

***Federation of Women
Civil Servants***

REPORT

***for the year ending March 31st
1924***



Office :

18, RUSSELL SQUARE, LONDON, W.C.1

(Side Entrance 17 Russell Sq.)

OBJECTS

1. To protect and promote the common interests of Women in the Civil Service.
2. To remove the artificial restrictions placed on their employment.
3. To secure that their remuneration for services rendered shall not be differentiated by reason of sex.
4. To secure the free and unfettered admission of women to all appointments in the Service.
5. To secure the removal of the civil and political disabilities of women.

Federation of Women Civil Servants.

REPORT FOR YEAR ENDING MARCH 31st, 1924.

The Year.

OUTSTANDING Civil Service events of the past year have been the consolidation in the Provinces of the Institute of Public Administration, the completion of the Seniority Report, the first equal examination for men and women, the issue of the Southborough Committee's Awards and the inequalities and anomalies created thereby, the publication of the Anderson Report and the present Government's pronouncement on it, proposals for a One-Grade Service, and the appointment of a Committee to consider Civil Rights. The re-establishment of the Arbitration Board, a matter of vital importance to Civil Servants, still remains unsettled as we go to press.

Institute of Public Administration.

The Institute has been establishing regional groups throughout the country and even in S. Africa and Hong Kong, and is steadily gaining members.

The Hon. Secretary of the Federation was a member of the Interim Council and of the Membership Committee, and the Hon. Organizer has been elected as Associates' representative for the coming year.

Membership.

Our membership has slightly decreased during the year, partly owing to resignations and promotions, a loss which at present is not counterbalanced by new appointments from outside to the classes we represent, but it is satisfactory to note that three more constituent bodies have joined us during the year: the Association of Higher Women Officers, the Association of Women Pension Officers, and the Association of Women Clerical Officers in the Scottish Education Department.

Council and Committee Meetings.

There have been ten ordinary meetings of the Council, two of which Scottish delegates have attended, and one special meeting; also ten meetings of the Executive Committee and one special Executive during the year.

The following Sub-Committees have held various meetings during the year: Seniority, Southborough Award Anomalies, At Home, Organization, Kew Starting Pay, Transfers, and Dependency and Wastage.

Conference of Association Secretaries.

In February a fairly well attended conference was held at Essex Hall of

members of the Committees of the Federation's constituent Associations. The President was in the chair, and she and the Hon. Secretary and Hon. Organizer addressed the representatives. Many points were raised in discussion, and it is hoped that the meeting was really helpful. A Scottish delegate made a point of being present.

Federation Calendar.

We are again indebted to Miss Adams for a charming design for our Calendar, and we take this opportunity of promising our members that next year there shall be no hitch or delay in the supply. This year we have invested quotations from the poets with meanings we are sure they never had in mind.

Ex-First Class Clerks.

When the reorganization appointments were completed it became clear that the majority of ex-First Class Women Clerks were to remain in the basic class. Naturally, very great dissatisfaction was felt by them, and among the resolutions passed at a meeting in Essex Hall in September was one calling upon the Federation to "Raise a test case as to the right to optional retirement of a First Class Clerk under Section 7 of the Superannuation Act of 1859 as to abolition or reorganization of office." As the Treasury has refused to agree that the women affected come under this clause, the Federation is taking legal advice on the matter.

Seniority Report.

The Committee on Common Seniority Lists, appointed in June, 1922, has now completed its labours. A majority Report has been signed by the Federation representatives and nine other members of the Committee. Two Minority Reports express the views of the two mixed Associations which include the men who would be most affected by any alteration of existing practice. When it is remembered that the Committee was composed of representatives holding every shade of opinion on the questions under discussion, it is a matter for congratulation that a Report of any kind should ultimately have been achieved.

Reorganization and Promotions.

