THE

WOMAN'S LEADER

AND

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NOTES AND NEWS

The Prime Minister and Women's Questions.

We are glad to be able to remind our readers that Mr. Baldwin, when Financial Secretary to the Treasury, was of considerable assistance with regard to the question of the status of Women Civil Servants, as he clearly realized the implication of the various resolutions that had been passed in Parliament, and honestly intended that they should be given effect to. At the same time, with respect to the other reforms for which the WOMAN'S LEADER stands, much hard work on the part of women's organizations will have to be done to bring about his conversion. With regard to Woman's Suffrage, for example, he voted against every Bill since 1909 onwards until the Representation of the People Act. Since that time he has consistently opposed the extension of the franchise to women on the same terms as men. In the 1918 election he gave unsatisfactory replies to the questionnaire presented by the Malvern branch of the N.U.S.E.C., and during the last election he did not reply at all. It is to be hoped that as Prime Minister he will shortly appreciate the pressure of public opinion behind these reforms on the part of women citizens.

The Shelving of a Problem.

At its meeting last Monday, the Stepney Borough Council passed a resolution instructing its officers and servants not to advocate or give information on the subject of birth-control. A month earlier the Council had referred this question to the Maternity and Child Welfare Committee which reported on the authority of the Town Clerk that "any action taken on the lines indicated would be illegal, as being contrary to public policy, and, moreover, ultra vires, and that the Medical Officer of Health had informed them that the Ministry of Health was against proposals of that nature." The committee had, however, referred the matter to a sub-committee of lady members for further consideration. It was in consideration of this report that the Council took the above mentioned decision.

A Plea for Discussion.

In view of the pronouncements of its Town Clerk and M.O.H., it is difficult to see how the Stepney Borough Council could have come to any other decision. The responsibility rests with the Ministry of Health. But we should like to know the grounds on which the Ministry of Health justifies its opposition

to such activities on the part of local authorities, for we feel that in adopting such an attitude it is taking sides on a vital and highly controversal issue without any reference to the movement of public opinion on the subject. Its only excuse for such a policy is the fact that on this subject public opinion is singularly ill-informed and corroded with the vague prejudice which accompanies a mixture of strong feeling and inadequate knowledge. It is no part of our present policy to advocate birth-control; it is, however, part of our policy to advocate a frank and scientific discussion of birth-control. And we would remind those of our readers who are inclined to deprecate such an attitude that the question is already being widely discussed, and that the alternative before this country is not discussion or no discussion, but sane and well-informed discussion or hole and corner discussion.

Adoption of Children No. 2 Bill.

Before the recess the second Private Member's Bill on this subject was introduced by Mr. Hurst (U.), which provides for the many regulations with regard to the adoption of children. No adoption will be valid until it has been sanctioned by a Judge of the Chancery Division of the High Court of Justice or a Judge of County Courts. Unless also the judge, in his absolute discretion, shall in any special circumstances think fit to make an exception, no person shall be allowed to adopt a child less than twenty years younger than himself or herself, and no person shall be accepted as an adopter who is under thirty years of age. Other provisions are that all applications for the sanction of am adoption, and all subsequent applications therewith, shall be heard in camera, and that it shall not be lawful for a child adopted under the measure to inter-marry with its adoptive parent until the relationship created has been abrogated under another section of the Bill.

Births and Marriages.

At the end of last week the Registrar-General published his statistical review of England and Wales for 1921 (Tables, Part II, civil, price 5s.). It contains some remarkably interesting figures. For example, the birth-rate for the year under review stood at 22·4 per 1,000 persons living. This is the lowest on record with the exception of the war years between 1915 and 1919. This figure makes an interesting comparison with the rate for the decade 1871–80 of 35·4. This was the decade during which the birth-rate touched the highest level recorded since the institution

of civil registration in 1837. Marriages, on the other hand, showed no corresponding diminution. During 1921 320,852 marriages were recorded, i.e. 59,130 less than the record attained in the preceding year. This gives us a marriage-rate for 1921 of 16-9 persons married per 1,000 living. Thus we find an unusually high marriage-rate coinciding with an unusually low birth-rate. And it is all the more interesting to note that the low birth-rate of 1921 follows the record marriage-rate of 1920. More interesting still, from the sociological point of view, will be the similar report for 1922, when the effects of the great economic depression will have had time to reflect themselves more fully in the birth and marriage-rates.

Other People's Troubles.

Our contemporary, *The Times*, announces that on and after 4th June its price will be 2d. daily, instead of $1\frac{1}{2}$ d. as heretofore. In explanation of this announcement, it tells us that its most recent reduction in price was taken, at the beginning of 1922, "rather in the hope that prices would come down than because

they had actually done so." It is, however, obliged to add regretfully that "after more than a year's experience it has become quite clear that under present conditions three-half-pence is not an economic price... the general costs of newspaper production are, for the most part, still at the highest point reached after the war." Of this last fact, we ourselves are only too well aware; and we venture to call our readers' attention to the experiences of *The Times* because in so doing we are calling attention to our own. It has long been clear to us that under present conditions 1d. is not an economic price. Nevertheless, we intend to allow our great contemporary to climb down first.

POLICY.—The sole policy of The Woman's Leader is to advocate a real equality of liberties, status and opportunities between men and women. So far as space permits, however, it will offer an impartial platform for topics not directly included in the objects of the women's movement, but of special interest to women. Articles on these subjects will always be signed, at least by initials or a pseudonym, and for the opinions expressed in them the Editor accepts no responsibility.

THE MINERS' WAGE.

As we go to press delegates are assembling at Blackpool for a national conference of the Miners' Federation of Great Britain. These delegates will represent a million wage-earners and perhaps something more than three million dependent wives and children; and the main purpose of their meeting is to decide whether to end, amend, or tolerate the existing wage agreement, under the terms of which miners' wages throughout the United Kingdom are at present determined. It is a tremendous decision; one which in the event of the first alternative being selected may involve this country in a coal-mining strike comparable in its extent to the great lock-out of 1921. The agreement in question is the agreement whose reluctant acceptance by the miners brought that long and desperate conflict to an end. It is, in its main lines, a profit-sharing agreement—the most comprehensive experiment in profit-sharing that has ever materialized in this country, and perhaps in any other. But it is not the profit sharing aspect of it that the miners at the moment find intolerable. It is the fact that the minimum wage, the "subsistence wage," for which the agreement provides as one of the standing charges on the industry, is shown by experience to be not a subsistence wage at all, but one which embodies a far more inadequate standard of life than the standard against which the miners were beginning to agitate in 1914.

