

THE
SIXTY-FOURTH ANNUAL REPORT
OF
THE SOCIETY
FOR PROMOTING THE
EMPLOYMENT OF WOMEN.
(EDUCATED WOMEN'S LOAN TRAINING FUND.)

NOVEMBER, 1923.

ESTABLISHED 1859.

INCORPORATED 1879.

OFFICE:

251, BROMPTON ROAD, S.W.3 (Second Floor).

"The tale is plain enough. So far from our countrywomen being all maintained as a matter of course by us, 'the bread-winners,' three millions out of six of adult Englishwomen work for subsistence, and two out of the three in independence. With this new condition of affairs new duties and new views must be accepted."—*Edinburgh Review*, April, 1859.

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Pamphlet

331-406041 SOC

Society for Promoting the Employment of Women.

(EDUCATED WOMEN'S LOAN TRAINING FUND.)

UNDER THE PATRONAGE OF

HER MAJESTY THE QUEEN.
 HER MAJESTY QUEEN ALEXANDRA.
 H.R.H. THE PRINCESS LOUISE, DUCHESS OF ARGYLL.
 THE COUNTESS OF DERBY.
 THE VISCOUNTESS ST. CYRES.
 THE LADY AMPHILL.
 FLORENCE, LADY EBURY.
 THE DOWAGER LADY LOCH.
 THE LADY MARY TREFUSIS.
 LADY ROBERTS.
 MRS. C. W. EARLE.
 MRS. FAWCETT, J.P., LL.D.
 MISS ANTOINETTE M. MACKENZIE.
 MRS. GEORGE MOSENTHAL.

President.

THE LORD LEIGH.

Vice-President.

THE RIGHT REV. THE BISHOP OF LONDON.

Chairman of Committee.

MRS. STEPHEN SPRING-RICE.

Hon. Treasurer.

THE LADY BERTHA DAWKINS.

Committee.

Mrs. HUGH ADAMS.	Miss LIDDERDALE.
Miss BIGGS.	Mrs. MÜLLER.
Mrs. CHARLES BOOTH.	Miss PLUMPTRE.
Miss GEIKIE COBB, M.B.E., B.A., LL.B.	Mrs. J. W. F. ROWE.
The Lady BERTHA DAWKINS.	The Lady BARBARA SEYMOUR.
Mrs. GREENWOOD.	Mrs. STEPHEN SPRING-RICE.
Miss KING.	Mrs. E. H. THRUSTON.

MEMBERS OF THE COMMITTEE FOR THE MRS. HAWES LOAN FUND.

Miss HITCHCOCK.	Miss PLUMPTRE.
Miss LIDDERDALE.	Mrs. JOHN ROSKILL.
Miss PASSMORE.	Miss SPENCER, O.B.E.

Secretary—Miss EDITH HARE.

Auditor—Miss HARRIS SMITH, Chartered Accountant, F.C.A.

Bankers—Messrs. COUTTS AND Co., Strand.

Donations and subscriptions are received by Messrs. Coutts and Co., or at the Office, 251, Brompton Road, S.W. 3. Post Office Orders payable to Edith Hare.

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MEMORIAL LOAN TRAINING FUNDS.

THROUGH the help of the Memorial Loan Training Funds, under the administration of the Committee of the Society for Promoting the Employment of Women, 716 educated girls and women have been able to procure systematic professional or technical training during the last twenty-nine years.

Fund	Number of Grantees	When the Fund was entrusted to the Society	Amount
<i>Pfeiffer Fund</i> , in memory of Madame Ida Pfeiffer ..	313 ..	1894 ..	The interest of £2,000 awarded by Charity Commissioners, yielding £50 annually.
<i>Caroline Ashurst Biggs Fund</i> ..	95 ..	1900 ..	£171 7 6
<i>Helen Blackburn Fund</i> ..	112 ..	1904 ..	£250 at first, but has received donations amounting to £315, and a legacy of £250 which is invested for the Fund.
<i>Louisa Lady Goldsmid Fund</i> ..	43 ..	1910 ..	£200
<i>Clara Evelyn Mordan Fund</i> ..	12 ..	1915 ..	£100
<i>Mrs. Haweis Memorial Loan Fund</i> (partly under management of Committee) ..	71 ..	1902 ..	£166 8
* <i>The Educated Women Workers, and Harker Smith Fund</i> ..	70 ..	1913 ..	£51 6 2 paid at first. £263 16 3 debts repaid by old grantees. £118 15 6 donations and subscriptions. £433 17 11

* The interest on £1,000 of Miss Harker Smith's legacy to the Society of £3,000 was awarded by the Committee to this Fund, until owing to the falling off of the subscriptions during the war they were obliged to reclaim that interest for general expenses.

