

**HANDBOOK AND REPORT OF
THE NATIONAL COUNCIL
AND UNION OF WOMEN
WORKERS OF GREAT
BRITAIN AND IRELAND**

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

CONTENTS :

National Council, Committees, Branches,
Affiliated Societies, Constitution, Annual
Report, Subscription List, Balance Sheet,
etc.

PAMPHLET

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1917-18.

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

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WOOD, MISS K. WILFORD	Young Women's Christian Association.
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INTERNATIONAL SECTIONAL COMMITTEE.

To report to the Executive Committee upon communications received from the officials of the International Council of Women and to bring to its notice any matters of International interest, to do such work as may be delegated to it by the Executive Committee, and to do all in its power to maintain friendly relations between the nations.

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Hon. Secretary—MISS JANES, 90, Hampstead Way, Hendon, N.W.4.

Hon. Recording Secretary—MISS ORRED, 59, Lowndes Square, S.W.1.

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HARVEY, MISS E. C.	National Organisation of Girls' Clubs.
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KENT, MISS B.	National Council of Trained Nurses.
KINNAIRD, THE HON. EMILY	Young Women's Christian Association.
MACMILLAN, MISS CHRYSAL	Legislation Committee.
MURRAY, MRS. DAVIDSON	Women's Imperial Health Association.
NEWCOMB, MISS H. C.	British Dominions Women's Suffrage Union.
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ROBERTS, MRS. C. MINTO	The Education Committee.
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STACEY, MISS	Colonial and Continental Church Society.
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MONTAGU	Young Women.
WILLIAMS, LADY HANBURY	The South African Colonisation Society.

WILKINSON, MISS F. R.	The Women's Farm and Garden Union.
WILLIAMS, MISS MARY	The British Women's Emigration Assoc.

And the following ex-officio members, being the representatives of the National Council of Women of Great Britain and Ireland upon the Standing Committees of the International Council of Women:—

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CREIGHTON, MRS.	Peace and Arbitration.
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FRANKLIN, HON. MRS.	Education.
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	Equal Moral Standard and Traffic in Women.
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MISS E. C. HARVEY, 16, Mays Hill Road, Shortlands, Kent.

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BOSCAWEN, LADY	Women's Unionist and Tariff Reform Association.
*BRIGHT, MRS. ALLAN H.	Emigration and Immigration Sectional Committee.
BROWNE, MISS LEIGH	Women's Local Government Society.
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CREIGHTON, MRS.	Peace and Arbitration Sectional Committee.
DAWSON, MRS. BOYD.	Women's Industrial Council.
*DAWSON, MISS LILIAN	Fabian Women's Group.
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FENWICK, MRS. BEDFORD	Society for the State Registration of Nurses.
FRANKLIN, THE HON. MRS.	International Sectional Committee.
GARRETT, MISS AGNES	<i>Co-opted.</i>
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*HALL, MISS BRODIE	Girls' Friendly Society.
HANDFORD, HON. MRS.	Branch Representatives' Committee.
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HITCHCOCK, MISS	Education Sectional Committee.
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INNES, MRS. GUY	Onward and Upward Association.
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LIDGETT, MISS	<i>Co-opted.</i>
*MACARTHUR, MISS	<i>Co-opted.</i>
*MACMILLAN, MISS CHRYSAL	Association for Moral and Social Hygiene.
*MACROSTY, MRS.	National Organisation of Girls' Clubs.
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MERRIFIELD, MISS F. DE G.	National Union of Women's Suffrage Societies.
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TANNER, MRS.	Women's Freedom League.
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WARD, MISS HELEN	Women's International League.
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STEVENS, MISS ETHEL MAY . . .	National Union for Insurance.
SUMMERTON, MRS. . . .	Ancient Order of Foresters.
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ASKEW, RT. HON. FRANCIS, J.P. . . .	National Conference of Friendly Societies.
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BOURNE, EDWARD, Esq. . . .	Manchester Unity of Oddfellows.
BROWNE, EDMOND, Esq. . . .	National Conference of Industrial Assurance Approved Societies.
CAMERON, W. S. Esq. . . .	Thrift Department, Charity Organisation Society.
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PEACE AND ARBITRATION SECTIONAL COMMITTEE.

To collect information from all sources; to suggest to the various Affiliated Societies and Branches of the N.U.W.W. the inclusion of the question of Peace and Arbitration in their programme; to supply speakers and literature where required; and to keep in touch with the Standing Committee on Peace and Arbitration of the I.C.W.

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Hon. Secretary—MISS E. H. STURGE, 378, Lillie Road, S.W.6.

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ELLIOT-NISH, MRS.	<i>ex-officio.</i>
ELLIS, MISS M. E.	Friends Northern Peace Board.
FRANKLIN, THE HON. MRS. E. L.	Parents' National Education Union.
GORDON, MRS. OGILVIE	<i>ex-officio.</i>
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BRIGHT, MRS. ALLAN H.	Executive Committee.
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CREIGHTON, MRS.	National Council for Combating Venereal Disease.
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Treasurer, Mrs. James Forman, Cavendish Crescent, Nottingham.
Secretary, Miss Boulton, Westgate, Southwell, Notts.
- Oldham (1897) ... *President*, Dame Sarah Lees, D.B.E., LL.D., Werneth Park, Oldham.
Treasurer, The Lady Emmott, 30, Ennismore Gardens, London, S.W.1.
Secretary, Miss Marjory Lees, Werneth Park, Oldham.
- Oswestry and Shropshire (1913) ... *President*, Mrs. Lodge, 5, Lower Brook Street, Oswestry.
Treasurer and Secretary, Miss N. Aylmer Lewis, Ty Maen, Oswestry.
- Oxford (1894) ... *President*, Mrs. G. Herbert Morrell, Headington Hill Hall, Oxford.
Treasurer and Secretary, Mrs. Groom, 21, Linton Road, Oxford.

* Branches newly formed.

- Peterborough (1896) ... *President and Secretary*, Miss Horatia Strong, Thorpe Hall, Peterborough.
Treasurer, Miss J. Colman, 11, Bridge Street, Peterborough.
- *Plymouth ... *President*, Dr. Mabel Ramsay, 4, Wentworth Villas, Plymouth.
Secretary, Mrs. Duhan, Colaba, Mannamead, Plymouth.
- Portsmouth (1900) ... *President*, Mrs. Ramsay, Cams Hall, Fareham, Hants.
Treasurer, Miss N. Scott Foster, Braemar, St. Helen's Parade, Southsea.
Secretary, Miss K. Edmonds, Annesley House, Queen's Crescent, Southsea.
- *Ross-on-Wye (1917) ... *President*, Mrs. Middleton, Ross-on-Wye.
Treasurer, Mrs. Cant, London and Provincial Bank, Ross-on-Wye.
Secretary, Mrs. Jones Williams, Ryefield House, Gloucester Road, Ross-on-Wye.
- *St. Albans (1917) ... *President*, The Viscountess Grimston, St. Michael's, St. Albans.
Treasurer, Mrs. Bourne, 58, Culver Road, St. Albans.
Secretary, Mrs. Feasey, Alicia, Union Lane, St. Albans.
- Salisbury (1915) ... *President*, The Hon. Lady Hulse, Breamore House, Breamore, Hants.
Treasurer and Secretary, Miss O. Pye-Smith, The Close, Salisbury.
- Scarborough (1904) ... *Secretary, pro. tem.*, Mrs. C. Rowntree, Yealand Cottage, Scarborough.
- Sheffield (1911) ... *President*, The Lady Mayoress, Mrs. Cattell, Cottesmore House, Norfolk Road, Sheffield.
Treasurer, Mrs. Leonard Wragg, Manor House, Loxley, Sheffield.
Secretary, Mrs. H. Michael Elliott, Hallam Gate Road, Sheffield.
- Southampton (1915) ... *President*, Olivia, Countess Cairns, Poultons, Romsey, Hants.
Treasurer, Mrs. Fox, 18, Bernard Street, Southampton.
Secretary, Mrs. Langstaff, 13, Carlton Crescent, Southampton.
- Southport & Birkdale (1893) *President*, Mrs. Inskip, 12, Albert Road, Southport.
Treasurer, Mrs. Frank Coop, 4, Mornington Road, Southport.
Secretary, Mrs. F. Simpson, 34, Lulworth Road, Southport.

* Branches newly formed.

- Stockton & Thornaby *President*, Miss Whitwell, Clockwood, Yarm-on-Tees, Yorkshire.
Treasurer and Secretary, Miss M. A. Watson, Maltby House, Cleveland, Stockton-on-Tees.
- *Stoke-on-Trent (1918) *President*, Lady Stafford, Swynnerton Hall, Barlaston.
Treasurer, Miss A. Geen, Kingsland, Stoke-on-Trent.
Secretary, Miss Wolseley Lewis, The Nursing Institute, Stoke-on-Trent.
- Sunderland (1912) ... *President*, Mrs. Hopkinson, Whitburn Rectory, Sunderland.
Treasurer, Mrs. Challoner, Warden Law, Houghton-le-Spring.
Secretary, Miss V. Pearman, 2, Thorburn Villas, Fulwell, Sunderland.
- *Taunton (1917) ... *President*, Hon. Mrs. Corfield, The Vicarage, Taunton.
Treasurer, Mrs. Fox Strangways, Heygrass, Nr. Taunton.
Secretaries, Mrs. Hotchkis, 18, Park Road, Taunton; Miss Goodland, 1, Elmgrove, Taunton.
- Torquay (1905) ... *President*, The Hon. Lady Acland, Wilmead, Torquay.
Treasurer and Secretary, Mrs. Chance, Walcot, Torquay.
- Tunbridge Wells ... *President*, Constance, Lady Coote.
Treasurer, Miss Bretherton, 15, Fraut Road, Tunbridge Wells.
Secretaries, Miss A. Scott, Brabourne, Southborough, Tunbridge Wells; Miss Moinet, Red Cross, Tunbridge Wells.
- Watford (1918) ... *President*, The Countess Clarendon, The Grove, Watford.
Secretary, Miss Beatrice Woodhead, Belmont, Aldenham Road, Bushey.
- Winchester (1897) ... *President*, The Lady Laura Ridding, The Old House, Wonston, Sutton Scotney, Hants.
Treasurer and Secretary, Mrs. H. Alexander Clay, 36, Hatherley Road, Winchester.
- Worthing (1914) ... *President*, Mrs. Henry Wright, 2, West Mansions, West Worthing.
Hon. Treasurer, Miss Weir, 10, Park Crescent, Worthing.
Secretary, Miss Ingleson, 8, Liverpool Terrace, Worthing.
- York (1900) ... *President*, Mrs. Edwin Gray, Gray's Court, York.
Treasurer, Mrs. Lewis A. Hope, 7, Driffeld Terrace, York.
Secretary, Miss Cudworth, Butt's Close, York.
* Branches newly formed.

SCOTLAND.

- Aberdeen (1883) ... *President*, The Marchioness of Aberdeen and Temair, Haddo House, Aberdeen.
Treasurers, Miss Clark, 27, Albyn Place, Aberdeen, and D. M. M. Milligan, Esq.
Secretary, Miss Davidson, 44, Rubislaw Den South, Aberdeen.
- Dundee (1904) ... *President*, Dr. Emily Thomson, Windsor Street, Dundee.
Treasurer, Miss E. Munro Miller, 6, Magdalen Yard Road, Dundee.
Secretary, Miss Kynoch, 8, Airlie Place, Dundee.
- Edinburgh (1896) ... *President*, Lady Salvesen, Dean Park House, Edinburgh.
Treasurer, Mrs. McLauchlan, 22, Melville Street, Edinburgh.
Secretary, Miss S. H. Turcan, 2, Great Stuart Street, Edinburgh.
- Glasgow (1884) ... *President*, Miss Blackie, Linwood, Dowanhill, Glasgow, W.
Treasurer, Miss Marwick, 19, Woodside Terrace, Glasgow, W.
Secretary, Miss Pickering, M.A., 104, West George Street, Glasgow.
- *Gourock, Renfrewshire (1917) *President*, Mrs. Darroch, Gourock House, Gourock.
Treasurer, Mrs. Low, Rodel, Gourock.
Secretary, Mrs. Coxe, 27, Caledonia Crescent, Gourock.
- Greenock (1905) ... *President*, Mrs. Dan Kerr, Heywood, Greenock.
Treasurer, Miss Prentice, Lintrathen, Greenock.
Secretary, Miss Minnie Anderson, 35, Fox Street, Greenock.
- Kirkintilloch (1918) ... *Secretary, pro. tem.*, Miss Young, Fernbank, Glasgow Road, Kirkintilloch.
- *Perth (1917) ... *President*, Lady Georgina Home Drummond, Woodlands, Perth.
Joint Treasurers and Secretaries, Mrs. Slater, West Manse, Scone, Perthshire; Mrs. Howman, Edendale, Perth.
- *Port Glasgow (1917)... *President*, Miss B. Inglis, Woodbank, Barr's Brae, Port Glasgow.
Treasurer, Miss Bruce, Royal Bank House, Port Glasgow.
Secretary, Miss Watt, Ivy Bank, Port Glasgow.
- * Stirling and Bridge of Allan
 * Branches newly formed.
President, Mrs. Monro, Auchenbowie, Stirling.
Secretary, Mrs. Drummond, Westerlands, Stirling.

St. Andrews, Fife (1904)

- President*, Miss Bentinck Smith, St. Leonards, St. Andrews.
Treasurer, Mrs. Rowland, 2, Playfair Terrace, St. Andrews.
Secretary, Mrs. Cargill Cantley, Woodlands, St. Andrews.

IRELAND.

Dublin (1916)

- ... *President*, Lady Wright, 22, Fitzwilliam Square, Dublin.
Treasurer, Miss Wright, 22, Fitzwilliam Square, Dublin.
Secretary, Miss M. Story, 9, St. James' Terrace, Malahide, co. Dublin.

STANDING COMMITTEES.

North-Eastern

- ... comprising Bradford, Bridlington, Hull, Leeds, Middlesborough and Cleveland, Scarborough, Sheffield, Stockton and Thornaby, Sunderland and York Branches.
Convener, Mrs. Edwin Gray, Gray's Court, York.
Hon. Secretary, Miss Cudworth, Butt's Close, York.

Midland

- ... comprising Bakewell, Birmingham, Derby, Leicester, Lichfield, Mansfield and Nottingham Branches.
Convener, Hon. Mrs. Handford, Elmfield, Southwell, Notts.
Hon. Secretary, Miss Holland, Barton-under-Needwood, Staffs.

South-Western

- ... comprising Bath, Bristol, Cheltenham, Exeter, Gloucester and Torquay Branches.
Convener, Miss E. H. Smith, Richmond House, Clifton Hill, Bristol.
Hon. Secretary, Miss L. A. G. Fursdon, Mondello, High Week, Newton Abbot, S. Devon.

Scottish

- ... comprising all Scottish Branches.
Convener, The Marchioness of Aberdeen and Temair.
Vice-Convener, Mrs. Greenlees, Langdale, Dowanhill, Glasgow.
Hon. Secretary, Mrs. A. P. Melville, 16, Carlton Street, Edinburgh.

* Branches newly formed.

BRANCH MEMBERS AND AFFILIATED SOCIETIES.

ENGLAND.				Member- ship.	Local Societies.
*Andover	...	...	...	43	2
Bakewell	...	...	...	57	3
Bath	...	...	...	58	10
Bedford	...	...	...	110	22
Berkhamsted	...	...	...	72	6
Birmingham	...	...	...	365	68
Bournemouth	...	...	...	79	19
Bradford (5 groups)	...	...	...	175	27
Bridlington	...	...	...	90	10
Brighton and Hove	...	...	...	122	31
Bristol	...	...	...	200	33
Bromley, Kent	...	...	...	120	24
Cambridge	...	...	...	495	33
Cheltenham	...	...	...	75	22
Coventry	...	...	...	36	7
*Crewe	...	...	...	—	—
Croydon	...	...	...	156	43
Cumberland	...	...	...	190	19
Derbyshire	...	...	...	120	52
Eastbourne	...	...	...	126	18
East Dorset	...	...	...	145	17
Exeter	...	...	...	—	—
Gloucester	...	...	...	106	36
*Godalming	...	...	...	65	2
Grantham	...	...	...	39	14
Grimsby	...	...	...	25	—
*Guildford	...	...	...	60	—
*Halifax	...	...	...	—	—
Haslemere	...	...	...	89	11
*Hereford	...	...	...	60	13
*Huddersfield	...	...	...	—	—
Hull	...	...	...	301	40
*Keighley	...	...	...	—	—
Leeds	...	...	...	184	41
Leicester	...	...	...	146	29
Lichfield	...	...	...	63	5
Lincoln	...	...	...	150	29
Liverpool and Birkenhead	...	...	...	270	98
London	...	...	...	324	12
Manchester and Salford	...	...	...	335	83
Mansfield	...	...	...	26	—
Middlesbrough and Cleveland	...	...	...	98	10
*Newcastle-on-Tyne	...	...	...	—	—
*Newport	...	...	...	40	16
*Norwich	...	...	...	—	—
Nottingham and Notts.	...	...	...	150	65
Oldham	...	...	...	93	5
Oswestry	...	...	...	70	—
Oxford	...	...	...	170	35
Peterborough	...	...	...	104	20
*Plymouth	...	...	...	—	—
Portsmouth	...	...	...	138	37
Carried forward	...	...	...	5900	1067

* Branches newly formed.

				Member- ship.	Local Societies.
Brought forward ...				5900	1067
*Ross-on-Wye	...	...	...	25	6
*St. Albans	...	...	...	90	3
Salisbury	...	...	...	109	28
Scarborough (branch suspended)	...	...	...	—	—
Sheffield	...	...	...	209	26
Southampton	...	...	...	50	7
Southport and Birkdale	...	...	...	97	46
Stockton and Thornaby	...	...	...	61	—
Stoke-on-Trent	...	...	...	125	—
Sunderland	...	...	...	52	9
*Taunton	...	...	...	—	—
Torquay	...	...	...	135	38
Tunbridge Wells	...	*	...	210	53
Watford	...	...	...	27	—
Winchester	...	...	...	75	20
Worthing	...	...	...	50	13
York (14 villages)	...	...	...	183	58
SCOTLAND.					
Aberdeen	...	...	...	150	32
Dundee	...	...	...	54	15
Edinburgh	...	...	...	190	50
Glasgow	...	...	...	461	100
*Gourock	...	...	...	—	—
Greenock	...	...	...	66	32
Kirkintilloch	...	...	...	—	—
*Perth	...	...	...	33	13
*Port Glasgow	...	...	...	—	—
St. Andrews	...	...	...	170	2
Stirling	...	...	...	—	—
IRELAND.					
Dublin	...	...	...	220	21
81 Branches.	...	...	...	Total ... 8732	1639

MEMBERS OF NATIONAL COUNCIL OF WOMEN,
1917-1918.N.B.—Hon. Vice-Presidents have the right to attend the meet-
ings of the Council and to speak, but not vote.

Executive Committee.	
Aberdeen & Temair, The	Marchioness of
Adderley, Dr. A.	Alexandra College Guild.
Akers-Douglas, Hon. Ethel	State Children's Association.
Albright, Miss	Birmingham Branch.
Alexander, Miss	Girls' Friendly Society (Ireland).
Alleyn, Miss	College Hall, Byng Place.
Allfree, Miss Edith	Folkestone L.A.C.F.G.
Allum, Miss	Brighton Branch.
Anderson, Miss Mary	Hull Branch.

* Branches newly formed.

Andrews, Miss K.	Incorporated Association of Assistant Mistresses in Public Secondary Schools.
Andrews, Miss N.	Cheltenham Branch.
Annand, Mrs.	Bournemouth Branch.
Appleton, Mrs.	Leicester Branch.
Arbuthnot, Mrs. G.	Executive Committee.
Arbuthnot, Mrs. R.	Zenana Bible and Medical Mission.
Armitage, Mrs.	Leeds Branch.
Armitage, Mrs. Cecil	Bakewell Branch.
Armitstead, Mrs.	London Branch.
Arnold, Mrs.	Berkhamsted Branch.
Arnott, Lady, D.C.B.E.	Executive Committee.
Arran, Winfred, Countess of	Conservative and Unionist Women's Franchise Association.
Arrol, Lady	Glasgow Branch.
Ashburner, Mrs.	Manchester Branch.
Ashford, Miss E. B.	Women's Industrial Council.
Ashley, Lady	Birmingham Branch.
Baddeley, Miss F.	Association of Teachers of Domestic Subjects.
Bairdsmith, Miss Eleanor	National Society for Epileptics.
Baker, Mrs. Bethune	Cambridge Branch.
Baker, Miss	Public Service Committee.
Balfour, The Lady Frances	Executive Committee.
Bannister, Mrs.	Teachers' Guild of Great Britain and Ireland.
Bardsley, Miss	Cumberland Branch.
Barker, Mrs.	Salvation Army.
Barker, Head Deaconess	Rochester Diocesan Deaconesses.
Barnett, Mrs. S. A., C.B.E.	Hon. Vice-President.
Barrett, Miss Rosa M.	Executive Committee.
Barrow, Mrs. Harrison	Birmingham Branch.
Basden, Miss M. F.	Executive Committee.
Bassett, Miss Tilney	Sheffield Branch.
Baster, Miss	Manchester Branch.
Batchelor, Miss	St. Hugh's College, Oxford.
Bates, Miss	Representative Council of Girls' Associations.
Battersea, The Lady	Hon. Vice-President.
Beach, Mrs. Hicks	Gloucester Branch.
Beattie, Mrs.	St. Andrew's Branch.
Beckett, Miss	Glasgow Branch.
Bedford, Adeline, Duchess of	Hon. Vice-President.
Beer, Mrs.	Federation of University Women
Behrens, Mrs. Hardy	Bradford Branch.
Bell, Mrs.	Dundee Branch.
Belper, The Lady	Nottingham Branch.
Bernard, Mrs.	East Dorset Branch.
Bewley, Miss N.	Haslemere Branch.
Bickersteth, Mrs.	Executive Committee.
Bigland, Mrs. Percy	Executive Committee.
Black, Lady	Nottingham Branch.
Blackburne, Miss G. M. Ireland	Finance Committee.
Blackie, Miss	Executive Committee.
Blakeney, Mrs. McCraith	Dublin Branch.
Blundell, Mrs. Moss	National Association for the Care of the Feeble-Minded.
Boase, Mrs. W. Norman	St. Andrew's Branch.
Bodden, Mrs.	Oldham Branch.

Boldero, Miss	National Union of Women's Suffrage Societies.
Bolton, Mrs.	Nottingham Branch.
Bond, Mrs. C. J.	Leicester Branch.
Booth, Mrs. Alfred	Hon. Vice-President.
Boulnois, Mrs. H. Percy	London Branch.
Boulton, Miss	Nottingham Branch.
Bousfield, Mrs.	Grantham Branch.
Bowlby, Mrs. T. H.	Mothers' Union.
Bowman, Mrs. A. W.	Time and Talents.
Bowring, Miss	Liverpool Branch.
Boys, Mrs.	Girls' Friendly Society.
Brabant, Mrs.	Oxford Branch.
Brackett, Mrs.	Tunbridge Wells Branch.
Bradley, Mrs.	Nottingham Branch.
Breay, Miss	National Council of Trained Nurses.
Brett, Miss	Gloucester Branch.
Bridgman, Miss	Church of England Temperance Society.
Briggs, Miss	East Dorset Branch.
Bright, Mrs. Allan H.	Executive Committee.
Brodigan, Miss	Greyladies College.
Brodie Hall, Miss	Executive Committee.
Brough, Mrs. B.	Association of University Women Teachers
Brown, Mrs. J. C.	Cumberland Branch.
Browne, Miss Leigh	Women's Local Government Society.
Brownlee, Mrs.	Glasgow Branch.
Buchanan, Mrs.	Hull Branch.
Buchanan, Miss Emily	Executive Committee.
Bunting, Lady	Hon. Vice-President.
Burman, Mrs.	Bristol Branch.
Burnley, Mrs.	Bradford Branch.
Burrows, Miss	Oxford Branch.
Busk, Miss H.	Bedford College.
Butler, Miss C. V.	Oxford Branch.
Cadbury, Mrs. George, O.B.E.	Executive Committee.
Calder, Miss Fanny L.	Hon. Vice-President.
Cameron, Miss Swankie	National British Women's Temperance Association.
Campbell, Mrs.	Eastbourne Branch.
Campbell, Mrs. Burnley, of Ormidale	Glasgow Branch.
Cancellor, Miss	National Union of Trained Nurses.
Carden, Mrs., O.B.E.	Executive Committee.
Carden, Mrs.	Torquay Branch.
Carey, Miss Henrietta	Hon. Vice-President.
Carson-Rae, Miss	Irish Nurses' Association.
Carter, Mrs.	Executive Committee.
Carver, Mrs.	Torquay Branch.
Cassillis, Countess of	Executive Committee.
Cattle, Mrs.	Social Guild, Nottingham.
Cave, Miss	Cambridge Branch.
Cawdor, The Countess of	Haslemere Branch.
Cecil, The Lady Florence	Exeter Branch.
Chambers, Miss	Birmingham Branch.
Chapman, Miss	Onward and Upward Association.
Cherry, Miss	Liverpool Branch.
Chute, Mrs. Chaloner	Girls' Friendly Society.
Clapperton, Mrs. John	Glasgow Branch.
Clark, Mrs. E. Kitson	Yorkshire Ladies Council of Education.

Clarke, Mrs. Somers	Brighton Branch.
Clarke, Miss E. G.	Association of Teachers of Domestic Subjects.
Clay, Mrs. H. A.	Winchester Branch.
Claye, Miss	Derbyshire Branch.
Clayton, Mrs.	Peterborough Branch.
Cleghorn, Miss, M.A.	National Union of Teachers.
Clephan, Miss A. E.	Executive Committee.
Clifford, Miss, M.A.	Hon. Vice-President.
Clough, Miss	National Union of Women's Suffrage Societies.
Codrington, Lady	Mothers' Union.
Collier, Mrs.	Oxford Branch.
Collier, Miss	Cambridge Branch.
Colman, Miss G. N.	Cambridge Branch.
Colman, Miss J.	Peterborough Branch.
Coop, Mrs. F.	Southport and Birkdale Branch.
Cooper, Mrs. Priestly	Hull Branch.
Courtney, Lady, of Penwith	Peace and Arbitration Committee.
Cowan, Lady	Legislation Committee.
Cox, Miss Adelaide	Salvation Army.
Cox, Miss Irene	Executive Committee.
Craies, Miss	Cambridge Branch.
Craig, Mrs.	Yarmouth L.A.C.F.G.
Crane, Mrs. I. Parker	Canning Town Women's Settlement.
Crawford, Mrs.	Sheffield Branch.
Crawford, Miss	Liverpool Branch.
Creighton, Mrs.	Executive Committee.
Creighton, Miss	Executive Committee.
Crofton, Mrs.	Executive Committee.
Crosfield, Mrs.	Croydon Branch.
Cudworth, Miss	York Branch.
Cunliffe, Hon. Lady	Girls' Friendly Society.
Cunnington, Miss	Brighton and Hove Branch.
Curteis, Mrs. Herbert	Charity Organisation Society.
Cutler, Miss B.	National Council of Trained Nurses.
Daintree, Mrs.	Liverpool Branch.
Dale, Miss	Bradford Branch.
Dashper, Mrs.	Southampton Branch.
Dashwood, Miss	Young Women's Christian Association.
Davidson, Mrs. Randall	Hon. Vice-President.
Davidson, Miss	Charity Organisation Society.
Davidson, Miss	Aberdeen Branch.
Davis, Mrs. Upton	Tunbridge Wells Branch.
Dawes, Mrs. Frank	Women's Institute.
Dawson, Mrs. Boyd	Executive Committee.
Dawson, Miss Lilian	Fabian Women's Group.
Day, Miss	Haslemere Branch.
Day, Miss Phyllis	Haslemere Branch.
de Loriol, Miss	International Union of Friends of Young Women.
Deane, Miss A.	Executive Committee.
Denton-Leech, Mrs.	Liverpool Branch.
Dockrell, Lady, U.D.C.	Irish Women's Suffrage and Local Government Association.
Douglas, Miss L. J.	Salisbury Branch.
Drayton, Miss Gertrude	Consultative Committee.
Dreschfield, Mrs.	Manchester Branch.
Dugdale, Miss C. E.	National Council of Evangelical Free

Dundas, Mrs. Robert	Churches (Women's Council).
Durst, Miss	Edinburgh Branch.
	Gloucester Branch.
Eaden, Mrs.	Cambridge Branch.
Eaton, Miss E. M.	Executive Committee.
Eddison, Miss	Irish Matrons' Association.
Edmonds, Miss K.	Portsmouth Branch.
Edwards, Mrs.	Mothers' Union.
Egan, Miss	Irish Matrons' Association.
Egerton, Miss, P.L.G.	Tunbridge Wells Branch.
Eggar, Miss Isabel	Brighton and Hove Branch.
Eglinton & Winton, The Countess of	Glasgow Branch.
Elliott-Lockhart, Miss M. D.	Girls' Friendly Society (Scotland).
Elliott, Mrs. H. Michael	Sheffield Branch.
Elliot-Nish, Mrs.	Executive Committee.
Ellis, Mrs. G. H.	Leicester Branch.
Emanuel, Mrs.	Executive Committee.
Emmott, The Lady	Executive Committee.
Erskine, Mrs.	Eastbourne Branch.
Escott, Miss	Sheffield Branch.
Evans, Lady	Somerville College, Oxford.
Evans, Miss	Hull Branch.
Eve, Lady Trustram	Executive Committee.
Falding, Miss	Bradford Branch.
Fanny, Deaconess	Torquay Branch.
Faudel-Phillips, Miss	Women Patrols Committee.
Fawcett, Mrs. Henry, LL.D.	Hon. Vice-President.
Fawkes, Mrs. R.	Executive Committee.
Felgate, Mrs.	Parents' National Educational Union.
Fenn, Miss	Tunbridge Wells Branch.
Fenwick, Mrs. Bedford	Society for the State Registration of Trained Nurses.
Field, Mrs.	Consultative Committee.
Field, Mrs.	Nottingham Branch.
Finlay, Mrs.	Executive Committee.
Firth, Miss	Executive Committee.
Firth, Miss	Sheffield Branch.
Fisher, Mrs. H. A. L.	Executive Committee.
Fitzgerald, Hon. Ismay	Brighton and Hove Branch.
Flather, Miss M.	Sheffield Branch.
Fleming, Mrs.	Church of Scotland Women's Guild.
Fletcher, Miss Margaret	Catholic Women's League.
Florence, Miss	Association of Women Clerks and Secretaries.
Forbes, Mrs., of Rothiemay	Executive Committee.
Ford, Miss Emily	Leeds Branch.
Forman, Mrs. J.	Nottingham Branch.
Forster, Hon. Mrs.	Bromley Branch.
Forty, Mrs.	Hull Branch.
Foster-Newton, Miss	National British Women's Temperance Association.
Fothergill, Mrs.	Executive Committee.
Fox, Mrs. Storrs	Bakewell Branch.
Frances, Deaconess	Manchester Branch.
Francis, Mrs.	Liverpool Branch.
Franklin, Hon. Mrs.	Executive Committee.
Frean, Mrs.	Bournemouth Branch.

Freke, Mrs.	Association of Women Pharmacists.
French, Miss E.	Alexandra College Guild.
Froud, Miss E. E.	National Federation of Women Teachers.
Fursdon, Miss L. A. G.	Executive Committee.
Fyfe, Mrs.	Public Health Committee.
Gabriel, Miss	Bedford Branch.
Gardner, Mrs. Charles	York Branch.
Garrett, Miss Agnes	Executive Committee.
Garrod, Mrs. Herbert	State Children's Association.
Gatliff, Miss	Eastbourne Branch.
Gay, Miss	Church Army.
Gedge, Miss	Cheltenham Branch.
Gee, Mrs.	Executive Committee.
Gem, Mrs. Arnold	Hon. Vice-President.
Gent, Mrs.	Bristol Branch.
Gibson, Mrs.	Dundee Branch.
Gibson, Miss	Workhouse Nursing Association.
Giles, Mrs.	Lincoln Branch.
Gill, Miss, R.R.C.	Scottish Matrons' Association.
Gilson, Mrs. Cary	Birmingham Branch.
Gittins, Miss	Leicester Branch.
Glover, Mrs. Arnold	Executive Committee.
Glover, Mrs. Howard	Parents' National Educational Union.
Goodwin, Miss E. F. L.	National Union of Teachers.
Goody, Miss M.	Girls' Realm Guild.
Gordon, Mrs. Hope	Glasgow Branch.
Gordon, Mrs. Ogilvie, D.Sc., Ph.D., F.L.S.	President, National Union of Women Workers.
Gould, Mrs. Monk	Executive Committee.
Gow, Mrs. James	Executive Committee.
Gowers, Miss Evelyn	Committee for Work among Girls.
Graham, Miss	Scottish Matrons' Association.
Graham, Miss Sophia	Cumberland Branch.
Grant, Miss	Girls' Friendly Society.
Grant, Miss Isobel	Leicester Branch.
Grant, Miss Lorent	Association for Promoting Training and Supply of Midwives.
Gray, Mrs. Alan	Executive Committee.
Gray, Mrs. Edwin	Executive Committee.
Grey, Miss Elizabeth	York Branch.
Gray, Miss Grainger	East Dorset Branch.
Grayson, Miss	Liverpool Branch.
Gregory, Miss	Teachers' Guild.
Greenlees, Mrs.	Glasgow Branch.
Gridley, Miss E.	East Dorset Branch.
Grignon, Miss	Harrow and Willesden Ruridecanal Association.
Groom, Mrs.	Oxford Branch.
Gunning, Mrs.	Catholic Women's League.
Haddo, The Countess of	Aberdeen Branch.
Halford, Miss K.	Union of Jewish Women.
Hanbury, Hon. R. Bateman	Girls' Friendly Society.
Handcock, Mrs. George	Executive Committee.
Hancox, Miss	Sheffield Branch.
Handford, Hon. Mrs.	Executive Committee.
Hare, Miss Edith	Society for Promoting the Employment of Women.
Harper, Miss	Bromley Branch.