During the last two years or so we have grown accustomed to the idea that coal-mining is no longer a well-paid occupation. We have almost come to accept the view that it is a grossly sweated occupation. And the extent to which this is the case was amply demonstrated by a set of wage statistics submitted by the mine owners to Mr. Bonar Law exactly three months ago. In quoting them we would remind our readers that the men's representatives refused to admit their validity on the ground that they gave an unduly favourable view of the miner's The owners declared that of the adult workers employed in the coalfields of Great Britain 9 per cent. were earning between 30s. and 40s., 47 per cent. between 40s. and 60s., 34 per cent. between 60s. and 90s., and 9 per cent. 90s. and upwards. And this brings us to the fact on which we base our assertion that coal-mining is at present a sweated industry. According to these figures, admittedly a conservative estimate of the wage depression, 56 per cent. of the adult workers were earning less than 60s. per week at a time when the minimum wage calculated by Mr. Rowntree as sufficient for the bare physical needs of a five-member family would have totalled at current prices something over 62s. 10d. per week.

Now the obvious reply to such a statement is that the majority of these men who are earning less than 60s. per week do not represent five-member families. Even if these lower grades of the mining industry were typical of industry as a whole, more than 50 per cent. of them would be unburdened with dependent children. But they are not typical; for presumably in the lower grades of the industry the proportion of unmarried or childless men will fall short of the general average.

All this we are willing to admit. Nevertheless, when we have admitted it, the unchallengeable fact remains that in the mining industry, calculating on wage statistics submitted by the employers, and challenged as unduly favourable by the men,

more than 56 per cent. of the adult workers are receiving less than a bare subsistence minimum family wage, and that, consequently, among those 56 per cent. any families of three, or more than three, children that there may happen to be are going short The only possible reply, therefore, to the discontent of the miners with the existing provisions for a so-called "subsistence wage " is not that they already have an adequate wage, but that they are getting as much as the industry will bear. Whether or no this is an adequate reply we will not presume to decide An attempt to do so would land us inevitably in the vexed question of nationalization; for the obvious retort to such statement would be that the industry is at present inefficiently organized. Nor do we stand alone in abstaining from a discussion of this issue. The miners' leaders themselves are clearly o opinion that nationalization is not practical politics under the present Government, and are concentrating attention on the problem of how to secure a more adequate minimum under the existing régime of private ownership and control. South Wales Durham, and Scotland are apparently prepared to terminate the agreement entirely and face the probability of a stoppage Mr. Hodges, on the other hand, considers that nothing is to be gained from a new war in the industrial world—that the matter can best be fought out in Parliament by an attempt to secure such an amendment of the existing Coal Mines Minimum Wage Act as shall assure to miners a "living wage . . . consistent with the cost of living."

We believe, however, that such an attempt is doomed to failure so long as it involves the conception that every adult worker represents a five-member family—no more and no less. We do no mean that it is permanently impracticable; it is conceivable that under conditions widely different from the present the coal industry might bear a universal minimum of 62s. 10d. or so per week, and, indeed, it would have to bear something more if its minimum were to be sufficient for the considerable minority of families whose membership exceeds a wife and three dependent children. But if in the immediate future and under existing management it is to pay "a living wage," which shall be in very truth a living wage for the persons who have actually to live on it, those responsible for the conduct of the coal industry have got to hammer out some kind of administrative machinery b which it will be possible to pay a really adequate family wage to a man who has a family without it being necessary to pay precisely identical minimum to a man who hasn't. Only in this way can any adequate provision of the necessities of life become a first charge on the industry. Fortunately, the adoption of such machinery would not in our case be a leap in the dark; that leap has already been made both in France and Germany—those two ill-assorted partners in a pioneer economic experiment. We believe, therefore, that the solution of the problem which the Blackpool delegates are called upon to face lies along the lines of a universal minimum wage, based upon the needs of a single man and wife, supplemented by children's allowances distributed from a central national pool contributed on a basis of tonnage output, precisely as the existing miners' welfare fund is contributed by a universal levy of 1d. per ton of coal

IMPRESSIONS OF AMERICA.

By Mrs. OLIVER STRACHEY.

Interesting and refreshing as it is to travel abroad, it is undoubtedly very nice to come home again; and to find myself writing an article for the Woman's Leader is a very familiar constitution.

It is difficult to attempt to give impressions of America in a ew sentences, and writing a book about them was one of the hings I promised my American friends I would not do when I to home. Nevertheless, some of the impressions are so strong that the temptation to mention them is very great.

The first and greatest impression is the size of the country: not only its physical geographical size, but also the immense magnitude of the problems involved and the populations to be dealt with. The Women's Societies in the United States have deal not only with central government but with each of the state Legislatures separately. They have, for example, a great livergence of marriage and divorce laws in different States, and he same variation extends to almost all the measures in which women are particularly interested. The work of Feminist Societies is, therefore, much more complicated than it is here, and it is possible to try experiments in one part of the country and watch their results before extending them all over the continent.

I was much struck, in whatever part of the States I visited, ith the similarity of the spirit in which politically minded omen were approaching their problems. Except for technical fferences and for that slightly different speech which prevails the United States, I could have thought myself attending mulal Conferences of the N.U.S.E.C. when I attended the onferences over there. There was the same emphasis on the ed for the education of the woman voter, the same determinaon to wake up the average woman citizen to her civic responsiilities, and the same intention to secure full citizenship and uality before the law. The employment problem, of course, in a different position in America and in a much more satisctory one than prevails here. At this moment there seems be no unemployment in the States, and, consequently, the judice against women in professional work hardly shows elf at all. Married women have got as much right as anyone to earn their living, and I found, in fact, that the great ajority of the women workers with whom I came in contact

In politics, however, I thought our English position was a little more satisfactory than the American one. The women political leaders seem to me to be less in contact with the actual Government, and the rank and file to be less closely tied up with the Party machinery. Elections, of course, are very different in America, and the fact that they are held at regular intervals alone is much to account for many of the differences. On the whole, however, my conclusion was that the position of the women's movement is much the same in both countries.

In regard to Peace, there is no manner of doubt that the women of America and the women of Great Britain think alike, and, if only we can keep the League flag flying and make the League in practice what we intend it to be, I feel confident that he American women will help to push their country in after he next Presidential Election in 1924.

JANE ADDAMS.

By Mrs. S. A. BARNETT, C.B.E.

