The second thing to be noted was the number of cupboards and where they were to be placed. Again, it was most necessary to consider the number of steps which were going to be taken in the kitchen in the preparation of the meals. It was perfectly possible to arrange the range and sink and serving hatch in such a way as to save steps—a little thought in advance was all that was needed to bring that about. Women ought to insist that architects should learn about these little details and should plan the kitchen and the working part of the house with some idea of the work which was going to be done in them. The inconvenience of houses built in the last century was almost inconceivable. The long passages down which food had to be carried from the kitchen to the dining room and was expected to be hot at the other end, the long staircases which had to be traversed many times for want of a sink at the top of the house—these were some of the inconveniences which must be eliminated. The modern house must be planned with an eye to the work that was going to be done in it and not only with an eye to the outside of the house. It was perfectly simple if one thought it out beforehand. The consequence of watching her own house built was that when a small repair needed to be done she could do it herself. It was well worth while from a money point of view to find out how the odd jobs of house construction were done.

Passing to the furnishing of the house, Mrs. STRACHEY condemned modern floor-coverings, carpets which were fluffy dust-catchers, or linoleum which was cheerless, cold and uncomfortable. She mentioned the uneven stone floors which she had been shown in some of the cottages when canvassing during the recent Louth election, and which the women rightly said were impossible to keep clean and were very injurious to their health. She really believed that a great many people voted for Mrs. Wintringham because they said it was high time we had someone in Parliament who knew something about floors. As the best kind of floor covering she recommended a new liquid linoleum which could be put straight on to a foundation of stone, concrete or brick. It lasted as long as the floor itself and it was impossible for water to get underneath it when it was washed. Concrete skirting boards, especially when curved so as to keep out the dust, were also to be recommended.

Taking next the question of *Home Management*, Mrs. Strachey said that this was a difficult matter to deal with, it varied so much in different circumstances. It was difficult to

lay down any hard and fast rules about house management,^f but there were one or two things that struck her forcibly. It was the common and average occupation of the women of every country, our staple industry, and therefore the state of chaos in which it was carried on, was a disgrace. There was no sort of competition in domestic life, an Englishman's home was his castle, and what went on within it was kept secret from the outside world. If we had a recipe for a cake or a pudding we kept it to ourselves instead of telling others about it, though we were now just beginning to share the secrets of house-keeping, and to compare notes and compete with each other.

We had not got half enough co-operation in our housekeeping. She suggested that in semi-detached houses the basement partition might be knocked down and the same fire made to do for the two houses. We did not want to live in a large hotel all the time, we wanted our own houses, but it ought not to be so abominably difficult to boil potatoes on the same fire as one's neighbour. Still co-operation was not a simple matter. She honestly believed that a great deal more could be done if we could only get rid of suspicion of our neighbours.

Domestic service had become more and more difficult to arrange for, the people who wanted to do domestic work wanted to go home at night and live their own lives in their own homes—a very proper desire. That being so, what we had to do was to try and arrange and reorganise home life so that it could be done, and if we put our brains into it we should be able to compass it. Perhaps it would mean locking up some of our china ornaments, but in some way we must simplify domestic life. We should gain from it because we should set free many women who were wasting their lives in managing their homes badly, and should set them free to do things they could do well. Her ideal family life was a life based upon the freedom of all the people in it and not life based on the slavery of the mother.

The problem of how to build houses and how to live in them when they were built was a specially big problem for women at the present moment. So long as the major occupation of women was an unorganised, uncompetitive occupation, other occupations for women would tend to be dragged down. This was one of the causes of the low payment of women. For the sake of the women who had to work outside the home, as well as for the sake of those who had to work in them, we must put our brains into the business of housekeeping and justify the old saying that "woman's place is the home."

SOME SPECIAL ASPECTS OF WOMEN'S SERVICE.