Harvey, Miss E. C.	Executive Committee.
Haslam, Mrs.	Hon. Vice-President.
Hawes, Miss	Leicester Branch.
Hayward, Miss Curtis	Gloucester Branch.
Heather-Bigg, Miss	Matrons' Council of Great Britain and Ireland.
Heitland, Mrs.	Cambridge Branch.
Holmsley, Muriel Viscountess	Women's Institute.
Helps, Mrs. Edmund	Joint Committee on the Employment of Barmaids.
Henderson, Miss Elsie	Cambridge Branch.
Henriques, Mrs. C. Q.	Union of Jewish Women.
Heppel, Miss	Bromley Branch.
Hepton, Lady	Leeds Branch.
Hertz, Miss A. T.	Manchester Branch.
Hertz, Miss Olga	Executive Committee.
Hett, Miss Irene	Ranyard Mission.
Heygate, Mrs.	East Dorset Branch.
Hibgame, Miss D. M.	Incorporated Association of Assistant Mistresses in Public Secondary Schools.
Higgs, Miss H. C.	National British Women's Temperance Association.
Hime, Miss	National Association for Women's Lodging Homes.
Hitchcock, Miss Agnes	Executive Committee.
Hoare, Miss	Executive Committee.
Hobson, Mrs.	Girls' Friendly Society (Ireland).
Hodge, Miss Edith	Teachers' Training and Registration Society.
Hodgkinson, Miss	Tunbridge Wells Branch.
Hogarth, Miss	Scarborough Branch.
Holland, Mrs. Spencer	Executive Committee.
Holland, Miss	Executive Committee.
Holmes, Mrs. I. M.	Metropolitan Public Gardens Association.
Holmes, Miss	Leeds Branch.
Holtby, Mrs.	Bridlington Branch.
Home-Drummond, The Lady Georgina	Standing Committee of Scottish Unions.
Hoole, Miss	Sutton L.A.C.F.G.
Hope, Mrs.	Bath Branch.
Hope, Mrs. L. A.	York Branch.
Hope, Mrs. Lewis	York Branch.
Hopkinson, Mrs.	Sunderland Branch.
Houlder, Mrs.	Croydon Branch.
Hoyer, Miss	Winchester Branch.
Hudson, Miss	Croydon Branch.
Hughes, Mrs.	Birmingham Branch.
Hughes, Miss Amy	Executive Committee.
Hughes, Miss M.	Alexandra College Guild.
Hulse, Hon. Lady	Executive Committee.
Hurtley, Miss Elizabeth	Hull Branch.
Hutchinson, Mrs.	Cambridge Branch.
Hutton, Miss	Alexandra College Guild.
Huxley, Miss	Irish Nurses' Association.
Hyde, Deaconess	Lincoln Branch.
Illingworth, Mrs. F.	Bradford Branch.
Indermaur, Mrs.	Women's Total Abstinence Union.
Innes, Mrs. Guy	Onward and Upward Association.
Inskip, Mrs.	Southport Branch.
Ironside, Mrs.	Church of England Temperance Society

Irving, Mrs. H. B.	Executive Committee.
Jackson, Mrs. W. Hartas	Manchester Branch.
James, Miss L.	Froebel Society.
Janes, Miss	Executive Committee.
Jebbs, Mrs.	Southampton Branch.
Jevons, Miss H. W.	Committee on Wage-Earning Children.
Jex-Blake, Miss	Oxford Branch.
Johnson, Mrs. A.	Sunderland Branch.
Johnson, Mrs. W. H.	Manchester Branch.
Johnston, Mrs. T.	Executive Committee.
Jones, Mrs. Garrett	Peace and Arbitration Committee.
Jones, Mrs. Parry	Branch Representatives Committee.
Joseph, Miss	Public Health Committee.
Josslyn, Mrs.	Bedford Branch.
Katharine, Head Deaconess	Exeter Diocesan Deaconesses.
Kelly, Miss	Portsmouth Branch.
Kelynack, Mrs., M.B.	Women's Total Abstinence Union.
Kemphorne, Mrs.	Executive Committee.
Kensington, Miss F.	Girton College.
Ker, Miss F. C.	Cheltenham Ladies College.
Kerr, Mrs. D.	Greenock Branch.
Keynes, Mrs.	Cambridge Branch.
Kilgour, Miss	London Branch.
Kinnaird, Hon. Emily	Young Women's Christian Association.
Kirk, Mrs.	Bridlington Branch.
Knox, Mrs.	Lincoln Branch.
Kynoch, Miss	Dundee Branch.
Lambert, Miss Marjorie	Lincoln Branch.
Laney, Mrs. F.	Bournemouth Branch.
Langton, Miss A.	Tunbridge Wells Branch.
Lapthorne, Mrs.	Portsmouth Branch.
Lassetter, Mrs.	Cambridge Branch.
Laurie, Miss	Cheltenham Branch.
Laverick, Miss	Nottingham Branch.
Laurance, Miss	Nottingham Branch.
Lawrance, Miss	Charity Organisation Society.
Lawrence, Miss F. J.	Girls' Friendly Society.
Lawrence, Miss G.	East Dorset Branch.
Leach, Mrs.	Bradford Branch.
Lees, Miss	Edinburgh Branch.
Lees, Miss Marjory	Oldham Branch.
Leete, Mrs.	National British Women's Temperance Association.
Lefroy, Miss	British Women's Emigration Association.
Lemon, Miss A.	Executive Committee.
Leveson, Miss	St. Andrew's Branch.
Levett, Miss	Hull Branch.
Lewis, Mrs.	Bristol Branch.
Lewis, Miss Aylmer	Oswestry Branch.
Lidgett, Miss	Hon. Vice-President.
Lindsey, Miss F. M.	London Branch.
Little, Mrs. Archibald	London Branch.
Little, Mrs.	Mothers' Union.
Livingstone, Miss	Girls' Diocesan Association.
Lloyd, Mrs. J. H.	Birmingham Branch.
Lloyd, Miss Julia	Birmingham Branch.
Lock, Mrs. Fossett	Executive Committee.

Long, Mrs.	Bath Branch.
Lord, Miss Georgina	Cumberland Branch.
Lowndes, Miss	National Union of Women's Suffrage Societies.
Lund, Mrs. P.	Bradford Branch.
Lyall, Mrs. Hudson	London Branch.
Lyon, Miss	Hull Branch.
Lyon, Miss L.	Alexandra College Guild.
Macadam, Miss	Liverpool Branch.
Maccall, Mrs.	Southport and Birkdale Branch.
Macdonald, Mrs. D.	Derbyshire Branch.
Macdonald, Miss M. A.	Executive Committee.
McDougall, Mrs. Sidney	Manchester Branch.
MacDougall, Miss	Rescue and Preventive Committee.
Mackenzie, Mrs. Leslie	Edinburgh Branch.
Mackintosh, Mrs.	Manchester Branch.
McLaren, Miss	Young Women's Christian Association.
McLaren, Miss	Insurance Committee.
MacLehose, Mrs.	Glasgow Branch.
MacLehose, Miss A. R.	Branch Representatives Committee.
Macmillan, Miss Chrystal	Executive Committee.
Macnaghten, Miss	London Branch.
McNair, Mrs.	Cambridge Branch.
Macrae, Mrs.	Glasgow Branch.
McRobert, Lady	Aberdeen Branch.
Macrosty, Mrs.	Industrial Committee.
Mahler, Miss	Executive Committee.
Mair, Miss S. E. S.	Hon. Vice-President.
Makower, Mrs. E.	Jewish Association for the Protection of Girls and Women.
Malkin, Mrs.	London Diocesan Council for the Promotion of Public Morality.
Malleson, Miss	Cheltenham Branch.
Mann, Mrs.	Bromley Branch.
Marlborough, Her Grace the Duchess of	Women's Municipal Party.
Marsh, Mrs.	Executive Committee.
Marshall, Miss	Croydon Branch.
Martin, Miss H. A.	Teachers' Guild.
Martin, Miss M. E. R.	Executive Committee.
Martindale, Miss Maud	Church Army.
Marvin, Mrs.	Industrial Committee.
Mason, Miss	Women's Local Government Society.
Mason, Miss Bertha	Executive Committee.
Matheson, Hon. Mrs.	Oxford Branch.
Matthews, Mrs. G. S.	Birmingham Branch.
May, Miss K. B.	Norland Institute.
Mechan, Mrs. Henry	Glasgow Branch.
Melland, Miss	Manchester Branch.
Melland, Miss F.	Manchester Branch.
Melrose, Miss, R.R.C.	Scottish Matrons' Association.
Melvin, Mrs.	Edinburgh Branch.
Melville, Mrs. A. P.	Executive Committee.
Meyer, Mrs.	York Branch.
Millar, Mrs. T. J.	Edinburgh Branch.
Mirrlees, Mrs.	Hon. Vice-President.
Mitchell, Mrs. C. T.	National Vigilance Association.
Mitchell, Miss Lucy, B.A.	Glasgow Branch.
Montagu, Hon. Lily	Executive Committee.

Moon, Miss	Young Women's Christian Association.
Moorhouse, Miss	Manchester Branch.
Morewood, Mrs. T. C.	Women's Total Abstinence Union.
Morfey, Miss P.	Cambridge Branch.
Morgan, Mrs. Georye	National Council of Evangelical Free Churches (Women's Council).
Morison, Mrs. James	Cumberland Branch.
Morland, Miss L.	Croydon Branch.
Moro, Mrs. Arthur R.	Jewish Association for Protection of Girls and Women.
Morrell, Mrs. Herbert	Executive Committee.
Morrell, Miss	Church of England Temperance Society.
Morris, Mrs.	Portsmouth Branch.
Morris, Mrs., P.L.G.	Women's Local Government Society.
Morris, Miss	Liverpool Branch.
Morris, Miss H. M.	Southwark Diocesan Association.
Morris, Miss M. L.	Bath Branch.
Morrison, Miss	Church League for Women's Suffrage.
Morton, Mrs.	National British Women's Temperance Association.
Moses, Mrs.	Berkhamsted Branch.
Moss, Mrs.	Oxford Branch.
Moss, Miss	Liverpool Branch.
Mother Emma	Hon. Vice-President.
Moxey, Mrs.	British Women's Patriotic League.
Muirhead, Mrs. James	Glasgow Branch.
Mulhall, Mrs.	London Branch.
Muncaster, Miss	London Branch.
Munro, Mrs.	Invalid Children's Aid Association.
Musgrave-Brown, Mrs.	Liverpool Branch.
Neilans, Miss A.	Association for Moral and Social Hygiene.
Newbold, Mrs.	Tunbridge Wells Branch.
Newcomb, Miss	International Committee.
Newsum, Mrs.	Lincoln Branch.
Nicholls, Mrs.	Peterborough Branch.
Nickalls, Miss Patteson	Christian Social Union.
Norris, Miss	Winchester Branch.
Nunburnholme, The Lady	Hull Branch.
Nuttall, Mrs.	Manchester Branch.
O'Hanlan, Mrs. S.	Manchester Branch.
O'Kell, Miss	Women Sanitary Inspectors and Health Visitors Association.
O'Malley, Miss I. B.	National Union of Women's Suffrage Societies.
Ohthoff, Mrs.	Brighton and Hove Branch.
Oldham, Miss	Executive Committee.
Ormerod, Miss	Emigration and Immigration Committee.
Orred, Miss	International Committee.
Osler, Mrs.	National Union of Women's Suffrage Societies.
Osler, Mrs. J. A.	Birmingham Branch.
Page, Mrs.	Peterborough Branch.
Paget, Miss Rosalind	Midwives Institute.
Parish, Miss	Church of England Temperance Society.
Parrish, Mrs.	Executive Committee.
Parker, Mrs.	Executive Committee.
Parker, Mrs. A. H.	National British Women's Temperance Association.

Parsons, Mrs. Clement	Parents' National Educational Union.
Partridge, Deaconess Grace	Rochester and Southwark Diocesan Association.
Paterson, Miss Grace	Glasgow Branch.
Pearce, Miss	Women Patrols Committee.
Pearse, Miss Helen	Matrons' Council of Great Britain and Ireland.
Pearson, Mrs	Women's Total Abstinence Union.
Pelham, Miss M.	Committee for Work among Girls.
Pelly, Mrs.	Derbyshire Branch.
Percival, Mrs. Herbert	Publications Committee.
Pereira, Mrs.	Church of England Temperance Society.
Philippa, Sister	West London Mission.
Phillips, Mrs. Herbert	Hon. Vice-President.
Phillips, Miss R. Faudel	Women Patrols Committee.
Phillips, Miss Mary E.	Executive Committee.
Phillp, Mrs. Arthur	Hon. Vice-President.
Philp, Miss F. Penrose	State Children's Association.
Pickard, Miss	Bedford Branch.
Pickering, Miss	Glasgow Branch.
Picton-Turbervill, Miss	Executive Committee.
Pierce, Miss	Dr. Barnardo's Homes.
Pillow, Mrs.	Association of Teachers of Domestic Subjects.
Pollard, Mrs. Alfred	Publications Committee.
Pontifex, Miss H.	East Dorset Branch.
Potter, Mrs. J. Wilson	Croydon Branch.
Powell, Miss	Hospital Almoners Council.
Power, Miss	Executive Committee.
Prain, Mrs.	St. Andrew's Branch.
Prentice, Miss	Greenock Branch.
Procter, Lady, O.B.E.	Young Women's Christian Association.
Prothero, Mrs.	Executive Committee.
Purchase, Mrs.	National British Women's Temperance Association.
Pye-Smith, Miss	Salisbury Branch.
Radcliffe, Mrs. Clifford	Salisbury Branch.
Raffan, Mrs.	National British Women's Temperance Association.
Raikes, Mrs.	Derbyshire Branch.
Ramsay, Mrs.	Portsmouth Branch.
Ramsden, Miss	Irish Matrons' Association.
Rankin, Mrs.	Mothers' Union.
Rawlence, Miss	Sarum Diocesan Association.
Rawlinson, Miss F. M.	Public Service Committee.
Rea, Mrs. Walter	Parents' National Educational Union.
Read, Miss Margaret	Young Women's Christian Association.
Reckitt, Mrs. Philip	Hull Branch.
Redford, Mrs.	Manchester Branch.
Reed, Mrs. C. C.	National British Women's Temperance Association.
Reeves, Miss A.	Irish Nurses' Association.
Reid, Miss	Haslemere Branch.
Rice, Mrs. S. Spring	Society for Promoting the Employment of Women.
Rich, Miss	Girls' Friendly Society.
Richardson, Miss A. W.	Westfield College.
Richmond, Miss	Holborn Rural Deanery Association.
Ridding, The Lady Laura	Executive Committee.

Rintoul, Mrs.	Glasgow Branch.
Ritchie, Mrs.	National Organisation of Girls' Clubs.
Ritson, Miss	Glasgow Branch.
Rivington, Miss Christina	Insurance Committee.
Roberts, Mrs.	Education Committee.
Roberts, Miss	Tunbridge Wells Branch.
Roberts, Miss S.	Executive Committee.
Roberts, Miss Maude	Tunbridge Wells Branch.
Robins, Miss Monica	Women's Indian Study Association.
Robinson, Miss Lucy	Incorporated Society of Trained Masseuses.
Roby, Miss	Metropolitan Association for Befriending Young Servants.
Rogers, Mrs.	Tunbridge Wells Branch.
Rogers, Miss	Association for the Education of Women.
Rootham, Mrs.	Cambridge Branch.
Rose, Miss	Edinburgh Branch.
Rose, Miss	Torquay Branch.
Rowe, Mrs. Tetley	Bromley Branch.
Roxburgh, Lady	Rescue and Preventive Committee.
Roxburgh, Mrs.	Edinburgh Branch.
Royden, Miss A. M.	Executive Committee.
Royden, Miss M. C.	Liverpool Branch.
Runciman, Mrs. Walter	Executive Committee.
Russell, Mrs.	London Branch.
Ryland, Miss	Birmingham Branch.
Ryley, Miss	Executive Committee.
St. Lawrence, Mrs. Gainsford	Irish Girls Protection Crusade.
Salvesen, Lady	Executive Committee.
Samuel, Mrs. Gilbert, O.B.E.	Conservative and Unionist Women's Franchise Association.
Samuel, Mrs. Herbert	Women's Industrial Council.
Sanders, Mrs.	Leicester Branch.
Sanders, Miss G. J.	Swanley Horticultural College.
Sandilands, Miss	Hull Branch.
Sandys, Miss	Oxford Branch.
Saye, Miss	Girls' Friendly Society.
Scampton, Miss Mary	Coventry Branch.
Scott, Mrs. Anderson	Cambridge Branch.
Scott, Mrs. H. E.	Cumberland Branch.
Scott, Miss A.	Executive Committee.
Scovell, Miss	Women's Local Government Society.
Scruby, Miss F.	Cambridge Branch.
Sedgwick, Miss	Young Women's Christian Association.
Selborne, The Countess of.	Executive Committee.
Shawyer, Miss M.	Cumberland Branch.
Shipton, Miss A. C.	Croydon Branch.
Siddall, Head Deaconess	Winchester Diocesan Deaconesses.
Sidgwick, Mrs. Henry	Hon. Vice-President.
Simmonds, Mrs. C. P.	National Union of Women's Suffrage Societies.
Simon, Mrs. E. D.	Executive Committee.
Simon, Mrs. S.	Manchester Branch.
Simpson, Mrs. E. O.	Leeds Branch.
Simpson, Mrs. W.	Leeds Branch.
Simpson, Miss A.	Derbyshire Branch.
Slack, Miss Agnes	National British Women's Temperance Association.
Slater, Mrs.	Peterborough Branch.
Sloan, Mrs.	St. Andrew's Branch.

Smedley, Mrs. Marsden	Executive Committee.
Smith, Lady Adam	Aberdeen Branch.
Smith, Mrs. Binns	Women's Institute.
Smith, Mrs. Gerard	Derbyshire Branch.
Smith, Mrs. Milbank	Worthing Branch.
Smith, Mrs. Ridley	London Branch.
Smith, Miss Allis	Bournemouth Branch.
Smith, Miss Bentinck	St. Andrew's Branch.
Smith, Miss Constance	Christian Social Union.
Smith, Miss E. H.	Executive Committee.
Smith, Miss Grace M.	Factory Girls Country Holiday Fund.
Smith, Miss Julia	Duty and Discipline Movement.
Smith, Miss M. Stafford	Executive Committee.
Smith, Miss Rosamond	Executive Committee.
Somerset, The Lady Henry	Hon. Vice-President.
Spencer, Miss M. G., O.B.E.	Central Bureau for the Employment of Women.
Spielman, Mrs.	Union of Jewish Women.
Stacey, Miss H. B.	Colonial and Continental Church Society.
Stack, Miss N. B.	Dublin Branch.
Stafford, Miss E. M.	Leicester Branch.
Steele, Miss	Association of Head Mistresses.
Steer, Miss	Bridge of Hope Mission.
Stephenson, Miss K.	Salisbury Branch.
Steven, Mrs.	Glasgow Branch.
Stevenson, Mrs.	Cambridge Branch.
Stevenson, Mrs.	Glasgow Branch.
Stevenson, Miss, B.A.	Glasgow Branch.
Stillwell, Miss	Birmingham Branch.
Stocks, Mrs.	Executive Committee.
Stokes, Mrs.	Lichfield Branch.
Stones, Miss Ellen, M.A.	London Branch.
Story, Miss A. G.	Dublin Branch.
Story, Miss M.	Executive Committee.
Strachey, Mrs. Oliver	Executive Committee.
Strangeways, Mrs. Fox	Women's Indian Study Association.
Streatfeild, Mrs.	Eastbourne Branch.
Streeter, Miss Edith	Church of England Women's Help Society
Strong, Miss Horatia	Peterborough Branch.
Stuart, Miss	Bridlington Branch.
Sturge, Miss Elizabeth	Executive Committee.
Sturge, Miss E. H.	National Home Reading Union.
Sunderland, Miss Mabel	Bermondsey Settlement.
Suttill, Miss N.	Association of University Women Teachers
Sydenham, Lady	Executive Committee.
Synge, Miss Else	Women's Diocesan Association.
Talbot, Mrs. Grosvenor	Leeds Branch.
Tanner, Mrs.	Women's Freedom League.
Taylor, Mrs. Wilfred	Young Women's Christian Association.
Taylor, Miss Percy	Colonial Intelligence League.
Theilmann, Miss	Executive Committee.
Thicknesse, Miss K.	Lady Margaret Hall, Oxford.
Thoday, Mrs.	National Union of Women's Suffrage Societies.
Thomas, Mrs. W. H.	Oswestry Branch.
Thompson, Mrs.	Dublin Branch.
Thompson, Miss	Lichfield Branch.
Thorney, Miss Lois	Hull Branch.
Thorp, Miss L. Joan	Representative Council of Girls' Associations.

Tite, Miss Constance	Criminal Law Amendment Committee.
Todhunter, Miss	Lincoln Branch.
Tolmie, Miss	Glasgow Branch.
Torrey, Mrs.	London Branch.
Tottenham, Miss G. M.	Federation of Working Girls' Clubs.
Townend, Miss K. M.	Girls' Friendly Society.
Townsend, Miss	Bristol Branch.
Tozer, Miss	Sheffield Branch.
Tripp, Mrs.	Alexandra College Guild.
Turcan, Miss	Edinburgh Branch.
Turner, Miss Emily	Salvation Army.
Vanstone, Mrs.	Croydon Branch.
Vernon, Miss	British Women's Emigration Association.
Verrall, Miss M.	Brighton and Hove Branch.
Vickers, Miss E. D.	Mental After-Care Association.
Villiers, Miss Susan	Matrons' Council of Great Britain and Ireland.
Vizard, Mrs. W. G.	National Home Reading Union.
Vlieland, Mrs.	Exeter Branch.
Vulliamy, Mrs.	Cambridge Branch.
Wade, Miss	Executive Committee.
Wadge, Miss	South African Colonisation Society.
Wainwright, Miss	Liverpool Branch.
Walker, Mrs. Edwin	Southport Branch.
Walker, Miss	Church Army.
Walker, Dr. Jane	Executive Committee.
Wallace, Mrs. David	Edinburgh Branch.
Wallis, Mrs.	Nottingham Branch.
Walrond, Miss	Gloucester Branch.
Ward, Mrs. James	Cambridge Branch.
Ward, Miss Helen	National Union of Women's Suffrage Societies.
Warden, Miss	Birmingham Branch.
Ware, Mrs. Fabian	Finance Committee.
Waterhouse, Mrs.	Manchester Branch.
Watson, Mrs.	Hull Branch.
Watson, Mrs. Bertrand	Stockton and Thornaby Branch.
Watson, Miss	Stockton and Thornaby Branch.
Weaver, Miss M. Corbet	Girls' Guildry.
Weekes, Mrs.	Cambridge Branch.
Weet, Miss M.	Eastbourne Branch.
Wheeler, Mrs. Bourne	Derbyshire Branch.
Whelpton, Mrs. Urleig	Eastbourne Branch.
White, Miss H. M., LL.D.	Executive Committee.
White, Mrs. F. A.	National Food Reform Association.
Whitrow, Mrs.	Tunbridge Wells Branch.
Whitwell, Miss	Stockton and Thornaby Branch.
Wilde, Mrs. H.	Executive Committee.
Wilkinson, Hon. Mrs.	Executive Committee.
Wilkinson, Mrs.	Oldham Branch.
Wilkinson, Mrs. A. H.	Hull Branch.
Wilkinson, Miss F. R.	Women's Farm and Garden Union.
Will, Miss Ogilvie	Aberdeen Branch.
Williams, Mrs.	Leicester Branch.
Williams, Mrs. John	Bromley Branch.
Williams, Mrs. Theodore	Women's Local Government Society.
Williams, Miss	Birmingham Branch.
Williams, Miss E.	Birmingham Branch.

Williams, Miss Mabel	Executive Committee.
Wilson, Mrs. O. C.	Sheffield Branch.
Wilson, Miss K.	Middlesborough Branch.
Witchell, Mrs. E. J.	Sunday School Union.
Withington, Mrs.	Middlesborough and Cleveland Branch.
Wood, Lady Dorothy	Yorkshire Ladies' Council of Education.
Wood, Miss K. Wilford	Emigration and Immigration Committee.
Woodcock, Mrs.	Bridlington Branch.
Woolf, Miss	Manchester Branch.
Worsley, Miss	Bristol Branch.
Wright, Lady	Executive Committee.
Wright, Mrs.	Worthing Branch.
Wright, Mrs. FitzHerbert	Derbyshire Branch.
Zaneth, Miss	Catholic Women's League.
Zimmern, Miss E. M.	Executive Committee.

Constitution of the National Union and Council.

(FEDERATED TO THE INTERNATIONAL COUNCIL OF WOMEN.)

This Union is established in the interests of no one particular philanthropic, political, or religious organisation. It has no power over the organisations of which it is composed. Affiliated Societies incur no responsibility on account of any action taken either by the Council of the Union or by any other Affiliated Society.

Objects.—1. To promote the social, civil, moral, and religious welfare of the community.

2. To promote sympathy of thought and purpose among the Women of Great Britain and Ireland.

3. To focus and redistribute information likely to be of service to Women Workers.

4. To form and develop Local Branches of the Union, and to affiliate organisations whose work is in harmony with the objects of the Union.

Membership of the National Union of Women Workers.—The National Union shall be composed of:—

- (a) Ordinary Members, who shall be subscribers of at least 5s. annually to the Central Fund.
- (b) Corporate Members, who shall be members of Local Branches of the National Union of Women Workers, which Branches subscribe annually at the rate of not less than 6d. per member.
- (c) Members of Affiliated Societies, nationally organised or of national importance, which Societies subscribe a guinea annually to the Central Fund.

The National Council of Women.—The Governing Body of the National Union of Women Workers shall be called the National Council. It shall be composed of women who are:—

- (a) Members of the Executive Committee.
- (b) Representatives of the Local Branches.
- (c) Representatives of the Sectional Committees.
- (d) Representatives of Affiliated Societies.

An annual subscription of at least 5s. must be paid by, or on behalf of, each Member of the National Council.

(For "Basis of Representation on the National Council," see p. 65).

Officers.—The Officers of the National Union and Council shall be a President, an Hon. Treasurer, and an Hon. Editor of the Official Organ. They shall be elected by ballot by the National Council, and shall retire annually but be eligible for re-election. Salaried Officers shall be appointed by the Executive Committee.

Honorary Vice-Presidents.—The Council shall have power to elect Honorary Vice-Presidents, who must be subscribers to the Central Fund. They shall be nominated by the Executive Committee at one meeting, the nomination shall be confirmed at the next meeting, and the names afterwards submitted to the Council at its Annual Meeting for election. Hon. Vice-Presidents shall have power to attend the Meetings of the Executive Committee and of the Council, and to speak, but not vote. The Founders of the National Union of Women Workers shall be Hon. Vice-Presidents without election, if not holding any other office. Their names shall be starred in the list of Hon. Vice-Presidents.

Vice-Presidents.—The elected Members of the Executive Committee, who are ex-Presidents of the N.U.W.W. or President or ex-Presidents of the International Council of Women, shall act as Vice-Presidents.

The Executive Committee.—The Executive Committee shall consist of:—

- (1) **Members elected by ballot** at the Annual Meeting of the National Council.

The members elected by ballot shall be the President, the Hon. Treasurer, the Hon. Editor of the Official Organ, and thirty-six other women, of whom at least four shall be resident in Scotland and four resident in Ireland. Members shall hold office for two years, eighteen retiring annually, but being eligible for re-election. Of these eighteen two shall be resident in Scotland and two in Ireland.

The ballot shall take place on the first day of the annual meeting of the National Council in a separate room, between certain fixed hours to be arranged by the Executive Committee.

- (2) **Members elected by the Branches.**

Branches shall have the right to elect the President, Secretary, or any other member of the Branch Committee to attend the Meetings of the Executive Committee with power to vote. Such representative shall serve for two years. No proxy shall be allowed. Branches shall notify the Secretary of the N.U.W.W. of the name of their representative not later than September 30th.

A new Branch desiring representation must have at least eighty members, among whom shall be representatives of the various activities and organisations in the locality whose work is in harmony with the objects of the Union, and must be approved by the Executive Committee.

- (3) **Members elected by the Affiliated Societies.**

The Affiliated Societies shall elect twelve members who shall represent them on the Executive Committee. Such representatives shall serve for one year. No proxies shall be allowed.

- (4) **Conveners elected by the Sectional Committees.**

Each Sectional Committee shall elect its Convener, who shall represent it on the Executive Committee.

- (5) **Members co-opted by the Executive Committee.**

The Executive Committee shall have power to co-opt not more than four additional members to serve for one year.

Notices of the Quarterly Meetings of the Executive Committee are forwarded to the Hon. Secretaries of the Sectional Committees, who have the right to attend the meetings and to speak, but not vote.

Members of Council have the right to nominate candidates for election to the Executive Committee. Nomination forms shall be sent by the Secretary to all Members of the Council two months before the Annual Meeting, and shall be returned to her within two weeks of their receipt. Members who have not attended any meeting during the year shall be disqualified for nomination for the ensuing year. The consent of ladies nominated shall be first obtained by the nominator, and no one shall be eligible who has not been a subscribing Member of the National Union of Women Workers for at least one year.

The Secretary shall forward to each Member of the Council one month prior to the Annual Meeting a complete list of the names and addresses of all nominees for election to the Executive Committee, with the names of the nominators in the case of new nominees.

The new Executive Committee shall come into office at the conclusion of the session of Council at which it is elected.

Sectional Committees.—Sectional Committees shall be set up to further special branches of work either at the decision of the Executive Committee or when requested by six Affiliated Societies and agreed to by the Executive Committee. They shall hold office for one year.

Each Sectional Committee shall consist of:—

- (a) Representatives of nationally-organised societies affiliated or not

affiliated to the N.U.W.W., which by reason of their objects are concerned with the subject with which the Sectional Committee deals. Such representatives shall be appointed by the societies themselves. The Executive Committee shall be arbiter as to which societies are eligible for this representation and shall decide the degree of representation, having regard to the national importance of the societies concerned.

- (b) One representative from each Branch or group of Branches of the N.U.W.W. which is entitled to representation on the Executive Committee. Such representatives shall be appointed by the Branches themselves.
- (c) The officers of the N.U.W.W. and two members of the Executive in addition to the Convener of the Sectional Committee, who shall be appointed by the Sectional Committee from among its own members and shall thereby become a member of the Executive Committee.

The Societies or Branches within the Sectional Committee agreeing to join in public action shall be free to do so provided that such action is taken only in their own names and not in the name of the N.U.W.W. or of the Sectional Committee as a whole. A Sectional Committee may take any public action if it has obtained the consent of the Executive Committee, or in case of urgency, of the President. (For "*Standing Orders for Sectional Committees*," see p. 68).

Meetings of Council.—The National Council shall hold an Annual Meeting to receive reports, transact business, and elect the Executive Committee, at a time and place to be arranged by the Executive Committee.

An Extraordinary Meeting of Council may be summoned by the Executive Committee. An Extraordinary Meeting of Council shall be summoned by the President on the requisition of eight Branches and eight Affiliated Societies.

One-third of the Members of the Council shall form a quorum.

Resolutions.—Resolutions which it is desired to bring before the National Council shall be sent in to the Secretary at such date previous to the meeting as may be determined by the Executive Committee, in order that they may be considered by the Executive Committee. In order to be brought before the Executive Committee, a resolution must be supported by not less than three Branches and three Affiliated Societies. The resolutions to be discussed at a meeting of the National Council shall be limited to six, the selection to be left to the Executive Committee.

The Executive Committee shall decide upon the order in which the resolutions shall be placed upon the Agenda, and the amount of time to be allotted to each.

The Executive Committee shall have power to place resolutions upon the Agenda.

Urgency Resolutions can be proposed by the Executive Committee, and, if passed by two-thirds of the members present and voting, shall be placed upon the Agenda for the National Council.

Each Member of Council, Secretary of a Branch, Sectional Committee or Affiliated Society, shall receive not less than two months before a Council Meeting a copy of the resolutions to be moved at the Meeting, with the names of the bodies supporting them, but this rule shall not apply to Extraordinary Meetings or to Urgency Resolutions.

A Branch, Sectional Committee, or Affiliated Society desiring to place in its name on the final Council Agenda any amendment to the Resolutions, shall send a copy of such amendment to the Secretary of the N.U.W.W. in time to be received by her not less than one month before the Council Meeting. The Executive Committee shall have power to place amendments on the Council's Agenda.

Each Member of Council, Secretary of a Branch, Sectional Committee or Affiliated Society, shall receive a copy of the final Agenda not less than seven days before the Council Meeting.

A Resolution, to be carried by the National Council, must be passed by two-thirds of the members present and voting. After a Resolution has been carried, it shall be deemed an instruction to the Executive Committee to take such action as may make it most effective, provided that there be no fundamental change in conditions throughout the year. Any Member of Council shall have the right to require that the voting strength for and against be appended to the Resolution for all purposes of publication and use, e.g., in the public press and in communications to public departments and authorities.

Branches shall not be considered responsible for the opinions of the Council as expressed by Resolutions, unless and until they have themselves affirmed the Resolution passed by the Council at a meeting of the Branch.

Financial Year.—The financial year of the National Union of Women Workers shall date from September 1st to August 31st.

Basis of Representation upon the National Council.

1. **Local Branches of the National Union of Women Workers** shall be represented in the proportion of one for every ten of their members representing Local Societies, and of one for every twenty-five of their other subscribing members; these representative members shall be elected by the Local Branch, and shall serve for one year from September 1st to August 31st. Should any of the representatives resign during the year, the Local Branches may appoint others in their place, but no representatives can be accepted unless their appointment is notified to the Secretary of the Council not less than a fortnight before the Meeting of Council.

2. **The Sectional Committees** shall each be represented by two of their members, who shall be subscribing members of the National Union, and who shall serve for one year from September 1st to August 31st.