I have often tried to analyse what makes people of all sorts and conditions agree to call Miss Jane Addams a "great woman." I have known her for forty-six years, and have seen her in Chicago carving forcibly and rapidly at the head of the table around which sat the forty residents of Hull House. I have heard her as she faced a great audience electrically charged with war fever and pleaded for peace. I have tended her as she lay in bed when, as our guest at Clifton, she was exhausted with rapid travelling to obtain her coveted interview with Tolstoi. I have watched her as she played the courteous sightseer and tried to understand and be interested in vast machinery as explained to her by the factory owner. I have listened as in conference she acted as Chairman to earnest men and women from all parts of the United States who had met to discuss knotty practical

questions affecting the lowest stratum of imported foreigners, their sufferings and their sins. I have tried to teach her to bicycle and heard her merrily laugh, as we all did, when the iron pony threw her off. I have heard her speak many times to audiences of all sizes and standards of education, sometimes splendidly, and sometimes inadequately, because neglectful of preparation; and I have to confess that none of these things does she do better than any other woman whose powers and inclinations have led her to enter the public service.

Why, then, do all who know her agree that she is a "great woman?" An opinion I echo with emphasis.

I might reply by saying: "It is her personality," but that answer does not take the real student of character below the surface of words. Perhaps a review of the facts of Jane Addams' life may help towards a reply.

She was born some sixty years ago, the child of a well-to-do miller, and was reared with the refined, restrictive simplicity then prevailing in many New England homes. In 1887 she visited Toynbee Hall, then starred in American Baedekers as a "place of interest." The following year she came again when both Canon Barnett and I gave time to reply to her probing and practical inquiries about the motive of the Settlement, the spiritual "pulse of the machine," and its financial responsibilities. In 1880 she founded Hull House in the lowest, dirtiest, and noisiest quarter of Chicago, and that was the first of the 480 Settlements of which the United States is rightly proud. As they increased they federated with interlocking force, and in 1920 appointed me as their first President, an honour offered and accepted as America's gift to England, not as to one old lady.

Miss Jane Addams' book, Twenty years in Hull House, tells a wonderful tale as she gathered groups of workers and erected numerous buildings to try and cope with the problems incidental to the rapid growth of an enormous city, and the exhaustless emigrant stream of poor and ignorant people of many nationalities, influenced by no higher hope than to get on, i.e. become richer.

Through all the vicissitudes of the development of a large organization, below the uncounted disturbances consequent on the plan being eagerly copied to fit different conditions, the parent of the movement maintained as a bed-rock principle her passion for peace. Peace between the sexes, various classes, age and youth, black and white, employer and employed, rich and poor, ignorant and cultivated—a passion that was later to be transferred to the arena of world politics.

During the war Miss Addams telephoned to me from Tilbury that she had arrived in England, and as we sat *tete-a-tete* in my workroom, her listener was exalted with admiring hope and humbled with shame and ineptitude as she told of her visits to all the neutral countries and to some of the belligerents to beg them in the name of humanity and its progress to stay the cruel war.

During this visit she described to a packed meeting the tale of her failure, and later returned to America to represent to the Governing powers the facts as she had seen them.

Last Boxing Day, 26th December, 1922, after many telegrams, she reached me at the Hampstead Garden Suburb, coming direct from the International Women's Peace Conference, and flushed with hope told her friends, the Press, and the public of her Chairmanship of the twenty-three nations who had sent women to combine to strive for universal peace.

A week or two later she left London to journey round the world, and her three letters to me from Egypt, India, and Burmah, all unconsciously display her passion for peace, her non-acceptance of the usual standards of national welfare, her championship of the oppressed or handicapped, and her unchanging capacity for friendship—" for you, dear friend, hold my heart in the hollow of your hand now as ever heretofore."

Are these the qualities which make her a "great woman?" Yes! and something more, which it is hard to define. It is not religion in the usual acceptance of the word. It is not philanthropy, nor pity, nor hatred of sin, nor sorrow for the sinner. All these may be part of the prescription of her vast womanhood, but the fount of the stream of her gracious virtue is an unquestioning, unobscured, certainty of good, in God, in man, in individuals, in crowds, in the past, in the future, and her work resolves itself into efforts to reveal to humanity the good outside and within itself. Full of conviction, she convinces others. Are we not justified when we call her a "great woman?" The One mankind recognizes as the Greatest on earth convinced men of righteousness and thereby of sin.

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THE TRADE BOARDS BILL.

The scope of the Trade Board problem is evident from the fact that the pre-war Boards covered about half a million workpeople, this number being increased to three millions in 1919 and 1920. There are two million more in trades for which Trade Boards are in contemplation, and there are yet another two million under Joint Industrial Councils who are pressing to be allowed to exercise Trade Board powers. We are, therefore, not considering a few exceptional cases of peculiarly sweated labour, but the method of wage control in trades embodying a third of the wage-earning population whose remuneration, for one reason or another, is not satisfactorily determined by normal methods.

There are many matters, both in the Cave Report and in the present Bill, on which there is agreement. There the chief points at issue are those set out by Miss Symons. In the first place objection is taken to the clause which makes it necessary to show the wages are unduly low or that organization is defective before a trade can be scheduled. But it is obviously not the intention to apply the Act where collective bargaining functions adequately, nor is it necessary to apply the system where wages are satisfactorily determined by competition. The definition proposed is not really likely to limit the scope of the Trade Board system, for the representative of the Minister of Labour informed the Cave Committee in evidence that the trades covered by the Act of 1918 could probably all have been brought within the definition in the Act of 1909. It is, of course, not necessary to prove that average wages are unduly low; it is sufficient to show that unduly low wages are, in fact, being paid. There is even less to be said for the objection to a public inquiry before a Trade Board is instituted. The setting up of a Board and the fixing of wages by it creates a new criminal offence, to which hundreds of thousands of employers may become liable. In recent years the final fixing of the rates has often been the first intimation that employers have had that a new obligation has been imposed upon them, and there is reason to think that even to-day there are employers, liable to pay Trade Board rates, who are quite ignorant of the fact. A public inquiry does not necessarily mean that low-paid workers should voluntarily come forward and give evidence. The first Trade Board was set up through information collected both by private and by official inquiries, which were published and laid before various public committees. If the investigating authority is given proper power to call for information a public inquiry should be efficient and more satisfactory than the private inquiries of the inspectors of the Ministry of Labour.