BY-LAWS OR RULES.

1. The Society is formed for promoting the Training of Women, and their employment in industrial pursuits.

2. Every person who pays an Annual Subscription of Ten Shillings, or a Donation of Five Pounds, is a Member of the Society. The Annual Subscription is due after the 31st of March in each year.

3. Subscriptions and Donations in aid of Special Objects undertaken by the Society are received.

4. The Society has a President, Vice-Presidents, a Treasurer, and a Secretary.

5. The Society is governed by a General Committee, consisting of not less than fifteen nor more than thirty ladies and gentlemen, elected annually by the Members at the Ordinary General Meeting of the Society.

6. The Committee meet bi-monthly.

7. The General Committee appoint from their Members such Sub-Committees as they think fit for the conduct of the business of the Society. No one can be elected a Member of a Sub-Committee who has not attended at least one Meeting of the General Committee.

8. The Funds of the Society are kept in the name of the Society at a bank, all sums are paid into the bank, and all cheques are drawn by order of the Committee, and are signed by the Treasurer and one Member of the Committee, or by two Members of the Committee, and in either case countersigned by the Secretary.

9. The accounts of the Society are made up to the 31st of March in each year, and, after being duly audited, are appended to the Annual Report of the General Committee.

10. At all meetings of the General Committee or Sub-Committee the Chairman has a vote, and if the votes be equal he has also a casting vote.

11. For Meetings of the General Committee five Members, and for Sub-Committees three Members, to form a quorum.

ANNUAL REPORT.

THE Sixty-fourth Annual Report of the **Society's Work.** Society for Promoting the Employment of Women is the following brief record of the work done by the Committee during the year ending March 31, 1923.

The Committee have met twenty-four **Applications.** times. The number of applications received for consideration has been large, and the Committee have had some anxiety in arranging for the best distribution of their funds to meet the needs of their applicants. The total number received for consideration was fifty-six; of these forty-six were granted, whilst of the remainder, seven were unsuitable, two secured immediate help from the Sir Richard Stapley Education Trust, and one applicant withdrew.

The forty-six applications granted are as follows:—

Trainer's Diploma for training of Kindergarten Students	1
Training for Secretarial work	13
„ for Teaching (at University)	5
„ for Elementary School Teaching	2
„ for Secondary School Teaching	2
„ as an Art Teacher	1
„ as Teacher of Dancing	2
„ as Receptionist	1
„ for Sunday School Organization	1
„ for Mother-craft... ..	1

Training for Dental Surgery	1
„ for Cookery	2
„ for Hairdressing	1
„ for House Decoration	1
„ for Nursery Nursing	2
„ for Midwifery	1
„ for Health Visitor (co-operating with the Professional Classes Aid Council)	1
„ as Teacher of Tailoring (completion of Diploma)	1
Preparing for Teacher's Examination and County Scholarship	1
Towards expenses of Medical Training	1
Personal Expenses in connection with Massage Work	1
For purchase of Knitting Machine	1
Singing and Elocution Lessons (special case)	1
Holiday, and Personal Expenses (special case)	1
Travelling Expenses (special case)	1

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46

The reports received on the progress of **Society's Grantees.** the Society's grantees who are training have been, on the whole, quite satisfactory.

In several instances the Committee have been called upon to help with maintenance expenses as well as training fees; as these expenses are often in excess of the fees—especially where the training lasts for two or three years—it follows that there is a good deal of money out on loan at the present time. Once again the Committee must make an urgent appeal for donations or subscriptions to the Loan Training Funds. They feel how very much they are handicapped by the small amount they have at their disposal. Much of the money is non-repayable for long periods, notably where a grantee is training for medicine, or the teaching profession.