3. **Affiliated Societies** shall be represented in proportion to their national importance and membership. Each Affiliated Society is entitled to one representative on the National Council, who shall serve for one year, from September 1st to August 31st, but this number may be increased at the discretion of the Executive Committee of the N.U.W.W., subject to the approval of the National Council. No Society shall have more than ten representatives. Should any of the representatives resign during the year, the Societies may appoint others in their place, but no representatives can be accepted unless their appointment is notified to the Secretary of the Council not less than a fortnight before the Meeting of Council.

(For "*List of Affiliated Societies*," see p. 72).

Constitution.—This Constitution can only be altered or amended at the Annual Meeting of the National Council, notice of any alteration or amendment having been sent in writing to the Executive Committee at such date previous to the Council Meeting as may be determined by the Executive Committee.

The Secretary shall print and circulate the proposed amendments to the Constitution among the Members of the National Council. An amendment to be carried by the National Council must be passed by two-thirds of the Members present and voting.

Duties of Officers.

The President, Hon. Treasurer, and Hon. Editor shall be *ex-officio* members of all Sectional Committees.

The President shall preside over the meetings of the National Council

and of the Executive Committee. Should she be unable to attend, one of the Vice-Presidents shall take her place.

The Hon. Treasurer, in co-operation with the Finance Committee, shall organise the collection and expenditure of the funds, subject to the approval of the Executive Committee.

The Secretary shall keep all records of the National Union of Women Workers and of the National Council of Women; prepare agenda papers and keep minutes of the meetings of the Office Committee, of the Executive Committee, and of the Council; edit the Handbook and Report of the Meetings of the National Council; conduct correspondence and issue the publications of the Union. She shall attend its meetings. She shall collect subscriptions and keep the accounts of the Union on behalf of the Hon. Treasurer, when so desired, and shall report quarterly to the Executive Committee on the work of the Office.

Standing Orders for the National Council.

(a) Its Duties and Powers.

The National Council is the Governing Body of the National Union.

1. It shall have power to alter or amend the constitution of the National Union and Council at its Annual Meeting, provided that such alterations or amendments are passed by two-thirds of the members present and voting.
2. It shall elect by ballot the President, the Hon. Treasurer, the Hon. Editor of the Official Organ, and the Members of the Executive Committee.
3. It shall hold an Annual Meeting to receive reports, transact business, and elect the Executive Committee, at a time and place to be arranged by the Executive Committee.
4. It shall not transact business unless one-third of the Members of the Council are present.
5. It shall have power to pass resolutions, and to decide what action, if any, shall be taken upon them. No action can be taken without the consent of two-thirds of the members present and voting.
6. Members of Council shall receive notices, agenda, and all papers relating to the business of the Council.
7. Representatives of the press shall be invited to attend Council Meetings. This rule can be set aside by a vote of the Executive Committee passed by the same majority as for other resolutions. Copies of the resolutions carried at Council Meetings, from which representatives of the Press have been excluded, shall be sent to the Press at the earliest possible moment after their receipt by the authorities to whom they are ordered to be sent.

(b) Conduct of Debate.

1. The first meeting of the Council each day shall open with prayer.
2. Sufficient time shall be allotted for the full discussion of the resolutions sent in, even though Conference and Report time be curtailed.
3. During the sitting of the Council a member speaking shall address the Chair from the platform. Short questions may be asked, or points of order raised from the body of the meeting.
4. The ruling of the Chair, on a point of order, on the advisability of a personal explanation, or on the time limit, shall be final, and shall not be open to discussion.
5. Amendments to resolutions may be moved at the meeting.
6. Every amendment shall be in writing, signed by the mover, and handed to the Chair.
7. No member shall, without permission from the Chair, address the Council more than once on any motion or amendment; the mover of an original motion may, however, reply, but she shall confine herself to answering previous speakers, and shall not introduce any new matter into the

debate. After the reply, the question shall be put forthwith. The right of reply shall not extend to the mover of an amendment which, having been carried, has become the substantive motion.

8. Any member, whether she has spoken on the matter or not, may rise to a point of order, to ask a question, or in explanation; such explanation shall be confined to some material part of her former speech, which may have been misunderstood. A member so rising shall be entitled to be heard forthwith.

9. A motion or amendment may be withdrawn by the mover with the consent of the meeting, which shall be signified without debate; and it shall not be competent for any member to speak upon it after the mover has asked permission for its withdrawal, unless such permission shall have been refused.

10. A member who has formally seconded an amendment can speak to it at a later stage.

11. Whenever an amendment upon an original motion has been moved and seconded, no second or subsequent amendment shall be moved until the first amendment shall have been disposed of. If an amendment be carried, the motion as amended shall become the substantive resolution, upon which any further amendment shall be moved.

12. No member shall be at liberty to move more than one amendment upon any motion.

13. A resolution shall not be taken as carried by the National Council unless passed by two-thirds of the members present and voting. Tellers for this purpose shall be appointed at the meeting.

Standing Orders for the Executive Committee.

EXECUTIVE COMMITTEE.

(a) Its Duties and Powers.

1. The Executive Committee shall transact the business of the Union.
2. It shall hold at least four quarterly meetings each year, and monthly meetings during the Parliamentary Sessions. It shall also, when desirable, call Conferences. Special Meetings may be summoned by the President. Twenty shall form a quorum.
3. It shall appoint the salaried officers and define their duties.
4. It shall appoint annually such Sectional Committees for special work as may seem desirable, and two of its members shall be appointed to serve on each of these Committees.
5. It shall have power to form Sub-Committees.
6. It shall have power to take Public Action, to organise Deputations, and to join in Demonstrations. But in dealing with subjects upon which opinion is strongly divided in the Branches and Council, the Executive Committee shall only take action provided that notice of the proposal has been placed upon the Agenda, which shall be circulated at least a clear week before the meeting of the Executive Committee, and that such action has been approved by two-thirds of the members present and voting, and provided that it shall be deemed an instruction to the Executive Committee to take such action as may make it most effective.
7. A resolution agreed to by the Executive Committee shall not be rescinded or altered by them, unless some member of the Executive Committee shall have given notice to the Secretary six weeks before the meeting of the Executive Committee of a motion to rescind or alter such resolution, which notice shall be forthwith entered on the Agenda by the Secretary.
8. The Executive Committee shall receive and decide upon Requests for Affiliation, its decision to be ratified at the next Council Meeting.
9. It shall be responsible for the issue of all publications of the Union.
10. It shall arrange for Meetings and Conferences of the Council and

Union, and shall refuse recognition to any meeting summoned in the name of the N.U.W.W. without the consent of the Executive or of a Branch Executive Committee.

11. It shall make arrangements for the Annual Conference, and shall select the subjects for discussion, in consultation with the local Committee of the town in which the Conference is to be held.

(b) **Order of Business.**

1. The order of Business shall be :—

(a) Prayer.

(b) To read and confirm the Minutes.

(c) To discuss the subject upon the Agenda.

(1) A member wishing to have a subject placed on the Agenda must give at least a fortnight's notice to the Secretary.

(2) A motion that is not on the Agenda can be discussed only with the consent of two-thirds of the members present and voting.

(3) A motion to be carried must be passed by two-thirds of the members present and voting.

(d) To receive Reports from the Sectional Committees, from any other Committees formed by the National Union of Women Workers and from the Secretaries, at the Quarterly Meetings of the Executive Committee held in January, April, June, and September.

Note.—A subject cannot be raised under the heading of "Any other business" except with the consent of the majority of those present.

2. The President, or a Vice-President deputed by her, shall take the Chair at meetings of the Executive Committee; failing a Vice-President, one of the members present shall be elected to take the Chair.

3. The Chairman shall not vote as a member of the Executive Committee, but shall have a casting vote.

4. Minutes of the Proceedings of every meeting shall be taken by the Secretary, or, in her absence, by some other person appointed for the occasion by the Chairman.

(c) **Conduct of Debate.**

1. Members when speaking shall address the Chair.

2. The ruling of the Chair on a point of order, or on the advisability of a personal explanation, shall be final.

3. A motion or amendment may be withdrawn by the mover with the consent of the Executive Committee, which shall be signified without debate; and it shall not be competent for any member to speak upon it after the mover has asked permission for its withdrawal, unless such permission shall have been refused.

4. A resolution or amendment shall be in writing and signed by the mover.

5. Whenever an amendment upon an original motion has been moved and seconded, no second or subsequent amendment shall be moved until the first amendment shall have been disposed of. If an amendment be carried, the motion as amended shall become the substantive resolution, upon which any further amendment shall be moved.

Standing Orders for Sectional Committees.

Appointment of Sectional Committees.—Sectional Committees shall be set up to further special branches of work either at the decision of the Executive Committee or when requested by six Affiliated Societies and agreed to by the Executive Committee. They shall hold office for one year until their reappointment by the new Executive Committee.

In the formation of a new Sectional Committee, the Executive Committee shall appoint its provisional Convener.

Reappointment of Sectional Committees.—The members of each Sectional Committee shall be eligible for reappointment by the new Executive Com-

mittee. Nominations for each Committee must be sent to its Hon. Secretary.

The Hon. Secretary of the Committee shall forward to the Secretary of the N.U.W.W. a complete list of the names and addresses of the members standing for re-election and of the new nominees, for submission to the new Executive Committee at its first Meeting.

Election of Officers.—Each Sectional Committee shall elect its Convener, who shall act as Chairman, and shall represent the Committee on the Executive.

A Convener who has not attended at least two meetings during the year shall be disqualified for nomination for the ensuing year.

Nominations for the Convener, whose consent to stand must first have been obtained by the nominator, shall be sent in to the Hon. Secretary of the Committee not less than fourteen days before the first Meeting of the Committee. The Hon. Secretary shall place the names of the nominees upon the agenda paper, which shall be sent out to the members of the Committee. In the event of there being more than one nominee, the election shall be by ballot.

Each Sectional Committee shall appoint its own Hon. Secretary and other officers, who shall be subscribers to the funds of the N.U.W.W.

Constitution of the Committee.—Each Sectional Committee shall consist of :—

(a) Representatives of nationally-organised societies affiliated or not affiliated to the N.U.W.W., which by reason of their objects are concerned with the subject with which the Sectional Committee deals. Such representatives shall be appointed by the societies themselves. The Executive Committee shall be arbiter as to which societies are eligible for this representation and shall decide the degree of representation, having regard to the national importance of the societies concerned.

(b) One representative from each Branch or group of Branches of the N.U.W.W. which is entitled to representation on the Executive Committee. Such representatives shall be appointed by the Branches themselves.

(c) The officers of the N.U.W.W. and two members of the Executive in addition to the Convener of the Sectional Committee, who shall be appointed by the Sectional Committee from among its own members and shall thereby become a member of the Executive Committee.

Each Sectional Committee may, at the discretion of the Convener, invite the attendance of experts on any given subject, and of visitors.

Meetings.—Each Sectional Committee shall, if possible, meet before the Quarterly Meeting of the Executive Committee. The Hon. Secretary shall give at least seven days' notice of the Meetings, specifying the business to be transacted thereat.

The Convener and Hon. Secretary of each Sectional Committee shall have power, when necessary, to summon an Urgency Meeting. They shall state the business for which such a meeting is called, and no other business shall be considered at that meeting.

Each Sectional Committee shall, if possible, hold a Special Meeting in London or elsewhere once a year, to which the local members of the N.U.W.W. and others shall be invited. The object of such meeting shall be to increase the interest in the special work of the Sectional Committee and in the N.U.W.W. in general.

Procedure.—Each Sectional Committee shall determine its method of procedure and fix its own quorum, which shall not be less than seven.

The Hon. Secretary of each Sectional Committee shall keep the minutes of the meetings.

A Sectional Committee desiring to form a special sub-committee shall obtain the consent of the Executive Committee.

Public Action.—A Sectional Committee may take any public action if it has obtained the consent of the Executive Committee, or in case of urgency,

and having the support of two-thirds of the members present and voting, of the President.

The Societies or Branches within the Sectional Committee agreeing to join in public action shall be free to do so, provided that such action is taken only in their own names and not in the name of the N.U.W.W. or of the Sectional Committee as a whole.

Reports.—Each Sectional Committee shall present a Quarterly Report of its proceedings to the Executive Committee. A copy of this Report shall be forwarded to the Secretary of the N.U.W.W. and filed at the office.

Each Sectional Committee shall present an Annual Report to the National Council of Women at its Annual Meeting. A copy of this report shall be forwarded to the Secretary of the N.U.W.W. for publication in the Annual Report. The reception of such report shall not pledge the National Council to support any policy which may be advanced therein.

Connection with Local Branches.—A Sectional Committee shall not ask any Local Branch to take action in regard to any legislative measure without the consent of the Executive Committee.

In communicating with Local Branches, the Committee shall clearly state that such communication is sent by the Sectional Committee, and not by the Executive Committee.

Representation of Sectional Committees.—Each Sectional Committee shall appoint two representatives, who are subscribers to the Central Fund, to serve upon the National Council of Women.

The Convener of each Sectional Committee is *ex-officio* a Member of the Executive Committee; and the Hon. Secretary may attend the meetings of the Executive Committee and speak, but not vote.

Each Sectional Committee shall appoint a representative to serve upon the Finance Committee of the N.U.W.W.

Finance.—The ordinary expenses of each Sectional Committee, i.e. postages, stationery, and any necessary printing, shall be defrayed out of the funds of the National Union of Women Workers—£5 being the maximum sum per annum which can be refunded. The Hon. Secretary of the Committee shall forward her statement of accounts to the Office not later than the first week in July.

Local Branches, their Powers and Duties.

1. Branches are composed of representatives of local Societies and organisations, the work of which is in harmony with the objects of the Union, and of individual subscribing members. They carry out the work of the Union in their own locality. Each Branch elects its own President, Secretary, and other officers.

2. Branches formulate their own rules, but must be prepared to assist the work and objects of the N.U.W.W. as local circumstances enable them to do.

3. Branches shall pay an annual subscription to the Central Fund at the rate of not less than 6d. per member. (This covers the necessary subscription due for Members of Council).

4. Branches of 80 members and upwards, among whom shall be representatives of the various activities and organisations in the locality, shall have the right to elect their President, Secretary, or any other member of their Committee, to serve on the Executive Committee of the N.U.W.W.

5. Branches have the right to appoint a representative to serve on each Sectional Committee.

6. Branches shall be represented upon the National Council in the proportion of one for every ten of their members representing local Societies, and one for every twenty-five of their other subscribing members. Should a member elected to serve on the Council resign during the year, another may be elected in her place, but no representative shall be accepted unless

her appointment has been notified to the Secretary of the National Council at least a fortnight before the Council Meeting.

7. Branches may send in to the Executive Committee resolutions for the National Council. Such resolutions must be supported by two other Branches and by three Affiliated Societies, and shall be placed upon the Agenda of the National Council.

Branches desiring to place in their name on the final Council Agenda any amendments to the resolutions, shall dispatch copies of such amendments to the Secretary of the N.U.W.W. in time to be received by her not less than one month before the Council Meeting.

8. Branches shall not be considered responsible for the opinion of the Council as expressed by resolutions, unless and until they have themselves affirmed the resolution passed by the Council at a meeting of the Branch.

9. Branches shall receive through their Secretaries notice of all Meetings of the National Council.

10. Branches shall receive through their Secretaries specimen copies of the publications issued by the N.U.W.W., with the exception of the Conference Reports.

11. Branches shall send in a report of their work for insertion in *The Occasional Paper*, and an annual report to the Secretary of the N.U.W.W. not later than the first week in September.

N.B.—Members wishing to form a local Branch are asked to communicate in the first instance with the Secretary.

Affiliated Societies, their Relation to the National Union and Council.

1. Affiliated Societies incur no responsibility on account of any action taken either by the National Council of Women or by any other Affiliated Society, unless they have affirmed a resolution passed by the Council at a Meeting of the Society.

2. Affiliated Societies shall pay an annual subscription to the Central Funds of not less than £1 rs. Should they be entitled to elect more than four Members of Council, an additional sum of 5s. is due on behalf of each additional member. Any Society which has not paid its subscription before the Annual Meeting of the National Council shall, after due notice, cease to be affiliated.

3. Affiliated Societies are entitled to appoint one representative on the National Council, but this representation may be increased to a number not exceeding ten at the discretion of the Executive Committee, subject to the approval of the National Council.

Should a member elected to serve on the Council resign during the year, another may be elected in her place, but no representative shall be accepted unless her appointment has been notified to the Secretary of the National Council at least a fortnight before the Council Meeting.

4. Affiliated Societies may send in to the Executive Committee resolutions for the National Council. Such resolutions must be supported by two other Affiliated Societies, and by three Branches of the N.U.W.W., and shall be placed upon the Agenda of the National Council.

5. Affiliated Societies desiring to be represented on the Sectional Committees dealing with their special work shall make application to the Executive Committee.

6. Affiliated Societies shall each receive through their Hon. Secretaries notice of all Meetings of the National Council and a free copy of the Handbook and Annual Report and of *The Occasional Paper*.

7. Affiliated Societies shall be entitled to display and sell their literature on one of the bookstalls at the Annual Conference, provided that each Society appoints a responsible person to take charge of it.

N.B.—Societies desiring to affiliate shall make application to the Executive Committee on a form to be obtained from the Secretary.

LIST OF AFFILIATED SOCIETIES.

(a) Societies having more than one representative on the Council :—

Alexandra College Guild, Fort Hill, Dundalk, Ireland	6
Assistant Mistresses in Public Secondary Schools, Incorporated Association of, 30, Clanricarde Gardens, Notting Hill Gate, W.2	2
British Women's Emigration Association, The Imperial Institute, S.W.7	2
Catholic Women's League, 116, Victoria Street, S.W.1	3
Charity Organisation Society, Denison House, Vauxhall Bridge Road, S.W.1	3
Christian Social Union, Maurice Hostel, Britannia Street, Hoxton, N.1.	2
Church Army (Women's Social Work Dept.), 61, Bryanston Street, W.1.	3
Church of England Temperance Society, 50, Marsham Street, S.W.1 ...	5
Church of England Women's Help Society, Church House, Dean's Yard, S.W.1	2
Conservative and Unionist Women's Franchise Association, 48, Dover Street, Piccadilly, W.1	2
Employment of Women, Central Bureau for the, 5, Princes Street, Cavendish Square, W.1	2
Employment of Women, Society for Promoting the, 23, Berners Street, Oxford Street, W.1	2
Evangelical Free Churches, National Council of (Women's Council), 27, Memorial Hall, Farringdon Street, E.C.4	2
Girls' Friendly Society, 39, Victoria Street, S.W.1	10
Girls' Friendly Society, Ireland, 20, Upper Merrion Street, Dublin ...	2
Girls' Friendly Society, Scotland, 19, Rutland Square, Edinburgh ...	2
Girls' Guildry, 14, South Park Terrace, Hillhead, Glasgow	2
Head Mistresses, Association of, 92, Victoria Street, S.W.1	2
Irish Matrons' Association, Auxiliary Hospital, Temple Hill, Blackrock, co. Dublin	3
Irish Nurse's Association, 34, St. Stephen's Green, Dublin	3
Irish Women's Suffrage and Local Government Association, 163, Rathgar Road, Dublin	3
Jewish Association for the Protection of Girls and Women, 59, Mansell Street, Aldgate, E.1	2
Jewish Women, Union of, 4, Upper Gloucester Place, N.W.1	3
Matron's Council of Great Britain and Ireland, 431, Oxford Street, W.1	3
Moral and Social Hygiene, Association for, 19, Tothill Street, S.W.1 ...	2
Mother's Union, Church House, Dean's Yard, S.W.1	5
Mother's Union (Scotland), 122, George Street, Edinburgh... ..	2
National British Women's Temperance Association, 47, Victoria Street, S.W.1	10
National Home Reading Union, 12, York Buildings, Adelphi, W.C.2 ...	2
Onward and Upward Association, 32, Argyll Place, Aberdeen	2
Parent's National Educational Union, 26, Victoria Street, S.W.1	4
Post Office Women Clerks, Association of, 7, Middleton Road, Camden Road, N.7	2
Representative Council of Girls' Associations, 85, York Mansions, Battersea Park, S.W.11	2
Salvation Army (Women's Social Work Dept.), 280, Mare Street, Hackney, E.8	3
Scottish Matrons' Association, 15, Alva Street, Edinburgh... ..	3

State Children's Association, 53, Victoria Street, S.W.1	2
Teachers' Guild of Great Britain and Ireland, 9, Brunswick Square, W.C.1	3
Teachers, National Union of, Hamilton House, Mabledon Place, Euston Road, N.W.1	2
Teachers of Domestic Subjects, Association of, Hastings House, 10, Norfolk Street, Strand, W.C.2	3
Trained Nurses of Great Britain and Ireland, National Council of, 431, Oxford Street, W.1	2
University Women Teachers, Association of, 108, Victoria Street, S.W.1	2
Women's Industrial Council, 6, York Buildings, Adelphi, W.C.2... ..	2
Women's Institute, 92, Victoria Street, S.W.1	3
Women's Local Government Society, 19, Tothill Street, S.W.1	5
Women's Suffrage Societies, National Union of, Evelyn House, 62, Oxford Street, W.1	10
Women's Total Abstinence Union, 4, Ludgate Hill, E.C.4... ..	5
Yorkshire Ladies' Council of Education, 5, De Grey Terrace, Woodhouse Lane, Leeds	2
Young Women's Christian Association (British National Council), 26, George Street, Hanover Square, W.1.	10
Young Women's Christian Association (Ireland), 54, Upper Sackville Street, Dublin	2
Young Women's Christian Association (Scotland), 122, George Street, Edinburgh	2

(b) Societies having one Representative on the Council :—

Alexandra College, Dublin.	
Bedford College for Women, Regent's Park, N.W.1.	
Bermondsey Settlement, Farncombe Street, S.E.16.	
Brabazon Employment Society, 28, Upper Gloucester Place, N.W.1.	
Bridge of Hope Mission, 28, Betts Street, St. George's-in-the-East.	
British Homestead Association, 47a, Portland Place, W.1.	
British Women's Patriotic League, 92, Victoria Street, S.W.1.	
Canning Town Women's Settlement, Settlement House, Cumberland Road, Plaistow, E.13.	
Cheltenham Ladies' College, Cheltenham.	
Church League for Women's Suffrage, 6, York Buildings, Adelphi, W.C.2.	
Church of Scotland Women's Guild, 22, Queen's Street, Edinburgh.	
College Hall, Byng Place, W.C.	
Colonial and Continental Church Society, 9, Sergeant's Inn, Fleet Street, E.C.4.	
Colonial Intelligence League, 11 (5th Floor), Queen Anne's Chambers, Tothill Street, S.W.1.	
Criminal Law Amendment Committee, 19, Tothill Street, S.W.1.	
Day Nurseries, National Society of, 4, Sydney Terrace, Fulham Road, S.W.3	
Dr. Barnardo's Homes, 18, Stepney Causeway, E.1.	
Duty and Discipline, 117, Victoria Street, S.W.1.	
Association for the Education of Women, Clarendon Building, Broad Street, Oxford.	
Employment of Barmaids, Joint Committee on the, Ladies' International Club, 74, Prince's Square, Bayswater, W.2.	

Epileptics, National Society for, Denison House, Vauxhall Bridge Road, S.W.1.
 Exeter Diocesan Deaconesses, The Chantry, Exeter.
 Fabian Society (Women's Group), 25, Tothill Street, S.W.1.
 Factory Girls' Country Holiday Fund, 75, Lamb's Conduit Street, W.C.1.
 Feeble Minded, National Association for the, 72, Denison House, Vauxhall Bridge Road, S.W.1.
 Froebel Society, 4, Bloomsbury Square, W.C.1.
 Girls' Clubs, Federation of Working, 26, George Street, Hanover Square, W.1.
 Girls' Clubs, National Organisation of, 118, Great Titchfield Street, W.1.
 Girls' Diocesan Association, 66, Prince's Gate, S.W.7.
 Girls' Realm Guild of Service and Good Fellowship, 20, Tavistock Street, Covent Garden, W.C.1.
 Girton College, Cambridge.
 Grey Ladies' College of Women Workers, Blackheath Hill, S.E.10.
 Horticultural College, Swanley, Kent.
 Hospital Almoners' Council, Denison House, Vauxhall Bridge Road, S.W.1.
 Industrial Law Committee, 34, Mecklenburgh Square, W.C.1.
 International Union of Friends of Young Women, 26, George Street, Hanover Square, W.1.
 Invalid Children's Aid Association, 69, Denison House, Vauxhall Bridge Road, S.W.1.
 Irish Girls' Protection Crusade against the White Slave Traffic, 52, Merrion Square, Dublin.
 Irish Women's Temperance Union, 23, Eaton Square, Monkstown, co. Dublin
 Lady Margaret Hall, Oxford.
 London Diocesan Council for Preventive, Rescue and Penitentiary Work (Ladies' Committee), 5a, Bourdon Street, Berkeley Square, W.1.
 Mabys Association for the Care of Young Girls, 66, Denison House, Vauxhall Bridge Road, S.W.1.
 Mental After-Care Association of the Recovered Insane, Church House, Dean's Yard, S.W.1.
 Metropolitan Public Gardens' Association, 83, Lancaster Gate, W.2.
 Midwives, Association for Promoting the Training and Supply of, Dacre House, Dean Farrar Street, S.W.1.
 Midwives' Institute and Trained Nurses' Club, 12, Buckingham Street, Strand, W.C.2.
 Ministering Children's League, 83, Lancaster Gate, W.2.
 National Adult School Union, 1, Central Buildings, Tothill Street, S.W.1.
 National Food Reform Association, Dane's Inn House, 265, Strand, W.C.2.
 National Health Society, 53, Berners Street, Oxford Street, W.1.
 National Shorthand Association, 9, Stockton Street, West Hartlepool.
 National Society of Day Nurseries, 4, Sydney Terrace, Fulham Road, S.W.3.
 National Vigilance Association, 2, Grosvenor Mansions, 76, Victoria Street, S.W.1.
 Norland Institute, 10, Pembridge Square, W.2.
 Parochial Mission Women Fund, Church House, Dean's Yard, S.W.1.
 Queen Victoria's Jubilee Institute for Nurses, 58, Victoria Street, S.W.1.
 Ranyard Mission, Ranyard House, 25, Russell Square, W.C.1.

Representative Managers of L.C.C. Elementary Schools, Oxhill, Loughton, Essex.
 Rochester and Southwark Diocesan Deaconesses, 113, North Side, Clapham Common, S.W.4.
 St. Hugh's College, Oxford.
 Scottish Women's Bible Study Association, Abernyte House, Inchtute, Perthshire.
 Social Guild, Trinity Square, Nottingham.
 Somerville College, Oxford.
 South African Colonisation Society, 2, Army and Navy Mansions, S.W.1.
 Stansfield Trust, 16, May's Hill Road, Shortlands, Kent.
 Stead Memorial Fund, 28, Elm Park Gardens, S.W.3.
 Student Christian Movement of Great Britain and Ireland, Annandale, North End Road, Golders' Green, N.W.3.
 Sunday School Union (Ladies' Council), 56, Old Bailey, E.C.4.
 Teachers' Training and Registration Society, Maria Grey Training College, Salusbury Road, Brondesbury, N.W.6.
 Time and Talents, Deene House, Putney Hill, S.W.15.
 Trained Masseuses, Incorporated Society of, 157, Great Portland Street, W.1.
 Trained Nurses, National Union of, 46, Marsham Street, S.W.1.
 Trained Nurses, Society for the State Registration of, 431, Oxford Street, W.1.
 Travellers' Aid Society, 3, Baker Street, W.1.
 University Women, Federation of, 11, Hart Street, W.C.1.
 Wage Earning Children, Committee on, 121a, Sinclair Road, Addison Gardens, W.14.
 Westfield College, Finchley Road, N.W.3.
 West London Mission, Kingsway Hall, Kingsway, W.C.2.
 Winchester Diocesan Deaconesses, St. Andrew's Home, Portsmouth.
 Women Clerks and Secretaries, Association of, 12, Buckingham Street, W.C.2.
 Women Pharmacists, Association of, Gordon Hall, Gordon Square, W.C.1.
 Women Sanitary Inspectors and Health Visitors' Association, 12, Buckingham Street, Strand, W.C.2.
 Women Teachers, National Federation of, Memorial Hall, Farringdon Street, E.C.4.
 Women's Diocesan Association, 11, Bloomfield Terrace, S.W.
 Women's Farm and Garden Union, 50, Upper Baker Street, N.W.1.
 Women's Freedom League, 144, High Holborn, W.C.1.
 Women's Imperial Health Association of Great Britain, 7, Hanover Square, W.1.
 Women's Lodging Homes, National Association of, at Sunderland House, Curzon Street, W.1.
 Women's Municipal Party, The, 7, Evelyn House, 62, Oxford Street, W.1.
 Workhouse Nursing Association, 14, Wyndham Place, Bryanston Square, W.1.
 Zenana Bible and Medical Mission, 19, St. Leonard's Terrace, S.W.3.
 And the subscribing *Ladies' Associations for the Care of Friendless Girls* (14) in those towns where there is no Branch of the N.U.W.W.
 Total :—155 Affiliated Societies.

SUBSCRIBING MEMBERS.

Subscribers to the Central Funds shall receive the Handbook and Annual Report, "The Occasional Paper," specimen leaflets, and notices of Conferences and other meetings.

N.B.—Ladies wishing to become members of the N.U.W.W. shall apply on a form to be obtained from the Secretary.

THE CONFERENCE.

All arrangements with regard to the organisation and conduct of the Conference shall be left to the Executive Committee in consultation with the Local Committee.

The Executive Committee has passed the following *Bye-laws for the Organisation and Conduct of the Conference*:

THE ORGANISATION OF THE CONFERENCE.

1. Subjects for Discussion.—The subjects for discussion at the Conference shall be selected by the Executive Committee, in consultation with the Local Committee of the town in which the Conference is to be held.

2. Papers.—Papers shall be limited to twenty minutes. No paper shall be read unless the writer is present. Papers must be sent to the Secretary six weeks before the date of the Conference, and proofs will be submitted to the authors before the meeting for final correction. Papers shall not, unless with the approval of the Executive Committee, be based upon the work of any institutions or societies.

A selected speaker may be appointed to follow the paper and to speak for ten minutes.

Readers publishing their papers elsewhere shall be requested to state that they were originally read at the Conference of the National Union of Women Workers.

3. Connection between the Local Committee and the Executive.—Two members of the Local Committee shall be co-opted to the Executive Committee to assist in the organisation of the Conference.

The Executive Committee shall undertake the printing of the Conference Programme and Report. The Report shall include the papers read at the Conference, the addresses of the selected speakers, and the names of those joining in the discussion. The selected speakers shall be asked to furnish the Secretary of the National Union of Women Workers with a report of what they have said.

The Local Committee shall be responsible for the financial arrangements of the Conference. They shall issue tickets of admission, and the price of such tickets shall be fixed after consultation between the Local Committee and the Executive Committee.

The Local Committee, shall, if they think fit, arrange for receptions, after consultation with the Executive Committee as to the time most suitable for such gatherings.

The Local Committee shall arrange for special services and devotional meetings.

The Local Committee is authorised to arrange special meetings to be addressed by members of the Conference, provided that the rooms required for the Conference are not interfered with.

The Local Committee shall be responsible for the engagement and arrangement of the hall and other rooms required for the meetings of the National Council and of the Conference.

4. Conference Bookstalls.—A special Sub-Committee, consisting of members of the Executive Committee and of the Local Committee, shall be appointed by the Executive Committee to make arrangements and be responsible for literature stalls.

5. Rescue Workers' Meeting.—The Rescue and Preventive Sectional Committee may arrange for a meeting of Rescue Workers in connection with the Conference. Admission shall be by special ticket.

6. The National Council.—The Annual Meeting of the National Council shall be held during the week of the Conference. Each member of Council shall be provided with a special ticket for this meeting.

The Annual Council Meeting is open to all members of the Conference, who may attend, but may not speak or vote, and who shall sit together in a separate part of the hall from the members of Council.

THE CONDUCT OF THE CONFERENCE.

1. The President of the National Union of Women Workers shall be entitled to preside at any meeting of the Conference. She may delegate her right to any of the Vice-Presidents, to the President of the Local Committee, or to any other person approved of by the Executive Committee.

2. The first meeting each day shall open with prayer.

3. When the papers have been read and the appointed speakers have spoken, the remaining time of the session shall be given to discussion, the speakers having seven minutes or less according to the time at disposal, five minutes at the end being reserved in which readers of papers may reply.

4. The President's bell will ring one minute before the expiration of the time allotted to each speaker, and again at its conclusion. The second time of ringing is final.

5. No speaker shall be allowed to speak merely in advocacy of a special institution or society. Discussion must be relevant to the programme. Speakers must not read their speeches.

6. Persons desirous of addressing the meeting must do so from the platform, after sending a card to the President, upon which, if possible, they shall notify the line they wish to take and the Society or Branch, if any, which they represent. Questions may be asked or corrections made from the body of the meeting. All remarks must be addressed to the Chair.

7. The same person shall not be allowed to speak more than once in the same discussion, unless by the special desire of the meeting.

CONFERENCES FROM 1889—1916.

PLACE.	DATE.	*PRESIDENT.	SECRETARIES.
Barnsley	1889		{ Miss Gray. Miss Janes.
Birmingham	1890	Miss Mathews	Miss Stacey.
Liverpool	1891	Mrs. Alfred Booth ..	{ Mrs. A. H. Bright. Miss M. M. Graham.
Bristol	1892	Mrs. Thomas Pease	Mrs. Goodeve.
Leeds	1893	Hon. Mrs. E. Talbot	Mrs. Talbot Baines.
Glasgow	1894	Mrs. Mirrlees	Miss MacGregor.
Nottingham	1895	Mrs. Creighton	Mrs. Arnold Gem.
Manchester	1896	Mrs. Creighton	Miss Olga Hertz.
Croydon	1897	Mrs. Creighton	{ Miss Malleson. Miss K. Townend.
Norwich	1898	Mrs. Alfred Booth ..	Mrs. Nance.