LADY AMPHILL said she felt that in addressing a body of such large and varied experience as the National Council of Women it would be difficult for her to tell them anything they did not already know. Their President had suggested that she should speak about Red Cross work during the war—where it had been

found useful and where it had failed, and she proposed to emphasise some of the lessons which she felt had been learnt from the work which had been done. During the war, as Chief Commandant of the British Red Cross Society she had met all sorts of women, doing every kind of admirable work and representing the oldest Women's Service—the V.A.D's.

When war was declared in 1914 many thousands of women were enrolled. When the armistice was signed in 1918 the service numbered over 70,000 women, working at home and abroad. When the Voluntary Aid Detachment was first formed it was with a view to the possible invasion of this country, and when war came re-organisation was necessary, and it was seen that some of the members would be required to supplement the trained nurses. Things changed, and before long the V.A.D's. were needed for every kind of work—motor driving, cooking, dispensing, clerical work, housework, etc. All this was ancient history, but she wanted to explain that in the course of ordinary administration she had been brought into contact with the trained and the untrained, the educated and the less highly educated, the skilled and the unskilled. She did not want to criticise any of the work that had been done during the war, and she had a special admiration for those women who risked their lives and their looks working in munition factories, but there were several directions in which she felt something might be learnt from the experience that had been gained.

They had heard the night before in Professor Cullis's delightful lecture about the part that medical women had taken, but she wanted her audience now to come down to her level—the level of the women who formed the bulk of the Women's Services during the war—the women who were less well-educated, and it was a very humble level indeed. In reviewing the experiences of the years of war she wished specially to emphasise two things: the need of a definite standard of education, and of a very much greater knowledge of practical things. At the beginning of the war it had been her lot to interview a great many women who were anxious to do anything that they could to help, but when asked "Could they cook, sew, drive a car, type? it seemed that there was nothing useful they could do. After the war, as her hearers were no doubt aware, they had started a V.A.D. Scholarship Scheme, to help those members who by their war service had lost the opportunity of learning some profession in which they could earn their livelihood. Among the many candidates who had come forward, she had noticed a lack of a definite standard of education, they had taken no examinations, and it was difficult to judge how much they knew. They said, perhaps, that they had been abroad for two years to be "finished," and she sometimes longed to ask them where they had been begun! She did not think that the standard need be a very high one; it was not given to everybody to have a bent for higher education, but public opinion ought to demand that every woman should have a definite standard of education, which would teach her her limita-

tions, give her discipline and accuracy of mind and enable her to think things out for herself.

Secondly, Lady Ampthill felt it was most essential that girls should learn to do *one* practical thing well and thoroughly, be it cooking, needlework, book-keeping, motor driving or even scrubbing. She reminded her hearers how knitting had come into fashion at the beginning of the war, and as a result we saw round us now a charming variety of jumpers, but she often wondered at whose expense that art of knitting had been learned, and when she had seen some of the knitting done at the beginning of the war, she had often felt ashamed when she thought of the sore feet which would result from it. Again, cooking was a sealed book to many women, a knowledge of book-keeping was rare, and the average sewing of women left a good deal to be desired, as anyone who had to purchase garments for children at sales of work would agree. She was of opinion that it was equally necessary for boys and men to learn to do practical work, but for the moment she was dealing with the girls. They had been fortunate during the war in that they had had time in which to learn these things, but a great deal of time and material had been wasted in learning them. The women of France and Belgium had always had a more practical education than English women. In Belgium it had not been necessary to form a Land Army when the men were called up, for the work of the land was simply carried on by the women. There had been no question in France of exemption for "one man" businesses, small businesses having been carried on by women. Every Frenchwoman was a born cook. We had much in that and in other ways to learn from our French women. There had been no question in France of "one man businesses," small businesses having been carried on by the man and his wife together. Every Frenchwoman was a born cook. We had much in that and in other ways to learn from our French sisters. In Serbia there had been no need to form a W.A.A.C., all the auxiliary work of the army being carried on by the women as a matter of course. She felt sure that all women would agree with her that the praise they had received for their war work was excessive. They had only tried to do their duty. All Englishwomen, however, ought to be proud of the splendid record of the nursing service. In that there was a definite standard of education and definite practical knowledge, and no other country in the world could contribute such a band of devoted and admirable women.