The loans granted from the Loan Training Funds this year have amounted to £892 12s., and those repaid to £309 13s. 6d.

Many gifts and loans have been made from the War Fund, and £206 0s. 3d. have been repaid to the Fund. This Fund was given to the Society with practically no stipulations, except that in every case the money was to be used to help those applicants only who had suffered through the war.

It may be of interest to mention that during the last ten years *only* of the Society's work, 394 applicants have been helped from the various Loan Training Funds. The loans granted for the same period have amounted to £7,829 3s. 6d.; £6,584 2s. 3d. have been repaid, and the outstanding balance is in course of repayment.

Seventeen of the Society's grantees have found posts this year on completion of training, as follows:—

Secretarial Work	7
Mathematical Mistress at High School	1
Geography Specialist	1
Elementary School Teachers	3
Secondary School Teacher... ..	1
Photographer	1
Kindergarten Teacher (South Africa)	1
Employment Seeker (After-care Association for Blind)	1
Assistant Mistress in Children's Hospital School ...	1

17

It is a great pleasure to the Committee to receive the letters of thanks from those grantees who have completed the repayment of the loans, and have started equipped for their life's work. During the year twenty-three loans have

Letters from Grantees.

been paid off, and there are now 130 grantees from *all* Funds on the Society's books.

The Committee have selected the following letters received from the grantees who have paid off their loans during the year.

(a) "I want to thank the Society very much for enabling me, by this loan, to complete my College training. I am now a fully qualified Elementary School Teacher, with eighteen months' teaching experience. . . I shall always feel grateful."

(b) "I have great pleasure in enclosing the cheque to complete the return of the £50 that your Society lent me. Please thank the Society very much indeed for me, for the loan. I am so grateful for the help which has made it possible for me to take my training and become a qualified Masseuse. If ever I can afford it I hope I shall be able to help the Society so that someone else may benefit as much as I have."

(c) (Lecturer in Geography): "I am enclosing cheque which I believe completes the repayment of the loan made to me by your Society, and for which I am most deeply grateful. I am still enjoying my work immensely."

(d) (Secretarial Training): "I regret that office hours prevent me from coming to thank you personally for all the Society has done to help me, but I would ask you to express to your Committee my very sincere gratitude for the great assistance they have given me. I fully appreciate the fact that by means of your Society I was given the opportunity of having a thoroughly good secretarial training at Mrs. Hoster's College, which has been a great advantage to me, and I only hope that

sometime in the future I shall be able to show how really indebted I feel to your Committee. With very best wishes for the valuable work of your Society . . ."

(e) (Secondary School Teacher): "I cannot send this last instalment to you without expressing again how very grateful I am to you, and always shall be, for the loan. My father has had a complete mental breakdown, so that my family look to me for much help. If your loan had not enabled me to complete my course at College, I should not have been in the position to help them as much as I now can. . . . I wish your Society all the success it so richly deserves."

(f) (Secretarial Work): "I have pleasure in forwarding the enclosed cheque, which, I think, clears my debt to your Society. I should like you to accept, and to convey to your Society, my deepest gratitude for the help they gave me at a very critical time, and for the exceeding kindness and consideration shown to me throughout the time I have owed the money. In a short time I will try to send a small donation to your fund as a mark of gratitude."

The Committee are pleased to report that the Society is now represented on the Professional Classes Aid Council by Miss Lidderdale, and they have been able to co-operate with the Council in helping towards the expenses of four applicants training for secretarial work, cookery, health visiting, and as a receptionist.

They would also like to offer their thanks to the Trustees of the Sir Richard Stapley Education Fund for the kind way in which they have met the wishes of applicants referred to them by the Society.

Mrs. E. H. Thruston has joined the Committee this year, and Miss M. V. Brown has resigned from it.

**Society's
Financial
Position.**

The Society must again put forward its claim for a wider and more definite interest in the work. More subscribers are needed, and though the subscription list shows an increase over last year's receipts, the Committee would like to feel that they could depend upon *at least* double that amount for office expenses. Miss Harris Smith, F.C.A. (Chartered Accountant), the Society's Auditor, can testify to the economical lines on which the Society is run, and that the working expenses are kept as low as possible.