* Adeline, Duchess of Bedford, held the Office of President of the Central Conference Council during 1892, 1893, and 1894, but the Conferences at the above-named towns were presided over by ladies resident in them, previous to 1895. No Conferences were held in 1899, 1901, 1914, 1916, and 1917.

PLACE.	DATE.	PRESIDENT.	SECRETARIES.
Brighton	1900	{ Hon. Mrs. A. T. Lyttelton }	Miss Allum. Miss Gordon.
Edinburgh	1902	The Lady Battersea	Mrs. James Ivory.
Cheltenham and Gloucester } ...	1903	The Lady Battersea	{ Miss S. Roberts. Miss A. Lemon. Miss Aileen Boyd-Mackay.
York	1904	Miss Clifford. ...	{ Miss E. Sanderson. Miss Jalland. Miss Blakemore.
Birmingham	1905	Miss Clifford. ...	{ Miss E. M. Finney. Miss A. Scott.
Tunbridge Wells ...	1906	Mrs. George Cadbury	{ Miss Hodgkinson. Miss Sidebottom.
Manchester	1907	Mrs. George Cadbury	{ Miss Moorhouse. Mrs. Ogilvie Gordon, D.Sc., Ph.D., F.L.S.
Aberdeen	1908	Mrs. Edwin Gray ...	{ Miss Clarke. Miss K. Edmonds. Miss Meugens.
Portsmouth	1909	Mrs. Edwin Gray ...	{ Mrs. Lambert. Miss Harrison.
Lincoln	1910	{ The Lady Laura Ridding }	{ Miss Orrock Johnston. Miss Pickering.
Glasgow	1911	{ The Lady Laura Ridding }	{ Miss Adair. Mrs. Daly.
Oxford	1912	Mrs. Allan H. Bright	{ Mrs. Walter Wade. Miss Norah E. Green
Hull	1913	Mrs. Allan H. Bright	
*London	1915	Mrs. Creighton	

HISTORY OF THE NATIONAL UNION OF WOMEN WORKERS.

Like many organisations which fulfil a need, the National Union has sprung from small beginnings. In 1876 Miss Ellice Hopkins, during her strenuous efforts to educate public opinion on questions of morals, began, for purposes of preventive and rescue work, to found Ladies' Associations for the Care of Friendless Girls. In 1889 a Conference of the Yorkshire Associations was held at Barnsley—the idea having been possibly taken from a very successful Conference, presided over by Lady Aberdeen, the year before, at Aberdeen. This Conference was arranged by Miss Gray and by Miss Janes, to whose untiring work and self-devotion the National Union owes in great part its existence. Some Birmingham ladies who were present at Barnsley, among whom were Mrs. Phillp, Mrs. Hallows, and Miss E. H. Cadbury, warmly took up the idea of such a meeting, and in 1890 the Birmingham Union of Women Workers, with Miss Stacey as its Secretary,

* Owing to the war no meeting was held in 1914 and Council meetings only in 1916, and 1917.

held a well-attended and most interesting Conference, when papers on various subjects connected with work amongst women and girls were read.

Meetings of the same sort followed at Liverpool, under Mrs. Alfred Booth, and at Bristol, Glasgow, and Leeds under the Presidency of Adeline, Duchess of Bedford, which were arranged by the local Unions of Women Workers. At some of these Conferences schemes for a more organised and formal body were suggested, notably by the late Miss Hubbard, whose staunch support has done much for the Conferences, and at the Nottingham Conference held in October, 1895, the National Union of Women Workers was formally constituted, with Mrs. Creighton as its first President. Its steady growth, its gradual development, and its slow, sure progress, would seem to prove that its existence is desirable, and that it meets a real need.

The following Societies, which were formed at the initiation of, or in co-operation with, the N.U.W.W., have since developed an independent existence. The Central Bureau for the Employment of Educated Women, the Rural Housing Association, the School of Sociology, the Association of Teachers of Domestic Subjects, the Moral Education Committee, and the National Organisation of Girls' Clubs. The Associated Guild of Registries was dissolved, its object having been attained by the regulation and control of Registries by the London County Council.

PART II.

ANNUAL MEETING OF THE NATIONAL COUNCIL OF WOMEN OF GREAT BRITAIN AND IRELAND

HELD IN THE
Y.M.C.A. HALL, TOTTENHAM COURT ROAD,
LONDON,

ON

3rd, 4th and 5th October, 1917.

PRESIDENTIAL ADDRESS

ON

THE PRESENT AND THE FUTURE OF THE NATIONAL UNION OF WOMEN WORKERS.

MRS. OGILVIE GORDON SAID :—

THE merest consideration of the methods by which combined action is secured by bodies of men and women will suffice to show that the usual method is to gather together individuals with a strong bias in one particular direction and to form a Society or Association of such individuals pledged to further the common aim. These Associations for particular purposes have multiplied in number very rapidly during the past few decades and their existence has the tendency to split up Society in general into isolated bodies. The members of any one association meet frequently with one another, but come comparatively seldom into contact with members of other bodies. This process of specialisation, while it affords a means of intensive development for groups of individuals along certain well-defined directions and is a necessity in the complexity of present-day conditions, tends to set up unnatural barriers in the midst of social communities, and may even lead to lack of sympathy and prejudice.

A fine counteracting influence against this tendency was evolved among Women's Associations when the National Union of Women Workers was created some 22 years ago by a few scattered local organisations of women. Its express purpose was to link together the many separate Associations and invite them to bring their special aims and difficulties before a wider body of women representatives of them all, with a view to discussion and common action if such were desired. The Union has consistently endeavoured to carry out this valuable function, but owing to the cumbrous size of the large body of representatives, it has been impracticable for them to meet together in full Council oftener than once a year, with rare exceptions. This was obviously too seldom to have enabled the responsible body or "Council," in virtue of its own discussions and decisions, to become a determining factor in the formation of women's standards and opinions.

On the other hand, the dominant idea of the Union, the combination of different kinds of Societies was eagerly laid hold of in the provinces, and new local Unions took origin as Branches of the National Union, with the same constitution and aims as the main body. The meetings of the Branch organisations could be much more frequent, and they also attracted a large membership of individual women. Hence, wherever they exist, they have been living factors in the development of a better understanding among Women's Societies and a readiness to work together for a common purpose in the interest either of the local community or of the nation.

As an Organisation the National Union of Women Workers stands unique among women's societies; and by some expansion and re-adjustment of its methods and a working arrangement for more frequent Conferences, small and informal, both at the centre of affairs and in the Branches, it would be able to supply a great need for women at the present moment in all sections of the community.

Some regard the Union as having been constructed mainly for deliberative and consultative purposes. But the first of the objects set forth for the Union is "To promote the social, civil, moral and religious welfare of the community," and the second is, "To promote sympathy of thought and purpose among women." To promote any cause carries with it the necessity of motion, activity, work—certainly work after reasoned and careful deliberation, but nevertheless *work*.

There can be no question of the great fact that this Union

has already established a splendid tradition of work, and again a *unique* tradition in so far as the work accomplished has been literally for a hundred-and-fifty and more different causes, covering almost all the spheres of work for which the affiliated Societies of the Union exist.

This work has been done by the Branches of the Union. Nor has there ever been to my knowledge any complaint of overlapping of the Branch work with the special work of some individual Society. The Societies that are sympathetic are only too glad to lend all possible aid, and if any Societies are little interested or unsympathetic, they are under our Constitution free to stand aloof.

Take, for example, the activities and achievements in pre-war times of such Branches as those in Hull, Leeds, Liverpool, Manchester, Birmingham, Nottingham, Leicester, Bristol. These cities are little worlds in themselves, and you will find that in them, as in smaller towns, one enterprise after another for the common good has been started and carried through by the united efforts of women, using the machinery presented by our Branch and incorporating the goodwill and support of their individual Societies. In Hull, the Branch work in pre-war days was displayed in special sections of the Women and Children's Wards of the Hospitals, the Lodging-House for Women with its own freehold in the hands of the Branch, Infant Clinics, Children's Consultation Centres, Day Nurseries, Maternity Home, Girls' Clubs and other beneficent agencies.

Again, take the Branch in Glasgow as a type of our usefulness during war-time in a great industrial centre. The Glasgow Union organised in the large industrial and munition works a system of canteens that was the admiration of the authorities, and assisted in the welfare work and in the preparation of hostels and housing for girls, in addition to taking a leading part in administering the Queen Mary Work for Women Fund, the voluntary side of the War Savings and Food Control Committees, War Work Associations, depôts for comforts for the men, hospital supplies and many other activities in which the voluntary co-operation of women has been an absolute necessity for the country during those years.

Many other Branches have rendered quite as signal services by the side of their local authorities and have been the right hands of Mayors and Mayoresses in co-ordinating the work of women's societies for such national purposes as were required to be conducted on fairly uniform lines throughout the country.

The Branches deserve all honour, but let them not forget that the strength of their position depends on the goodwill and co-operation of the individual Societies.

While the mobility and practical nature of this system of affiliated Societies has been amply demonstrated among the local Branches of the Union, it is perhaps not surprising that the central machinery of the Union has not proved so adaptable in relation to the central bodies of the affiliated Societies. Or, to express this important fact in another way, the Executives of the large women's organisations, which are affiliated together in this Union, have not turned towards the Council and Executive of this uniting body as the recognised means of common action, in the same natural way as local Executives have turned to our Branches.

This lack of cohesion at the core is a serious flaw in the efficiency of our Union, and its existence appears to me to call for a revision of certain features of our Constitution. Another weakness is that the organised labour movement among women has not affiliated itself officially with the Union, although locally many of its units are affiliated with Branches of the Union.

To-day there is urgently required an acknowledged means of inter-communication between all Women's Societies, a machinery that all may use. A strong bond of attachment, neutral and impartial in character, ought to be forged, so that the weaker elements in organised womanhood may be helped forward by the stronger, and women who are in the front van of progress may be kept closely and continuously in touch with the women who by circumstance and temperament lag behind the general standards of the day.

Above all, it is essential that women who have leisure to give voluntary service may meet on common ground women whose time is their life's sustenance, and may learn to understand the vital needs and outlook of the worker, and the dangers of indiscriminate voluntary service. There is also the no less dangerous menace caused by the rendering of any services at less than a recognised payment based upon the period and expense of the necessary training of the worker, the cost of living and the need for a "saving" margin to the worker.

The years we are passing through prove conclusively that the country has need of both the voluntary worker and the paid worker. There is a part for both in the economic and administrative work of the nation, and it is of the highest importance that women of both types should take frequent counsel together

as women citizens of equal standing in the ranks of a great nation.

Can this Union supply a machinery that will be made welcome by all sections of the community and used by all to interpret their views and their needs to one another?

I believe that the Union can do this and that the impelling force of the Nation's need will hasten our efforts. We must realise that this Union has to be made ready as quickly as possible to exercise a high and beneficent part in the years of trial and difficulty now before the nation.

The great public Departments are preparing for the complex work of *demobilisation* that will come after the war. The Ministry of Labour has established about 100 Advisory Committees of employers and workpeople in leading places to act along with the Employment Exchanges and to be in readiness to deal with the special period of demobilisation. We all know how useful voluntary effort has been in the past in connection with the shifting of girls and women in numbers from place to place, and caring for their physical and moral welfare.

Our Branches have taken an active part in this work, and they might now endeavour to get into touch with these Advisory Committees, or with the Employment Exchanges where no Committees have been formed, and be preparing definite schemes of assistance wherever these are called for.

Owing to the vast number of women previously of no occupation who have entered the field of paid employments since war began, there may be great congestion in some services and occupations after the war, and instability in the rates of payment. The infusion of women in civilian occupations has taken place in many and varied directions, for example, in commercial and clerical occupations, in employment under public authorities, in railway and tramway services, ammunition factories, engineering works, industrial employments, land service and forestry.

As demobilisation proceeds, the proportion of the numbers of available men and women for these civil occupations will constantly vary, and each locality will have throughout a protracted period its own set of circumstances to consider, and particular cases requiring assistance. Whatever may be the national and official regulations, there will be a distinct need for local voluntary committees of women, such as the Branches and Affiliated Societies of our Union could form, and the Branches will have to make sure that such committees are thoroughly representative of the workers' interests.

One of the most difficult questions during the years of reconstruction will be the rightful place and payment for women alongside men in labour and industry, commerce and the professions. While it is to be hoped the Union will everywhere do its part to help in securing that place, we ought to make a point of avoiding any appearance of sex antagonism or conflict. Especially in these years when new standards of women's citizenship will be in course of formation, it is of the utmost importance that we should use all our reserve of womanly tact and discretion in entering upon the new and broader fields now open to us.

A national work in which all ranks and grades of society have shown active participation during the year is that of the *Care of Mothers and Children*. It appears to me that our Union might through its Branches and affiliated Societies do valuable propagandist and constructive work in this connection.

A Maternity and Child Welfare Exhibition was started under the Scottish Branches of the Union and has now been journeying in Scotland for 15 months, during which time it has visited nearly 50 places. Everywhere the Exhibition has had remarkable success. It is accompanied by two skilled Assistants, and the exhibits and their expert demonstrations have brought home to the public the nature of the work that ought to be undertaken by Mother and Baby Welfare Clubs or Clinics and Consultation Centres for the children under school age. The visits of the Exhibition have proved a great stimulus to the institution of new centres of work. Over £700 has been subscribed to this Exhibition by donors in the U.S.A. at the instance of Lord and Lady Aberdeen.

The successful work accomplished in this way suggested to me that the English Branches of the Union might combine in different districts to form such Travelling Exhibitions. And I applied on behalf of the Union to the Carnegie United Kingdom Trust for funds sufficient to start several Exhibitions in Scotland and England.

I am glad to say the Trust has granted a generous sum of money for this purpose, as the Saving of Infant Life and the Care and Guidance of Mothers is to form part of its recognized policy in the forthcoming years. And I look forward with a spirit of hopefulness to the development of this work by the Branches, and active assistance being given by the local units of affiliated Societies. The Branches of the Union in the Midlands have during the summer months prepared a Travelling Exhibi-

tion for their district, which was opened yesterday in Market Harboro'. We shall no doubt associate with the Exhibition work some useful teaching in regard to Housing and Healthy Homes, and the prevention of waste in food, in clothes, in money. Our help has also been invited in connection with the campaign against Venereal Diseases, and our Branches would be well advised to approach the local Health Authorities and find out how help could be most usefully rendered.

As the largest organised body of women in the country, with over 2,500,000 members of our affiliated Societies and Branches, another field of work exerts a call upon our service. If the *Representation of the People* Bill becomes law, and the clauses in it with reference to the women's vote remain as they now are, nearly 6,000,000 women will be given the Parliamentary Franchise. Many of these women voters of the future belong to our own Societies, and will look to us to give them accurate information as to the conditions and methods of voting. But we must not limit such work to our own members. It is the third of the chief objects of the Union to focus and redistribute information likely to be of service to women,—that is, to all women in the country. That being so, I trust the Council will regard it as the duty and function of the Union at this critical moment to organise a very thorough and complete propaganda on the responsibility of the women's vote and to be in a position to supply lecturers on the subject to our Branches, our affiliated Societies and any others. The Union also, as a strictly non-party organisation, may endeavour to spread information on important measures before Parliament, in a wholly impartial way, with the aim simply of stimulating the minds of women throughout the country to be considering the chief subjects before Parliament, and be forming their own opinions upon them.

A very important aspect is the training of the oncoming generation. We shall have to agitate to secure that girls should be better prepared both by their home training and by their education in the schools to fulfil the duties and responsibilities of citizenship in a definite and purposeful way.

In the Secondary and Continuation Schools there might with advantage be simple teaching on the legal relations of life and employment. The terms of legal documents regarding the renting of house property and unfurnished lodgings should be explained to older girls in all schools, as also the procedure of Courts of Justice, the rights of married women in regard to their children, property, etc.

From the moment that women are made participators in government by the granting to them of the Parliamentary Franchise, they will become responsible to the whole nation for their part in the making and administration of the Laws. Certainly they will inherit from the past a vast incubus of almost obsolete legislation, but they will enter on their new duties of citizenship and statecraft at a time when the materials of which laws are made are in a nascent condition, when new Ministries are called into being, and when the proved capacity of women to bear a worthy share of the exigencies and demands of the War has won for them the sympathy and goodwill of every man in the country.

Yet let us not deceive ourselves. While woman by the expert work of her hands, her genius for detail, her sense of orderliness, her keen intuitions and her abounding willingness to be of service, can contribute much to the material advancement of her country, all these things would be of little avail were she to abate one jot of the high idealism, the deep religious spirit and the tenderness towards weakness and suffering that have enshrined womanhood in the heart of every Christian nation. That is our noblest heritage, our power handed on through the ages, the living power that must now be turned with all our combined strength to the work of elevating and purifying the moral and social life of our communities.

We can help our country greatly. Let us go bravely forward to follow up the notable advances in social legislation that are being made. Let us make of this Union a great meeting-ground and pivot of strength in our midst for the interchange of women's thought and opinion, and the co-ordination and expansion of women's work.

God willing, hope will spring afresh in our land after the war, and we older women may yet have the joy of seeing the daughters of the nation enter by the hundred and thousand into this Union, to mould it anew with the bold chisel of youth, to widen its portals and render it a truly democratic and representative body of women citizens, aspiring to serve their country with knowledge, forethought and judgment.

RESIGNATION OF MISS JANES.

The President said she would like to let Miss Janes know of the immense debt of gratitude which the women of the country owed to her. Miss Janes had worked with indefatigable

enthusiasm to satisfy her own conscience and her ambitions for great power for women. She believed the Union would develop and had been with it from the first; she had travelled north, south, east and west in its interests. Mrs. Gordon hoped that it would go down to all time that the Union first existed in the mind of Miss Janes and of one or two of her associates.

Mrs. Allan H. Bright said that it was not necessary for those who had worked so long in the Union to dwell upon the merits of Miss Janes, because they were so obvious. She wished to mention one point, her work had been so devoted, excellent and wise. Throughout all the years of work, which had not always been easy, Miss Janes had maintained a wonderful spirit of beautiful charity towards those who did not always agree with her. She had the love of those who worked with her, as well as their respect. It was a great pleasure to know that she would still work with the N.U.W.W. as a member of the Executive Committee: we should feel a strange blank if she were not there. The Union was thankful to her and appreciated her work, and all had a strong feeling of personal affection for her.

The vote of thanks to Miss Janes was carried with acclamation.

Miss Janes replied that she was entirely unprepared for this testimony and extremely touched. It was 33 years since she went down to Liverpool and helped Mrs. Booth and others in starting the Liverpool Union of Lady Workers among women and girls, which had since developed into the N.U.W.W. In the 33 years there had been ups and downs, but she had always been sustained by the generous kindness and affection of those with whom she had to do. She had felt that she had not one home only, but many homes throughout the country. She thanked the Council very much for its great kindness.

APPOINTMENT OF RETURNING OFFICERS.

Miss Hodge, Miss Hertz and Miss Elsie Zimmern were appointed as chief tellers in connection with the Ballot for the election of the Executive Committee.

Mrs. George Cadbury and Mrs. Edwin Gray were appointed tellers to record the votes in the Hall.

TWENTY-SECOND ANNUAL REPORT, 1916-17.

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

The past year has been one of hearty co-operation by the N.U.W.W. in the many activities connected with the war, and also of careful preparation for the work of reconstruction after the war—work in which it is hoped that women will take an important part as fully enfranchised citizens.

The Executive Committee has held four meetings, with an average attendance of 51 members, the Office Committee having met in the intervening months. Mrs. Bickersteth has been co-opted and Miss Lidgett has been unanimously nominated for election by the Council as an Hon. Vice-President.

It is with very great regret that your Committee has to record the death of Mrs. Lambert, who represented the Lincoln Branch on the Executive since 1908, and who acted as Conference Secretary when the very successful Annual Meeting was held in that town in 1910.

This year 98 new members have been enrolled as central subscribers, five have been transferred to local branches and 35 have resigned. Two Societies have been newly affiliated, the Church League for Women's Suffrage and the National Federation of Women Teachers.

Early in the year your Committee offered its assistance to various *Government Departments* in their special work in connection with the war, and it has been able through its central organisation, branches and affiliated societies to afford them considerable assistance in their propaganda. The co-operation of women in responsible positions in the various Government Departments had been strongly urged by the Committee, and resolutions were therefore forwarded, welcoming the appointment of Miss Talbot as head of the Women's Branch of the Board of Agriculture, and of Mrs. Tennant and Miss Violet Markham as Directors of Women's Service under the National Service Department. Mrs. Peel and Mrs. Pember Reeves have also been appointed as Heads of the Women's Department under the Ministry of Food.

In February the *National Service Department* appealed to the N.U.W.W. for offers of expert assistance in interviewing applicants for National Service, and many of the Branches were most prompt in responding to the circular letter sent out by your Committee. On 7th March, however, Miss Markham wrote asking that no more names should be sent in at present, as the provincial organisation on the industrial side was still undetermined. Later in the year a further request was received from the Department for assistance in connection with the Collec-

tion of Wool, Cotton and Paper Waste in view of the serious shortage, and here again help was offered by various Branches.

In response to the request of the National War Savings Association very material help has been afforded in connection with the *National War Savings Campaign* and the *Food Economy Campaign*.

A Conference of affiliated societies was called by the President on 6th March, when suggestions for securing the co-operation with the War Savings and Food Economy Committees of women's societies throughout the country were formulated and forwarded to the branches. As a result, local committees were formed, exhibitions arranged, speakers secured, leaflets circulated, etc. Lady Emmott and the Secretary were appointed to serve on the Lord Mayor's Committee.

The co-operation of the N.U.W.W. is now asked by the Ministry of Food in connection with the Food Economy Committees, which are about to be formed under the new Food Control Committees to carry on the voluntary side of the work, and at the request of the Ministry of Food, the President, several Vice-Presidents and the Secretary have agreed to their names being placed on the list of voluntary speakers.

At the request of Lord Dunluce, Director of the Welfare Section of the *Ministry of Munitions*, a list of residential hostels for women munition workers has been furnished to him.

The Sectional Committees, which now number 19, have been very active during the past year. The consideration of the various clauses of the *Criminal Law Amendment Bill* has occupied much of the time of the Legislation Committee and of its Standing Committee, which has met fortnightly, as well as of the Rescue and Preventive Committee. The Legislation Committee has given its attention specially to the necessity for safeguarding the equal moral standard, while the Rescue and Preventive Committee has sought for a method of dealing with the present evils among girls under 18 by remedial rather than by punitive measures. After very careful consideration Mr. W. H. Dickinson agreed to introduce a clause to enable such girls to be sent to a home instead of to prison, and a letter was addressed to certain interested Members of Parliament asking their support. This principle was afterwards introduced in Clause 3 of the amended Bill.

As a result of a Conference called by the Rescue and Preventive Committee on 26th March, at which 23 Societies were represented, a letter was sent to the Members of the House of

Commons in support of Mr. Dickinson's further amendment for the raising of the age of consent to 17.

At its meeting on 4th May, the recommendations from both Committees were considered by the Executive when the following resolutions were passed:—

1. "The Executive Committee of the National Union of Women Workers is of opinion that the present laws relating to solicitation and riotous and indecent conduct are unsatisfactory and require careful consideration and reconstruction. At present they are both complicated and confused, as well as unjust in theory and ineffective in practice.

"It believes, moreover, that women police are absolutely necessary for the proper administration of any laws concerning solicitation."

2. "The Committee approves the principle of sending girls to homes, rather than awarding the short prison sentences which have so deteriorating an effect upon them. It advocates Homes where good influences, occupational training, healthy discipline and reasonable liberty will be provided, whereby girls may be enabled to regain a wholesome tone of mind with a view to their becoming useful citizens. This would involve the re-modelling of our existing Homes, and would give an opportunity for that classification of Homes which has so long been desired."

3. "The Committee approved of Mr. Dickinson's amendment, but it considers that Clause 3 as introduced by the Home Secretary in the Amended Bill, which contained the principle of Mr. Dickinson's amendment, was not sufficiently safeguarded. It therefore welcomes the Lord Advocate's amendments."

4. "The Committee is of opinion that local authorities should be authorised to contribute to the maintenance of girls entering homes on probation, and that the Treasury should also make grants for this purpose."

5. "The Committee desires to re-affirm its unshaken belief in an equal moral standard for men and women. It would welcome clauses dealing with the protection of both boys and girls."

6. "The Committee urges that the words 'solicit or' be omitted from Clause 5, sub-section 1, of the amended Bill, because (1) they rest on the existing laws on solicitation, which the Committee has condemned, and (2) they would be used entirely against women."

A valuable address on "The Laws relating to Solicitation," which was given by Mr. Archibald Allen at the meeting of the Rescue and Preventive Committee on 2nd May, may be obtained from the Office, price 1d.

On 6th July an influential deputation introduced by the Archbishop of Canterbury waited on Sir George Cave. 36 Societies were represented. Amongst those present were the President, representing the N.U.W.W., Mrs. Creighton, Mrs. James Gow and Mrs. Carden.

The President put forward the different views held within the Executive Committee in respect to Clause 3 and also made the request that the words "solicit or" should be omitted in Clause 5 (1) of the Bill.

The Insurance Committee has called special attention to the assistance which may be given by Insurance Committees and Approved Societies in combating Venereal Diseases; the Branches have been asked to afford every help to the National Council for Combating Venereal Diseases in its campaign throughout the country, and the Work among Girls Committee has sent forward a recommendation that instruction in this subject should be included in the course of training given to Welfare Workers.

Recommendations regarding the *Care and Nurture of Illegitimate Children* were laid before Mr. Aitken, Head of the Children's Department of the Home Office, by a small deputation on 31st January, 1917, and a Conference on the subject has since been summoned by the Public Service Committee, the outcome of which appears in the shape of the resolution to be submitted to you.

The President, the Lady Frances Balfour, and the Hon. Lily Montagu have served on the Juvenile Organisations Committee of the Home Office and the President was also an active member of the Council of National Baby Week.

One of the stalls at the Baby Week Exhibition, held in the Central Hall, Westminster, in July, was undertaken by the Child Welfare Exhibition Committee of the Scottish Branches, and personally supervised by the President.

During the year the President has visited by invitation the Branches in Leeds, Hull, Bristol, Bath, Gloucester, Lichfield, Leicester, Nottingham, Derby, Bakewell, York, Croydon, and has held inaugural meetings for two new Branches at Perth and Hereford.

The proposed *Ministry of Health* has been carefully considered by the Insurance Committee, and at the request of the

Executive a deputation on the subject was received by Lord Rhondda at the Local Government Board on 14th June, when the following resolutions were brought forward:—

1. "The Executive of the National Union of Women Workers of Great Britain and Ireland cordially approve of the proposals for the unification of health work in England and Wales under a Ministry of Health, and urge that, with a view to public economy and efficiency, such Ministry shall combine the functions of the National Health Insurance Commissions of England and Wales, both on the medical and on the financial sides, with such functions of the Local Government Board (other than Poor Law) and of the Board of Education as are correlated with these, care being taken to retain the free choice of doctor and midwife and other cardinal features of the Insurance Acts."

2. "The Executive further urge that coincidently with this centralisation of Health matters in a Ministry of Health, arrangements should be made for securing in each locality a closer co-operation between the Public Health Committee and the corresponding Health Insurance Committee, so that their respective activities shall be co-ordinated in combined schemes of work, under the supervision of the Ministry of Health."

3. "The Executive further urge that, whatever changes be initiated, care be taken to preserve some close link between the Ministry of Health for England and Wales, and the Scottish and Irish Insurance Commissions, and also between the working of the Insurance Committees and Approved Societies in England and Wales and that of the kindred bodies in Scotland and Ireland, in order that adequate uniformity of administration shall be maintained in matters where this is necessary in the interests of insured persons."

The Public Health Committee has under consideration various aspects of the proposals for a Ministry of Health.

The Legislation Standing Committee having been empowered to take any action deemed advisable on the publication of the *Report of the Conference on Electoral Reform*, a resolution was forwarded to the Prime Minister expressing satisfaction that the Conference had given its assent to the principle of Woman Suffrage; and in May a further resolution was forwarded by the Executive, urging the Government to make itself responsible for the retention in the Electoral Reform Bill of the Suffrage clauses

after they had passed the House of Commons. The Committee welcomed the passage in Committee of Clauses in the Representation of the People Bill conferring by 387 to 57 votes the parliamentary franchise on large classes of women.

After the passage of these clauses a letter was sent to the Home Secretary, supporting Mr. Charles Roberts' amendments for extending the municipal franchise to the wives of men on the Local Government Register, provided these amendments would not in the slightest degree endanger the suffrage clauses.

On 29th June the President summoned a Conference of the Executive Committee and representatives of affiliated societies. Possible methods of co-operation were discussed with a view to extending the ordinary work of the N.U.W.W. so as to assist women in fulfilling the new duties which would devolve upon them as fully enfranchised citizens. As the outcome of this Conference three meetings of a Provisional Committee had been held when the Executive met on 13th July, and formally appointed a Special Committee for Organisation, consisting of 12 members of Executive and 12 representatives from the affiliated societies. It was agreed that the President, who had already received donations towards this work, should retain them in a Special Fund, and Lady Cowan was appointed to act as Hon. Secretary. Four organisers have been appointed by this Committee, and the proposed programme of work will be submitted for your consideration.

The Advisory Committee has held two meetings to discuss means whereby the N.U.W.W. may be enabled to take immediate action in emergencies. Suggestions made by the President and by Mrs. Creighton have been circulated to the members of your Committee, but Mrs. Creighton has since withdrawn her proposals. The President's suggestion that *monthly meetings of the Executive* during Parliamentary Sessions would best meet the need was approved by the Executive and will be submitted for your consideration. Her further proposal to *group the branches into Standing Committees* was also approved.

The interests of professional women have not been overlooked by your Committee. A request having been received from the *College of Nursing* that the N.U.W.W. would receive a deputation, the President wrote to the Hon. Arthur Stanley, stating that the National Union of Trained Nurses had also asked for an opportunity of placing their views before the N.U.W.W. She pointed out the justice of the demand made by the Central Committee (on which the National Union of Trained Nurses and

two other affiliated societies are represented) for the right to elect and not merely to nominate representatives on the College of Nursing. On 30th June the President had an interview with the Hon. Arthur Stanley on this subject, and on 5th July he wrote: "I am prepared at the request of the Central Committee and in deference to the views of your Society to renew negotiations for an Agreed Bill."

The status of *women clerks in the Post Office* in connection with the second Interim Report of the Select (or Gibb) Committee has been considered by the Industrial Committee and protests have been organised with regard to the war bonus to women civil servants, which was only half that granted to men. Under the award of the Arbitration Board it now approximates more nearly to the same sum.

Work on the land as a career both for educated girls and for industrial workers has been discussed by the Industrial Committee, and experts appeared to differ as to whether it could offer a promising future. The need for the help of women in the present emergency was urged at a deputation which waited on the Local Government Board and the Board of Agriculture on 16th January, when Mrs. Trustram Eve and the Secretary represented the N.U.W.W., and the local branches have in many cases been able to assist the Women's War Agricultural Committees.

A resolution in support of the *Solicitors (Qualification of Women) Bill* has been sent to all Members of Parliament.

Emigration being practically at a standstill, the Emigration and Immigration Committee has devoted its time to considering possibilities of employment in the Overseas Dominions after the war; and also the Report of the Dominions Royal Commission issued March, 1917.

The *Women's Indian Study Association* has recently founded a scholarship for an Indian girl student at the Women's Medical College at Ludhiana, costing £30 to £40 per annum for four years.

Various schemes of *educational reform* have been before the Education Committee during the year. The most urgent appear to that Committee to be the provision of nursery schools, full time education up to the age of 14, compulsory day continuation classes up to 16 years of age, the revision and improvement of teachers' salaries, and a reduction in the size of the elementary school classes. The Industrial Committee considered the Report of the Departmental Committee on Juvenile Education in relation to Employment after the War, and decided to submit to you

an Urgency Resolution if time were not found for the passage of the Education Bill to be introduced by the President of the Board of Education. Your Committee had the privilege of hearing the views of Dr. Fisher and the Master of Balliol on "Educational Reconstruction" at a joint meeting of three sectional Committees held at Sunderland House on 9th July by kind permission of the Duchess of Marlborough.

Through the *International Committee* interesting reports have been received on the work of women in the Allied countries, and at the request of Madame de Witt Schlumberger, President of L'Union Française pour le Suffrage des Femmes, your Committee has joined in making known the protest of the women of France against the deplorable conduct of the German army in the occupied districts.

A letter has been forwarded by the Executive to the Imperial Conference urging the right of choice of Women Married to Aliens as to retaining their own nationality or adopting that of their husband. Signatures from affiliated societies have been obtained to the following memorial, which your Committee, with a view to united action, is now sending to the National Councils of Women in the Dominions and to other important Societies where there is no National Council, including those affiliated to the British Dominions Woman Suffrage Union:—

"We, the undersigned, representing Women's Societies throughout the British Empire, having noted that the Imperial War Conference held in London in March and April, 1917, expressed the desirability and importance of securing uniformity of policy and action throughout the Empire with regard to the laws of naturalisation and commended to the consideration of the respective Governments summoned to the Conference a Memorandum and Draft Bill proposing amendments to the nationality laws of the Empire, have the honour to submit to you our claim that any amendment of these laws should include the grant to women, in those parts of the British Empire where such amendment is necessary, of the right to retain their British nationality on marriage with an alien, a right enjoyed by them under the laws of the United Kingdom until 1870.

"We further urge that uniformly throughout the Empire the laws should provide that a woman shall not on marriage with an alien be deprived of her British nationality against her will, but that she shall be given the same choice of nationality as a man."

The Sectional Committee for *Peace and Arbitration* has taken as its chief subject for study the proposals for a League of Nations, and has sent forward a resolution on these lines for your consideration.

As the result of a Conference called by the Rescue Committee on 6th February, at which 27 Societies were represented, a letter was sent to all the *Cinema Licensing Authorities*, urging their adoption of the model conditions issued by the Home Office on 24th January, 1917.