In conclusion, Lady Ampthill spoke on the valuable work that was now being done by the Girl Guides and Women's Institutes in giving women and girls a knowledge of practical things. This practical knowledge was, she felt, of far more importance than the somewhat extravagant ideas of games and recreation about which young people were just now so keen.

WOMEN IN PUBLIC SERVICE.

THE LADY FRANCES BALFOUR, who followed Lady Ampthill, said that books were constantly being printed about Citizenship, but if the young people had not learnt it in the home, they certainly would not learn it in school. The influence of the home on the girl or boy who went out from that home to undertake the duties of civil life, however humble—perhaps even menial service—was stronger than any other.

The doors were now open and it was only a question whether as women, we were fitting ourselves and were able to undertake the wider service of the country in all its branches.

Lady Frances said that she could not quite agree with Lady Ampthill about the fitness of the young women when the great call came to them. The wonder to her had been that they were so fit, when one remembered the years of discouragement which they had had to put up with in the past and the denial to them of higher education. She instanced Mrs. Somerville, the mathematician, a notable housewife, who lived at a time when to learn more than to read and write was considered unfitting for a woman. All the learning she secured was acquired in secret, with the help of a tutor, who was trying to educate her extremely stupid brother. It needed a great deal of effort to get acknowledgment that women were not too inferior in mind and body to be fit for any service outside the home, yet, from what they had just heard, home life required a great deal of capability. There was no reason why women should not go forward after all the difficulties they had surmounted. But women could only make good if they were worth their position, worth their salary, and able to do their part in the service of this great nation, in that Civil Service which was the home service of the State. She was proud of the opportunities which had come to women, but just a little doubtful whether they were making sure that they were perfectly fit for the conscientious discharge of their duties. Their opportunities were great, and, slowly as their liberties had come to them they had probably come at the moment when, in the wisdom of God women were proved fitted for them. They had come through the times when the service of the State was corrupt, the women had no such tradition behind. In our country at the present time the service of the State was the most sincere and honest in any country in the world and women must see to it that they kept that heritage into which they had come. They could go forward into that civil life, and its opportunities with a good conscience, but with a tremendous feeling of its responsibilities. They had only to think about the people, women in civil life were one with the people. It was not that they cared for themselves only that their disabilities had been taken away, but any nation was the worse for keeping any one of its classes in a position of inferiority. What was needed for all was equality of opportunity, equality of treatment from that State which comes from the people and is of the people, and is the expression of the people's mind. Women must do their

best to be equal, not with men, but equal with the highest ideal of what they could give to service and citizenship, first in the home and then in the civil service of the country.

WOMEN AS JURORS.

MISS LILIAN BARKER, C.B.E., said she felt it of the utmost importance that women should take up their duty as jurors because it had come to them through the passing of the Sex Disqualification (Removal) Act, and if they refused to do their duty as citizens in this direction they would jeopardise the whole Act and imperil the position of women as barristers and solicitors; it was not likely that we could have the one without the other.

She could not see why any woman who really thought about the matter could want to give up her responsibility in furthering the cause of justice. The minority always made the most noise, but she felt sure that many more women than we thought were in favour of jury service for women and that only a very small minority of men were opposed to it.

It was essential that women should serve in divorce cases for the sake of the woman concerned: whether she was prosecutor or prosecuted, she needed the moral support of other women. Then there were several things in the Divorce Courts which must be altered, and if women would not sit in them they could not give the information which would carry weight with those who had the power to make these alterations. We ought to be able to urge that only those persons should be present who were connected with the case, or who came to see that justice was done, those who came to revel in that which was unclean should be kept out. Again, numbers of small boys were employed at the press tables, they were kept there listening to the proceedings for long periods at a time, and this was not a fit and proper job for a small boy. Moreover, if they only made one woman ashamed at the things she had done, and which had to be recounted in the Courts before men and women, they would have done something. The presence of women on the juries would bring a different atmosphere into our Courts.