SUBSCRIPTIONS.

April 1, 1922, to March 31, 1923.

	£	s.	d.
HER MAJESTY THE QUEEN	5	0	0
The Lady Amphill	2	0	0
The Lady Grace Baring	1	1	0
Mrs. J. H. Bere	10	6	
Miss Biggs	2	2	0
The Hon. Mrs. Trevor Bigham	1	1	0
H. Bristow, Esq.	10	0	
W. Bristow, Esq.	2	2	0
Mrs. S. Bruce	1	1	0
J. Percy Callard, Esq.	2	2	0
Mrs. Cooper-Marsdin	2	0	0
Miss Ada Cleveland	10	0	
Mrs. Cracroft	10	6	
The Lady Bertha Dawkins	10	6	
Lady Dodds	5	0	
Miss Giuseppi	5	0	
Miss Hamilton-Gordon	3	0	0
Mrs. Alan Gray	1	1	0
Mrs. Hoster	3	3	0
Miss Kinnison	1	0	0
Miss Lidderdale	1	1	0
Mrs. F. W. Lund	1	0	0
Mrs. Meinertzhagen	10	6	
Mrs. George Mosenthal	3	3	0
Lady Peto	1	0	0
Miss Plumptre	10	0	
Mrs. Rintoul	1	0	0
Miss S. Rintoul	10	0	
Lady Roberts	5	0	0
The Viscountess St. Cyres	10	10	0
Miss Scott	10	0	
Miss Agnes Spring-Rice	10	0	
Miss Gertrude Spring-Rice	10	0	
Mrs. Stephen Spring-Rice	2	0	0
Miss Philippa Strachey	2	6	
Miss Tattersall	10	0	
Mrs. E. H. Thruston	10	6	
Mrs. Waugh	10	6	
Lady Wright	5	0	

 £59 7 6

Mrs. Greenwood 10 0

 (Subscription received after the accounts were closed
 March 31; this will appear in next year's accounts.)

DONATIONS—GENERAL FUND.

	£	s.	d.
The Lord Leigh	5	5	0
Miss C. E. Cupples	10	6	
Miss Philippa Strachey	10	0	
	£6	5	6

SUBSCRIPTIONS—SPECIAL.

EDUCATED WOMEN WORKERS LOAN TRAINING FUND.

	£	s.	d.
Mrs. Charles Booth	1	11	6
Mrs. George Mosenthal	5	5	0
Miss M. L. H. Taylor	1	0	0
	£7	16	6

DONATION—SPECIAL.

Miss Adams	£1	0	0
	£8	16	6

SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN.

GENERAL FUND.

Statement of Receipts and Payments for the Year ending March 31, 1923.

RECEIPTS.	£ s. d.	PAYMENTS.	£ s. d.
To Balance brought forward, April 1, 1922:—		By Rent	21 0 0
Cash at Bankers and in hand	168 14 7	Salary, Pension and Audit Fee	201 0 0
Subscriptions	59 7 6	Conference at Cambridge	3 12 2
Donations	6 5 6	Cleaning and Attendance	12 10 0
Dividends	228 11 11	Printing, Stationery and Postage... ..	27 19 4
Income Tax Reclaimed	127 14 6	Insurance	16 8
		Telephone	5 0 3
		Electric Light	14 3
		Subscriptions to Various Societies	2 0 0
		Grant to E.W.W. Fund	25 0 0
			£299 12 8
	<u>£590 14 0</u>	Cash at Bankers	291 1 4
			<u>£590 14 0</u>

I hereby certify that I have examined the above Statement and compared it with the Books and Vouchers relating thereto, and found it to be correct.

20, BUCKLESBURY, MANSION HOUSE,
LONDON, E.C.4.
June 30, 1923.

M. HARRIS SMITH,
Auditor.
(Chartered Accountant.)

WAR TRAINING FUND.

Statement of Receipts and Payments for the Year ending March 31, 1923.