The most encouraging recognition of the work of the *Women Patrols* is the receipt of a subsidy of £400 from the police funds for carrying on this work in the metropolitan area. About 2,338 women are now working in 92 places, 85 of these being engaged in special full-time work in the metropolitan area and paid from the police funds. They work seven hours six days a week and are paid 32/-. Two are at work in Woolwich Arsenal and two have been appointed by the Board of Works as Park Keepers in Kensington Gardens at 35/- a week. Two Park Rangers have also been appointed by the L.C.C. and two by the Hendon District Council. These developments all lead in the desired direction of official women police.

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

Letters and postcards received	...	...	7,807
Letters and postcards sent out	...	...	10,346
Agenda papers, minutes and notices sent out	...	...	13,173
Pamphlets and leaflets sent out	...	...	14,521
Handbooks sent out	...	...	1,521
Occasional Papers sent out	...	...	18,457

In view of the increasing cost of printing and stationery the utmost economy has been necessary. The Committee is most grateful to Miss Harvey for her continued help in the office on two days each week. The office was kept open through August, Miss Ridley taking charge during the Secretary's absence. The appointment of Elsie Hinton to perform the duties which usually fall to an office boy has freed Miss Taylor for more important work.

Time has not allowed of more than the briefest outline of the Committee's activities. This may, however, have sufficed to show the increasing usefulness of such a body as the N.U.W.W. at a time when woman's help is so much in demand, and when the woman's vote will, it is confidently hoped, shortly make itself felt in the affairs of the nation.

STATEMENT OF ACCOUNTS.

Mrs. Elliot-Nish, Hon. Treasurer, presented the Annual Statement of Accounts for the year ending 31st August, 1917, (see pages 150 and 151), and reported the receipt of a legacy of £350 from Miss Louisa Marshall, of Brighton, a former subscriber. She made an urgent appeal for new subscribers, and specially emphasised the need for increased office accommodation.

AMENDMENTS TO THE CONSTITUTION.

The following resolutions amending the Constitution were Carried:—

Urgency 1.

“That in view of the probable extension of the Union's work as a result of the enfranchisement of women, a Committee be formed to consider the constitution of the N.U.W.W. and to report to the next meeting of Council. This Committee shall consist of the three honorary office-bearers of the Union, six members nominated and elected by the Executive Committee, six members nominated and elected by the Branches, and six members nominated and elected by the Affiliated Societies, the election to be by postal vote.”

On the motion of the President it was resolved that resolutions 2 and 5 amending the constitution be referred to the Committee for the Revision of the Constitution.

1. “That for lines 34 to 37 of the Handbook, 1917-17, page 66, there be substituted, ‘and thirty-six other women, of whom at least four shall be resident in Scotland and four in Ireland.’ Members shall hold office for two years, eighteen retiring annually but being eligible for re-election. Of these eighteen two shall be resident in Scotland and two in Ireland.”

3. “That on page 67 of the Handbook, after the first paragraph, the following be inserted as (3) ‘Members elected by the Affiliated Societies’ :—The Affiliated Societies shall elect twelve members who shall represent them on the Executive Committee. Such representatives shall serve for one year. No proxies shall be allowed.”

4. “Under a resolution, page 68, paragraph 8, substitute for the words ‘the Council shall decide by a majority of two-thirds of those present and voting what action, if any, shall be taken thereon,’ the words ‘it shall be deemed to be

an instruction to the Executive Committee to take such action as may make it most effective, provided that there be no fundamental change in conditions throughout the year.’ ”

6. “For page 67 of the Handbook, lines 30-33, ‘Sectional Committees’ substitute ‘Sectional Committees: Sectional Committees shall be set up to further special branches of work either at the decision of the Executive Committee or when requested by six Affiliated Societies and agreed to by the Executive Committee. They shall hold office for one year.’ ”

“Each Sectional Committee shall consist of

(a) Representatives of nationally-organised societies affiliated or not affiliated to the N.U.W.W., which by reason of their objects are concerned with the subject with which the Sectional Committee deals. Such representatives shall be appointed by the societies themselves. The Executive Committee shall be arbiter as to which societies are eligible for this representation and shall decide the degree of representation, having regard to the national importance of the societies concerned.

(b) One representative from each Branch or group of Branches of the N.U.W.W., which is entitled to representation on the Executive Committee. Such representatives shall be appointed by the Branches themselves.

(c) The officers of the N.U.W.W. and two members of the Executive in addition to the Convener of the Sectional Committee, who shall be appointed by the Sectional Committee from among its own members and shall thereby become a member of the Executive Committee.

The Societies or Branches within the Sectional Committee agreeing to join in public action shall be free to do so provided that such action is taken only in their own names and not in the name of the N.U.W.W. or of the Sectional Committee as a whole. A Sectional Committee may take any public action if it has obtained the consent of the Executive Committee, or in case of urgency, of the President.”

RESOLUTIONS.

The following resolutions were Carried:—

I. Special Work on the Women's Vote.

“That during the forthcoming year the N.U.W.W. shall endeavour:—

(a) To bring before the women of the country the new powers and responsibilities granted by the extension of the franchise to women under the Representation of the People Bill.

(b) To distribute information as to the qualifications for the women's Parliamentary vote; to appeal to women voters to use their vote for national purposes, and to bring prominently before them legislative measures of the first rank of importance in national reforms.

(c) To appeal to all women, both voters and non-voters, to relax in no way their efforts to help their country during these years of great danger, until the security of a lasting peace has been attained.

(d) To make widely known the industrial and economic position of women, as modified by, and dependent upon the war conditions; and to prepare women for careful consideration of the national, imperial and international issues involved in the problems of reconstruction that will arise after the war."

2. *Ministry of Health.*

"That the National Council of Women urges the Government:—

(a) To establish a Ministry of Health;

(b) To include women in such Ministry."

3. *Ministry of Health (Scotland).*

"That a separate Ministry of Health be established for Scotland with the Secretary for Scotland or some other member of the Government as Scottish Minister of Health directly responsible to Parliament and that women be included in such Ministry."

4. *Laws re Solicitation.*

"That the National Council of Women of Great Britain and Ireland affirms its unshaken belief in an equal moral standard for men and women. Since the present laws relating solicitation and riotous conduct in the streets are complicated, unjust and ineffective in practice, the National Council of Women urges that a law on an equal basis for men and women with regard to administration, evidence and penalties should be substituted to deal with molestation or annoyance by any persons in the streets."

5. *Reformative Agencies.*

"Since the duty of the State towards young people who are drifting into criminal courses is to restore and reform them, and since experience shows that moral reformation is more likely to be brought about by voluntary methods than by compulsion, the National Council of Women of Great Britain and Ireland urges the Government to improve and co-ordinate existing agencies, official and voluntary, and with this in view calls for an authoritative inquiry as to:—

(a) How far the present methods of prisons, courts and police help or hinder such reformation.

(b) How the laws and their administration can be improved.

(c) Whether the co-operation of voluntary educational and reformative agencies can be more largely utilised."

6. *Protection of Child Life.*

(1) "That the National Council of Women of Great Britain and Ireland urges the Government to amend the Notification of Births Act, 1907, and the Children Act, 1908, so as to ensure:—

(a) That if an infant under the age of one month is to be removed, the mother or the occupier of the house or room from which the infant is to be removed shall notify the Local Authority before the removal of the infant and give the name and address of the person to whose house the infant is to be transferred.

(b) That in the case of removal from a district of one Local Authority to another, the removal shall be notified to the new Local Authority.

(c) That the Local Authority to whose district the infant is removed shall notify the Infant Life Protection Authority on the infant's arrival.

(d) That the Infant Life Protection Authority shall, on receipt of the notification of the infant's arrival cause it to be visited within forty-eight hours.

(2) That the National Council of Women draw the attention of the Government to the great increase in the number of advertisements containing offers to adopt children, and to the necessity, therefore, of providing some method for safeguarding the interests of such adopted children.

(3) That the National Council of Women is of the

opinion that the time has come when some fundamental changes in the law are urgently needed with the object of increasing the responsibility of the fathers of illegitimate children."

7. *Urgency Resolution.*

"That the National Council of Women protests against any difference being made between men and women of equal qualifications in the framing of a scale of salaries for teachers in elementary and secondary schools."

8. *Urgency Resolution.*

"That in view of the acknowledged responsibility of the Government of India to make provision for female education in India, this Council respectfully urges the Secretary of State to add women to the commission lately appointed under the chairmanship of Dr. Michael Sadler to inquire into the educational policy of the University of Calcutta."

* REPORTS OF SECTIONAL COMMITTEES.

(1) BRANCH REPRESENTATIVES COMMITTEE.

The Branch Representatives and Organization Committee of the National Union of Women Workers of Great Britain and Ireland has held three meetings in 1917, and, in its re-organised form makes its first Report to the National Council. Forty-two Branches are represented upon it, and, in addition, the Standing Committee of the Scottish Unions. It has also two individual members, Miss Agnes Garrett, and Miss E. P. Hughes. The Convener is the Hon. Mrs. Handford, and the Organising Secretary has hitherto acted as the Hon. Secretary of the Committee.

There has been an average attendance at the Meetings of 15. During the year the Committee has experienced the loss of Mrs. Lambert, of Lincoln, whose long years of devoted work for the Union will be held in grateful remembrance, especially by those who had the privilege of attending the Lincoln Conference in 1910, when Mrs. Lambert acted as Chief Conference Secretary. Mrs. Lambert has been succeeded on the Committee by Miss Mabel Williams.

At the February Meeting the President, Mrs. Ogilvie Gordon, spoke on the Infant Death-rate of England, Scotland and Wales, and of the encouragement offered by the Local Government Board to Local Health Authorities for approved schemes of work in Mother and Child Welfare Centres and Day Nurseries. The Branches were subsequently circularised on the subject, and the formation of a small travelling Exhibition on the lines of one which had done most successful work in Scotland, was suggested, together with the possibility of co-operation in certain areas with a view to reaching villages and small towns in rural districts.

At the second meeting there was a preliminary discussion on the possible collection of data in the Branches with reference to the best type of cottage building, and the wishes of working women with regard to the matter. Miss Olga Hertz (Manchester) and Miss E. P. Hughes (Cardiff) supplied copies of "Questionnaires" used in their respective neighbourhoods. The study

* These Reports were circulated in advance and taken as read at the Council Meeting.

of the subject was recommended to the Branches in view of the large amount of building which is anticipated at the end of the war.

The best method of working a group, or Sub-Branch, has been informally discussed. Dublin is forming such groups, the fees to the centre being payable through the Dublin Branch. The County as an area was recommended by Mrs. Handford, as corresponding members could be secured with little difficulty who might be able at a later stage to organise their Local Societies in such groups or Sub-Branches as might prove possible.

At the July Meeting the Committee discussed in much detail the proposals of the President with reference to the grouping of the Branches already existing, and of prospective Branches in England, Ireland and Scotland.

The following Resolution was proposed by Miss Rosamond Smith, seconded by Miss Alice Lemon, and carried *nem con*.

"That this Committee expresses its approval of the President's scheme for monthly meetings of the Executive, and further, in the interests of economy and continuity of attendance, of the proposal to group Branches for the purpose of representation at the monthly meetings.

"The Committee recommends that the Executive submit these proposals to the Council."*

The Grouping of Branches into 16 areas was suggested for consideration.

1. Northumberland, Durham, Yorks.
2. Cumberland, Westmoreland, Lancashire, Cheshire.
3. Shropshire, North Wales.
4. Nottinghamshire, Derbyshire, Staffordshire, Leicestershire, Lincolnshire.
5. Warwickshire, Worcestershire.
6. Gloucestershire, Somersetshire, Devonshire and Cornwall.
7. South Wales, Hereford, Monmouthshire.
8. Wiltshire, Dorsetshire, Hampshire.
9. Kent, Surrey, Sussex.
10. London, Essex, Suffolk, Norfolk.
11. Bedfordshire, Northamptonshire, Hertfordshire, Rutland, Cambridgeshire, Huntingdonshire.
12. Oxfordshire, Buckinghamshire, Berkshire.

*The Executive, after consideration, decided that, for the present, Branch Representatives duly appointed should be eligible to attend all meetings of the Executive. It approved the method of grouping the Branches into Standing Committees as suggested by this Committee.

13. Aberdeen, Dundee.
 14. Edinburgh.
 15. Glasgow.
 16. Ireland.
- } Scotland.

EMILY JANES,
Organising Secretary.

(2) CONSULTATIVE COMMITTEE.

This Committee has held 12 meetings during the past year, under the Chairmanship of Mrs. Creighton, with an average attendance of 20 members.

Among the many subjects discussed by the Committee were:

The work of the National War Savings Committee and the need for economy.

Means of popularising the War Loan.

Shortage of food. Communal kitchens. Feeding of nurses.

The price and scarcity of milk. Domestic workers' meeting at Drury Lane Theatre.

Criminal Law Amendment Bill. Venereal diseases—arrangements for treatment made by the National Council for Combating Venereal Diseases.

Work among boys and girls with criminal tendencies at the Riverside Village for Boys and Girls, near Melton Mowbray.

The Women's Training Colony, Newbury.

The Work of the Women Patrols, and mixed clubs started in connection with the Women's Patrol Committee.

The work of the National Organisation of Girls' Clubs, the Young Women's Christian Association, the Mothers' Union, the Central Bureau for the Employment of Women, etc.

Mothers' Pensions as granted in U.S.A.

War Bonus for Civil Servants.

Women Clerks in Banks—rates of pay.

Women Omnibus Conductors—conditions of work.

Hospitals—New Hospital for Women—The Professional and Business Women's League.

Requests for help from National Service Department. Work on the land. Collection of wool, cotton and paper waste.

Work among Overseas soldiers—Victoria League.

Lady Harrowby's Committee for Hospitality to Overseas officers.

Homestead Association for disabled officers and men.

The Christian Crusade.

NORAH E. GREEN,
Secretary.

(3) EDUCATION SECTIONAL COMMITTEE.

During the last year the Committee has been chiefly occupied with the consideration of schemes of reform put forth by various educational bodies, and it has decided to support the following proposals, as being the most urgent for the welfare of the nation.

(1). That all Local Education Authorities be urged to consider the provision of Nursery Schools for children from the ages of two to five years.

(2). That universal full-time education be continued up to the age of 14, no exception being granted under that age.

(3). That compulsory day time continuation classes be provided for all young persons, who are not receiving full-time education, at least up to the age of 16.

(4). That reduction in the size of classes in elementary schools is an urgent need.

(5). That a complete revision and substantial improvement of the scale of teachers' salaries should be made at an early date in order to attract to the schools suitable men and women, and that the highest positions in the educational service should be open to teachers who are fitted to fill them.

(6). That opportunity should be given to women students, who propose being teachers, to take a special course of "mothercraft" and associated hygiene subjects, and that adequate facilities should be given for practical work in connection with this course.

(7). That secretarial assistance should be provided for all but very small schools, the absence of such assistance is uneconomical, causing serious waste of the teacher's influence and personality, especially on the part of the head teacher.

(8). That worthy private effort in education should be encouraged. The Board of Education should make adequate provision for the inspection of all schools:

(9). That a brief oral examination of the children who stand the written test satisfactorily should form part of the examination for Junior Scholarships, and that the school record or head teacher's report should be taken into account in selecting scholars.

(10). That adequate playgrounds and playing fields with the necessary equipment should be provided for all schools, and that greater freedom of access for children to playgrounds should be allowed out of school hours.

(11). That attention having been drawn to the national and

imperial need for an increased number of women doctors, the higher scholarship scheme should be specially enlarged to provide full training for suitable women for the medical profession.

The regulation of *Cinematograph Shows* has also been considered by the Committee. The position in regard to them at present is that the Home Secretary having decided to abandon for the present the proposed central censorship of cinematograph films, an official letter had been sent from the Home Office to the various local authorities informing them of this decision and suggesting that pending further consideration of the question of a central censorship, they should exercise the powers vested in them by the Cinematograph Act, 1909, for the purpose of checking the exhibition of objectionable films and for remedying any abuses that may occur.

The Committee also considered the Interim Report of the Consultative Committee on Scholarships for Higher Education (Cd. 8,291, price 4½d.), and the Final Report of the Departmental Committee on Juvenile Education in relation to Employment after the War (Cd. 8,512, price 6d.).

A joint drawing-room meeting with the Legislation and Industrial Sectional Committees was held at Sunderland House, on 10th July, by kind permission of Her Grace the Duchess of Marlborough, when the President of the Board of Education and the Master of Balliol spoke on educational problems now and after the war.

E. M. ZIMMERN,

Hon. Secretary.

(4) EMIGRATION AND IMMIGRATION SECTIONAL COMMITTEE.

During the past twelve months there has been very little passenger movement either to or from the various countries to which the tide of emigration turns, and in April of the present year the Passport Department of the Foreign Office issued a notice that "Passports to leave the United Kingdom would only be granted in exceptional circumstances." This Order is rigorously enforced, therefore Emigration has practically ceased for the time being.

The most important recommendation made by the Dominion Royal Commissioners in their Final Report is the establishment of a Central Emigration Authority which should, in addition to other powers, annually license, control, and closely

supervise all passage brokers, and passage brokers' agents, and also should license and have a measure of control over societies engaged in the work of Emigration. In connection with this Authority they suggest also the formation of a Consultative Board, on which representatives of the Overseas Governments, persons well acquainted with emigration work, and others should sit.

Further important recommendations are: Uniformity in the regulations for the admission of British immigrants in the Dominions, and the establishment of machinery by which a migrant from the United Kingdom can be assured before leaving home that he will not be rejected on arrival at a Dominion on medical or other grounds: the more equal migration of children of both sexes. The earlier emigration of girls, the ages suggested are from 15 to 19; young girls being more likely to be absorbed into the life of the country than older women.

The Commissioners speak favourably of the migration of State Children. They also outline an interesting scheme for the interchange of Elementary and Secondary School teachers between the United Kingdom and the Dominions. In recommending the increased migration of young women to Canada the Commissioners point out the need of a better distribution of female population between town and country, and urge that female migrants shall be trained in the Dominions and sent to rural districts. They report that there is a demand now for widows with or without children to act as housekeepers or helps on Canadian Farms.

In this connection it is interesting to note the scheme of the Salvation Army for emigrating widows and their children to the Overseas Dominions, which was explained to this Committee at their Meeting held last February by Captain Littlejohn. The Army is raising a Fund of £200,000 to be placed in the hands of the Public Trustee, and by means of which they reckon on being able to send out at least 5,000 widows and 10,000 children to the Overseas Dominions.

Miss Eva Jones, Principal of Rupert's Land College, Winnipeg, and Convener of the Committee on Professions and Employments, National Council of Women, Canada, writes on June 26th, 1917, respecting the employment of women there, "The most salient features are the immense number of girls and women (many of the 'society' type) working in Banks—and the shortage of teachers in Government primary schools, especially in the rural districts, throughout the West and in the Province

"of Quebec. Good salaries are given, but conditions are often, though not always, depressing. Girls of 18—20 with a good general education and a leaving certificate, willing to take Canadian Normal School training for six months in the province where they mean to teach, should do very well if they have courage and energy: there is a much better social status, salary, and pension for the work than in England. . . . Political opportunities for women are developing rapidly in the West. Alberta has already a woman member in the Provincial House. The Saskatchewan women cast their first vote to-day. Miss Jones reports a great scarcity of really well educated stenographers; she notes, as a new departure, the training of Women Buyers in Toronto, the possible employment of women as gardeners, market gardeners, and chicken farmers in different districts in Ontario after the War, and quotes the reassuring suggestion "that young girls of British birth might train in Canada for professional and business openings and make good."

Manitoba has established "Widows' Pensions." These Pensions are granted, after due enquiry, to women who would otherwise be compelled to go out and work, in order to enable them to stay at home and look after their young families. The Pensioners are regarded as working for the State, and are kept under the careful supervision of responsible visitors. Calgary has started a "Housekeepers' Association," which is in fact a Trades Union for houseworkers, the members undergoing compulsory training, maintaining a fixed minimum wage, and payment for overtime, ten hours counting as a regular working day.

In South Africa "the real want is Women Colonists who are capable of making themselves effective settlers." There is a demand in Government Schools for highly trained teachers, but they must undertake to learn Dutch, there are also possible posts for well educated, though not necessarily highly certificated, girls in Church of England, and denominational schools, and the social status of teachers is good. Fully trained hospital nurses, women with a practical knowledge of dairy work and poultry keeping, mothers' helps, are all likely to find employment, but are advised to obtain reliable information through the South African Colonisation Society before accepting advertised posts. The roughest housework is generally done by native servants, but a practical knowledge of housewifery is essential for all women colonists.

There is no demand at present in New Zealand for female

immigrants, and the only need in Australia is for home workers of the general servant type. Wages are good, but the work is often very hard.

Two new members have joined the Committee since Christmas. It now consists of thirty members and eight Branch Representatives.

EDITH BRIGHT,
Convener.

(5) INDUSTRIAL SECTIONAL COMMITTEE.

The Committee has met four times with an average attendance of 16 members.

Mrs. Munro, who represented the Public Health Committee has been obliged to resign as she has a permanent engagement on Tuesdays. Miss Cécile Matheson, who formerly represented the Birmingham Branch, has been co-opted on the Committee, and there have been various changes among the Branch representatives.

Miss Macarthur, Mrs. Macrosty and Miss Ellen Smith continue to represent the Industrial Committee on the Legislation Standing Committee. Mrs. Macrosty and Miss Hoare represented the Committee at the Conference called by the Standing Joint Committee of Women's Industrial Organisations on May 5th.

Reports on Blue Books. Miss Mills, in the absence, through illness, of Miss Caldcleugh (President of the Association of Post Office Women Clerks), read the latter's Report on the paragraphs relating to the new class of Writing Assistants in the Second Interim Report of the Select (or Gibb) Committee on the Findings of the Holt Committee on Post Office Women Servants. These Writing Assistants come between the Women Sorters and the Girl and Women Clerks, and the Gibb Committee recommends that for five years, at least half the vacancies in the new class shall be recruited from the class of Sorting Assistants, formerly called Women Sorters, and half by open competition, and shall then be eligible for Women Clerks without further examination. The Women Clerks feel there is grave danger in filling vacancies for Women Clerks from the Writing Assistants' Class, as it will lower the standard of efficiency of the present Women Clerks, and they also think there is danger in departing from the principle of open competition.

Mrs. Marvin on May 1st gave an interesting account of the

Final Report of the Departmental Committee on Juvenile Education in relation to Employment after the War. The Board recommends among other things early legislation (a) to establish a uniform Elementary School leaving age of fourteen entailing the abolition of all exemptions, total or partial, from compulsory attendance below that age; (b) to require attendance for not less than eight hours a week or 320 hours a year at Day Continuation Classes between fourteen and eighteen. It was agreed to send an Urgency Resolution to the Executive Committee for submission to the National Council, if time were not found for the passage of the Education Bill to be introduced by the President of the Board of Education.

The Industrial Committee was glad to accept the invitation to join with the Legislation and the Education Committee in the Drawing-Room Meeting on July 9th; and in consequence of Dr. Fisher's address the Industrial Committee on July 10th passed the following resolution:

"That the Executive Committee urge the Government to give time this Session for the introduction and passage of the Education Bill of the President of the Board of Education."

At the January Meeting of the Committee a small Conference was held as to the desirability of work on the land as a career for industrial workers after the war. Questions had been previously circulated among the Branches as to how far the work on the land had progressed in their district and what had been the results (a) on the industrial workers; (b) on the educated workers. A synopsis of the replies to the questions as regards industrial workers was read at the Conference, and the replies were printed in full in the *Occasional Paper* for April. Miss Burney, of the Board of Trade, and Miss Alice Franklin, of the Women's Land Service Corps, gave their experience of the work of women on the land, and Dr. Marion Phillips spoke on the Radlett Farm experiment of the Central Committee on Women's Employment.

At the July meeting the Committee considered the desirability of work on the land as a career for educated girls after the war.

Miss Alice Franklin, of the Women's Branch of the Board of Agriculture and Fisheries, gave reasons for thinking that it was a more promising career for educated than for industrial workers. Women have shown themselves able to do all kinds of work on the land as farmers, bailiffs, forewomen, milkers, carters down to casual labourers; and the Board is arranging for

women now on the land to be employed in many branches of forestry—apart from the felling of large trees—during the winter months to avoid seasonal unemployment. Educated girls suffer from want of satisfactory housing accommodation, and are grateful to ladies with spare rooms who will take them in, so that they may live in real homes.

Mrs. Wilkins, of the Women's Land Service Corps, said that they had more demands from farmers than they could satisfy for educated girls to work on the land; but that she could not feel that it would be a very promising career after the war for educated girls entirely dependant on their own earnings, as a wage of under 25/- a week was not sufficient for maintenance, much less to ensure a provision for old age. But the work might be made more satisfactory if suitable arrangements could be made in co-operative colonies. Even with a little capital girls could only make a successful career in co-operative colonies.

Both speakers considered the effect on the health good, unless the workers were not strong when they began it.

EDITH C. HARVEY,
Hon. Secretary.

(6) NATIONAL HEALTH INSURANCE COMMITTEE.

The chief subjects that have been discussed in Committee during the past year are those of the proposed Ministry of Health, the National Care of Motherhood, and the prevention and treatment of Venereal Diseases.

At the Meeting held on 30th January, Mrs. Ogilvie Gordon, Convener, drew the attention of members and Branch representatives to the assistance that might be given in combating Venereal Diseases through County and Burgh Insurance Committees, and Approved Societies of Insured persons. She explained that under Section 60 of the principal Act, the Insurance Committees had been empowered to make provision for the giving of lectures and the publication of information relating to health. These powers had already been put into operation by a number of Committees, and recently one or two Committees had arranged for special courses of lectures on Venereal Diseases. The co-operation of the local Approved Societies had been invited in order to secure large audiences of insured persons, and the lectures had been given separately to men and women, by local medical experts and Medical Officers of Health. Opportunity had been taken to explain the new provisions for free treatment

of Venereal Diseases at the hospitals. As a result of these lectures, several of the Friendly Societies had taken up the propagandist work and had in turn provided lectures to audiences of lads and young men. Approved Societies of Women had also taken initiative in respect of women and girls. Mrs. Ogilvie Gordon pointed out how the Branches might help by encouraging work of this or similar nature in their various localities.

Mrs. Torrey, member of the National Council for Combating Venereal Diseases, said that the National Council were prepared to assist by sending lecturers and providing leaflets on the subject.

The Committee reported to the Executive in February on certain aspects of Maternity Insurance, and emphasized the need of co-ordination between the medical treatment available for insured women under the Insurance Authorities and the various forms of free consultations and treatment now being instituted at Maternity Hospitals and Mother and Child Welfare Centres under the Local Health Authorities. By request of Executive a deputation waited on Sir Edwin Cornwall with reference to this matter, consisting of Mrs. Ogilvie Gordon, the Lady Emmott, Mrs. Allan Bright, Mrs. Beer and Mrs. Summerton.

The proposal to establish a Ministry of Health for England and Wales was discussed at a Committee Meeting on 14th May, and three Resolutions were submitted to the Executive. These were afterwards forwarded to the various Government Departments concerned and were published in the "National Insurance Gazette" and in the "Occasional Paper" of the Union (July, 1917).

The Resolutions expressed the hope that the Ministry of Health should combine the functions of the National Health Insurance Commissions of England and Wales, both on the medical and financial sides, with such functions of the Local Government Board (other than the Poor Law), and of the Board of Education and Home Office, as are correlated with these, care being taken to retain the free choice of doctor and midwife. They also urged closer co-operation between the Public Health Committee and the corresponding Health Insurance Committee in each locality, and the co-ordination of their activities in combined schemes of work under the supervision of the Ministry of Health.

At a further meeting the Committee considered a Memorandum on the Ministry of Health which had been prepared by the Women's Co-operative Guild, and they recorded their agreement

with the Guild in regard to the urgent need for some scheme of Maternity allowances for the mothers who were outside the Maternity benefit system of the Insurance Acts, and whose husband's wages were less than £160 a year. The Committee were strongly of opinion that the provision of effective assistance on uniform lines to all mothers, within or without the Acts, could only be attained under a unified Ministry of Health, whose authority should extend both over Health Insurance and Public Health.

A deputation from the Committee subsequently waited upon Lord Rhondda at the Local Government Board. An account of this deputation appeared in the "Occasional Paper," of July, 1917, and the Committee's considered proposals were embodied in a Resolution accepted by Executive for discussion at the Council Meeting on 2nd and 3rd October.

The Committee record their gratitude to two officers who retired at the beginning of this year—Miss Lucia Creighton, Hon. Secretary, at present engaged in war service in Servia, and Miss Garrett, who had been Hon. Treasurer of this Committee since its inception. Miss Christina M. Rivington was unanimously elected Hon. Secretary and Treasurer of the Committee in January.

M. M. OGILVIE GORDON,
Convener.

(7) INTERNATIONAL SECTIONAL COMMITTEE.

This Committee, of which the Hon. Mrs. Franklin is Convener, has met four times during the year, with an average attendance of 20 members.

The series of Reports on the work of Women in the Allied Countries has been continued. Signorina Giulia Romano has spoken of the War-work of Italian women, and Mrs. Alexander, President of the National Special Aid Society, U.S.A., of the work of American women. Mr. W. A. Coote, of the National Vigilance Association, has described what has been done by the workers of that Association in the Egyptian and Mediterranean Ports, and the Victoria League has shown what is being done among women in the remote parts of the British Empire.

Up to the spring of 1917, fairly regular news had been received from other National Councils of Women affiliated to the International Council of Women, but since March, 1917, hardly any letters or papers have reached us. It is hoped that the autumn months may again bring more.

Early in the year, a letter was received from Mme. de Witt-Schlumberger, President of L'Union Française pour le Suffrage des Femmes, asking the N.U.W.W. to join in making known the protest of the women of France against the conduct of the German Army in the occupied districts. The Committee agreed to join with the N.U.W.S.S. in making the facts public.

Miss Chrystal Macmillan brought before the Committee a request from the International Franchise Alliance for support in the effort to obtain, throughout the British Empire, for women married to aliens, the right of choice as to retaining their own nationality or adopting that of their husband. The Committee drew up a letter addressed to the members of the Imperial Conference, which was signed by the President of the N.U.W.W. and by the Presidents of certain Affiliated Societies, and which met with sympathetic attention.

The National Council of Women of Switzerland, at the request of this Committee, has asked for information from all belligerent countries as to their plans for assisting Disabled Soldiers and Sailors. Miss Orred, Member of the Press Committee, I.C.W., has undertaken the enquiry in Great Britain and Ireland.

EMILY JANES,
ALEXINA ORRED,
Hon. Secretaries.

(8) LEGISLATION SECTIONAL COMMITTEE.

The Legislation Sectional Committee has met nine times, with an average attendance of nineteen members, and the Standing Committee nine times, with an average attendance of seven members. Mrs. Pardon, of the Mothers' Union, has resigned, and Mrs. Joseph Arkwright has been suggested as her successor.

War Bonus to Civil Servants. The Committee had organised an influential deputation to protest against the award of a War Bonus to women civil servants of only half that granted to men. The deputation did not take place, first, owing to the change of Government, and then, owing to the setting up of the Conciliation and Arbitration Board which awarded war bonuses to women more nearly approaching to those granted to men.

Electoral Reform Conference. A resolution was sent to the Prime Minister noting the satisfaction of the Legislation Committee on finding that the Speaker's Conference had given its assent to the principle of Woman Suffrage, and expressing the

Committee's confidence that no measure of franchise reform could now be introduced without the inclusion of women electors. In May another resolution was passed welcoming the fact that the Electoral Reform Bill was to contain a proposal for Woman Suffrage, and urging the Government to make itself responsible for the retention of woman suffrage in the Bill. This was amended by the Executive Committee, which urged the Government to make itself responsible for the retention of the suffrage clauses after they had passed the House of Commons.

Representation of the People Bill. The Committee welcomed the passage in Committee of the clauses conferring by 387 to 57 votes the parliamentary franchise on large classes of women.

Until these clauses had passed in Committee the Legislation Committee pressed for no amendments; but when the Home Secretary did not seem disinclined to extend the municipal franchise to the wives of men on the Local Government Register, the Committee asked the Executive Committee to organise a small private deputation to the Home Secretary and the Secretary for Scotland to point out the advantages of Mr. Charles Roberts' amendments in this direction and to ascertain the possibility of the Government's accepting them. Special emphasis was to be laid on the fact that the deputation did not wish to press the amendments if they would endanger the Suffrage Clauses. As the Home Secretary was unable to find time to receive the deputation, a written statement on the matter was forwarded to him by the President at his request.

Solicitors (Qualification of Women) Bill. The following resolution was passed unanimously and sent to all members of Parliament; and copies were forwarded to the Branches and Affiliated Societies with the suggestion that they should approach their local members of Parliament (two members of the Committee kindly giving donations to cover the expense): "That the Legislation Committee of the National Union of Women Workers urges the Government to give time for, or itself to adopt, the Solicitors (Qualification of Women) Bill, which enables women to practise as solicitors in England and Wales, and which has passed its third Reading in the House of Lords; and urges that a corresponding Bill to enable women to practise as Law Agents (i.e., Solicitors) in Scotland shall be passed through the House together with the English Bill."

Criminal Law Amendment Bill. The Committee devoted much time to the consideration of this Bill. The following resolutions were passed on the Bill as first sent to Standing Com-

mittee A. and forwarded to the Prime Minister and the Home Secretary:—

(1) "That having considered the Criminal Law Amendment Bill the Legislation Committee of the National Union of Women Workers desires to express its approval of Clauses 1 and 3, and views with satisfaction the promised withdrawal of Clause 2, sub-section (3)."

(Clause 1 made the consent of a girl under 16 no defence to a charge of indecent assault upon her. Clause 3 made "reasonable cause to believe that a girl was of or above the age of 16 no defence to a charge under sections 5 and 6 of the principal Act." Clause 2, Sub-section (3) allowed the Court, for the purposes of ascertaining if a person convicted of any offences in the schedule of the Act were suffering from venereal diseases, to order such person to undergo such medical examination and tests as might be requisite for that purpose.