So far as any real equality of status in the Service is concerned we have to deplore a worsening of the position of women as regards their employment on the type of work which proves the best training ground for Administrative posts. No fresh work has been opened to them on Reorganization at the Home Office or the Board of Education, while two important posts in these Ministries formerly filled by women have been lost to them; and in the Ministry of Health they have been excluded from Branches dealing with such matters as Local Government Administration, Infectious Disease, Slum Clearance, Poor Law and Town Planning. Practically no new Departments have been opened to women except where there was a large bulk of routine work to be handed over, and, with a few isolated exceptions, they are excluded from the most interesting Branches and Departments of the Service. Appointment by the same methods and to the same Service grades as men will never give women equality of opportunity while they are excluded from those Branches of the Service which deal with the most vital Social problems of the day.

The Tax Inspectorate Examination.

In July eight women sat with 77 men for the examination for Assistant Inspectors of Taxes, 25 vacancies being declared. One woman was successful while two others qualified. The successful candidate contributed to the March *Opportunity* her first impressions. This equal opportunity of entrance is the

one substantial gain which has, so far, accrued from the Resolution of the House nearly three years ago, and will be an important precedent as open recruitment is resumed.

One-Class Service Proposals.

Proposals made for abolishing all barriers between grades and instituting a one-class Service are still in an elementary stage and have been relegated by a representative Conference to the National Whitley Council (Staff Side) for consideration. Our representatives at the Conference felt that while facilities for freer promotion between the grades were highly desirable, the inevitable tendency of a one-class Service to supersede outside recruitment to the higher ranks almost entirely by promotion of lower grade recruits would not be in the best interests of the Service.

The Southborough Award.

The issue of the First Interim Report of the Southborough Committee in June resulted in various classes of permanent women being worse off financially than "Lytton entrants" of shorter established service, and the Federation at once took up their cases with the Treasury, presenting, at the Treasury's request, a joint claim with the Civil Service Clerical Association. Several joint conferences were held, and a deputation was received by the Treasury on September 26th, when the claims of the various groups were presented in detail. The Treasury subsequently picked out two of these groups and stated its willingness to bring them within the scope of the Award. Two further groups were later granted the concession on representations made by the Federation's President; but we are still endeavouring to secure concessions for the outstanding classes affected.

In the House.

Once more we tender our sincere thanks to the Members of Parliament of all parties who have so ably supported us in the House of Commons. Reorganization appointments, cases of superannuation hardship, women's opportunities in the various Departments, ex-Service women, ex-First Class Clerks, London and Provincial pay-scale differentiation, ex-Manipulative transferees, the lack of promotion outlet for Women Pension Officers, and higher clerical duties on Lower Executive pay being among the matters raised.

Equal Franchise.

The Federation was represented on the platform at the two public meetings held by the Women's Freedom League in support of the Equal Franchise Bill in February, to demand votes for women at the same age as men on a short residential qualification, and at the end of March to call for Government facilities for the passing into law of such a measure this Session. On the latter occasion the Hon. Organizer was one of the speakers.

Social.

The Civil Service Dinner. Once again the Federation was well represented at the Civil Service Dinner in February, attended, as usual, by H.R.H. the Duke of York as guest of honour and by almost the entire Cabinet and the Lord Mayor of London as distinguished visitors.

The Federation At Home. The great social event of the year for us was our At Home at Harrods' Georgian Restaurant in November. A most entertaining dramatic sketch by Miss Gate was delightfully acted, and members of the male orchestra of the Ministry of Labour, Kew, very kindly added much to the evening's pleasure by their selections. The Hon. Maude Lawrence was one of our guests on this occasion.

Lady Astor's At Homes. Most grateful thanks again to Lady Astor for continuing to give to us and to the representatives of other organized women the opportunities provided by her political At Homes for interchange of views and enlistment of assistance.

Sport.

The Federation Challenge Shield for Life-Saving was presented to members of the Public Trustee Office Ladies' Swimming Club at a most interesting Gala in September, and the Federation Hockey Challenge Cup was in 1923 won by the Savings Bank Department, and again in 1924 the same Department's first-rate team was successful after a close game at Merton Abbey ground, and was presented with the trophy by Miss Lawrence, who took the occasion to make the welcome announcement that she intended to offer a second Hockey Challenge Cup for next year. This is not her first benefaction to Civil Service Sport, for earlier in the year she had generously contributed a Challenge Cup for Golf.