The second criticism is very much more important. The Cave Committee has proposed that the full powers of the Board, with arbitration by the appointed members, should only be exercised in the case of the lowest paid general body of workers, and that higher rates of wages should only be imposed if fixed by agreement between the parties. They, moreover, proposed that only the former rates should be enforceable by criminal prosecution, and that the latter should be endorsable only as civil right. This distinction raises an important question in the theory of the functions of the State. The suggestion being that it is an offence against the community to pay wages which threaten the standard of living, health, and efficiency of the wageearning classes; but that when it comes to assisting workpeople to enforce the observance of agreements as to rates of wages in general, the most that the State can properly do is to recognize a civil right claim to the wage in question. But, apart from political theory, the scheme has a practical aspect, for it is deliberately designed to magnify the importance of employers' and of workers' organizations and to encourage their development by throwing upon them greater responsibility. If the Cave Committee scheme can be made to function properly it will gradually introduce throughout these industries an effective system of collective bargaining which will be much more elastic than the present method, and will be able to extend to cover many questions such as conditions of labour, hours, and other problems raised by various industries or branches of industries.

The Cave Committee was, however, clear that if these powers were exercised and optional rates fixed the task of enforcement could not be left only to the workpeople. They, therefore, recommended that the Ministry of Labour inspector, who will in any case be examining the books to see if the minimum wage is being paid, should be authorized to sue the employer on Behalf of individual workpeople in respect of agreed rates. The Government have, however, omitted this provision from its Bill. It is vital that it should be restored, for without it the plan of the Committee would undoubtedly break down. The

individual in badly organized trades cannot stand up to his or her employer in the courts, and in the absence of enforcement by a Government official such wages would not, in fact, be fixed.

The Trade Boards Bill thus raises very big questions as to the sphere of the State in regard to wages and as to the form and method in which we may best stimulate backward industrial organizations. It is significant, though Miss Symons omits to mention the fact, that the Cave Committee Report was signed without qualification of any kind, not only by Dame Anderson, who has a very wide experience in women's industrial questions, but also by the three trade union representatives on the Committee, all of whom have had a very wide experience in industrial negotiation and of building up trade union organizations. The present Bill will quite properly be opposed in so far as it fails to carry out the Cave Committee's recommendation. But a general opposition to the Bill would indicate a failure to appreciate the very far-reaching possibility in industrial structure of the plan which the Cave Committee has proposed.

THE ROME CONGRESS.

The ninth Congress of the International Alliance of Women is now over, and delegates are once more scattering to all quarters of the globe. The principal diet of the last two days was a kind of resurrection-pie, composed of the unfinished fragments of business from previous days; but it yielded several incidents of considerable interest. One of these illustrated as tanding difficulty attending International gatherings—the difficulty of conveying exactly the same meaning in several different A hot dispute arose over a resolution pre sented by the Committee on the Equal Moral Standard, and relating to the question of legislative versus voluntary methods of prevention of venereal disease. It was difficult for anyone not on the Committee to understand exactly what had happened, but apparently a resolution declaring that the Congress believed that reliance must be placed "avant tout" on voluntary action had been translated with the word "principally." was challenged, and after some discussion it was decided that as time did not allow a full reconsideration of the whole question the resolution be laid on the table—in effect considered as if it had not been passed. Most of the discussion appeared to turn on verbal points, but the real issue of opinion that lay behind was clearly that whereas the British and Australian delegates were wholly opposed to compulsion in any form, the Americans were not prepared to go so far, but wished for experimental and carefully watched legislative measures.

A prolonged discussion took place upon a draft scheme which had been worked out with much care previous to the Congress by a Joint Committee of the Alliance and the International Council of Women for the purpose of promoting closer relations between the two bodies. The Congress showed itself nervously afraid of anything which might conceivably be thought to poin towards an amalgamation of the two or the subordination of the Alliance, and many delegates scented subordination in the proposal that the Council be described under the new scheme a the International Council of Women with which is associated the I.W.S.A., while the I.W.S.A. be described as in association with the International Council of Women. The scheme proposed was, in fact, only a very loose form of co-operation, consisting mainly in cross-representation on the larger governing bodies of the two organizations. It was further proposed that the Council should cease to publish its own Bulletin, and should print its news in Jus Suffragii, which could henceforth bear the title of the International Women's News, the control of the paper remaining in the hands of the I.W.S.A. Finally, by a very small majority the whole scheme was rejected and the sole form of co-operation approved was the admission by each body of three repre entatives of the other as voting delegates at its Triennial of Quadriennial Conventions. Many delegates struggling to hear the speeches must have agreed with the President's sage remark that an unnecessary fuss had been made over a very simple proposal.

A number of miscellaneous resolutions were reserved for the last day. One of these deplored the exclusion of girls from certain examinations in Egypt, which was reported by one of the Egyptian delegates who was an Inspector of Schools. Owing to the peculiar position of Italy and the great importance attached by the Italian women to the avoidance of anything that might conceivably injure the cause of woman's suffrage in their country, it was impossible to discuss outspokenly, as many delegates would have wished, questions relating to peace and international relations. A unanimous resolution on the League of Nations and

the necessity of securing the adhesion to it of all countries was, however, passed, and the Congress further relieved its feelings by passing a lengthy, but inevitably vague, resolution "affirming it to be the duty of women of all nations to work for friendly international relations; to demand the substitution of judicial methods for those of force, and to promote the conception of human solidarity as superior to that of racial, class, or national solidarity."

JUNE 1, 1923.

A resolution, which was carried unanimously, the delegates standing in silence, paid honour to those of all nations who had fallen in the war for the cause which they believed to be right. This resolution was substituted for the tribute which it is customary for Congresses meeting in Rome to pay to the grave of the Unknown Soldier.

Whatever their views about the women's movement, the alian authorities certainly accorded the Congress a splendid cloome. The reception given by the municipality of Rome took ace in the Capitol—the Lord Mayor receiving the guests in the eat hall of the Horatii and Curatii, from whence they passed to various resplendent rooms full of marvels of sculpture and pestry, surely the most magnificent setting in which a gathering feminists has ever found itself. Next morning very early the elegates were collected at the Congress Hall for the processional arch along the Via Nationale to the Palazzio Ghigi. It was said be the first procession of women ever held in Italy, but the alian populace, with their usual beautiful manners, received with respectful interest. The President and Board of Officers cluding those retiring as well as those newly elected, preceded the yellow and white banner of the Alliance, led the procession, d after them came women members of Parliament of all nations. nese two contingents were received by Mussolini, who repeated them the assurance he had given the opening day that the scisti Government would enfranchise women by degrees, ginning if not this year next year. Then the rest of the rocession filed past, each national contingent being presented parately. As the English deputation passed he remarked Quelle grande deputation.