(2) "The Committee further urges the withdrawal of the whole of Clause 2 and the substitution therefor of a Clause which makes the communication of venereal diseases wilfully or by negligence a punishable offence."

(Clause 2 forbids sexual intercourse by a person suffering from venereal disease).

On March 16th the following resolution was passed:—

"That the Legislation Committee desires to support the amendments deleting Clause 6 of the Bill pending a reconstruction of the laws on solicitation; and that this resolution be sent to all members of Standing Committee A."

(Clause 6 gave powers to imprison a person after a second conviction, with or without hard labour, for soliciting, loitering, etc.)

On May 1st, after considering the Bill as amended by Standing Committee A., and the amendments put down to Clause 3 by the Lord Advocate, the following resolutions were passed:—

1. "On consideration of Clause 3 of the Criminal Law Amendment Bill as amended, the Legislation Committee is of opinion that the laws on solicitation and riotous and indecent conduct ought to be repealed since they are unjust in theory and ineffective in practice."

(Clause 3 gives power to order the detention of girls

under 18 in an institution or home until she attains the age of 19 instead of awarding any punishment for loitering or importuning passengers for the purposes of prostitution or solicitation, etc.)

2. "That whilst the laws on solicitation and riotous conduct remain as at present, the terms of compulsory detention for offences under these laws should not be increased."

3. "That terms for girls under 18, whether on remand or after conviction, should be served not in prison but in training homes or under a guardian."

4. "That local authorities should be authorised to contribute to the maintenance of girls entering homes, and that the Treasury should make grants for this purpose."

5. On Clause 5: "That the words 'solicit or' be omitted (1) because they rest on the existing laws on solicitation which the Committee has condemned; (2) because they would be used entirely against women."

(Clause 5 forbids sexual intercourse by a person suffering from venereal disease).

The Executive Committee agreed to forward resolutions 4 and 5 to the Home Secretary; and, after considering Resolutions 1, 2 and 3, together with others forwarded by the Rescue and Preventive Committee, amended resolutions on these points were also sent.

Nationality of Married Women. On the recommendation of the Legislation Committee the Executive Committee has agreed to obtain signatures from prominent Women's Societies in the United Kingdom and from the National Councils of Women and other prominent societies in the Dominions and throughout the Empire to a Memorial, urging the members of the British Imperial Conference in amending the Nationality laws so to amend them, in those parts of the Empire where such amendment is necessary, as to give women the right to retain their British Nationality on marriage with an alien, a right enjoyed by them under the laws of the United Kingdom until 1870; and further to ensure that a woman shall be given the same choice of nationality as a man.

An explanatory Memorandum on the Nationality of Married Women in the British Empire and the need for united action by women to amend the law will be sent with requests for signatures to the Memorial, and can be obtained from the Office, Parliament Mansions, price 1½d. each, or 7/6 per 100 post free.

Drawing Room Meeting. A most successful Drawing Room

Meeting was held by the Legislation, the Education and the Industrial Committees on July 10th at Sunderland House by kind permission of Her Grace the Duchess of Marlborough. The President spoke on the work of the Union, and the President of the Board of Education, and the Master of Balliol gave addresses on Educational Reconstruction. Miss Matheson spoke of the subject from the Industrial side.

The Legislation Standing Committee beside preparing the work for the Legislation Committee has enquired into complaints from certain factories and then made representations upon them in the proper quarters with satisfactory results.

Fourteen Blue Books have been allocated to five Sectional Committees to be reported upon.

EDITH C. HARVEY,

Hon. Secretary.

(9) PEACE AND ARBITRATION SECTIONAL COMMITTEE.

This Committee has met three times in 1917, with an average attendance of 19. Mrs. George Cadbury resigned in January, and Mrs. Creighton was elected Convener. Miss E. H. Sturge succeeds Miss S. M. Fry as Hon. Secretary. New members elected during the year are Mrs. James Gow, Mrs. Garrett Jones, Misses Rosa Barrett, K. D. Courtney, Crichton Stuart, Hertz, Hitchcock, Orred, and Sheepshanks. The Hon. Mrs. Handford has succeeded Mrs. F. Johnson as representative of the Public Health Sectional Committee. Lady Shaw of Dunfermline and Miss Candler have resigned. Lady Courtney and Mrs. Garrett Jones have been appointed as representatives of this Committee on the National Council of Women.

The chief subject for study and discussion has been the project for forming an agreement among States after the war to serve as a basis of permanent peace among them by providing for the peaceful settlement of disputes, for mutual defence, and for the observance of treaties and international law. The proposals of the American League to enforce Peace and of the British League of Nations Society were discussed in May, when an address on the objects of the British Society was given by Mrs. Creighton. In July a discussion on the economic aspect of the proposed League was opened by Miss F. M. Stawell, Fellow of Newnham College, Cambridge. Evidence of study and interest was shown by members, many of whom asked questions

and brought forward arguments for and against the scheme. Valuable help has been given by the organising secretary of the League of Nations Society in recommending and supplying literature on the subject, and by sending invitations to our London members to the great meeting at the Central Hall on May 14th, when Lord Bryce, General Smuts, and others made most memorable speeches.

There are many indications that the leading statesmen of all civilised countries are giving thought to the matter and are in substantial agreement with the principles regarding international relations that have been enunciated by President Wilson with so much force. But statesmen must be supported by enlightened public opinion, and to help to form such opinion and to strengthen the will-to-peace is the work our Committee sets before itself. With the object of bringing this matter before the whole N.U.W.W. our Convener has proposed a resolution which has been accepted by the Executive and will come before the National Council in October:

“That it is expedient in the interests of mankind that some machinery should be set up after the present war for the purpose of maintaining international right and general peace, and this Committee commends to the sympathetic consideration of the Council the idea of forming a Union of free nations for the preservation of a permanent Peace.”

Numerous letters, pamphlets, notices of lectures, etc., have been received and information given to members and others.

E. H. STURGE,
Hon. Secretary.

(10). PUBLIC HEALTH SECTIONAL COMMITTEE.

This Committee, which now numbers 82 members, has held three meetings in 1917, with an average attendance of 25.

The main subjects that have occupied the attention of the Committee have been Infant Welfare Work; “The Education of Children in Moral and Physical Health”; and “A Ministry of Public Health.”

On the first subject an intensely interesting address was given at the January meeting by Dr. Flora Shepherd, who considered that the four main causes of our appalling pre and post-natal infant death-rate were:—

1. Ignorance and lack of intelligence, these two not being the same.

2. Bad housing and defective sanitation.
3. The injurious employment of married women.
4. Special diseases.

Alcohol was a contributory factor.

Dr. Shepherd thought that the best method of combating these evils was by the practical application of the knowledge gained by highly trained scientists, and she urged the value of the work that could be rendered by the N.U.W.W. in increasing the number of Infant Welfare Centres and the efficiency of those now working, and in bringing pressure to bear on lethargic sanitary authorities who are responsible for many of the evils which produce a high infant death-rate.

She emphasised the value of the combination of voluntary and municipal effort and the need of proper training for health visitors.

The Committee has also had under consideration the reports of Sir George Newsholm to the Local Government Board on Infant Mortality and other subjects connected with public health. It circularised the Branches as to their opinion on the compulsory notification of abortions. Answers have not, so far, been received from more than 23, and it is impossible to draw any general conclusions, as the majority say that they have not decided whether it would be desirable or not, but the balance inclines to the view that the difficulties of enforcing it would be almost insuperable.

An admirable lecture was given at the May meeting by Miss March, B.Sc., on the Education of Children in sex questions, which evoked much interest. Miss March emphasised the necessity of not directing a child's attention to its sex system more than to any other. She pointed out that perfect health of mind and body consists in not knowing anything about its various systems, we are not conscious of our digestive or nervous systems till they are out of order! She deprecated direct class teaching on this subject, it should be individual, and when possible should be given by the parents, but a great deal of indirect teaching may be given in class in the form of nature study, etc., which the child will apply later, when he or she begins to enquire into the main facts of life.

At the July meeting “A Ministry of Health” was the subject under consideration, and a most able paper was read by Dr. Charles Parker, Hon. Secretary to the State Service Medical Association. He pointed out that the present standard of national health is very low, and that a large number of prevalent diseases

are preventible. The unfitness of many of our soldiers shows the ineffectiveness of our present health measures. Numerous efforts such as Welfare Centres, the Maternity Benefit through the Insurance Act, the compulsory notification of births and of infectious diseases, School Clinics, etc., are being made to improve matters, but they do not go far enough, and lack co-ordination. They form a skeleton scheme on which a really powerful and efficient health service must be built up. For this a Ministry of Health, with a man of Cabinet rank at its head, is a necessity. In Dr. Parker's opinion this central authority should make the hospital its guiding centre, and villages would be connected with a hospital by means of motor ambulances and a service of visiting doctors, each hospital to be the centre of all medical activity in its district and for School and other clinics. He thought the best plan would be to form an entirely new Government Department, but as there were difficulties in the way of this, it seemed probable that the Local Government Board would be converted into a "Ministry of Health," and that each local administering body would be responsible for its own costs with grants from the Central Authority. Eventually, Dr. Parker considered that such State Service would be so far superior to anything else that it would become universal.

F. C. JOSEPH,
Hon. Secretary.

(II). PUBLIC SERVICE COMMITTEE.

The Committee has met three times during the year and the attendance of members has been satisfactory.

The Committee has confined its attention primarily to two subjects, namely, Food Control and the Care and Nurture of Infants, more especially adopted or illegitimate infants.

With regard to Food Control, satisfactory reports have been received as to the co-operation of the Branches of the N.U.W.W. with Local War Savings and Food Control Committees. Six points dealing with better control of food were drawn up by the Committee as needing emphasis, and were circulated through the Branches.

The Care and Nurture of Illegitimate and Adopted Children has been specially considered by the Committee. A small deputation was received by Mr. Aitken, Head of the Children's Department at the Home Office, when the following Resolutions, passed by the Committee on January 31st, 1917, and approved by

the Executive, were submitted to him, these Resolutions having already been sent to the Local Government Board:—

(a) That the Local Government Board be asked to consider the advisability of adopted children being registered and supervised by some Authority, and that in the covering letter the attention of the Board be drawn to the great increase since the war in the number of advertisements containing offers to adopt children appearing in the daily press.

(b) That it be recommended to the Local Government Board that supervision by the Guardians be extended to cases where infants are put under the care of a relative, and to that end, that Section II (1) and (2) of the Children Act, 1908, be amended. It was further resolved to ask Lord Rhondda to give Boards of Guardians power to give milk and food to these children.

Mr. Aitken did not hold out any hope that the Children Act would be amended during the war, but promised that the suggestions embodied in the Resolutions should be brought to the notice of the Home Secretary.

The possibility of the *Notification of Births Act* being brought to bear upon this question was discussed, and Mr. Aitken received with interest the suggestion that all illegitimate or adopted infants removed from their birthplace should be re-registered.

At the meeting of the Public Service Committee on July 11th, the following Resolution was drawn up, and it was unanimously agreed to ask the Executive to accept the Resolution with a view to placing it upon the Agenda of the National Council:—

"The Public Service Committee urges the National Council to consider the better safeguarding of infants under the Notification of Births Act: (a) That illegitimate children be re-notified if removed from the area in which they were born; (b) That the interests of adopted children be specially considered with a view to some form of Public Trusteeship being included under the provisions of the Children Act, 1908."

It was also unanimously decided to ask the Executive to sanction the Public Service Committee summoning a small Round Table Conference of representatives of societies interested and of experts to consider suggestions for securing the proper care of illegitimate children and of adopted children, and for the

Executive to allow the foregoing resolution to be discussed at this Conference with a view to its accepting an alteration of the text, so far as not to change the underlying intention of the Resolution.

The Public Service Committee are glad to report that the Executive has accepted the resolution as one of its resolutions to be placed upon the Agenda of the National Council; and the Executive has sanctioned the convening of a small Round Table Conference on September 19th in the N.U.W.W. Office.

A. SCOTT,
Hon. Secretary.

(12). PUBLICATIONS COMMITTEE.

This Committee has thought it undesirable to bring out many new publications this year owing to the heavy cost of printing, shortage of paper, etc., and has therefore held only two meetings, under the Convenership of Miss E. M. Eaton, with an average attendance of eight members. The second meeting was held in conjunction with the Finance Committee.

The sales of literature at the Council Meeting held in London in December, 1916, amounted to £4 9s. 3d., the chief demand being for "*Legal Hints for Social Workers*," and for literature dealing with rescue work.

1,000 copies of the Handbook and Annual Report, and 850 copies of the Abridged Report were printed at a cost £98, and these were exhausted before the end of the year: it will therefore be necessary in future to print a larger number.

At the joint meeting of the Publications and Finance Committees held on the 14th June, it was decided to recommend to the Executive Committee that an *Abridged Report* only should be printed this year, and the Executive Committee approved this recommendation. The *Abridged Report* will contain lists of Committees, Local Branches, members of the National Council of Women and Affiliated Societies: the Annual Report, the Reports of Sectional Committees, new resolutions and amendments to the constitution passed by the Council, and the Subscription list and Balance Sheet.

The *Occasional Paper* has been well reviewed in the press. Orders have been received from the Branches for 200 more copies than last year, though there are still many Branch members who do not take it. Two numbers only have been published this year, as the cost of printing is steadily increasing, and paper becomes more and more scarce.

The Publications Committee has not thought it desirable to publish new literature this year, unless it were urgently needed. Two very useful leaflets, written by the President, on the Family Rations—1. "*What Housewives can do*," and 2. "*Why we eat a Mixed Diet*" were, however, published in the spring and were much in demand, 22,000 copies having been sold.

Mrs. Creighton's speech at the Public Meeting in December, on "*The Dead Hand of the Past*," was printed as a pamphlet, price 2d., and has sold well.

NORAH E. GREEN,
Secretary.

(13). RESCUE AND PREVENTIVE SECTIONAL COMMITTEE.

The Committee has to report with deep regret the resignation, owing to ill-health, of Miss Nora Hall, Head of the Church Army Rescue Work. Her clear insight, sound judgment and inspiring personality have been invaluable to the Committee on many occasions, and she was an active member on the small sub-Committee of the Rescue Committee which inaugurated the Women Patrol work.

The following new members have been elected:—The Lady Sydenham, Mrs. Price Hughes and the Countess of Minto.

The past year has been a particularly arduous one, and the meetings have been very fully attended. Two special Conferences have been called, to which representatives of those Associations which had joined with the Committee at the Deputation to the Home Office on May 26th, 1916, to press for central censorship for cinema films, were invited.

The first was on February 6th, and resulted in issuing a letter (signed by the representatives of the 28 Associations present) to Cinema Licensing Authorities, pressing their acceptance of the Model Conditions issued to them by the Home Office on January 24th, 1917. (An account of this Conference and the reasons for it are given in the "*Occasional Paper*" for April, 1917, in an article entitled "*The Cinema and the Censorship*," by Mrs. James Gow).

The second Conference, which concerned the Criminal Law Amendment Bill, was held on March 26th, 1917, and was the result of a question from the Rt. Hon. W. H. Dickinson, M.P., as to whether there was any strong demand from social workers and philanthropic bodies for raising the age of consent. He

believed from the discussion in Standing Committee (Criminal Law Amendment Bill) on his amendment to raise the age to 17 there might well be a majority for it in the House of Commons.

The Conference was well attended, 25 Associations were represented. After its having been made quite clear that raising the age of consent to 17 would in no wise imperil the withdrawal of what is known as the "reasonable cause to believe" (clause 2) it was decided to issue a letter to the members of the House of Commons asking them to support Mr. Dickinson's amendment for the raising of the age of consent to 17. (See resolution passed by the Council, 1906).

On February 20th an Emergency Meeting of the Committee was called to consider the advisability of some legislation enabling young girls under 18 to be given the same chance of help and good influence as is already afforded under the Children Act to girls under 16. The subject was discussed at length. Mrs. Creighton proposed, and Mrs. George Morgan seconded, that a small sub-committee of experts should confer with one or two members of Parliament on the subject, and that the Committee should be again summoned to hear the result and to decide what action (if any) the Committee should take in the matter.

On Friday, February 23rd, the Sub-Committee met. Present:—The Rt. Hon. W. H. Dickinson, M.P.; Sir Henry Craik, M.P. (Glasgow University); Mrs. Carden, Hon. Sec.; Mr. W. H. Coote, Sec. National Vigilance Association; Mrs. Price Hughes (Head of Rescue Work, West London Mission); Miss Hunt (Rescue Work, Church Army); Miss Macdougall; Miss Pickersgill Cunliffe (Organising Sec., Canterbury Diocese); Mrs. Torrey (Poor Law Guardian). The Convener presided.

Adeline, Duchess of Bedford, Mr. Archibald J. Allen and Mr. Cecil Chapman, unable to attend, gave valuable information and advice.

After very careful thought and discussion it was considered advisable in the best interest of young girls under eighteen, that a clause should be introduced into the Criminal Law Amendment Bill which properly safeguarded might enable them to be sent to a Home instead of to prison, as is already done in the case of girls under sixteen. A clause to this effect existed in the Criminal Law Amendment Bill prepared by the late Home Secretary, Mr. Herbert Samuel, but did not appear in Sir George Cave's Bill. After full consideration Mr. Dickinson decided, with the unanimous approval of the Sub-Committee, to introduce an amendment to this effect himself.

The Committee met again on February 26th to hear the report of the Sub-Committee. After the report had been received and fully discussed it was decided to support Mr. Dickinson's amendment, and to send a letter to a small number of Members of Parliament known to be interested, asking their support to the amendment. This was passed, one member voting against.

On March 26th, two members of the Committee, Adeline, Duchess of Bedford, and the Convener, were received at the Home Office by Sir George Cave to discuss the question. It was interesting to note that the subject was treated by the Home Secretary and those present with him entirely from the point of view of helping the girls.

At the quarterly meeting on May 2nd, the question was again fully discussed, clause 3 having been introduced into the Bill on March 29th. A resolution, approving of the principle conceded in the clause for sending girls under eighteen convicted of certain offences to Homes, was proposed by Lady Laura Ridding, seconded by Mrs. Creighton, and passed *nem con*, one member only abstained from voting. The five resolutions passed and sent up to the Executive appear in the *Occasional Paper* for July (together with those sent up by the Legislation Sectional Committee) under "Criminal Law Amendment Bill," pp. 9, 10, 11.

Amongst the other important subjects under consideration at the quarterly meetings were the "Compulsory Detention" in Homes. Miss Pierce gave an illuminating account of Queen Elizabeth Lodge, Southgate (Church Army Home), where girls under sixteen committed under the Children Act are received. Many of the inmates are much younger than sixteen and very depraved; but soon the spirit of the place makes itself felt, and the girls respond to it encouragingly. The Home is largely managed by a Committee of the girls themselves, who elect their own chairman and members. They investigate breaches of discipline, decide upon the punishments to be inflicted—they have pocket money and are allowed to spend it, there are no "silence" periods, talking is allowed in bedrooms, and there are no locked doors anywhere. Gardening, jam-making, hand-weaving, etc., are taught in addition to the usual domestic occupations.

The system is proving most successful, and the "detention," after a very short time, automatically assumes a "voluntary" character owing to the exceptional treatment of the girls, the absence of "fretting" rules and the system of self-government adopted. Visitors to the Home are welcomed.

Miss Rangecroft, Superintendent of the "Place of Deten-

tion"—the L.C.C. Remand Home—gave an interesting account of her work. Girls from the age of fourteen days to sixteen years, and boys up to seven years are received, pending the decision of the Children's Court as to their future. Between April, 1916, and May, 1917, 1,106 children had passed through the Home, 60 per cent. had been sent on to Industrial or Reformatory Homes.

Rev. Thos. Cree, Hon. Secretary, Church Penitentiary Association, explained how Government inspection worked in the Homes certified under Government. He paid a high tribute to the sympathy and tact of the Government inspectors, naming especially the well-known work of Miss Tracy. The Authorities in the Homes worked harmoniously with the inspectors and friction was almost unknown.

* The Convener reported that on July 6th Sir George Cave had received a highly influential deputation on the Criminal Law Amendment Bill introduced by the Archbishop of Canterbury. The N.U.W.W. had been represented by the President, Mrs. Creighton, the Convener, and Mrs. Carden. The three former were amongst the speakers.

On May 2nd Mr. Archibald J. Allen read a valuable paper on "*The Laws relating to Solicitation.*" This has been printed and can be obtained from the office, price 1d. each, 9d. a dozen, or 2/6 a 100.

Addresses have also been given by Mrs. Gotto upon the progress of voluntary treatment for venereal diseases and the need for extending minor treatment to Rescue Homes; by Mrs. Esslemont on the extension of the work of Women Patrols, voluntary and paid; and by Mrs. Carden on the moral and spiritual outlook of the girl of to-day.

GERTRUDE S. GOW,
Convener.

(14) WOMEN'S INDIAN STUDY ASSOCIATION.

The war conditions make it very difficult to keep up the work of the Association, or to increase our membership, but some practical work has been done during the past year.

The Committee, having decided to found a scholarship for some Indian girl student, obtained a report from Dr. Edith

*The printed report of the deputation can be obtained from Mrs. Carden at the office, price 1½d. post free.

Brown, of the Women's Medical College, at Ludhiana, which stated that they have eleven students needing scholarships; the annual cost, to include board and tutorial fees, would be between £30 and £40, and the course four years. The shortage of Doctors in England is serious, and by training these Indian girls we should be able to supply India with those she sorely needs. Through our Branch representatives and our members, this sum has now been raised, and the student chosen will commence her course in October.

The W.I.S.A. has received the names of several Indian ladies and students in England, needing hospitality and friendship, and has been able to give them introductions and opportunities of friendship.

Mr. Cockin, the Secretary for Foreign Students of the Student Christian Movement, kindly came to one of our Committees to discuss the needs of hospitality for Indian Students in England, with a view to the best way of helping them.

In the spring of 1917 the W.I.S.A. sent out a letter to all its members, drawing attention to the scheme of study given by the Board of Study for the preparation of Missionaries, which included lectures on the greater religions of India, on the customs and religions of the primitive peoples of Deccan, and the social systems of India, with a view to sympathetic study, treating frankly the elements in each situation whose removal is demanded by the Indians themselves.

At the request of the Association, a meeting on India was included in the programme of the Oxford University Extension Summer Meeting. Lord Islington spoke on "Problems of Indian Government."

Miss Powell, the Principal of S. Mary's Training College, Paddington, kindly gave us permission to arrange a lecture on India to girls. Mrs. Fox-Strangways spoke to them of the possibilities open to English women in India of helping their fellow Indian women.

Mrs. Wilson Potter spoke to the Representative Council of Girls on "The Responsibility of English Girls to their Indian Sisters."

During the past year two public Meetings have been given in London, and one at Leicester. Mr. MacEwen Lawson (the previous Foreign Student Secretary of the Student Christian Movement), spoke to us of some of the needs and difficulties of the Indian Students in England. His address was fully reported in the *Occasional Paper* for April, 1917. In the spring Miss Ella

Sykes gave a Lantern Lecture on her travels in High Asia last year with her brother, Sir Percy Sykes, and illustrated it by her beautiful slides.

We are fortunate to have secured Mrs. Gupta, and Miss Mary Sorabji, as Members of our Executive Committee, where their experience will be of great help.

MONICA G. ROBINS,
Hon. Secretary.

(15) WOMEN PATROLS COMMITTEE.

It is with great pleasure that I present my third report to the Council of the National Union of Women Workers, and can honestly say that the Women Patrols have been an unmitigated success far exceeding all anticipations. The developments have all been in the desired direction, viz., towards the official appointment of Women Police; the work has proved that such appointment would be of inestimable value to women and children; also Women Patrol work has demonstrated the extraordinary power for good the earnest voluntary worker can exercise by quiet, unobtrusive, concentrated effort. A recent report says quiet patrolling has an almost ludicrous effect on the conduct of couples, in making them behave decently. "We could not be more successful had we paraded before them playing the bag-pipes!"

There are about 2,338 women patrols working in 72 places in England and Wales; of these 85 are engaged in special work, the greater number by the Commissioner of Police, and are paid out of the police fund. They were at first only employed for half time, but the experiment proving successful they are now full time workers. They work seven hours a day, at 32/- a six days' week, being relieved one day a week by a relief patrol. One of these aided by her fellow patrol rendered assistance to a Constable, who was knocked down by two aliens and would inevitably have been roughly handled but for the intervention of the women. By the Commissioner's orders a letter was sent conveying his thanks and congratulations on their courageous behaviour.

Two patrols have been appointed to work in Woolwich Arsenal at 32/- per week.

Two have been appointed as Park Keepers at 35/- a week by the Board of Works and are working in Kensington Gardens; before appointment the names are submitted to the King. As a badge of office they bear the police whistle and chain and the

keys of the park are in their charge, so that they are responsible for the proper closing at the scheduled hour. They have the power of arrest, and several arrests have been made and summonses have been successfully carried through.

Two Park Rangers have been appointed by the London County Council and two under the Hendon District Council.

A subsidy of £400 a year has been granted to the Women's Patrol Committee for the training of Women Patrols. In several places the work has led to the appointment of Women Police; when these work in conjunction with the Women Patrols, a very valuable working combination is attained.

In the provinces the work has in many centres flourished greatly. Liverpool has done splendid work under an able patrol leader, which has led to many interesting developments. Leeds is another centre of which the same may be said. Brighton work maintains its high reputation and is well spoken of. Now that the Military authorities have removed the embargo on patrols speaking to girls over sixteen, which was laid on the Folkestone patrols, the work has taken a new and vigorous lease of life. Even a bare list of the centres where splendid work is being done would take more space than I am allowed—but I must mention the excellent piece of work accomplished by the Patrol leader at Plymouth, who has won over the Chief Constable into giving the patrols very much larger powers, and as a mark of this has given them the use of Police armlets and whistles.

Of the new centres Middlesboro' has led the way with 50 Special Constables from the ranks of the Women Patrols. Newcastle has made an encouraging start; Manchester is about to enrol patrols; Heaton Park has had an excellent band of patrols for some time. Teddington is working well; patrols were much needed there, and fortunately the right women have taken up the work. Some of the quite small centres are most encouraging, and the enthusiasm shown is very cheering.

Many clubs, both for girls alone and those where men and girls are eligible for membership, have been started and are most successful. Many centres are justly proud of their mixed clubs.

In conclusion I should like to say that the unsolicited testimony received from Military, Police, and Civil authorities, as well as from individuals, proves that the Woman Patrol was needed and has more than justified her existence.

I can use no words too strong in praise of the women who have undertaken this work, so wearying to body, heart, and soul; but theirs is the reward which can never be taken from them,

the knowledge that their efforts for the misguided boy and girl have been an untold blessing to many, and saved many a wayward child from going over the brink. For themselves it has been a great and noble education which must e'en make them better and more worthy citizens.

M. G. CARDEN,
Hon. Secretary.

(16) WORK AMONG GIRLS' SECTIONAL COMMITTEE.

This Committee has considered very interesting subjects during the last year. At one meeting Miss Lilian Barker, Lady Superintendent of Woolwich Arsenal, gave an account of the conditions and work of the girls employed at the Arsenal. She said that the girls were working a 12-hours' day, but under very good conditions, and their health did not seem to suffer from it in any way. They do day and night shifts alternately, each girl being obliged to do six days and seven nights in a fortnight. Miss Barker reported that she had two assistants, one of whom was always on duty in the day and the other at night. The Welfare Workers who worked under her were each responsible for 1,000 women.

A meeting was held to discuss "How to prepare the younger generation to face the urgent social problems of the day, especially with reference to venereal disease." Most interesting speeches were made by Mrs. Gotto and Mrs. Arnold Glover. At a subsequent meeting Miss Butler of the Women's Industrial Council spoke on "How to make Domestic Service more attractive." There was a very useful discussion, and the subject seemed so important that the Committee asked leave to appoint a special Sub-Committee to go further into the matter. It has since been found that the Women's Industrial Council have a special Committee for this purpose, and it would appear to be best for the Sectional Committee to send representatives to this Committee.

Archdeacon Lloyd addressed a joint meeting of the Work among Girls and the Emigration Sectional Committees on the subject of "Emigration, with special reference to possible Openings for Girls after the War."

The Committee has taken part in a Conference with the Joint Committee of the Council of Girls' Associations and the Missionary Recruiting Committee on the subject of recruiting war workers for religious and social work after the War. The Conference appointed a special "Call to Service Committee," with

Miss Deane as Chairwoman, and this Committee has already drawn up a Scheme which it is hoped will be at work shortly.

A. DEANE,
Convener.

(17) CENTRAL BUREAU FOR THE EMPLOYMENT OF WOMEN AND STUDENTS' CAREERS ASSOCIATION.

Every department has been taxed to the utmost in order to deal adequately with the demand. Nearly 2,000 more people consulted us in 1916 than in the previous year—a total of over twenty thousand individuals—employers, workers and general enquirers. It has become quite impossible to cope with this growing volume of work in our present premises. Through the kind generosity of a member of the Executive the War Relief work continues to occupy premises in Old Cavendish Street, and the Bureau Committee has been able to acquire additional accommodation in Princes Street where three floors are now occupied.

The question of reconstruction after the War as it affects all branches of employment is receiving careful consideration, but the Committee feel that any pronouncement on this complex subject would at this moment be premature.

Registry. It has been the year of the Registry, and a long report might be given of this department alone. The majority of posts filled during the year have been either directly or indirectly connected with Government work. Naturally enough, as more men were called up, women were needed to fill their posts, and many firms have employed female labour for the first time. Speaking generally, employers have been so well satisfied with the experiment that they have been eager to repeat it. We have, during the past year, supplied factories all over England, either controlled establishments or those directly under Government, with educated workers of all grades, from Assistant Cook to Supervisor or Superintendent, the latter catering for numbers varying from 200 to 11,000 daily. So successful have some of these women been that we have been congratulated from Headquarters, and requests for similar women in other localities have followed. It is the same with the social worker. We have supplied trained Games Mistresses, Welfare Workers, Social Workers and Nurses; in the early part of the year we supplied between 40 and 50 workers to one Government department; most of the large Charity Funds in London connected with the war have obtained workers from us, from junior

stenographers to Organisers, and in not a few offices where neither woman nor typewriting machine had before penetrated we have been the means of introducing both successfully. It is astonishing how easily women have adapted themselves to new conditions; many girls who before the war were thought to have no talent for domestic occupations are now doing strenuous work involving long hours and considerable strain in canteens and kitchens. *In all Government work we have supplied workers direct to the department and not through any other medium.* Conditions are rapidly improving, salaries are rising, and although there is still room for improvement in this direction, the ability of women to fill positions formerly reserved exclusively for men has been generally acknowledged.

Loan Fund. The Committee desire to express their gratitude to Lady Dudley, who has been for many years a Patron of the Fund and has now consented to become President. The Committee have also had the pleasure of welcoming the Hon. Mrs. Franklin, Mrs. Roskill and Miss Edith Thompson as members.

The year has been one of arduous work. The demands made on the Fund have been heavy, and it has been, and is still, very necessary to persevere in the effort to raise £10,000 in order to place it on a permanent and substantial basis.

During the year loans have been granted to enable students to obtain (or complete) University, College and School careers; to provide trainings in medicine, nursing, massage, physical culture, music and secretarial work; to enable women to carry on enterprises of their own—such as toy-making, agricultural and farm industries, the maintenance of hostels for women workers, etc. The loans have been paid with remarkable punctuality.

Students' Careers Association. Since the last report the Membership of the Association has been increased by the addition of one College, seven Schools, and four Old Girls' Associations, the total number now amounting to 255 colleges, schools and associations.

Lectures have been given on secretarial and social subjects, but those dealing with the general "Employment Outlook" and "Careers" have proved to be most in demand.

The Consultative Committee has met twice during the past year and discussed openings for women in actuarial work, aircraft work, wireless telegraphy, dental mechanics, optics, journalism, chemistry, work in military hospitals, agriculture and herb growing. It specially deplors the growing tendency of parents to take their daughters from school at too early an age,

and to expect them to become wage-earners without adequate training.

Publications. The sale of "Careers" (1/6), a book giving details of over 100 professions for women and girls has continued steadily, and the newspaper "Women's Employment" shows a promising increase in circulation. Of the pamphlet "Women in Medicine, Nursing and the Allied Professions," we have only a couple of hundred copies left, price 6d.—post free, 7½d.

New Developments. Two new Sub-Committees have been recently formed—the Library Committee which deals with our newly formed Workers Library, and the Appointments Committee, a development of the registry and training work.

MARY G. SPENCER,

Secretary.

Central Bureau for the Employment of Women,
5, Princes Street, Cavendish Square, W.1.

(18) NATIONAL ORGANISATION OF GIRLS' CLUBS.

A Report that would represent the increased activities and new developments of the N.O.G.C. in the past year cannot be drafted while paper and printers are scarce. A curtailed account of the year 1916 is to be had from the office, 118, Great Titchfield Street, S.W. 1. Among the interesting experiences of the present year is the increase of enquiries from employers for advice to further the means of healthy holidays, rest and recreation for the girls employed.

The Conferences held for workers and for girls have been arranged to serve the most pressing of the difficulties which correspondence and interviews have introduced. Students training for Welfare Work of all kinds have attended and received introductions to enable them to visit clubs, canteens, hostels, and holiday homes, also to see the various systems for promoting thrift, health and games which are working in educational and recreational Clubs.

The N.O.G.C. has in trust a legacy which a lady left to a Club worker to enable a small Club to continue after her death. After paying the expenses for amalgamation and for placing the girls of the small Club in a position of permanency recognised as a memorial to their friend, the bulk of the legacy was invested in War Loan. The interest serves to continue the Embroidery Class which was the Club's speciality.

In another instance the N.O.G.C. has the privilege of a

three year's grant from the Hon. Mrs. Douglas Vickers, which is to maintain an East End Club doing most valuable work. The Club must have closed but for this assistance and administration.