If women were going to undertake this duty they must do it properly and thoroughly and there was a reason for their doing so which touched her far more deeply than the need in divorce cases, for if we did not agree to women serving in those cases it would greatly weaken their demand that no case in which a woman or girl was involved should be held without a woman in the Court.

Miss Barker asked her hearers to consider this very seriously. She was sorry that at present on account of the rent and land qualification the majority of the women who were entitled to sit on juries were spinsters or widows. Legislation was needed which should make married women eligible. Many women were, she admitted, not fit to sit on juries, but they would be sure to get out of it by hook or by crook, and it must not be assumed that it was only women who objected to serving. Again, there was the difficulty when a woman juror was disqualified or challenged,

of replacing her by another of her own sex. She urged all women qualified to serve to do their duty if called upon, for the sake of the other women and for the sake of improving the standard in the Courts.

Concluding, Miss Barker condemned ignorance if one had to deal with women and girls. She considered that it was perfectly criminal to allow girls to go into public schools and live away from home without giving them some idea of life and of what they might meet.

THURSDAY 29th, SEPTEMBER.

PUBLIC MEETING ON "THE ECONOMIC SITUATION, NATIONAL AND INTERNATIONAL."

Chairman: MRS. OGILVIE GORDON, D.Sc., Ph.D., F.L.S., J.P.

The Chairman, MRS. OGILVIE GORDON, said: "A few days ago when Mrs. Marsh, the hospitable Chairman of the Sheffield Executive Committee, made us welcome in the name of Sheffield, she reminded us of the Local Unions which took origin in this and other cities and merged to form the National Union of Women Workers. The Union had no sooner begun to work as a national body than it discovered that the comradeship of women in other countries was required in order to deal effectively with the great problems confronting social workers throughout the world. In 1899, only four years after the foundation of the National Union, it became affiliated with the International Council of Women, the pioneer international organisation among women, established in Washington in 1888 for the purpose of seeking an international interpretation of the Golden Rule—"Do unto others as ye would that they should do unto you."

There are now 30 National Councils affiliated with the International body and for many years the women who are members of this British National Council have been taking a genuine interest in the progress of social work of every kind in these other countries. Thus I think we may justly claim as a body to be in a measure prepared to deal with the difficult subject of this evening's meeting, the economic situation in its international and world-wide aspects.

We are privileged in having as our first speaker no less an authority than Mr. Henry Bell, who was British delegate to the International Financial Conference held last year in Brussels. I have much pleasure in calling upon Mr. Bell to address us."

THE ECONOMIC SITUATION.

MR. HENRY BELL.

MRS. GORDON, LADIES AND GENTLEMEN,

When you were good enough to invite me to speak on "the economic situation, national and international," you could not have imposed a heavier task. The subject is an immense one, burdensome alike to the intellect and to the heart. It is not difficult to describe the situation—if that were all my task, it would be comprehensible—but to prescribe and carry out remedies is difficult beyond measure. To take the homeliest illustration, the position is that of patient and doctor. The sufferer cries out for immediate relief, the doctor, diagnosing deep-seated mischief, can only effect a cure by treatment, patience, time, and the co-operation, so far as that is possible, of the unhappy and impatient sufferer. How easy it is to injure a constitution, how hard to repair it!

When the great crime of War was loosed upon the world in 1914, there was in unnoticed operation, as though it were a natural order (as indeed in some sense it was) a delicate mechanism of International Trade, so regular and ordered, that men and nations had scarcely considered the possibility of any human event that could prevent its continuance. This mechanism, so beneficent and regular, might indeed be momentarily disturbed by a famine, a crop failure, a mercantile mishap, or the like, but these were but temporary mischances—the great machine of commerce ran on. Then, in that fateful year a great sword was thrust into wheel and pinion, valve and regulator, and the result was wreckage. The long labour of re-building is our task to-day.