Relations with other Organizations.

(1) Civil Service :

The Civil Service Higher Grades Council. One of our constituent bodies, the Higher Women Officers' Association, is represented on this joint body of higher grade members, formed in July.

Scottish Advisory Committee. In November, at the request of our Scottish members, sanction was given by the Council for the formation of a Scottish Section of the Federation, in order to enable our Scottish members to obtain representation on the Civil Service Scottish Advisory Committee.

The Society of Civil Servants. Our relations remain most cordial and mutually helpful.

The National Federation of Postal and Telegraph Clerks. Our relations are friendly and cordial, and the Federation Secretary was a guest at the Annual Dinner of the N.F.P. and T. Clerks in May.

The Civil Service Clerical Association. Overtures have been made to us for amalgamation with the C.S.C.A., and the proposals were considered by all our constituent Associations on their own Committees. There was a very large majority against amalgamation, and the counter-proposal made by the Federation for a representative consultative Council of Service Associations of Women fell to the ground owing to the unwillingness of the Standing Joint Committee of Women in the Higher Grades of the Civil Service to take part.

(2) Outside Organizations :

The London Society for Women's Service. Meetings of the Joint Committee on Women and the Civil Service have been held under Mrs. Strachey's chairmanship, and our members have attended several of the Tuesday afternoon At Homes, when matters of interest to professional women were dealt with by representative speakers.

The Consultative Committee of Women's Organizations. Nine meetings have been held, and resolutions on the Anderson Report and on Equal Pay have been widely supported. The Hon. Secretary and the General Secretary are the Federation representatives, and the General Secretary of the Federation is a member of the General Purposes Committee.

The National Council of Women. Two Federation Officers attended the annual meeting of the National Council of Women at Edinburgh last year, and obtained much interest and support for the Federation resolution :

"That this meeting deplores the failure of the Government, in re-

organizing the Civil Service, to carry out the resolution of the House on August 5th, 1921, that women should have equal opportunities with men. It condemns the almost complete restriction of Women Civil Servants to the Clerical and Accountancy Branches of the Service, and considers that it is essential to the welfare of the community that more women should be appointed to posts involving the control of policy."

Considerable Press publicity was given to the speeches of our representatives.

The General Secretary attended the special meeting of the Council at Caxton Hall in June, and the reception given at the Lyceum Club by the International Council of Women in July. She is still a member of the Legislation Committee and of the Industrial and Professional Committee of the Council, and has attended their meetings throughout the year.

National Union of Societies for Equal Citizenship. The General Secretary attended the greater part of the sittings of the Annual Council of the N.U.S.E.C. in March, 1924, and moved the Federation resolution :

"That the N.U.S.E.C. in Annual Council assembled calls upon the Government to undertake at once the review of the question of the remuneration of women as compared with men in the Civil Service, promised by resolution of the House of Commons in 1921, with a view to carrying out among the Government's own direct employees its principle of equal pay for equal work."

This was seconded by the London Society for Women's Service and carried *nem. con.*

The League of Nations Union. The General Secretary is on the Women's Advisory Council, and has been appointed a member of its Literature Subcommittee. She attended also the half-yearly meeting of the General Council in July.

An arrangement has now been made with the International Labour Office at Geneva by which we are to receive publications dealing with Civil Service questions in foreign countries.

The Council for the Representation of Women on the League of Nations. The Federation, affiliated to the Council for the Representation of Women on the League of Nations, was represented at its annual meeting in December.

The Women's Election Committee. Realizing the importance of having more women in Parliament, the Federation is a supporter of the Women's Election Committee, and our representatives attended their dinner given in honour of the eight women M.P.'s in January.