The War Savings Association is still supported through the saving of small sums, many of the subscribers hold several certificates and very few withdraw their money.

A new development was started through Local Displays of Club Work, to be followed by a Central Display of the best sections from the local undertakings. No prizes, certificates or medals were awarded, and the work and programmes were in all instances placed under the title of the Club, not the name of the individual worker or performer.

The results were surprisingly successful largely owing to the energies of the special local Hon. Secretaries. The quality and quantity of the exhibits exceeded any preconceived hopes, and the number of girls and their friends who attended threatened to overflow every Hall engaged for the purpose. The final display was at the Guild Hall, where the Right Hon. Sir Donald Maclean, M.P., presided. He told the audience that their presence as workers in almost every industry of the time, made a new chapter in the history of their capital.

Among the many deputations and advisory conferences in which the N.O.G.C. have taken part, none seem more important than the future provision of the highest trained physical teachers for Drill and Health classes held in the Clubs. The girls can seldom take more than one Class weekly, and the opportunity afforded for future health is too precious to place in any hands except the best. Wonders of improvement and immense enjoyment are possible if the girls can come under experts for this part of their club activities.

The Guilds of Health have thousands of members, and the girl promoters are recognised as the pioneers of the popular lectures now so widely in demand in Girls' Clubs.

Up to August 1st the N.O.G.C. has provided holiday places for 813 girls, and for those who are unable to leave London Saturday afternoon "Rambles" are planned weekly. Hundreds of girls are participating in these "glimpses into gardens" owing to the splendid response to the N.O.G.C. invitations made through the press. Through friends of the Hon. Treasurer and Secretary 73 girls have received invitations to the country for one or two weeks, without incurring expense.

It is the continued aim and effort of the N.O.G.C. to place more of the club responsibilities and management in the hands of

the girls. They have proved themselves so amazingly plastic and resourceful, so quick to learn, so loyal in endeavour in all the many trades and professions they have entered, that it must be recognised by all those working with them and for them that much is to be accomplished in the future, by loyal co-operation on both sides.

The Club movement has done its work for thirty years or more, quietly and without much help or recognition from authorities or departments. It is for the benefit of all citizens that the demands from the girl workers for education and for opportunities of healthy recreation should be heard and responded to. Playing fields, quiet rooms for study, and premises where social and educational interests can be obtained are urgently wanted, without forceful or pedantic regulations that go far to destroy the youthful enterprise so valuable to the public spirit of all such undertakings.

EDITH H. GLOVER,
Hon. Secretary.

118, Great Titchfield Street,
W. 1.

(19) RURAL HOUSING ASSOCIATION.

Although the work of the Rural Housing Association has again been mainly in abeyance during the past year, one or two occurrences should be noticed.

(1). The first of these occurrences was the last act, as far as this Association is concerned, in the building of the cottages at Egdefield, Norfolk, on behalf of an anonymous donor. On November 18th, the Secretary, acting in a double capacity as the representative, both of the donor and of the Rural Housing Association, was present at a public meeting in the Old School at Edgefield, at which she formally handed over the trust deeds of the cottages to the Parish Council, who henceforward, in their corporate capacity, are the owners. A right of appeal is vested in the Charity Commissioners.

(2). The next action of the Committee which calls for mention is of a different nature. This was a Resolution in favour of the Recommendations made in the Minority Report of the Departmental Committee of the Board of Agriculture for settling Ex-Service men on the Land. The terms of the Resolution, placed in the hands of the Government, were as follows:—"That the Executive Committee of the Rural Housing Association urges

" upon the Government the necessity of taking action at once on the lines of the recommendations of the Reports of the Departmental Committee on the Settlement and Employment on the Land in England and Wales of Ex-Service men. The Committee desire to express their accord with paragraphs 155 to 158 of the Majority Report, which deal with the question of rural housing, but, with their knowledge of rural conditions, they do not see how housing in the country can be adequately improved unless agriculture is made a profitable industry, and to make it a profitable industry it would appear to be necessary to give effect to the recommendations of the Minority Report."

(3). Under the title of the Rural Organisation Council, a federation of Societies dealing with rural questions was formed during the past year; and the Committee finally decided upon affiliation with this body, the object of the federation being to lend the additional force imparted by united effort to the work of the different Societies joining it, but not to weaken their individuality. It is hoped that the combined pressure which such an organisation should be able to bring to bear, will be exerted in forwarding such measures as will genuinely aid in the general reconstruction at the end of the War and be for the lasting benefit of the country.

ANNETTE CHURTON,
Secretary.

Parliament Mansions,
Westminster, S.W. 1.

SUBSCRIPTIONS AND DONATIONS FOR YEAR ENDING
AUGUST 31ST, 1917.

MEMBERS.	Subscriptions.		Donations.	
	£	s. d.	£	s. d.
Abbott, Miss M. Frances	1	1	0	
Aberdeen and Temair, The Marchioness of	1	1	0	
Acland, The Hon. Lady	1	1	0	
Adams, Miss Rose	7	6		
Agnew, Mrs. Philip	5	0		
Aiken, Mrs.	5	0		
Akers-Douglas, The Hon. Ethel (1916 and 1917)	10	0		
Albright, Miss M. C.	5	0	0	
Alderson, Miss L.	5	0	0	
Alington, Mrs. A. M.	1	0	0	
Allan, Mrs. Claude	1	0	0	
Allan, Mrs. R. S.	1	0	0	
Allan, Miss	1	0	0	
Allen, Mrs. Osborn	5	0		
Allen, Mrs. Archibald	10	0		
Allen, Miss K	5	0		
Allen, Miss R.	5	0		
Allfrey, Miss	5	0		
Allfrey, Miss B. E.	5	0		
Anderson, Miss S.	10	0		
Andrews, Dr. Marion	10	0		
Angus, Mrs.	5	0		
Anonymous				6 0
Anstruther, Mrs.	1	1	0	
Arbuthnot, Mrs. George	10	0		
Arbuthnot, Mrs. Robert	5	0		
Armitstead, Mrs.	2	0	0	
Armstrong, Miss Annie	10	0		
Armstrong, Miss M. M.	5	0		
Arnott, Lady	2	0	0	14 15 6
Arthur, Miss E. C.	5	0		
Ashburner, Mrs. Herbert	5	0		
Ashton, Miss M.	5	0		
Aspland, Mrs. S. M.	1	1	0	
Astell, Miss C.	5	0		
Atkinson, Miss E. M. L.	5	0		
Auerbach, Mrs.	5	0		
Auldjo, Miss Florence	5	0		
Austin, Miss Sybil M.	5	0		
Baddeley, Miss Florence	5	0		
Bagenal, Mrs.	5	0		
Bagnall, Miss H. M.	5	0		
Bailey, Hon. Mrs.	10	0		
Baillie, Hon. Mrs.	5	0		
Baker, Mrs. Lawrence	5	0		
Baker, Miss (1916 and 1917)	10	0	10	0
Balfour, The Lady Betty	2	0	0	
Balfour, The Lady Frances	5	0		
Balfour, Mrs.	1	0	0	
Balfour, Miss	5	0	1	0 0
Barbour, Mrs.	5	0		
Barbour, Mrs. R. W.	10	0		
Bardsley, Miss H. S.	5	0		
Barker, Miss Ethel				5 0
Ross, B.A.				5 0
Barker, Miss M. D.				10 6
Barlow, Miss				10 6
Barlow, Miss A. E. F.				10 6
Barnes, Mrs.				1 1 0
Barnett, Mrs. S. A.				5 0
Barney, Miss				5 0
Barrett, Miss Rosa M.				5 0
Barrow, Mrs. Walter				5 0
Bartlett, Miss G.				5 0
Bashford, Miss M. F.				5 0
Basnett, Miss				1 1 0
Bassett, Mrs.				5 0
Bathe, Miss				2 2 0
Battersea, The Lady				5 0
Baxter, Mrs. Dudley				5 0
Bayne, Mrs.				10 0
Beach, Mrs. Hicks				10 0
Beaver, Mrs. Campbell				5 0
Beckett, Miss				1 0 0
Beddington, Miss W.				2 0 0
Bedford, The Duchess of				5 0
Beeby, Mrs. J. H. (1916 and 1917)				5 0
Beer, Mrs. Margrieta				10 0
Beevor, Mrs. J. H.				10 0
Beevor, Miss				5 0
Behrend, Mrs. Keats				5 0
Behrens, The Hon. Mrs. Clive				5 0
Bell, Mrs. (1916)				5 0
Bellows, Mrs. John				5 0
Bent, Mrs. Theodore				5 0
Berman, Mrs.				10 0
Bertram, Mrs.				5 0
Bethune, Miss				5 0
Bickersteth, Mrs.				5 0
Biggs, Mrs. A. I.				10 0
Bigland, Mrs. Percy (1916 and 1917)				5 0
Biggs, Miss W., M.A.				5 0
Birnstingl, Mrs.				10 0
Birnstingl, Miss Ethel				5 0
Bisdee, Miss E.				5 0
Black, Miss L. M. P.				2 7 0
Blackburne, Miss G. M. Ireland				5 0
Blackie, Mrs. Robertson				10 0
Blackie, Miss				5 0
Blackie, Miss C. T.				5 0
Blackwood, The Lady Hermione				1 0 0
Blandy, Miss				5 0
Blunt, Miss				5 0
Blunt, Miss Edith				5 0
Bluth, Miss				1 0 0
Bolden, Mrs. George				5 0
Bolitho, Mrs.				5 0
Boot, Lady				5 5 0
Booth, Mrs. Alfred				5 0
Boulnois, Mrs. H. Percy				1 1 0
Bousfield, Mrs. P. M.				

		Subscrip- tions. £ s. d.	Dona- tions. £ s. d.			Subscrip- tions. £ s. d.	Dona- tions. £ s. d.
Bouverie, The Hon. Mrs. Stuart		5 0		Carey, Miss Henrietta		5 0	
Bowring, Miss	1 5 0			Cargill, Dr. E. A.		5 0	
Boyd, Mrs.	10 0			Carr, Miss		5 0	1 0 0
Boyd, Miss Annie	5 0			Carruthers, Mrs.		5 0	
Boyd-Carpenter, Mrs. J. P.	1 1 0			Cartwright, Miss B.		5 0	
Boydell, Miss E. M.	7 6			Cartwright, Miss M.		5 0	5 0
Bradford, Miss Emeline E. N.	5 0			Caulfeild, Miss A. E.		5 0	
Bradley, Miss	5 0			Cawdor, The Countess	1 0 0		
Bradley, Miss M.	5 0			Chadwick, Mrs.		5 0	
Bradshaw, Miss G. M.	5 0			Chadwick, Miss		5 0	
Bramston, Miss A. B.	5 0			Chambers, Miss F. M.		5 0	
Brassey, The Countess	3 3 0			Chambers, Miss Beatrice		5 0	
Bremner, Miss M. J.	10 0			Chance, Lady	1 0 0		
Brereton, Miss Katherine	10 6			Chapman, Mrs. Chas.		5 0	
Bright, Mrs. Allan H.	2 2 0			Chapman, Miss M.		10 0	
Bright, Miss M. J.	5 0			Chart, Mrs. R. M.		10 0	
Broadbent, Miss M. E.	1 1 0			Cheetham, Miss R. H.		5 0	
Brodie-Hall, Miss	5 0			Child, Mrs. Holland		5 0	
Brooke, Mrs. Chas. (Paid in advance)				Childers, Miss Walbanke		10 0	
Brough, Mrs.	5 0			Chittenden, Mrs.		5 0	
Brough, Mrs. Bennet	5 0			Chute, Mrs. Chaloner		10 6	
Brown, Mrs. Forrester	5 0			Clapperton, Mrs. John		5 0	
Brown, Mrs. J. C.	10 0			Clark, Mrs. J. W.		5 0	
Brown, Mrs. J. P.	1 1 0		10 6	Clark, Mrs. Pearce		10 0	
Brownlee, Mrs. R.	10 0			Clarke, Miss Jessie		5 0	
Browne, Mrs. Walter	5 0			Clarkson, Miss M.		5 0	
Browne, Miss A. Leigh	1 0 0		1 12 0	Clay, Mrs. John		5 0	
Bruce, Miss Katherine	5 0			Cleghorn, Miss, M.A.		5 0	
Bruce, Miss Mary L.	10 0			Clementi, Mrs.		1 0 0	
Brunner, Mrs.	5 0			Clephan, Miss A. E.		10 0	
Buchanan, Mrs. L. G.	1 1 0			Clerk, Mrs. Dugald		1 11 0	
Buchanan, Miss Emily	5 0			Clifford, Miss, M.A.		10 0	
Buchanan, Miss M. M.	5 0			Clough, Miss B. A.		10 0	
Buckler, Mrs. Wm.	1 0 0			Clucas, Mrs. Stephen (1916 and 1917)		10 0	
Budgett, Mrs. W. H.	10 0			Coad, Miss K.		5 0	
Bulkeley, Miss Muriel	5 0			Coates, Miss		5 0	
Bulley, Mrs. Raffles	10 0			Cobbold, Mrs. Lucas T.		5 0	
Bunting, Lady	1 1 0			Cochrane, Miss C.		10 0	
Burns, Miss C. A. C.	5 0			Cochrane, Miss M. T.		10 0	
Burns, Miss C. S.	5 0			Cockle, Miss H. D.		10 0	
Burrows, Miss	5 0			Codrington, Lady		10 0	
Burrows, Miss C. M. E.	10 0			Cohen, Mrs. Herbert D.		1 1 0	
Bushe, Miss (1916 and 1917)	10 0			Cohen, Mrs. N. L.		5 0	
Busk, Miss H.	10 6			Cohen, Miss Lucy (1916)		5 0	
Butler, Miss E. H.	5 0			Coit, Mrs. Stanton		10 0	
Buxton, Mrs. Louis	10 0			Colefax, Mrs. (1916 and 1917)		2 2 0	
Buxton, Mrs. Noel	5 0			Collet, Miss Clara		10 6	
Buxton, H. E. The Viscountess	1 0 0			Colman, Mrs.		10 0	
Buxton, Mrs. Dudley	10 6			Colman, Miss		5 0	
Buxton, Miss Amy	10 0			Colman, Miss Jessie		5 0	
Byng, Mrs.	10 0			Colville, Miss L.		10 0	
Cadbury, Mrs. Barrow	1 1 0			Colvin, Miss Annie E.		5 0	
Cadbury, Mrs. Edward	1 1 0			Committee to Further Women's Interests under the National Insurance Act		10 11 4	
Cadbury, Mrs. George	5 0 0			Cooke, Mrs. A. C.		5 0	
Cadbury (Junior), Mrs. George	2 0 0			Cooke, Mrs. A. H.		5 0	
Cadbury, Miss Dorothea	5 0			Cooke, Mrs. C. L.		10 0	
Cade, Miss L. R.	5 0			Cooke, Mrs. George		5 0	
Calder, Miss Fanny L.	1 0 0			Cooke, Mrs. Wingrove		5 0	
Caley, Miss	5 0			Cooke, Miss Ada		5 0	
Camensich, Mrs.	10 0			Cooke, Miss H.		5 0	
Camp, Miss E. A.	5 0			Cooper, Miss Ellen A.		5 0	
Campbell, Mrs. Burnley	1 0 0			Coote, Lady		10 0	
Campbell, Mrs. Lewis	10 6			Coppock, Miss M.		5 0	
Cane, Mrs.	5 0			Corbett, Mrs. Adrian		5 0	
Capron, Mrs. J. Wynyard	5 0			Cother, Mrs.		5 0	
Carbutt, Miss	10 0			Couper, Miss M. M. J.		5 0	
Carden, Mrs.	10 0			Courtney of Penwith, Lady		5 0	
Carden, Miss	5 0			Courtney, Miss K. D.		5 0	
Carey, Mrs. F. S.	5 0			Cowan, Lady		1 11 6	
				Cox, Mrs. Frederick Thomas		7 6	

		Subscrip- tions. £ s. d.	Dona- tions. £ s. d.			Subscrip- tions. £ s. d.	Dona- tions. £ s. d.
Cox, Miss Edith P.		5 0		Edwards, Mrs. F. (1916)		5 0	
Cox, Miss Irene		5 0		Egerton, Miss G. R.		10 0	
Cox, Miss Lucy		5 0		Elliott-Lockhart, Miss M.		5 0	
Craig, Mrs. Granville		10 0		Elliott-Nish, Mrs.		5 0 0	
Craven, Miss M. J. A.		5 0		Elliot, Mrs.		10 0	
Crawford, Mrs. W. C.		10 0		Elliott, Mrs. Michael		5 0	
Creighton, Mrs.		1 0 0		Ellis, Mrs. G. H.		1 0 0	
Creighton, Miss		10 0		Ellis, Mrs. J. E.		2 2 0	
Crichton-Stuart, Miss C. (1916 and 1917)		15 0		Ellis, Miss E.		5 0	
Crisp, Miss W. B.		5 0		Ellis, Miss L. D.		5 0	
Croggon, Mrs.		1 0 0		Elphick, Mrs.		10 0	
Crooke, Mrs.		5 0		Emanuel, Mrs.		5 0	
Crooke, Miss		5 0		Emanuel, Mrs. J. G.		10 0	
Crosfield, Mrs. A. J.		5 0		Emmott, The Lady		1 1 0	
Crosfield, Mrs. B. F.		5 0		Eshelby, Miss		5 0	
Cross, Mrs. F. J. R.		10 0		Euston, The Countess of		10 0	
Cross, Mrs. Joseph		5 0		Evans, Mrs. Richardson		2 2 0	
Crossley, Mrs.		10 0		Evans, Mrs. Wm.		5 0	1 1 0
Crowley, Miss		5 0		Evans, Miss Barbara		1 1 0	
Cummins, Miss		1 1 0		Eve, Lady Trustram		1 0 0	
Cunliffe, Miss E. Pickersgill		5 0		Evers, Miss A. C.		5 0	
Cunliffe, The Hon. Lady		5 0		Eyre, Mrs.		1 0 0	
Curry, Hon. Mrs. H.		5 0					
Curtis, Miss E. H. de K. (1916 and 1917)		10 0		Fagan, Mrs. Louis (1916 and 1917)		10 0	
Cutler, Miss B.		5 0		Fairclough, Miss M.		5 0	
				Faithfull, Miss		5 0	
Daintree, Mrs.		10 0		Fane, Miss B.		5 0	
Dale, Mrs. Hylton		1 0 0		Fawcett, Mrs. Henry, LL.D.		2 2 0	
Dalglish, Mrs.		10 0		Fawcett, Miss Philippa Garrett		1 0 0	
Dallaway, Miss M. S.			2 6	Fawkes, Mrs. R.		5 0	
Daly, Mrs.		10 6		Fergusson, Mrs. A. A.		10 0	
Dandridge, Mrs. C. E.		5 0		Fergusson, Miss A. M.		5 0	
Daniel, Miss M. F.		5 0		Field, Miss Mary		5 0	
Darwin, Lady		5 0		Fischer, Mrs. Temple		5 0	
Davidson, Lady Mackenzie		1 1 0		Fisher, Mrs. C. D. Corbett		1 1 0	
Davidson, Mrs. Randall		1 1 0	1 1 0	FitzHugh, Miss E.		1 0 0	
Davidson, Miss		10 6		Flather, Mrs. W. T.		1 1 0	
Davies, Mrs. Mary, F.R.A.M.		5 0		Flather, Miss		10 0	
Davis, Mrs. Upton		5 0		Flavell, Miss A. J., M.A.		5 0	
Dawes, Mrs. Frank		10 0		Fletcher Mrs. Keddy R.		5 0	
Dawkins, The Lady Bertha		5 0		Fletcher, Miss Mary C.		1 0 0	
Dawson, Mrs. A. C.		1 0 0		Florence, Miss		5 0	
Day, Miss Edith A.		2 2 0		Forbes of Rothiemay, Mrs.		1 0 0	
Deneke, Miss Margaret		1 1 0		Forbes, Miss Stormont		10 0	
Dent, Miss C.		10 0		Fordyce, Mrs. Dingwall		1 1 0	
Douglas, Miss K. A.		5 0		Forster, Miss C. M.		5 0	
Douglas, Miss L. J.		5 0		Foster, Mrs. R. G.		5 0	
Doulton-Edwards, Miss A.		5 0		Fox, Mrs. Storrs		5 0	
Dove, Miss		10 0		Fox, Miss Evelyn		5 0	
Downs, Miss H. E.		5 0		Fox, Miss Evelyn G.		5 0	
Drayton, Miss G.		5 0		Francis, Mrs. Arthur		10 0	
Dreschfeld, Mrs.		5 0		Francis, Miss Kathleen C.		7 6	
Drysdale-Vickery, Dr. Alice		10 0		Francis, Miss M. Sophia		5 0	
Dunnell, Miss B.		1 0 0		Franklin, Hon. Mrs.		1 1 0	
				Fraser, Mrs. Francis		10 0	
Earle, Mrs.		5 0		Fraser, Miss Helen		5 0	
Eaton, Miss		10 0		Frere, Miss Margaret		10 0	
Eaton, Miss A. C.		10 0		Frost, Mrs. C.		5 0	
Eaton, Miss E. M.		1 0 0		Fry, Miss S. Margery		5 0	
Eaton, Miss G.		5 0		Fuechsel, Miss		10 0	
Eaton, Miss K. E.		10 6		Fulford, Miss		10 0	
Eccles, Mrs. Harold		5 0		Fullagar, The Misses		5 0	
Ede, Mrs. Moore		1 1 0		Fuller, Mrs. George		10 0	
Eden, Miss E. L. C.		5 0		Furley, Mrs.		1 1 0	
Edmann, Miss		5 0		Fyfe, Mrs.		5 0	
Edmond, Mrs.		5 0					
Edmonds, Miss		1 1 0		Gabriel, Miss L. A.		5 0	
Edmonds, Miss S. G.		10 6		Gaffikin, Dr. Prudence		10 0	
				Galbraith, Mrs.		1 0 0	

Subscriptions.		Donations.		Subscriptions.		Donations.	
£	s. d.	£	s. d.	£	s. d.	£	s. d.
Gandy, Mrs.	1 1 0			Harcourt, Hon. Mrs. Vernon	1 0 0		
Gardiner, Mrs. Evelyn	5 0			Hare, Mrs.	5 0		
Gardiner, Miss F. C.	5 0			Harper, Mrs.	5 0		
Gardner, Mrs. R. Dunn	10 0			Harper, Miss Isabel	5 0		
Garrod, Mrs.	5 0			Harris, Miss	5 0		
Gaskell, Mrs. H. Brooks	1 1 0			Harris, Miss M. L.	5 0		
Gaskell, Miss	10 0			Harston, Miss	5 0		
Gaskell, Miss E. N.	10 0			Hart, Miss K. H. (1916 and 1917)	15 0		
Gaskell, Miss W. C.	10 0			Harvey, Miss E. C.	2 0 0		
Gatloff, Miss Susan	5 0			Harvie, The Misses	1 0 0		
Gee, Mrs.	1 1 0			Haslam, Mrs.	5 0		
Gem, Mrs. Arnold (1916 and 1917)	1 0 0			Hassell, Miss	10 0		
Gemmell, Miss E.	5 0			Hawes, Miss S. H. B.	5 0		
Gibson, Mrs. James Y., LL.D.	10 0			Hayes, Miss Ann	5 0		
Gibson, Miss A. C.	10 0			Hayne, Miss A. S.	5 0		
Gilbey, Mrs. Alfred	10 0			Haynes, Miss N. H.	5 0		
Giles, Miss S.	10 0			Haywood, Miss Emily F.		2 6	
Gillett, Mrs. J. A.	5 0			Healey, Miss	5 0		
Gilmore, Deaconess	10 0			Heitland, Mrs. W. E.	10 6		
Gilmour, Mrs.	5 0			Henderson, Miss	5 0		
Gittins, Miss C.	5 0			Henderson, Miss H.	1 1 0		
Gladstone, Miss F. M.	1 0 0			Henn, The Hon. Mrs.	10 0		
Gladstone, Miss Helen	1 0 0			Henniker, Miss E. M.	5 0		
Gledstone, Miss	5 0			Henriques, Mrs. A. Q.	5 0		
Glover, Mrs. Arnold	3 3 0			Henriques, Mrs. C. Q.	10 0		
Glover, Mrs. Howard	10 0			Herbert, Mrs.	5 0		
Godman, Miss M.	5 0			Hertz, Miss	1 0 0		
Gooch, Mrs.	10 0			Hertz, Miss A. T.	1 0 0		
Goodbody, Miss	5 0			Hertz, Miss Olga	1 1 0		
Goodenough, Mrs. F. C.	10 0			Hesketh, Miss	5 0		
Goodman, Miss R. C.	5 0			Hetherington, Miss M. G.	5 0		
Gordon, Mrs. Ogilvie, D.Sc., Ph.D., F.L.S.	1 1 0			Hett, Mrs. H. H.	10 0		
Gordon, Miss A. A.	5 0			Hewett, Miss Edith H.	5 0		
Gordon, Miss Elsie B.	5 0			Hewett, Miss H. E.	5 0		
Gordon, Miss Grace	5 0			Hext, Mrs. George K.	5 0		
Gorst, Miss M. E.	5 0			Heywood, Mrs. Charles	1 0 0		
Gotto, Mrs. A. C.	1 1 0			Higgins, Miss E. C.	10 0		
Gow, Mrs. James	2 0 0			Hignett, Mrs. Geoffrey	1 1 0		
Gowers, Miss Evelyn	5 0			Hildreth, Miss Jane	5 0		
Graham, Mrs. Edgar	2 2 0			Hill, Lady	5 0		
Graham, Mrs. Patrick	5 0			Hill, Mrs. G. H. B.	10 0		
Graham, Miss	5 0			Hirst, Mrs. E.	5 0		
Graham, Miss Rose	1 1 0			Hitchcock, Miss Agnes	1 0 0		
Grant, Miss	15 0			Hoare, Mrs. E. N.	5 0		
Gray, Mrs. Alan	2 2 0			Hobson, Mrs.	10 0		
Gray, Mrs. Edwin	3 3 0			Hocken, Mrs.	5 0		
Gray, Mrs. K.	5 0			Hodge, Miss Marie	5 0		
Gray, Miss	5 0			Hodgkin, Mrs. Howard	5 0		
Gray, Miss Bessie	10 0			Hodgson, Mrs.	5 0		
Grayson, Miss	5 0			Hogg, Miss Cecilia S.	5 0		
Green, Miss L. F.	5 0			Holland, Miss	5 0		
Greenlees, Mrs.	10 0			Holland, Mrs. Spencer	10 6		
Gregg, Mrs. A. A.	5 0			Hollins, Miss Henrietta	1 1 0		
Grenfell, Miss Maud	10 0			Holmes, Mrs.	5 0		
				Holtzer, Mrs. A. Lloyd	5 0		
Grignon, Miss	5 0			Hook, Mrs.	5 0		
Grundy, Miss Beardoe	5 0			Hope, Lady W. H. St. John	5 0		
Guiterman, Miss	5 0			Hope, Miss S. M.	5 0		
Gulland, Mrs.	5 0			Hopkins, Mrs. J.	5 0		
Gunther, Mrs.	1 0 0			Hopkins, Miss A. M.	5 0		
Gurney, Mrs.	5 0			Horne, Miss A. A.	5 0		
Gurney, Miss A.	5 0			Horsfall, Mrs.	5 0		
				Horsley, Lady	1 1 0		
Haines, Miss F. M.	5 0			Hort, Lady	10 0		
Hale, Miss	5 0			Hoster, Mrs.	10 0		
Halford, Mrs. F. B.	5 0			House, Mrs.	5 0		
Hall, Lady	5 0			Hovey, Miss	10 0		
Hall, Miss Nora	5 0			Howard, Mrs. H. R.	5 0		
Hamilton, Miss A. B.	10 0			Howl, Miss	10 0		
Hamilton, Miss, M.D.	10 0			Howl, Miss Clara	10 0		
Hamilton, Miss J. M. A.	10 0			Hubback, Mrs. E. W. (1916 and 1917)	10 0		
Hanbury, Mrs. Lionel	1 1 0			Hubbard, Mrs. Cyril	1 0 0		
Hancock, Miss L. E.	5 0						
Handford, Hon. Mrs.	1 1 0						

Subscriptions.		Donations.		Subscriptions.		Donations.	
£	s. d.	£	s. d.	£	s. d.	£	s. d.
Hudleston, Miss H. E.	5 0			Leacroft, Mrs.	5 0		
Hughes, Miss Amy	10 0			Leaf, Miss Ellen	5 0		
Hughes, Miss E. P.	5 0			Leake, Miss A. Martin	5 0		
Hughes, Miss M.	5 0			Le Blanc, Mrs. Lindsay	5 0		
Hulse, The Hon. Lady	1 0 0			Leche, Mrs.	10 0		
Humbert, Miss	5 0			Lee, Miss Yate	1 0 0		
Hunt, Miss M. Pote	5 0			Lees, Alderman S. A.		10 0 0	
Hunter, Lady	1 0 0			Lees, Dame C. E.	2 2 0		
Hurle, Mrs. Cook	5 0			Lees, Miss Jessie	5 0		
Hutchinson, Miss L. A.	5 0			Lefroy, Mrs.	5 0		
Hutton, Mrs. H. R.	1 1 0			Lefroy, Mrs. C. P.	5 0		
Hyam, Miss	10 0			Lehmann, Mrs. R. C.	10 0		
				Lemon, Miss A.	5 0		
Illingworth, Mrs.	1 0 0			Lenwood, Mrs. Frank	10 0		
Imlach, Mrs.	5 0			Leppington, Miss Blanche	10 0		
Indermaur, Mrs.	5 0			Lewis, Mrs. Herbert	5 0		
Innes, Mrs. Guy	5 0			Ley, Lady	2 2 0		
Ironside, Miss	5 0			Liberty, Miss	10 0		
Irving, Mrs. H. B. (1916)	1 0 0			Lidgett, Miss	1 1 0		
Irwin, Mrs. John	5 0			Lilford, Clementina, Lady	1 0 0		
Isaacs, Mrs.	5 0			Lindsey, Miss	5 0		
Isherwood, Miss	5 0			Linnell, Miss	10 0		
				Linton, Miss M.	5 0		
Jackson, The Misses	1 0 0			Lister, Miss	5 0		
Jackson, Lady Mather	5 0			Little, Mrs. Archibald	10 0		
Jackson, Miss G. E. M.	10 6			Livingstone, Miss	5 0		
Jaffe, Miss D. J.	1 1 0			Lloyd, Miss Edyth	10 0		
Jalland, Mrs.	1 1 0			Lloyd Nicol, Miss S.	5 0		
James, Hon. Mrs. Bernard	5 0			Lock, Mrs. B. Fossett	10 0		
Janes, Miss Emily	5 0			Lockhart, Mrs.	5 0		
Jastrow, Miss	5 0			Lockyer, Lady	10 0		
Jebb, Mrs.	5 0			Loder, The Lady Louise	1 0 0		
Jebens, Miss	5 0			Lodge, Miss	5 0		
Jefferis, Miss A. C.	5 0			Long, Miss M. C.	5 0		
Johnson, Mrs.	5 0			Longman, Mrs. C. J.	10 0		
Johnson, Mrs. W. H.	1 1 0			Lott, Mrs. F. B.	5 0		
Johnson, Miss Bryan E.	5 0			Lucas, Mrs. Arthur	5 0		
Johnston, Mrs. T. (1917 and 1918)	3 3 0			Lucas, Mrs. Arthur (Maids Moreton)	5 0		
Johnston, Miss H. M.	5 0			Lumley, Hon. Mrs.	10 0		
Johnstone, Mrs. Julius	5 0			Lundie, Mrs.	10 0		
Jolly, Miss	5 0			Lyall, Mrs. Hudson	10 0		
Jones, Mrs.	5 0			Lyndon, Mrs. Arnold	10 0		
Jones, Mrs. Garrett	5 0						
Jones, Mrs. G. Philipps	5 0			Macadam, Miss Elizabeth	5 0		
Jones, Mrs. Percy (1916)	10 0			Macan, Mrs.	10 0		
Jones, Miss A.	7 6			Macdonald, Mrs. C.	5 0		
Jones, Miss Eveline	5 0			Macdonald, Mrs. David	10 0		
Jones, Miss H. M.	10 0			Macdonald, Mrs. W. A.	10 6		
Joseph, Miss	5 0			Macdonald, Miss M. A.	10 0		
Joy, Mrs. H. H.	10 0			Macdougall, Miss	5 0		
Judson, Mrs.	5 0			MacGilchrist, The Hon. Mrs.	1 0 0		
				MacInnes, Miss Grace	5 0		
Kempthorne, Mrs.	1 1 0			Maclagan, Miss D.	5 0		
Kenrick, Mrs. Wm.	10 0			MacLean, Mrs.	5 0		
Kerr, Mrs.	5 0			Macmillan, Mrs. George	1 0 0		
Kilgour, Miss (1916 and 1917)	10 0			Macmillan, Miss Chrystal, B.Sc., M.A.	10 0		1 11 2
King, Marion, Lady	1 1 0			Macnaghten, Miss E.M.	1 0 0		
King, Mrs. H. R. (1917 and 1918)	10 0			Macrosty, Mrs. E. J.	5 0		
Kinnaird, The Hon. Emily	1 1 0			MacSwinney, Miss E.	10 0		
Kirk, Mrs.	10 6			MacSwinney, Miss N.	5 0		
Klingenstein, Miss	5 0			Mair, Miss S. E. S.	1 1 0		
Knight, Mrs. J. M.	10 0			Malkin, Mrs.	1 1 0		
Knight, Miss M.	5 0			Mann, Mrs.	10 6		
Knightley, Lady	5 0			Margaret, Sister	5 0		
Krauss, Mrs. H. J.	10 0			Marlborough, Her Grace the Duchess of	3 0 0		
				Marriott, Mrs. E. A. G.	5 0		
Laird, Miss A. A.	5 0			Marsh, Mrs.	10 0		
Lamb, Mrs.	1 1 0			Marshall, Mrs. Derby	5 0		
Lampport, Miss E.	1 0 0			Marshall, Mrs. Victor	5 0		
Lane, Mrs. Pelham	10 0			Marshall, Miss Isabel	5 0		
Lawrence, Miss	5 9						