To drop metaphor, let us look for a moment at the economic situation at home and abroad. When millions of men have been killed and maimed, wealth reduced, countries devastated, factories destroyed and a hundred activities diverted from profitable to unprofitable uses—the productive power of hundreds of millions of human beings is reduced and, with that loss their purchasing power also. I find that expressions like "productive power" and "purchasing power" are sometimes puzzling and, perhaps for the benefit of some few of you who may so regard them, may I give you an example? The simplest is the peasant. In July, 1914, his homestead housed him, his fertile and diligently tilled fields produced their crops, his cattle multiplied. As he sold his produce and stock, he bought his required agricultural machinery, clothes for himself and his family, and the hundred needs of his household. In August, a company of Uhlans have burned his home, laid waste his fields, carried off his cattle, scattered his family. The labour of lifetimes is destroyed in a week, a day. Multiply this case by a million, two millions, in France, in Russia, in Serbia, in Italy, in Belgium,—there you have the living sense of the cold economic phrases, "productive power," "purchasing power."

Come closer. That fugitive peasant bought the Sheffield

knife, the Yorkshire cloth. He buys them no longer, and the unemployed of England walk the streets in consequence. Our machinery is intact, our stocks uninjured and immense, but the buyers are lacking. For as it is in the devastated countries, so it is in the inviolate England and the distant America, and in overseas nations which were not engaged in war. All suffer. Brazil cannot sell her coffee crops to impoverished Europe and so has the less means to make purchases in Birmingham and Paris. And one could give such illustrations *ad infinitum*. The producing nations would fain sell, the impoverished nations would fain buy, but they have little or nothing with which they can do so. The ramifications of this disorder are endless. To the devastated farms, add the flooded mines, the wrecked factories, the broken railways, the lost shipping, and to the dispossessed peasant add the unemployed mine-owner and the miner, the factory master and man, and to these add again the impoverished and bewildered State Governments, in many cases new to the duties and responsibilities of political power, taxing their broken subjects and meeting growing deficits with ever recurring issues of paper-money, the more worthless as it is the more plentiful. The sword has wrecked the machinery.

Perhaps, too, I may explain with equal simplicity the exchange situation—a phrase again, apt to present a vague image to many—and some of its effects. In pre-war times, the exchanges were, broadly speaking, stable. Of course there were fluctuations, sometimes very inconvenient in their rise and fall, but the world's buying and selling, broadly speaking, went on unchecked by fear of any great change, much less any *débauche*, in the means of payment between the merchants and manufacturers of nation and nation. If a country sold too little, or bought too much, or was unduly improvident, its money became of less account in other countries, and it was thereby disciplined to produce and sell more of its products, to abstain from purchasing for a season, to balance its budgets, or if occasion warranted, to obtain loans of money from abroad, in all of such ways thereby bettering its credit and so rehabilitating its foreign exchanges. And contrariwise, if a nation was peaceful and prudent, saved more than it spent, was in the process of reducing its national debt, dealt honourably and honestly with all, preserved open markets and maintained justice in its courts, and integrity in its public life and Government, so did its exchanges—another word for its currencies—stand high in the estimation of the world, and with such exchanges, its purchases were cheap to itself and acceptable to others.

What is the position to-day? Devastated countrysides, ruined factories, wrecked railways prevent production, and the unhappy countries' moneys fall in value from bad to worse. 20 marks equal 1; thousands of crowns equal 1; hundreds of thousands of roubles equal 1. Who will take such moneys and give steel and cloth and ploughs in exchange therefor? And who shall say if in a month's time these values,—if such they can be called—may not further decline and dwindle?

Again, please allow me to illustrate simply what a hindrance these declining exchanges present to traders. Take the case, for example, of a man in Poland who wishes to buy some Sheffield wares and to pay for them in six months. He knows that a certain amount of Polish money to-day would enable him to obtain a cheque on England, in English money, to pay for his purchase. But when he has contracted to pay, and brought his goods from Sheffield to Warsaw, and sold them, and the six months go by, what amount of Polish money will be *then* required to buy a cheque in England? That amount may be so great that the Polish moneys he himself has received for his Sheffield wares will be far short of what is needed. By the drop of the exchange alone, a matter beyond his prevision, his skill or his own good faith, he may find it impossible to pay his English debt, or may lose heavily by paying it. In such circumstances he will not buy, nor will the Sheffield merchant sell. The sword has wrecked the machinery.