The Six Point Group. This Society, which includes Equality in the Civil Service as one of its Six Points, is working to secure an immediate revision of the Sex Disqualification (Removal) Act. The Federation was represented both on a deputation to the Home Secretary in July and at a Mass Meeting on March 18th, 1924.

The International Women's Suffrage Alliance. Federation representatives attended, in June, an interesting reception given by the International Women's Suffrage Alliance to foreign members of the Alliance.

"Opportunity."

The success of *Opportunity* continues, and we are still proud of the fact that we not only pay expenses but make a small profit on its sale. Our Editor complains of a paucity of copy, but this is a complaint common to all professional organs. We should like to see the paper used to a larger extent for the exchange of views or the airing of grievances, and the small amount of correspondence addressed to the Editor is somewhat unaccountable.

Future Policy.

As the resolution of the House on August 5th, 1921, provided that the question of Equal Pay should be considered within three years, the Federation has been taking active steps to ensure that the matter shall be dealt with in a manner satisfactory to the women concerned. At the time of going to press negotiations are proceeding with the Treasury as to the exact form the "consideration" should take. Unfortunately the matter is largely political, but, as the present Government is pledged to Equal Pay, and the National Whitley Council would itself have had to reconsider the whole position of women in 1925, we are anticipating that opposition is more likely to be met on the question of method of consideration than on the principle involved.

The recruitment to the classes we represent is another matter which requires careful watching and consideration. Although the women's organizations have got rid of the differentiation recommended by the Reorganization Report as regards recruitment to the Administrative and Executive Grades, the problem of a promotion outlet from the Typist and Writing Assistant Class (classes confined to women only) threatens to create a new differentiation in the only grade where equal recruitment had been recommended. We intend, however, to press our solution of the difficulty, which suggests that the abolition of separate Establishment lists in the Clerical Class would throw open the whole Grade as a promotion outlet, and, while increasing the number of vacancies available for promotion, would at the same time abolish any differentiation of recruitment.

HON. TREASURER'S NOTE.

The Treasurer has much pleasure in once again presenting a satisfactory balance sheet—satisfactory from her point of view, in that a balance of income over expenditure has been maintained. It should, however, be stated that, owing to the unusual date of the end of the financial year, various payments which were due at the end of March could not be included, and these have, of course, since been made; so that what might seem to our members an undesirably large balance is already seriously depleted.

The special fund is still growing, and is itself a source of income, being on deposit.

Advertisements have again enabled *Opportunity* accounts to show a small profit, and it is satisfactory to feel that these advertisements are of real benefit to our members. The rates are extremely low considering the circulation of the paper.

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

THE FEDERATION OF WOMEN CIVIL SERVANTS.

CASH STATEMENT FOR THE PERIOD 1st APRIL, 1923, to 19th MARCH, 1924.

RECEIPTS.		£	s.	d.	£	s.	d.
To BALANCES, APRIL 1ST, 1923—							
Cash at Bank	...	2,504	9	9			
Cash in Hand	...		6	19	3		
Stamps in Hand	...		0	10	0		
					2,511	19	0
,, RECEIPTS DURING YEAR—							
Affiliation Fees	...	1,348	3	3			
Members' Subscriptions	...		12	15	0		
Subscription to Sutton v. Rex Expenses...	...		0	5	0		
Rent received	...	106	5	0			
" OPPORTUNITY ":							
Sales	...	321	3	9			
Advertisements	...	59	3	7			
					380	7	4
Sundry Sales	...		3	19	3		
Sale of Calendars	...	40	18	3			
Equal Franchise Tickets (previous year's balance)	...		1	3	0		
At Home	...		83	2	8		
Part share of Roneo	...		7	10	0		
Interest on Deposit	...		5	5	2		
					1,989	13	11