Subscriptions.		Donations.		Subscriptions.		Donations.	
£	s. d.	£	s. d.	£	s. d.	£	s. d.
Marshall, Miss M. E.	5	0		Nevile, Miss M. E.	5	0	
Martin, Mrs.	5	0		Newcomb, Miss H.	5	0	
Martin, Miss Mary E. R.	10	0		Newsholme, Lady	1	1	0
Martindale, Miss Maud	5	0		Newton, Mrs. Banner	1	1	0
Marvin, Mrs.	5	0		Newton, Miss	10	6	
Maskell, Miss E. M.	5	0		Newton, Miss	5	0	
Mason, Miss M. H.	5	0		Nicholl, Miss E. M.	1	0	0
Matheson, Mrs. Leonard	5	0		Nicholson, G., Esq.			15 0 0
Matheson, Miss J.	5	0		Nicholson, Mrs. George	1	0	0
Matheson, Miss M. C.	5	0		Nicholson, Miss M. E.	5	0	
Matthews, Lady	10	6		Nicolas, Miss F. M.	5	0	
Maynard, Mrs. H. R.	5	0		Nott-Bower, Miss F. C.	5	0	
McArthur, Mrs. Gordon	5	0		Nunburnholme, Lady	1	1	0
McClaren, Miss	5	0					
McClure, Miss A.	5	0		Ogilvie, Mrs.	5	0	
McDiarmid, Mrs. J.	5	0		Ohlenschlager, Mrs.	7	0	
McRobert, Lady	10	0		O'Kell, Miss L. M.	5	0	
Medlicott, Mrs.	1	0	0	Oldham, Miss Reta	5	0	
Melliss, Miss G. M.	5	0		Oldroyd, Lady	10	0	
Melly, Miss Eva	5	0		Oliver, Mrs.	5	0	
Meyer, Lady	1	1	0	Orpin, Miss I.	5	0	
Michael, Mrs.	10	0		O'Malley, Miss I.	5	0	
Milburn, Mrs. C. M.	5	0		Orred, Miss	10	0	
Minton, Mrs.	5	0		Overtoun of Overtoun, The Lady	1	0	0
Mirrlees, Mrs.	2	0	0				
Mitchell, Mrs. C. T.	5	0		Paget, Mrs. Luke	5	0	
Mitchell, Miss	10	0		Paget, Miss Rosalind	5	0	5 0
Mitchell, Miss Lynette	10	0		Pain, Mrs.	5	0	
Model, Mrs. L.	10	6		Papworth, Miss Wyatt	5	0	
Moller, Mrs. Appleby	5	0		Parry, The Rev. St. John	5	0	
Moncrieff, Lady Scott	1	0	0	Peacock, Mrs.	5	0	
Montagu, The Hon. Lily	3	3	0	Peacock, Mrs. W. L.	5	0	
Montagu, The Hon. Marian	3	3	0	Pearce, Miss J. M. D.	5	0	15 0
Montagu-Pollock, Miss E.	10	0		Pearse, Miss E.	5	0	
Montefiore, Mrs. C. G.	1	1	0	Pearson, Mrs. Henry	5	0	0
Montefiore, Miss H. S.	5	0		Pease, Mrs.	1	0	0
Moore, Miss E.	5	0		Pease, Mrs. T.	1	0	0
Morgan, Mrs. G. (1916)	5	0		Peckover, The Hon. Alexandrina	10	6	
Morgan, Mrs. H.	5	0		Pelham, The Hon. Mrs.	5	0	
Morgan, Miss M. C. (1916 and 1917)	1	0	0	Pelly, The Dowager Lady	10	0	
Morison, Miss M. Cotter (1916 and 1917)	10	0		Pennell, Mrs. Edwin	5	0	
Morland, Miss L. F.	5	0		Pennington, Mrs. F.	1	1	0
Morley, Miss M.	5	0		Penny, Mrs.			5 0
Moro, Mrs. Arthur	1	1	0	Penrhyn, Gertrude, Lady	1	1	0
Moro, Miss H.	5	0		Penrose, Mrs. J. Doyle	10	0	
Morrell, Mrs. Herbert	1	1	0	Penton, Mrs.	10	0	
Morris, Mrs. Howard	5	0		Percival, Mrs. E. Hope	5	0	
Morrison, The Lady Mary	10	0		Percival, Mrs. Herbert	5	0	
Mosely, Mrs. Robert S.	5	0		Perrin, Mrs.	5	0	
Moses, Mrs.	5	0		Peto, Lady	10	0	
Mostyn Hon. Mrs. Henry	1	1	0	Petrie, Miss Phoebe	7	6	
Moulton, John, Esq.			5 5 0	Phillips, Mrs. Morton	1	1	0
Mozley, Mrs. Wm.	10	0		Phillips, Miss M. E.	10	0	
Muir, Lady	1	0	0	Phillips, Miss R. F. Faudel	1	1	0
Muirhead, Mrs.	5	0		Phillip, Mrs. Arthur (paid in advance).			
Muirhead, Mrs. James	5	0		Pitcairn-Campbell, Mrs.	10	0	
Muller, Mrs. Hugo	1	1	0	Player, Mrs. Bernard (1916 and 1917)	1	11	6
Muncaster, Miss A. D.	5	0		Playne, Miss C. E.	10	0	
Mundy, Miss	5	0		Pollard, Mrs. A. (paid in advance).			
Murphy, Miss	5	0		Pollock, Lady	1	1	0
Murray, Mrs. E. Croft.	10	0		Ponsonby, Mrs. Gordon	6	0	
Murray, Hon. Mrs. Oliphant	10	0		Portsmouth, The Countess of	1	1	0
Murray, Mrs. Stuart	5	0		Potter, Mrs. J. Wilson	2	2	0
Natorp, Miss de	5	0		Potter, Miss Florence	10	0	5 5 0
Nathan, Mrs. (1916)	5	0		Powell, Mrs. Edward	5	0	10 6
Needham, Miss H. R., B.A.	5	0		Powell, Miss Helen	5	0	
				Powell, Miss I. W.	5	0	
				Powell, Miss Rosanna			2 6
				Pratt, Mrs. Charles	5	0	

Subscriptions.		Donations.		Subscriptions.		Donations.	
£	s. d.	£	s. d.	£	s. d.	£	s. d.
Prebble, Mrs.	10	0		Royden, Miss	10	0	
Preston, Miss Cecil	5	0		Royden, Miss M. C. (1916 and 1917)	1	0	0
Prideaux, Miss S. T.	10	0		Rubery, Miss	10	0	
Procter, Lady	5	0		Runciman, Mrs. Walter	1	1	0
Prothero, Mrs.	10	0	0	Ruspini, Mrs.	5	0	
Pumphrey, Mrs.	5	0		Russ-Barker, Mrs.	5	0	
Punnett, Miss, M.A.	5	0		Russell, Hon. Mrs. Alys	5	0	
Punnett, Miss Evelyn	1	0	0	Russell, Mrs.	5	0	
Pycroft, Miss Ella	5	0		Russell, Dr. Grace	10	0	
Pyke, Mrs. L.	5	0		Rutson, Mrs.	1	1	0
				Ryle, Mrs. Herbert	1	1	0
Quicke, Mrs.	5	0		Ryley, Miss K.	1	1	0
Rabone, Mrs.	5	0		St. Hill, Miss	5	0	
Radford, Mrs.	5	0		Sachs, Mrs. Gustave	5	0	
Rae, Mrs. J. T.	10	0		St. Cyres, The Vis- countess	1	1	0
Rae, Miss Carson	5	0		Samuel, Mrs. Gilbert	10	0	
Ralston, Miss	5	0		Sanders, Mrs.	5	0	
Ramsay, Mrs.	1	1	0	Sanders, Mrs.	10	6	
Randle, Miss Hilda R.	5	0		Sanderson, Mrs. Cobden	5	0	
Randolph, Mrs.	5	0		Sandys, Miss	5	0	
Randolph, Miss A. E.	5	0		Sanger, Miss S.	5	0	
Ransome, Mrs.	10	6		Sargeant, Miss A. N.	5	0	
Rathbone, Mrs. Hugh	1	0	0	Saunders, Miss (1916)	5	0	
Rathbone, Miss	10	0		Savill, Miss G.	5	0	
Rathbone, Miss E.	10	0		Scarth, Miss	5	0	
Ravenscroft, Miss	5	0	5 0	Schuster, Mrs. Ernest	1	1	0
Rawlings, Mrs.	1	1	0	Scott, Mrs. Fitzroy	5	0	
Rawlinson, Miss F. M.	1	0	0	Scott, Mrs. S. G.	5	0	
Rea, Mrs. Russell	10	0		Scott, Miss A. M., M.A. (1916)	5	0	
Rea, Mrs. Walter	1	0	0	Scott, Miss Amelia (1916 1917 and 1918)	1	10	0
Reckitt, Mrs. Philip	1	1	0	Scott, Miss C. K.	5	0	
Redford, Mrs. Wm.	10	0		Scott, Miss H. M.	5	0	
Redgrave, Miss F. M.	5	0		Scott, Miss R. S. Guillum	5	0	
Reece, Mrs.	5	0		Selborne, The Countess of (paid in advance)			5 0 0
Reed, Miss H. E.	5	0		Selincourt, Mrs. Basil de	1	1	0
Reyes, Miss Inez de	5	0		Sewell, Miss M.	1	0	0
Rice, Miss M. D.	5	0		Seymour, Miss W. F.	5	0	
Richards, Miss A. F.	5	0		Shann, Miss Laura	5	0	
Richards, Miss S. E. S.	10	6		Shaw, Lady Napier	5	0	
Richardson, Mrs. Charles	10	6		Shaw, Miss M. L.	5	0	
Richardson, Mrs. Frederick	10	6		Sheepshanks, Miss	5	0	
Richardson, Miss A. W.	10	0		Sheldon, Miss	5	0	
Richmond, Miss D.	5	0		Sidgwick, Mrs. Henry	1	1	0
Richmond, Miss E. H.	5	0		Sillitoe, Miss H.	5	0	
Ridding, The Lady Laura	2	10	0	Simon, Mrs. E. D.	4	4	0
Ridley, The Misses	1	1	0	Simon, Mrs. Henry	1	1	0
Riley, Miss R. A.	5	0		Sitwell, Miss B.	5	0	
Ringrove, Mrs. (1916 and 1917)	10	0		Skipwith, Mrs. R. W.	5	0	
Rintoul, Mrs. Peter	5	0		Smiles, Mrs.	5	0	
Rivington, Miss C. M.	10	0		Smith, Lady Fisher	5	0	
Ritchie, Mrs. James	5	0		Smith, Mrs. Binns	1	1	0
Roberts, Mrs. C. M.	5	0		Smith, Mrs. Martin R.	5	0	
Roberts, Miss Dorothea	1	0	0	Smith, Mrs. Ridley	5	0	
Roberts, Miss E. D.	5	0		Smith, Miss Bentinck (1916 and 1917)	10	0	
Robertson, Mrs. R.	5	0		Smith, Miss E. H.	5	0	
Robertson, Miss	5	0		Smith, Miss Flora M.	5	0	
Robertson, Miss M. E.	10	0		Smith, Miss G. M.	10	0	
Robins, Mrs.	5	0		Smith, Miss J. A.	2	2	0
Robins, Miss Monica	10	0		Smith, Miss K.	5	0	
Robinson, Miss	10	0		Smith, Miss M.	5	0	
Robson, Mrs. Neil	5	0		Smith, Miss M. J.	5	0	
Rocke, Mrs. George	10	0		Smith, Miss Rosamond	5	0	
Rogers, Miss	5	0		Smith, Miss L. M. Stafford, M.A.	10	0	
Romanes, Mrs. G. J.	5	0		Smith, Miss M. Stafford	5	0	
Rome, Miss L.	5	0		Smith, Miss T. H.	5	0	
Rose, Mrs.	5	0		Solly, Miss Dorothea	5	0	
Rose, Miss Ann	10	0		Somervell, Mrs. W. H.	5	0	
Roskill, Mrs. John	5	0		Soutar, Mrs.	5	0	
Ross, Miss N.	5	0					
Rothschild, Mrs Leo- pold de	10	0					
Rowe, Mrs. Tetley	5	0					
Roxburgh, Lady	5	0					

Subscriptions.		Donations.		Subscriptions.		Donations.	
£	s. d.	£	s. d.	£	s. d.	£	s. d.
Sowter, Mrs.	5 0			Tritton, Mrs. J. H.	1 1 0		
Spackman, Miss A. B. B.	6 0			Trollope, Miss C.	5 0		
Spicer, Mrs. Handley	10 0			Trollope, Miss M.	5 0		
Spicer, Mrs. J.	1 0 0			Tucker, Miss Edith	5 0		
Spicer, Miss Charlotte				Turner, Mrs.	1 0 0		
(1916 and 1917)	1 0 0			Turner, Miss Ruth	5 0		
Spicer, Miss	10 0			Turquand, Miss L.	5 0	5 0	
Spielmann, Mrs. M. A.	10 0			Tweedie, Mrs. Alec			
Spoor, Mrs. (1916)	5 0			(1916 and 1917)	10 0		
Stables, Mrs. W. H.				Tyrwhitt, Miss M.	5 0		
(1916 and 1917)	1 1 0			Unwin, Mrs.	10 0		
Stannard, Mrs. Edward	10 0			Vaizey, Mrs.	5 0		
Stansfield, Mrs.	5 0			Valpy, Mrs.	5 0 0		
Steele, Mrs. R. Topham	15 0			Vavasseur, Miss C.	5 0		
Stephenson, Miss Grace				Veitch of Elock, Mrs.	5 0		
(1916 and 1917)	10 0			Verney, Margaret, Lady	1 0 0		
Sterling, Miss Margaret	5 0			Verrall, Miss M. E.	5 0		
Stettauer, Miss N. I. C.	5 0			Vickers, Mrs. Randall	5 0		
Stevenson, Mrs. Henry	10 0			Vickers, Miss	5 0		
Stevenson, Miss E.	10 0			Villiers, Miss E. T.	5 0		
Stewart, Mrs.	1 0 0	5 0		Vincent, Mrs.	10 0		
Stiebel, Mrs. Arthur	10 0			Voelcker, Miss W.	5 0		
Stillwell, Miss	5 0			Wade, Miss M. I.	1 0 0		
Stobart, Mrs. W. E.	5 0			Wainwright, Mrs.	5 0		
Stocks, Mrs.	5 0			Wainwright, Miss M.	1 0 0		
Stoehr, Miss	1 0 0			Waldegrave, The Countess	1 1 0		
Stokes, Lady (1916 and 1917)	10 0			Walker, Dr. Jane	2 2 0		
Stokes, Mrs. F.	5 0			Wallace, Mrs.	5 0		
Stones, Miss E., M.A.	5 0			Wallace, Miss	2 0 0		
Storrs, Mrs. Francis	7 6			Wallace, Miss Phoebe	10 0		
Strachey, Mrs. Oliver	5 0			Wallis, Miss S. J.	5 0		
Strachey, Mrs. R. J.	5 0			Walls, Miss S.	5 0		
Strange, Miss	5 0			Walrond, Miss	5 0		
Streeter, Miss A.	5 0			Walrond, Miss F. E. L.	15 0		
Streeter, Miss Edith	5 0			Walter, Mrs.	5 0		
Strickland, Mrs.	5 0			Wanklyn, Mrs.	5 0		
Stubbs, Miss E. C.	5 0			Warlow, Mrs.	5 0		
Sturge, Mrs. J. E.	5 0			Ward, Mrs. James	5 0		
Sturge, Miss Carta	10 0			Ward, Miss F. Hunt	10 6		
Sturge, Miss E. H.	5 0			Ware, Mrs. Fabian	1 0 0		
Sturge, Miss Elizabeth	10 0			Warren, Miss E.	1 0 0		
Summerton, Mrs.	5 0			Warren, Miss M. H.	10 0		
Sutton, Miss E. M.	10 6			Wathen, Mrs.	5 0		
Swaythling, Ellen, Lady	3 3 0			Watson, Lady	10 0		
Swindells, Miss J.	10 0			Watson, Mrs. Newall			
Symington, Miss	5 0			(1917 and 1918)	10 0		
Talbot, The Hon. Mrs. Edward	5 0			Watt, Miss S. M.	5 0		
Taylor, Mrs. Claude	5 0			Watts, Mrs. James	1 1 0		
Taylor, Mrs. H. Clifford Brooke	5 0			Webb, Miss Helen, M.B.	10 6		
Taylor, Mrs. T. B.	10 0			Webb, Miss M. H.	5 0		
Tennant, Mrs. H. J.	1 0 0			Wedgewood, Mrs. A. Felix	5 0		
Terry, Mrs.	5 0			Weir, Miss	5 0		
Theilmann, Miss H.	10 6			Weir, Miss E.	5 0		
Thomas, The Hon. Mrs.	5 0			Welsh, Mrs. James	5 0		
Thomasson, Mrs.	5 0 0			Wemyss, Miss H.	5 0		
Thompson, Mrs.	5 0			Wernher, Lady	2 2 0		
Thompson, Mrs. Austin	5 0			White, Miss F. (1916 and 1917)	1 0 0		
Thompson, Mrs. Gilchrist	5 0			White, Miss H. M.	10 0	5 0	
Thompson, Miss L.	10 0			Whitehead, Miss C. M.	5 0		
Thornewill, Mrs.	5 0			White, Mrs. John	5 0		
Thomson, Miss M. B.	10 0			Whitley, Mrs.	1 0 0		
Thursfield, Mrs.	10 0			Whitting, Mrs.	5 0		
Todd, Miss Eveline	5 0			Whittingstall, Mrs. H. O. F.	5 0		
Tomkinson, Miss	5 0			Whitty, Mrs. Irvine	5 0		
Tooker, Mrs. Whalley	10 0			Whymper, Miss Amy	5 0		
Torrey, Mrs.	5 0			Wickham, Mrs.	10 0		
Townend, Miss K.	5 0			Wickham, Miss Christian	5 0		
Townshend, Mrs. R. B.	10 0			Wickham, Miss C. M. E.	5 0		
Tracey, Miss	5 0			Widnell, Miss M. E.	5 0		
Trevelyan, Lady	2 0 0						
Trevelyan, Eleanora, Lady	1 0 0						
Trew, Miss E. M.	5 0						

Subscriptions.		Donations.		Subscriptions.		Donations.	
£	s. d.	£	s. d.	£	s. d.	£	s. d.
Wilkinson, The Hon. Mrs.	10 0			Bromley, Kent	1 15 0		
Wilkinson, Miss E.	10 6			Cambridge	5 0 0		
Williams, Mrs. Aneurin	1 1 0			Cheltenham	2 2 0		
Williams, Mrs. Rowland	1 1 0			Coventry	18 0		
Williams, Mrs. Theodore	1 1 0			Croydon	3 13 0		
Williams, Miss Mary C. L.	1 1 0			Cumberland	2 11 0		
Willis, Mrs. George	5 0			Derbyshire	3 0 0		
Willmer, Miss	5 0			Dublin	3 17 0		
Wills, Miss Stancomb	1 0 0			Dundee	15 0		
Wilson, Dr. Helen	10 6			Eastbourne	2 17 6		
Wilson, Mrs. Harold	5 0			East Dorset	3 6 0		
Wilson, Mrs. Henry J.	1 0 0	3 0 0		Edinburgh	3 0 0		
Wilson, Mrs. J. P.	5 0	10 0		Exeter	1 15 0		
Wingate, Miss	5 0			Glasgow	9 10 0		
Winkworth, Miss A. E.	10 0			Gloucester	2 0 0		
Wolff, Mrs.	5 0			Grantham	10 0		
Wolseley-Lewis, Miss	10 0			Greenock	15 0		
Wood, Miss E. E.	5 0			Haslemere	2 2 6		
Wood, Miss K. Wilford	5 0			Hull and East Riding	5 0 0		
Wood, Mrs. H. F.	5 0			Leeds	2 10 0		
Woodward, Mrs. G. S.	10 0			Leicester	2 7 6		
Woolmer, Miss	5 0			Lichfield	17 6		
Worsley, Miss M. T.	5 0			Lincoln	3 14 0		
Worthington, Mrs. W. B.	5 0			Liverpool and Birkenhead	7 0 0		
Wren, Miss E. M. F.	7 6			Manchester and Salford	5 0 0		
Wrench, Miss W.	5 0			Mansfield	9 0		
Wright, Lady	1 1 0			Middlesbrough and Cleveland	2 9 0		
Young, Miss Isabel	5 0			Nottingham and Notts.	3 8 0		
Young, Miss Ruth	5 0			Oldham	1 1 0		
Yorke, Hon. Mrs. Eliot	10 0	10 0		Oswestry and Shropshire	2 10 0		
Zimmern, Mrs.	10 0			Oxford	2 0 0		
Zimmern, Miss D. M.	5 0			Paisley	15 0		
Zimmern, Miss E. M.	10 0			Peterborough	2 10 0	2 0 0	
Total	£607 7 0	£98 2 11		Portsmouth	3 0 0		
				St. Andrews	1 15 0		
				Salisbury	2 6 6		
				Scarborough	1 5 0		
				Sheffield	2 0 0		
				Southampton	17 0		
				Southport and Birkdale	1 10 0		
				Standing Committee of the Scottish Unions	5 0		
				Stockton and Thornaby	1 10 0		
				Sunderland	15 0		
				Torquay	3 0 0	2 2 0	
				Tunbridge Wells (1916 and 1917)	8 2 6		
				Winchester	1 1 0		
				Worthing	18 0		
				York	4 17 6		
				Total	£760 6 6	£102 4 11	

LOCAL BRANCHES.

Brought forward	607 7 0	98 2 11
Aberdeen	2 0 0	
Bakewell	10 0	
Bath	1 4 6	
Bedfordshire (1916 and 1917)	3 15 6	
Berkhamsted	1 0 0	
Birmingham	8 0 0	
Bournemouth	1 5 0	
Bradford	2 0 0	
Bridlington	2 1 0	
Brighton and Hove	2 19 0	
Bristol	4 4 0	

AFFILIATED SOCIETIES.

HAVING MORE THAN ONE REPRESENTATIVE ON THE NATIONAL COUNCIL.

	Subscrip- tions.		Dona- tions.	
	£	s. d.	£	s. d.
Brought forward	760	6 6	102	4 11
Association for Moral and Social Hygiene	1	1 0		
Alexandra College Guild	1	10 0		
Assistant Mistresses in Public Schools, Association of	1	1 0	5	0
British Women's Emigration Association		10 0		
Catholic Women's League	1	1 0		
Charity Organisation Society	1	1 0		
Christian Social Union		10 0		
Church Army (Women's Social Work Dept.)	1	1 0		
Church of England Temperance Society (Women's Union)	1	5 0		
Church of England Women's Help Society		5 0		
Conservative and Unionist Women's Franchise Association	1	1 0		
Employment of Women, Central Bureau for the	1	1 0		
Employment of Women, Society for Promoting the		10 0		
Evangelical Free Churches, National Council of (Women's Council)	1	1 0		
Girls' Friendly Society (Central Council)	1	1 0		
Girls' Friendly Society (Ireland)		5 0		
Girls' Friendly Society (Scotland)		10 0		
Girls' Guildry	1	1 0		
Head Mistresses, Association of		10 0		
Irish Nurses' Association	1	1 0		
Irish Women's Suffrage and Local Government Association		10 0		
Jewish Association for the Protection of Girls and Women		10 0		
Jewish Women, Union of		15 0		
Mothers' Union	1	5 0		
Mothers' Union (Scotland)		5 0		
National British Women's Temperance Association (1916 & 1917)	2	11 0		
National Home Reading Union		10 0		
Onward and Upward Association		10 0		
Parents' National Educational Union	1	1 0		
Post Office Women Clerks, Association of	1	1 0		
Representative Council of Girls' Associations (1917 & 1918)	1	0 0		
Salvation Army (Women's Social Work Department)	1	1 0		
Scottish Matrons' Association	1	1 0		
State Children's Association		10 0		
Teachers' Guild of Great Britain and Ireland (1916 & 1917)	2	2 0		
Teachers, National Union of	2	2 0		
Teachers of Domestic Subjects, Association of	1	1 0		
Trained Nurses of Great Britain and Ireland, National Council of	1	1 0		
University Women Teachers, Association of		10 0		
Women's Industrial Council		10 0		
Women's Institute	1	1 0		
Women's Local Government Society	1	5 0		
Women's Suffrage Societies, National Union of	2	10 0		
Women's Total Abstinence Union (1916 & 1917)	2	1 0		
Yorkshire Ladies' Council of Education		10 0		
Young Women's Christian Association (British National Council) (1916)	1	5 0		
Young Women's Christian Association (Ireland)		5 0		
Young Women's Christian Association (Scotland)		5 0		

AFFILIATED SOCIETIES.

HAVING ONE REPRESENTATIVE ON THE NATIONAL COUNCIL.

	Subscrip- tions.		Dona- tions.	
	£	s. d.	£	s. d.
Alexandra College, Dublin		10 0		
Bedford College for Women	1	1 0		
Bermondsey Settlement		5 0		
Brabazon Employment Society	1	0 0		
Bridge of Hope Mission		10 0		
British Women's Patriotic League	1	1 0		
Canning Town Women's Settlement		5 0		
Cheltenham Ladies' College		5 0		
Church League for Women's Suffrage	1	1 0		
Church of Scotland Women's Guild		5 0		
College Hall, Byng Place		5 0		
Colonial and Continental Church Society		10 0		
Colonial Intelligence League	1	1 0		
Criminal Law Amendment Committee	1	1 0		

	Subscrip- tions.		Dona- tions.	
	£	s. d.	£	s. d.
Dr. Barnardo's Homes	1	1 0		
Duty and Discipline Movement	1	1 0		
Education of Women, Association for the	1	0 0		
Employment of Barmaids, Joint Committee on the		5 0		
Epileptics, National Society for		5 0		
Exeter Diocesan Deaconesses		5 0		
Fabian Society (Women's Group)	1	1 0		
Factory Girls' Country Holiday Fund		5 0		
Feeble-minded, National Association for the (1916)		5 0		
Freobel Society	1	1 0		
Girls' Clubs, Federation of Working		5 0		
Girls' Clubs, National Organisation of	1	1 0		
Girls' Diocesan Association	1	1 0		
Girls' Realm Guild of Service and Good Fellowship	1	1 0		
Girton College		5 0		
Greyladies' College of Working Women		10 0		
Horticultural College, Swanley		10 6		
Hospital Almoners' Council		5 0		
Housing of Women, National Association for	1	1 0		
Industrial Law Committee (1916 & 1917)		10 0		
International Union of Friends of Young Women		5 0		
Invalid Children's Aid Association		5 0		
Irish Girls' Protection Crusade	1	1 0		
Irish Women's Temperance Union		5 0		
Lady Margaret Hall, Oxford		5 0		
London Diocesan Council for Preventive, Rescue and Penitentiary Work (Ladies' Committee)	1	0 0		
Mabys Association for the Care of Young Girls		10 0		
Matrons' Council of Great Britain and Ireland	1	1 0		
Mental After Care Association		5 0		
Metropolitan Public Gardens Association		5 0		
Midwives, Association for Promoting the Training and Supply of		5 0		
Midwives' Institute and Trained Nurses' Club		5 0		
National Adult School Union (1916 and 1917)	2	2 0		
National Federation of Women Teachers	1	1 0		
National Food Reform Association	1	1 0		
National Health Society		5 0		
National Shorthand Association		5 0		
National Vigilance Association	1	1 0		
Norland Institute		5 0		
Parochial Mission Women Fund		5 0		
Queen Victoria Jubilee Institute for Nurses		5 0		
Ranyard Mission		5 0		
Representative Managers of L.C.C. Elementary Schools		5 0		
Rochester and Southwark Diocesan Deaconesses		10 0		
St. Hugh's College, Oxford		5 0		
Scottish Women's Bible Study Association		5 0		
Social Guild, Nottingham		5 0		
Somerville College, Oxford	1	0 0		
South African Colonisation Society		5 0		
Stansfeld Trust	1	1 0		
Student Christian Movement		1 1 0		
Sunday School Union (Ladies' Council)		10 0		
Teachers' Training and Registration Society		5 0		
Time and Talents	1	1 0		
Trained Masseuses, Incorporated Society of		5 0		
Trained Nurses, National Union of	1	1 0		
Trained Nurses, Society for the State Registration of	1	1 0		
Travellers' Aid Society		5 0		
University Women, Federation of	1	1 0		
Wage Earning Children, Committee on		5 0		
Westfield College (1916 and 1917)		10 0		
West London Mission		5 0		
Winchester Diocesan Deaconesses		5 0		
Women Clerks and Secretaries, Association of	1	1 0		
Women's Diocesan Association	1	1 0		
Women's Farm and Garden Union		5 0		
Women's Freedom League	1	1 0		
Women's Imperial Health Association of Great Britain and Ireland (1916 & 1917)		10 0		
Women's Municipal Party	1	1 0		
Women Pharmacists, Association of		5 0		
Women Sanitary Inspectors' Association	1	1 0		
Workhouse Nursing Association	1	1 0		
Zenana Bible and Medical Mission		5 0		
Women's Indian Study Association	1	0 0		

Ladies' Associations for the Care of Friendless Girls :—	<i>Subscrip- tions.</i>		<i>Dona- tions.</i>	
	£	s. d.	£	s. d.
Birkenhead Rescue Association	5	0		
Chatham and Gillingham	5	0		
Folkestone	5	0		
Gateshead	5	0		
Godstone and Caterham Girls' Aid Association	5	0		
Harrow and Willesden Ruridecanal Association	5	0		
Holborn (Rural Deanery) (1916 & 1917)	10	0		
Huddersfield	5	0		
Notting Dale	5	0		
Rochester Diocesan Association	5	0		
Sarum Diocesan Association	5	0		
Southwark Diocesan Association	5	0		
Sutton Girls' Aid Association	10	6		
Yarmouth	5	0		
	5	0		
Total				

SOCIETIES AFFILIATED TO THE LONDON BRANCH.

	<i>Subscrip- tions.</i>		<i>Dona- tions.</i>	
	£	s. d.	£	s. d.
C.E.T.S. London Diocesan Women's Union	5	0		
Federation of University Women, London Associations	5	0		
G.F.S., London Diocese	5	0		
G.F.S., Southwark Diocese	5	0		
Incorporated Association of Assistant Mistresses, London Branch	5	0		
London Society for Women's Suffrage	5	0		
Mothers' Union, London Branch	5	0		
Parents' National Educational Union, London Branch	5	0		
St. Albans and Chelmsford Diocesan Union	5	0		
Stepney Council of Public Welfare (Police Court Sub-Committee) (1916 & 1917)	10	0		
Working Ladies' Guild	5	0		
Women's Labour League (Central London Branch)	5	0		
Y.W.C.A., London Division	5	0		
Total	£868	8 6	£102	9 11

The National Union of Women Workers of Great Britain and Ireland.

Statement of Receipts and Payments from 1st September, 1916, to 31st August, 1917.

RECEIPTS.		£	s.	d.	£	s.	d.
Sept. 1st, 1916.							
To Balance brought forward	...				162	10	11
Aug. 31st, 1917.							
„ Subscriptions—							
Members	... .. 607	7	0				
Branches	... .. 152	19	6				
Societies	... .. 108	2	0				
		868	8	6			
„ Donations	... ..	102	9	11			
„ Sale of Literature—							
Pamphlets	... .. 53	18	6				
Reports	... .. 10	8	9				
Occasional Papers	... .. 77	5	4				
		141	12	7			
„ Interest—							
Rural Housing Association	... ..	25	0	0			
Refund for Telephone	... ..	10	2	0			
Tickets—Annual Meeting, 1916	... ..	31	6	0			
		1178	19	0			
On Deposit Account	... ..	15	2	6			
„ Co-partnership Tenants Shares...	... ..	1	17	6			
„ 5 per cent. War Loan Bonds	... ..	2	3	2			
		19	3	2			
„ Transferred from Deposit Account	... ..	200	0	0			
		£1560	13	1			

Amount on Deposit with London County and Westminster Bank	... ..	£200
Invested in Co-partnership Tenants, Ltd.	... ..	£100
Do. 5 per cent. War Loan, 1929/47 Bonds...	... ..	£200

PAYMENTS.		£	s.	d.	£	s.	d.
Aug. 31st, 1917.							
By Salaries	... ..	463	16	8			
„ Extra Clerical Help	... ..	7	18	0			
„ National Health Insurance	... ..	1	19	3			
„ Printing	... ..	295	5	9			
„ Stationery	... ..	66	3	0 ¹ / ₂			
„ Postages	... ..	103	10	11			
„ Committees	... ..	48	1	10			
„ Rent	... ..	150	0	0			
„ Office Expenses	... ..	54	1	4 ¹ / ₂			
„ Telephone	... ..	16	10	0			
„ Auditors' Fees	... ..	4	4	0			
„ Fees and Subscriptions	... ..	5	2	6			
„ Travelling	... ..	7	15	4 ¹ / ₂			
„ Pamphlets and Advertisements	... ..	2	11	5 ¹ / ₂			
„ Bank Charges	... ..	16	11				
„ Hire of Conference Halls	... ..	35	3	0			
		1263	0	1			
„ £200 5 per cent. War Loan, 1929/47 Bonds	... ..	190	0	0			
„ Balance—							
At Bankers on Current Account	101	17	7			
Petty Cash in hand	5	15	5			
		107	13	0			
		£1560	13	1			

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Examined and found correct,
PRIDEAUX, FRERE, BROWN & Co.,
Chartered Accountants,
12, Old Square, Lincoln's Inn, W.C.2.

Sept. 13th, 1917.

FORM OF BEQUEST.

*I bequeath to the National Union of Women Workers
of Great Britain and Ireland the sum of* _____*

*to be paid to the Treasurer for the time being of said
National Union of Women Workers 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.

PAMPHLET