What then can be done? To leave matters to the slow adjustments of time means ruin and death to countless human beings—victims of the consequences of a World War. A year ago when the situation was less grave than to-day, an international financial conference was held at Brussels, under the auspices of the League of Nations and the four following recommendations were made :

1. That public revenue and expenditure should be made to balance.
2. That subsidies (e.g., for railway and postal services or to cheapen food) should be abolished.
3. That inflation of credit and currency should cease.
4. That trade should be released from hampering restrictions.

The speaker then explained that none of these recommendations had in fact been regarded by European Governments and that in consequence the economic position had become worse from month to month. He gave particulars of certain European Budgets and their deficits, and, in conclusion, emphasised the chief solution of the whole matter as being a return to an atmosphere of peace, and called upon women to use their influence in every way in this direction.

MRS. BARBARA WOOTTON (Director of Studies in Economics at Girton College), who followed, said "In regard to the general economic situation the world's production is recovering, and prices falling, as may be illustrated by the decline in all indices of prices. Coal production has reached 97% of the 1913 standard. The general situation will not, however, be eased till production exceeds the pre-war standard.

The increase of production has produced a world-wide slump. This depression is probably aggravated by the interest which trade combinations of all forms have established in keeping prices up and production down. Meanwhile the value of our export

FAWCETT COLLECTION
trade has declined from £773,000,000 in the first six months of 1920 to £418,000,000 in the first six months of 1921, or 45.8%. Unemployment reached the figure of 23.1% at the height of the depression and the coal strike.

The financial situation is improving in most countries, though inflation has not everywhere ceased. Our own fiduciary circulation has now declined to £270,000,000, or £47,000,000 below the maximum of last year. The high level of taxation (£20 per head per annum in this country) is a lesser evil than continued inflation and governmental insolvency. Foreign trade is, however, still impeded by the uncertainty of exchange rates. To deal with the difficulties arising out of these we have (1) the League of Nations Export Credits Scheme, (2) the efforts of the Co-operative Wholesale Societies in Europe to re-open trade. The danger of competition by low paid workers in Germany is much exaggerated.

Our industrial leadership has been built on coal and shipping. The most probable changes in economic conditions to be expected in the next fifty years are an increasing preponderance of oil and electrical power over coal. This may involve the gradual transference of industrial predominance to countries possessing supplies of oil fuel or abundant water power. Coal production is itself also shifting away from Europe, the output of the European fields having declined 18% between 1913 and 1920, whilst the N. American fields have increased their output 13%. With regard to shipping, we have about half a million more tons than we had before the war; the United States have increased their tonnage by 10½ million tons, or 570%. Millions of tons of the world's shipping are at present laid up.

We may anticipate that during the twentieth century our economic position, while not necessarily unfavourable, will not improve as rapidly as during the nineteenth; the rate of growth of our population, in particular, will probably slacken considerably. Possibly the future will see some revival of our agriculture.

The war increased the weekly wages bill of the chief manufacturing industries of this country by something like £12,000,000. At the end of 1920 the working week was about 47,000,000 man-hours shorter than at the beginning of 1918. The current year has seen the turn of the tide, and net reductions have been effected in the weekly wages bill during the period January-June 1921, which amount to about £1,768,500. The labour situation cannot be regarded as "settled." The main obstacle to increased output on the part of Labour is the total absence of a safeguard against unmerited unemployment; the desire for the progressive democratisation of industry is also of growing importance. Possibilities of future progress are illustrated by the improvements in Trade Union organisation, the Joint Industrial Council movement and the Building Guilds experiment.

Labour problems are more international than national. At present, besides the various Socialist Internationals, there is an

increasing number of international Trade Unions. The International Labour Organisation set up by the Peace Treaty offers a possible solution of some of the international difficulties of the Labour situation. If, however, the organisation is to be successful it is imperative that it should be actively supported by all the States which are nominal members of it.