So far as can be judged from the Press and from Italian friends, the effect of the Congress on Italian public opinion has been most satisfactory. The attendance at the public meetings grew steadily, the two best being that addressed by women M.P.s from six different countries, and that of the closing evening, when representatives of every continent, including the nations of China, Japan, India, Egypt, South Africa, Brazil. The audience was specially delighted with the charming and youthful delegate from Japan, who appeared in native costume. It had a familiar but slightly archaic sound to be told that the Italians were impressed by the moderation and logic as well as the "dignified and lady-like" demeanour of the speakers. In spite of many striking instances to the contrary which Italy possesses in its own country-women, the advanced woman is still expected to be of repellant aspect and strident voice.

The description of this memorable gathering cannot be ended without allusion to two really fine addresses to the Congress by the retiring President—the first carefully prepared and distributed in several languages, a real effort of oratory; the second an informal and impromptu farewell message to those who were to carry on the fight after all, in which she warned us of the dangers of being too afraid to give offence and too anxious to placate everybody even at the expense of principle.

No one can mistake the real enthusiasm which the Congress showed for the personality of the woman who has led them so long and faithfully, and it is good to think that she will still be closely associated with the inner working of the Alliance.

Space does not allow more than a few words of description of several personal incidents. The British delegation presented the new President, "one of themselves," with roses as an expression of appreciation and congratulation, and took part in the demonstration when the retiring President was smothered with flowers. It also took the opportunity of presenting its warm thanks, accompanied by tributes of roses, to the President of the Italian Committee of Management, Signora Schiavoni Bosio, on whom much of the responsibility of the local arrangements had fallen, and to Dr. Ancona, the able and courteous Italian member of the Board. A wreath of flowers in the name of the British delegation was placed on the grave of the Unknown Soldier.

So we all separated with invitations to meet again in three years' time in Paris, Athens, or Jerusalem! Which will it be—the Mecca of the body, the mind, or the spirit?

The names of the new Board of Officers will be given next week.

THE LAW AT WORK. PROBATION IN RECENT REPORTS.

A satisfactory feature in the recent Report on the Children's Branch of the Home Office is that its chapter on Probation contains a promise for the future of annual reports and fuller statistics. It has long been a cause of regret that the available figures on this important subject were annually absorbed by the Home Office with no visible result. The information which we may look for in the future will do more than give a general indication of the amount of success which can be reasonably expected from Probation as a way of dealing with crime over the whole country; it will enable individual Courts to see whether their own results are up to standard and so give them warning when, from insufficient staff, inadequate periods of supervision, or the use of the method in unsuitable cases, they would do well to reorganize the system in their district.

On two points the Report gives useful warnings. There is no doubt that most Probation statistics would show rather less good results if they took account of periods after the expiration of the order, and that the records of the reappearance of Probationers in Court ought to be kept over a number of years. Though one, or even more, lapses do not necessarily mean the failure of a case, no statistics which fail to notice them can be considered as complete.

Again, a most needful caution is conveyed in the following ubsection:—

Cases have come to the knowledge of the Home Office in which probationers have been sent under probation orders to penitentiaries and other homes not liable to inspection, where the conditions were anything but satisfactory, and the probationer is to all intents and purposes under detention by an order of Court. In some cases the probationers so dealt with are juveniles who could more properly have been committed to a certified school with all the safeguards, including inspection, that are provided by the Children Act. It may be very useful to send a probationer away from his surroundings for a short time and require him to live in a Home, but Magistrates should ascertain by personal investigation the character of the places to which he is sent and the conditions under which he is living.

The Report repeats the evidence, now fairly familiar to those who are in touch with the subject, as to the extraordinarily "spotty" nature of our Probation system, worked to the full in some districts, in others apparently unknown. It usefully assembles a number of representative facts which prove this, and reiterates the demands from prison officials for a wider use of the method in place of imprisonment. On this question it is worth while to note that where probation is really efficient it is not by any means regarded as a "soft option" by the young offender, who frequently expresses preference for a short period of imprisonment and "getting it done with" to a longer one of supervision and "chivying."

The unequal application of the system receives a striking illustration from another recent Government publication, the Criminal Statistics (lately issued) for 1921.

The vast majority of the Probation Orders made in that year, 9,752 out of a total of 10,293, were dealt with by Courts of Summary Jurisdiction, and their localities cannot be traced in the tables. But the figures for the Higher Courts are interesting. Whilst there were 23 Assize Court cases, 493 persons were placed on Probation by County, Liberty, City and Borough Sessions. Their distribution may be summarized as follows:—

T	otal berson	Placed on is Probation
County. London	tried. 1,270	with Order. 356
Lancashire, Middlesex, Stafford	1,396	87
Remaining Courts of Quarter Sessions in England and Wales.	2,666	443
	2,533	50
	5,199	493

That is to say, nearly nine-tenths of these orders were made in Courts dealing with not much more than half the cases, in London and 5 counties only.

The unsatisfactory state of affairs revealed by all these calculations calls for a more drastic remedy than has yet been devised. The Home Office report announces the appointment of the Advisory Committee which was the outcome of the Departmental Committee's deliberations, gives an imposing list of its members, and records the results of its eight months' work:—

They have held two meetings, and among other matters they have had under consideration the question of amending the rules made by the Secretary of State, under the Probation of Offenders' Act, 1907.

1/12

The mountain is a beautiful feature in the landscape but we are rather disappointed at the size of the mouse! In fact, the false position of Probation is shown by the very covers between which we find this Report. It is at present, as far as the Home Office is concerned, a mere side-show to the work of the Children's Department. That it should continue so is not fair to the hardpressed officials who are responsible for it nor to the country at large. But this is a point to which we must return again in a S. MARGERY FRY.

THE SALAD BOWL.

This is the name given to a new Vegetarian Restaurant and Pure Food Depôt that has recently been opened near Kew Gardens Station at 8a Royal Parade, and as one of the aims of a Food Expert is to keep up to date, a journey of inspection had to be made. The rooms are pleasant, but although only a few steps from the station, are not on the direct road to the Gardens; therefore, on coming out of the station, enquiries should be made for the Parade.

Unfired Fruit Cakes.

The cooking is good: I had some delicious vegetable ragoût, followed by some particularly good cocoanut-flavoured rice and custard. The attendance is excellent. I was told the rice dish was made with cocoanut flour, not desiccated cocoanut.