MILLICENT SYMONDS, *Hon. Treasurer.*

E. M. WHITE, *Secretary.*

£4,501 12 11

PAYMENTS.		£	s.	d.	£	s.	d.
By OFFICE EXPENSES—							
Salaries (eleven months)	...	501	6	9			
Typing	...		1	2	6		
Rent	...	250	0	0			
Telephone	...		18	19	7		
Furniture	...		50	16	2		
Printing	...		5	0	0		
Stationery	...		36	14	4		
Postage	...		37	15	10½		
Fares	...		1	19	2		
Press cuttings	...		3	17	0		
Subscriptions, Donations, Fees	...		46	7	6		
Officers' and Delegates' Expenses...	...		52	2	5		
Bank Charges, less allowance for unused cheques	...		0	17	11		
Miscellaneous Office Expenses	...		16	6	3½		
					1,023	5	6
,, " OPPORTUNITY "	...					376	14 9
,, LITERATURE—							
Reports and Publications	...	41	10	0			
Whitley Bulletin	...		9	18	6		
						51	8 6
,, CALENDARS	...					23	6 0
,, LEGAL AND ACCOUNTANCY CHARGES...	...					4	14 6
,, HIRE OF HALLS	...					5	5 0
,, HONORARIA	...					120	10 0
,, AT HOME	...					118	7 3
,, BALANCES, MARCH 19TH, 1924—							
Cash on Deposit: Equality Fund	...	2,000	0	0			
Cash at Bank: Current Account...	...	775	18	10			
Cash in Hand	...		1	10	2		
Stamps in Hand	...		0	12	5		
					2,778	1	5
					£4,501	12	11

I have examined the above Account with the Books and Vouchers of the Federation of Women Civil Servants and find it to be correct, and in accordance therewith.

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

M. M. HOMISHAM, *Auditor,*
Incorporated Accountant.

Printed by The Garden City Press Ltd., Letchworth,
and published by the Federation of Women Civil
Servants, 18, Russell Square, London, W.C.1.

Federation of Women Civil Servants

President and Chairman: Miss J. W. FISK.

Hon. Treasurer: Miss V. APPLEBY.

Hon. Secretary: Miss D. SMYTH.

Hon. Organizing Secretary: Miss F. E. JAMES.

General Secretary: Mrs. E. M. WHITE.

Constituent Associations

AS ON 31ST MAY, 1923.

1. Association of Post Office Women Clerks. Secretary, Miss N. K. ARGYLE, 26, Gordon Square, W.C.1.
2. Association of Women Clerks and Junior Staff Officers in the Ministry of Labour. Secretary, Miss E. C. M. HARDIN, Finance Department, Ministry of Labour, Kew.
3. Association of Women Clerks in the Ministry of Health. Secretary, Miss V. E. BURGE, 34, Harvard Court, West Hampstead, N.W.6.
4. Association of Women Clerks in the Board of Education. Secretary, Miss A. S. HEATH, 88, Palace Gates Road, Alexandra Park, N.22.
5. Association of Women Clerks in the Public Trustee Office. Secretary, Miss L. PATERSON, St. Columba's House, 4, Bina Gardens, S.W.5.
6. Association of Women Clerks of Scottish Board of Health. Secretary, Miss A. D. WATSON, Scottish Board of Health, Grassmarket, Edinburgh.
7. Association of Higher Women Officers. Joint Secretaries, Miss E. T. HYSLOP, Ministry of Pensions; Mrs. ROBERTS, Ministry of Health, Bromyard Avenue, Acton, W.3.
8. Association of Foreign Office Women Clerks. Secretary, Miss E. M. TINKLER, Foreign Office, Whitehall, S.W.1.
9. Association of Crown Agents' Women Clerks and Typists. Secretary, Miss R. D. WILKINSON, 4, Millbank, S.W.1.
10. Association of Women Clerical Officers in the Ministry of Pensions. Secretary, Miss G. K. BENNETT, 20, Manor Road, Stoke Newington, N.16.
11. Association of Women Pension Officers. Secretary, Miss E. M. DAVIES, 20, Hazlitt Road, W.14.
12. Association of Women Clerical Officers in the Scottish Education Department. Secretary, Miss B. MILLER, 14, Queen Street, Edinburgh.

Individual Group

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