NATIONAL COUNCIL OF WOMEN

Dr.

Statement of Receipts and Payments from

RECEIPTS.		£ s. d.	£ s. d.
To Balance brought forward, 1st Sept., 1920...			58 15 5
„ Subscriptions :—			
Members	572 9 6		
Branches	237 15 7		
Societies	98 8 0		
	908 13 1		
„ Donations :—			
President's Appeal	128 18 6		
Lyceum Club Reception	20 5 6		
Miss Eaton—Lecture	10 5 0		
Miss A. Garrett	25 0 0		
Llangollen Branch	30 0 0		
Other Branches	108 19 11		
Various	150 1 7		
	473 10 6		
„ Nett Proceeds of Thé Dansant		259 17 6	
„ Nett Proceeds of Bookstall, Fancy Fair		8 3 10	
„ Garden Party—Mrs. Ogilvie Gordon		36 10 0	
„ *Sale of N.C.W. Literature :—			
Pamphlets	19 8 5		
Reports	47 2 0		
Occasional Paper (including Advertisements)	241 5 0		
	307 15 5		
„ Hire of Committee Room, etc.		3 2 9	
„ Refunds :—			
Travelling Expenses	9 12 4		
Council for the Representation of Women in the League of Nations... ..	8 3 4		
	17 15 8		
„ Interest :—			
5 per cent. National War Bonds	8 15 0		
Co-partnership Tenants, Ltd.	3 10 0		
	12 5 0		
		£2086 9 2	

Investments :—

National War Bonds, 1928, £250 0 0.
Co-partnership Tenants, Ltd., 10 £10 Shares.

* This does not include the Receipts from the Book and Pamphlet Department.

OF GREAT BRITAIN AND IRELAND.

1st September, 1920, to 31st August, 1921.

Cr.

PAYMENTS.		£ s. d.	£ s. d.
By Salaries			762 8 4
„ Rent of Central Office			175 0 0
„ Printing—General			204 0 2
„ Stationery			98 12 2½
„ Postage			154 11 6
„ Office Expenses—Coal, Cleaning, etc.			64 17 2
„ Clerical Help			2 10 0
„ Telephone			8 8 11
„ Insurance			9 7 3½
„ Press Cuttings			2 2 0
„ Occasional Paper :—			
Printing	256 7 6		
Salary	100 0 0		
	356 7 6		
„ Committees		34 9 3	
„ Travelling		25 9 9	
„ Pamphlets :—			
Various	0 6 1		
I.C.W. Report	1 18 1		
	2 4 2		
„ Hire of Halls		15 4 6	
„ Lyceum Club Reception		20 9 7	
„ Donations :—			
Council for Representation of Women in League of Nations (2 years)	6 6 0		
Consultative Committee	3 0 0		
League of Nations Union	1 1 0		
Women's Housing Section	1 1 0		
	11 8 0		
„ Income Tax		2 12 6	
„ Bank Charges (including cheques)		2 6 11	
	1972 9 9		
„ Balance in Bank	112 15 11		
„ Petty Cash	1 3 6		
	113 19 5		
		£2086 9 2	

Examined and found correct,

PRIDEAUX, FREERE, BROWN AND CO.,

Chartered Accountants.

12, Old Square, Lincoln's Inn, W.C.2.

16th Sept., 1921.

FORM OF BEQUEST.

I bequeath to the National Council of Women of Great Britain and Ireland the sum of.....*

to be paid to the Treasurer for the time being of said National Council of Women of Great Britain and Ireland, free of all deductions whatever, the receipt of said Treasurer to be an effectual discharge of same.

* The sum to be written in full.

I desire to be enrolled as a Member of the National Council of Women, and enclose £ : s. d. as an Annual Subscription to the Central Fund (minimum 5/-).

Name.....

Address.....

.....

Subscriptions should be made payable to the Hon. Treasurer, and forwarded to the Office of the National Council of Women, Parliament Mansions, Westminster, S.W. 1.

PAMPHLET