Amongst the special attractions are home-made cakes and delicious jams and bottled fruits prepared from fresh materials absolutely unadulterated.

Their unfired cakes are quite as good, but not made from the following recipe, which is taken from one of my many notebooks. Date Cake.

Ingredients: 1 lb. almonds, 1 lb. dates, 1 lb. figs, 2 ground almonds, 2 oz. castor sugar. Method: Line a square or rectangular cake tin with grease-proof paper, putting a long strip each way with about 2 inches falling over each side and at each end, so that the cake may be easily lifted in and out. It may be made in a small biscuit box, when it can be kept and taken out

Put in first a layer of almonds blanched and shredded, on this put a layer of dates, stoned and chopped up finely, then another layer of almonds, next a layer of figs chopped finely, and continue thus until all are used. Put on the top a heavy weight and leave for 24 hours. Then spread with almond icing made from the ground almonds, castor sugar, and a little egg. This is a distinctly economical labour-saving cake, as no gas or other fire s needed for cooking, nor basins and pastryboard for mixing. Only a mincing machine and a basin of hot water for blanching the almonds and stoning the dates. Other nuts can be used, also raisins stoned and chopped. See that the fruit is sun-dried.

Cut in thin slices, it makes excellent sandwiches, and between thin slices of well-buttered Hovis bread is probably an almost perfect food. Anyhow it is a handy and useful article of diet.

Some Salad Suggestions. There is nothing more useful at any season of the year than a salad, and it affords infinite variety. Whether served with hot roast meat, with cold game, poultry, galantines, etc., or as dessert. Suprêmes of fruit, fruit cocktails, and stuffed tomatoes are served as hors d'oeuvres, especially in summer, and are appreciated for afternoon tea and garden parties.

Savoury salads are an excellent means of using up small 'left-overs' of fish, game, poultry and meat, and capital emergency and labour-saving meals can be prepared in this form with tinned meats, fish, or fruit, combined with fresh green salads, home-made mayonnaise, and other salad dressings

It is important to learn to make mayonnaise dressing really well, as its ingredients supply some of the constituents meat loses in cooking and when eaten cold. When eggs are cheap fresh eggs can be used, but they should not be absolutely new laid; let them be a couple of days old. When eggs are scarce, Cook's Farm Eggs make a perfect mayonnaise and are almost equal to fresh for vitamines. The proportions are: The yolk of one egg, about a mustard-spoonful each of French and English mustard, half a pint of oil (or less if so large an amount of sauce be not required) rubbed in drop by drop with a small wooden spoon. After the first teaspoonful has been rubbed in the quantity of oil added each time may be increased gradually from wo or three drops to a small continuous trickle. "If," says Miss Mallock, "the oil shows the least tendency to thin the sauce, it has gone in too quickly and the mixture must be stirred and rubbed till it thickens again before adding more." It should be, when finished, as solid as whipped cream. MARY EVELYN.

NATIONAL UNION OF SOCIETIES FOR EOUAL CITIZENSHIP.

JUNE 1, 1923.

Offices: Evelyn House, 62 Oxford Street, London, W. 1. Telephone: Museum 6910.

TO RAISE FUNDS.

Two lectures have been arranged, the first to take place on Monday, 11th June, at which Mr. J. C. Squire, of the *London* Mercury, will lecture on "Some Early Women Writers." Mr. and Mrs. J. D. Beresford very kindly lending their drawing-room at 1 St. James's Terrace, N.W. 8. The other lecture on Monday, 9th July, will be given by Mr. Michael Sadleir, and will be on Some Victorian Novelists and Frances Trollope " at 8 Wetherby Place, S.W. 7, the drawing-room being kindly lent by Sir Philip and Lady Lloyd Greame. The tickets for each lecture will cost 2s. 6d., including tea. Tea will be at 4.30 p.m., and lectures at

It is much hoped that our Members in London will make these lectures known. We are extremely fortunate in having secured the help of Mr. Squire and Mr. Sadleir, and want to make the lectures a real success.

PERSONAL.

We are glad to welcome our Honorary Officers and Delegates after the strenuous time they have had in Rome. An account of their doings will be given at the Reception, particulars of which will be announced later.

HONOUR FOR MISS COURTNEY.

Miss Kathleen D'Olier Courtney has been granted His Majesty's Royal licence and authority to wear the insignia of the Fifth Class of the Order of Saint Saya, which decoration has been conferred on her by the King of the Serbs, Croats, and Slovenes in recognition of valuable services rendered by her during the war in connection with the Serbian Relief Fund.

OBITUARY.

We very much regret the death of Mr. J. P. Cairns, M.P. (Lab.), the late Member for Morpeth. Mr. Cairns was a member of the Joint Select Committee of both Houses of Parliament on the Guardianship, etc., of Infants Bill last Session, and was reappointed this Session. He has always been an unfailing supporter on all questions before Parliament of interest

NEWS FROM SOCIETIES.

WOMEN'S CITIZEN'S ASSOCIATION.—INVITATION MEETING.

By invitation of the Waterloo Women's Unionist Association the Women's Citizens' Association (local branch) held a public meeting at the Curzon Club, Curzon Road, Waterloo, at 3 p.m. 1st May, 1923, Mrs. Harrison, Chairman of the Waterloo Women's Unionist Association, in the chair. Mrs. Harrison, who is always a bright and popular speaker, made an excellent impression in her introductory speech of the main speaker of the afternoon, Miss Maud Taylor, J.P., M.B.E., whose address on citizenship was listened to with rapt attention by a very representative and appreciative audience of over eighty ladies. Mrs. MacIver gave an interesting report, in detail, of the conference held in London on 7th, 8th, and 9th March, 1923, held by the National Societies for Equal Citizenship. Mrs. Norman Thomas, President of the Women's Citizens' Association (local), in a short graceful speech made an appeal for new members, and spoke of our personal service work in the district. During the afternoon tea was served by the ladies of the Curzon Club, and Miss Gladys Banning at the piano, Miss Thalma Mooney rendered vocal numbers with pleasing effect, all combining to make the afternoon a great success. Twenty new members enrolled at the

FULHAM S.E.C.

A meeting of the Fulham Society for Equal Citizenship will be held at 2 Fulham Park Road (by the kind invitation of Mrs. Layton), on Monday, 4th June. In view of the fact that no women were returned to the Borough Council at the last Municipal Election—an address will be given by Miss Rosamond Smith, L.C.C., on "The Need for Women on Borough Councils. The Chair will be taken at 8 o'clock by Miss Fulford.

It is hoped that any readers resident in Fulham will make a special effort to attend.