RECEIPTS	£ s. d.	PAYMENTS	£ s. d.
To Balance brought forward April 1, 1922—		By Grantees—Loans and Gifts	2,013 13 3
Cash at Bankers—Deposit Account £200 0 0	200 0 0	Bankers' Fee for Trusteeship	1 19 4
" " Current Account 66 5 0	66 5 0	Proportionate Amount of Office Expenses	171 17 0
	266 5 0		2,187 9 7
Repayments by Grantees	206 0 3	Balance carried forward	£218 18 5
Dividends	92 17 1	Cash at Bankers—Deposit Account 100 0 0	100 0 0
Interest on Deposit Account	5 18 8		318 18 5
War Loan 3½ % sold	1,935 7 0		<u>£2,506 8 0</u>
	<u>£2,506 8 0</u>		

£2,000 of 3½ % War Loan is now standing to the credit of this Fund.

I hereby certify that I have compared the above Statement with the Books and Vouchers relating thereto, and found it to be correct. I have also verified the amount of Securities and the Cash at Bankers on Deposit and the Current Account.

20, BUCKLESBURY, MANSION HOUSE,
LONDON, E.C.4.
June 30, 1923.

M. HARRIS SMITH,
Auditor.
(Chartered Accountant.)

SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN.
SUMMARY OF LOAN FUNDS FOR THE YEAR ENDING MARCH 31, 1923.

RECEIPTS.	£ s. d.	£ s. d.		PAYMENTS.	£ s. d.	£ s. d.	
To Balance at Bank, April 1, 1922 ..	82	11	7	By Loans granted	297	3	0
„ Grant from Board of Education ..	50	0	0	„ Balance at Bank	26	18	10
„ Repayments of Grantees	191	10	3				
			324 1 10				324 1 10
„ Balance at Bank, April 1, 1922 ..	21	17	4	„ Loans granted	60	0	0
„ Repayments of Grantees	53	0	0	„ Balance at Bank	14	17	4
			74 17 4				74 17 4
„ Dividends	10	3	0	„ Balance brought forward, April 1, 1922	12	1	8
„ Repayments of Grantees	146	9	6	„ Loans granted	83	4	0
			156 12 6	„ Balance at Bank	61	6	10
„ Balance at Bank, April 1, 1922 ..	25	12	2				156 12 6
„ Subscriptions and Donations ..	8	16	6	„ Loans granted	250	11	0
„ Repayments of Grantees	261	12	0	„ Balance at Bank	70	9	8
„ Grant from General Fund	25	0	0				
			321 0 8				321 0 8
„ Balance at Bank, April 1, 1922 ..	10	13	4	„ Loans granted	33	6	8
„ Repayments of Grantees	34	2	0	„ Balance at Bank	11	8	8
			44 15 4				44 15 4
„ Balance at Bank, April 1, 1922 ..	15	0	0	„ Loans granted	30	0	0
„ Repayments of Grantees	33	5	0	„ Balance at Bank	18	5	0
			48 5 0				48 5 0
„ Balance at Bank, April 1, 1922 ..	34	3	11	„ Loans granted	57	5	0
„ Repayments of Grantees	61	9	0	„ Balance at Bank	38	7	11
			95 12 11				95 12 11
			<u>£1,065 5 7</u>				<u>£1,065 5 7</u>

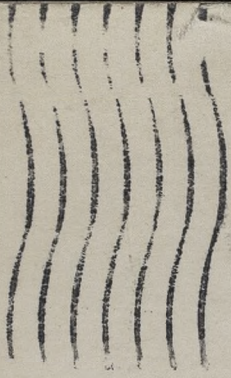
I hereby certify that I have examined the above Statement with the Books and Vouchers relating thereto, and found it to be correct. I have also verified the amount of Cash at Bankers and the Securities standing in the name of the Helen Blackburn Fund.

20, BUCKLESBURY, MANSION HOUSE, LONDON, E.C.4. M. HARRIS SMITH, F.C.A., Auditor.
(Chartered Accountant.)

June 30, 1923.

FORM OF BEQUEST TO THE SOCIETY FOR PROMOTING THE
EMPLOYMENT OF WOMEN, FOR THE GENERAL PURPOSES OF THE
SOCIETY.

I bequeath to THE SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN, the sum of £....., free of Legacy Duty, for which sum the receipt of the Treasurer for the time being of such Society shall be a sufficient discharge.



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