CORRESPONDENCE AND REPORTS.

UNEMPLOYED WOMEN.

Madam,—I have read with interest the article in your issue of May 18th "Unemployed Women" and trust you may see your way to publishing

The writer of the article remarks that domestic service provides no oblition for the case of the "vast majority of unemployed women", from this I beg to differ. My experience is that when a middle class erson loses his job he does not expect the taxpayer to feed him until e can find another similar job, but is willing to turn his hand to anything e can do. For example, my own brother when unable to find anything se in Canada turned coal miner for one winter, an occupation I should magine less suited to a man who had been at the University than domestic ervice for a factory girl! Why, then, is it impossible for women who have acquired skill in particular trades" to take up domestic service until the time as there is a vacancy in their own trade? What better training in there be for making a home than domestic service in an average hiddle class family nowadays? (I admit, of course, that this may not the possible where there are genuine "home responsibilities such as a blind ther, etc." to look after, but I doubt if such is the case with even of per cent, of the unemployed women.) In such service they would arm more of economical housekeeping than in any other way, for it is nemiddle class household that uses margarine for butter, egg powder the writer of the article remarks that domestic service provides no rn more of economical housekeeping than in any other way, for it is middle class household that uses margarine for butter, egg powder eggs, and frozen for English meat. I can name many cases of the rer classes absolutely refusing to use such things, and it is a well-known that during the war in many households fresh butter had to be supplied the servants while master and mistress had to content themselves

writer expresses regret that lack of funds threatens extinction to The writer expresses regret that lack of funds threatens extinction to "Home-makers' schemes". I imagine that the bulk of the subptions for this purpose come from the source from which most voluntary scriptions come—the upper and middle classes, i.e. the very classes so d hit by the impossibility of getting domestic help. Can it be expected to people will subscribe to a scheme apparently designed to accentuate

far from extending relief to so-called unemployed women, I would that no woman should receive any unemployment benefit unless it certified by a committee of matrons that considering all the circum-

seric certified by a committee of matrons that considering all the circumances of her case domestic service was an impossibility even after aining; but that where training was necessary such benefit should be anted for a suitable period conditionally on undergoing it.

Let it not be supposed that I speak from personal inability to get rvants; I am happy to say that my wife is one of those fortunated dividuals who have the power of securing willing service from her rvants; otherwise we should undoubtedly be without the willing ough distinctly inefficient service we now have.

Certainly, as the writer of the article says, "the country cannot afford let thousands of its most promising women citizens deteriorate in a state semi-starvation and despair"; still less can it afford—as it is doing—to low the middle classes to become extinct, and home life to cease, lousands of middle class families are abandoning their homes owing to

ousands of middle class families are abandoning their homes owing to difficulty of maintaining them, and living in hotels and boarding ses, with the result of the loss of all home life and its influence on the dren. Is it better that this should be the case or that "women who e learnt particular trades" should learn something of the management home by practical experience? "Hear the Other Side."

BRITISH FEDERATION OF UNIVERSITY WOMEN International Prize Fellowship for Research in Arts, 1923.

This year for the first time the British Federation of University Women s offered a Prize Fellowship for competition among the women graduates the seventeen nations which have formed branches of the International deration. A number of travelling Fellowships have already been

awarded on an international basis, and Prize Fellowships for Research have been offered to British women graduates, but the offer of a Prize Fellowship of £100 for Research in Arts to women graduates of all nations is a new departure, the results of which have been most interesting.

The Sub-Committee which was entrusted with the award of the Fellow ship found the greatest difficulty in making a selection from among the distinguished women scholars who had submitted applications. Of the nineteen British and twenty-five foreign candidates there were a considerable number whose qualifications were of the first order. To any one of some eight or nine candidates the Committee could have awarded the Fellowship with complete confidence that their qualifications amply deserved such recognition. In fact, the quality of the applications was a remarkable evidence of the scholarly merit of the work done by women to-day, and also of their great need for assistance in carrying on their

In making their award the Sub-Committee had the assistance of some of the most distinguished scholars of British Universities, who were so good as to examine and report on the work submitted by the candidates in support of their applications. The successful candidate is an Italian, Dott. Professor Cecilia Dentice di Accadia. Although not yet thirty, Dott. Professor Ceciha Dentice di Accadia. Although not yet thirty, Dott. di Accadia has not only had an exceptionally distinguished academic career, but has published several works dealing with the life and ideas of Schleiermacher, Kant, and Tommaso Campanella, the value of which, as a contribution to the history of philosophy, has been recognized by some of the most eminent philosophers of Italy.

Among the other foreign candidates who have accomplished work of exceptional quality are Dr. Flica Pichter, Professor in the University of

exceptional quality are Dr. Elise Richter, Professor in the University of exceptional quality are Dr. Elise Richter, Professor in the University of Vienna and an authority on Romance languages; Dr. Christine Touailloi, author of a critical account of German women novelists; Dr. Alma Söderhjelm, a historian, and Miss Agnes Langenskjöld, a literary critic, both of the University of Helsingfors; and Dr. Genevieve Bianquis, author of a volume on "Caroline de Günderode." Some of the British candidates

were not less distinguished.

The establishment of such Fellowships as this is vital for the encouragement of scholarship, the recognition of the work of women, and the promotion of international friendship. Scrutiny of the applications sent in this year makes it clear that the work of some of the finest scholars is severely crippled by lack of means for carrying on their research. It is greatly to be hoped that adequate endowment for the award of further Fellowships may soon be obtained.

WOMEN'S INTERNATIONAL LEAGUE.

WOMEN'S INTERNATIONAL LEAGUE.

The destiny of Eastern Galicia has been decided in defiance of the wishes of the inhabitants; it has been made part of Poland, although the majority of the inhabitants are Ukranian or Ruthenian, and quite inadequate safeguards have been given for the rights, cultural and religious, of the population. The Council of Ambassadors, in awarding this territory to Poland, refused even to await the arrival of the American appointed by the East Galicians to represent them and plead their cause. The Women's International League telegraphed to the British Ambassadors in Paris protesting against this decision.

The Alliance of Ukranian women of East Galicia, numbering above twenty thousand women, has addressed a strong protest to the League of Nations against the violation of the principle of self-determination shown by this handing over of a poulation of seven million Ukranians to the mercy of Polish imperialism, and points out that this decision will be combated with all possible force by the population, and will make future war inevitable in Eastern Europe.

NEXT WEEK'S ISSUE.

An article on Austria and the League of Nations, a Review "The Ethics of Feminism", and "Last Christmas!" by M. Frida Hartley, will be features of next week's issue.

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COMING EVENTS.

GUILDHOUSE WOMEN CITIZENS SOCIETY.

JUNE 11. Berwick Street, Gillingham Street, Victoria. 3 p.m. The Life and Poetry of Percy Bysshe Shelley. Mrs. Percy Deamer. (Registration of plants for the Flower Show,

ASSOCIATION OF HEAD MISTRESSES.

JUNE 22-23. Annual Conference. Newnham College, Cambridge. Chair: Miss Fanner, M.A. (President).

PROPORTIONAL REPRESENTATION SOCIETY,

MAY 9, and Successive Wednesdays. School of Economics. 5 p.m. Course of Lectures on Methods of Election," Ticket for the course ros. Lecturer: Mr. J. H. Humphreys (Sec. P.R. Society, Forms of application from P.R. Society, 82 Victoria Street, or School of

N.U.S.E.C.

JUNE 4. 8 p.m. 2 Fulham Park Road (by kind invitation of Mrs. Layton). Miss Rosamond Smith, L.C.C., will speak on "The Need for Women on Borough Councils."

PARENTS' NATIONAL EDUCATIONAL UNION.

JUNE 6. Big School, Westminster School. 5.30 p.m. Annual General Meeting.

LEAGUE OF NATIONS UNION.

JUNE 3. Crouch Hill, Camberley, and New Malden.

JUNE 4. Foxlease, Kensington, and Leytonstone.

JUNE 5. Westpinster and Tottenham.

JUNE 7. Ipswich and Bedford College, London.

JUNE 8. Leeds.

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L ADIES' RESIDENTIAL CLUB offers single bedrooms to vacancies for visitors also. Excellent catering, unlimited he water. Airy sitting-room. Only 2 min. from Tube and Undeground. Rooms with partial board, 338. to 38s. weekly.-Apply, 15 Trebovir Road. Earls Court.

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LOW GREEN HOUSE, Thoralby, Aysgarth, Yorks.—Paying guests received; good centre for walks, charabanc to Hawes.—Particulars from Miss Smith.

SUFFOLK (Constable country).—Guest house in delightful country for professional women needing complete holiday. Eight miles from station, but good bus connection; moderate terms.—Mrs. Haydon, Hedingham, Stoke-by-Nayland.

NORTH DEVON.—Homely comfortable country Cottage; guests 2 gns. weekly for short term, 37s. for long; buses to all parts; bracing.—Box 990, Woman's Leader, 62 Oxford Street, W. 1.

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"MORE MONEY TO SPEND" (Income Tax Recovery and scale of charges to the Women Taxpayers' Agency, Hampden House, 84 Kingsway, W.C. 2. Phone, Central 6049.

HEAD-READING for fetes, etc.—"D" (of the Institute of Applied Psychology), Consulting Dietist, "Aonia", Sunningvale, Cudham.

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SECOND-HAND CLOTHING wanted to buy for cash; costumes, skirts, boots, underclothes, curtains, lounge suits, trousers, and children's clothing of every description; parcels sent will be valued and cash sent by return.—Mrs. Russell, 100 Raby Street, Newcastle-on-Tyne.

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ANNOUNCEMENTS.

ANN POPE will be at the office of The Woman's Leader on Mondays, Tuesdays, and Fridays from 2 to 5, and will be pleased to give advice or information on household matters free to subscribers, beginning 16th April. An Employment Agency for "House Assistants" is also being organized, and all letters should in future be addressed: Miss Ann Pope, "House Assistants' Centre," The Woman's Leader, Conford Street, W.n. The fees for letters by post are still 18, (2 questions); recipes from 2d. each. The Employment fees will be 1s. registration in every case; 2s. to be paid by assistants on engagement, and 5s. by employers. All letters must be accompanied by a stamped addressed envelope and the proper fees.

NTERNATIONAL WOMEN'S FRANCHISE CLUB, 9 Grafton Street, Piccadilly, W. 1.—Subscription: London Members, £2 2s.; Country Members, £1 5s. (Irish, Scottish, and Foreign Members, 10s. 6d.) per annum. Entrance fee, one guinea. Excellent catering; Luncheons and Dinners a la Carte. All particulars, Secretary. Tel.: Mayfair 3932.

L ONDON SOCIETY FOR WOMEN'S SERVICE.— Secretary, Miss Philippa Strachey. For information about employment and vocational training, write or call. Interviews 10-1 (Saturdays excepted), 58 Victoria Street, S.W. 1,

THE PIONEER CLUB has reopened at 12 Cavendish Place, Town Members £55s.; Country and Professional Members £44s. Entrance fee in abeyance (pro. tem.).

THE FELLOWSHIP SERVICES, Eccleston Guild House, Eccleston Square, S.W. 1: Sunday, 3rd June, 3.15, Music, Poetry, Lecture, Dr. Dearmer. 6.30, Maude Royden.

A LLEVIATE LONELINESS by forming Congenial Friendships, home or abroad.—For particulars write, Secretary, U.C.C., 16 L, Cambridge Street, S.W. r.

JOIN INTERNATIONAL HOUSE CLUB, 55 Gower Street, W.C. I. Subscription, 78.6d, per annum. Dainty Luncheons and Teas in the Cafetaria. Thursday, 7th June, 8.15 p.m., Mr. Hamilton Fyfe, "The Manufacture of Public Opinion by the Press."

MISS FRIDA HARTLEY is still in South Africa, but can attend to correspondence, which will be forwarded

ANN POPE'S EMPLOYMENT OFFICE.

HOUSE ASSISTANTS' CENTRE.

62 Oxford Street, London, W. 1. Hours: Mon., Tues., Frid.,

SOME WORKERS DISENGAGED

CLUB WORKER AND ORGANISER, trained Y.W.C.A. Girl Guides; musician, good accountant.

UNDER-HOUSEMAID, within reach of Hounslow. MAN AND WIFE, R.C., groom or farm worker; wife good plain cook.

WORKERS WANTED.

USEFUL HELP, educated girl would suit, one child. SEVERAL GENERAL SERVANTS who can cook. CHILDREN'S NURSE for two little girls.

Other workers disengaged and others wanted. Registration Fee, 1s., lasts one year. Suiting Fee: Employers, 5s.; Workers, 2s. Temporary help, 8\frac{3}{2} per cent. for both, or one penny on every shilling.

Please send THE WOMAN'S LEADER to me for twelve months. I enclose 6/6.

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