



# The Federation of Women Civil Servants.

REPORT FOR YEAR ENDING MARCH 31st, 1926.

## The Year.

**P**ROGRESS in the Service generally during the year has been mainly in the direction of the consolidation of existing activities.

The beneficent effect anticipated from the revival of the Arbitration Board has been somewhat discounted by the refusal of the Treasury to agree to the remit of certain cases. So far the Staff Side has met with no success in their endeavour to alter the position.

Much consternation has been felt at the compulsory retirement of some of the Higher Officers in the Board of Education, particularly as the officers in question have been superannuated with the benefits of the 1859 Act, although they had chosen to come under the 1909 Act, which was more to their advantage. The irony of the position lies in the fact that other Civil Servants wishing to retire are refused permission, the Federation having made every effort to secure superannuation for senior First Class Women Clerks whose posts had been abolished.

The Civil Service Defence Committee has done excellent work in combating attacks on the conditions of Civil Servants indulged in by a certain section of the Press. These attacks were so prejudiced and uninformed that the leaflets prepared by the Committee giving simple facts as to the Service were of inestimable value.

During the past year no steps have been taken to remedy the position arising out of the present constitution by which vacancies occurring are allocated to the groups already represented on the National Whitley Council, and the Federation is denied direct representation. In spite of the fact that women number one-third of the total staff of the Service, out of the twenty-seven members of the Staff Side only two women representing the manipulative grades have had seats, and only three of the seats on the Official Side have been filled by women.

The Staff Side has assumed editorial and financial responsibility as proprietors of *The New Civilian*, which is being run as a general Civil Service paper.

## I.P.A.

The I.P.A. is slowly consolidating its position, and although some dissatisfaction has been expressed at the delay in deciding on tests for membership, members are realising that the Institute fills a long-felt want in our social constitution. The lectures held in London and the provinces are increasingly

popular as providing a means by which officials of Local and Central Government can study the technique of their own profession, while Press reports of Institute activities indicate to the unthinking that Government Service is not the mere clerical employment suggested by some ignorant journalists.

#### Equal Pay.

Little obvious progress has been made in putting into effect this principle conceded by the House of Commons so long ago as 1920.

A great deal of work, however, has been done by the Civil Service Equal Pay Committee, and by the Joint Committee on Women and the Civil Service set up by the London Society for Women's Service, on both of which Committees the F.W.C.S. is represented. These bodies, working in co-operation, were responsible for a meeting held in the House of Commons on February 9th under the chairmanship of Major Clifton Brown, when Members of Parliament listened to speeches on behalf of the Civil Service from our Hon. Secretary and Mr. W. E. Boys.

It is obvious that much hard work is essential before sufficient support is forthcoming to give effect to this principle. In the meantime, every effort must be made by the women themselves, and especially by women's organisations in the constituencies, to give publicity to our demand.

#### Equal Opportunities.

Protests have been made to the Minister of Health both from within and without the Service regarding the virtual exclusion of women from responsible posts in that branch of the Ministry dealing with the work arising from the Widows', Orphans' and Old Age Contributory Pensions Act, and a resolution\* proposed by the F.W.C.S. was forwarded to the Minister of Health in July, 1925, pointing out the desirability of appointing a certain proportion of women to higher posts.

At the Annual General Meeting of the National Women's Citizens' Association, held in April, the following resolutions were passed, the former being proposed and the latter seconded, by the Hon. Secretary of the Federation of Women Civil Servants, who was especially asked to attend the Meeting for this purpose:

(1) "In the opinion of this Meeting the principle of equal remuneration for work of equal value done by men and women should be recognised in every department of the Civil Service, and the same opportunities provided for training for the higher grade posts."

(2) "The National Women Citizens' Association in Annual Council assembled has seen with dismay the statement of the Minister of Health in the House of Commons on February 5th, that the officers above the clerical grade appointed to work in connection with the Widows' and Orphans' and Old Age Contributory Pensions Act include 161 men and only 18 women, of whom 13 are acting; they strongly urge that when the permanent appointments are made the numbers of women should be greatly increased, particularly in the executive grades."

In December Sir Arthur Robinson received deputations from our Higher Women Officers' Association, and from the Joint Committee on Women and the Civil Service, on the question of the opportunities offered to women within the Ministry. A promise was made that as soon as possible steps would be taken to secure that women equally with men were given experience in all branches of the Ministry of Health, and that when the permanent staffing for the new work was under consideration full regard would be had to the representations of the women.

Two women Assistant Principals have been appointed recently as a result of the last Administrative examination, and are receiving the same training as men. A third woman successful at this examination has been appointed to the Record Office.

\*See page 5.

#### Common Seniority.

It will be remembered that in April, 1925, the Treasury issued a Circular to the Heads of Departments, advising them that it was desirable that the question of Common Seniority should receive early consideration on the Departmental Whitley Councils.

In nearly every Department employing women the matter has now appeared on the agenda. The palm for expedition must be awarded to the Public Trustee Office, which has postponed consideration for twelve months, no other Department having reached the stage of making a recommendation at all. Nearly everywhere strong opposition to the suggestion is evinced by men Civil Servants, and this we imagine should be enough to convince the waverers in our own ranks that the sweeping away of artificial barriers within the Service would improve the position of its women.

#### Superannuation.

The result of the Superannuation Ballot amongst Women Civil Servants showed 6,077 to be in favour of the Act of 1859, under which they are now pensioned, and 6,621 to be in favour of the change to the 1909 Act. In view of the small majority in favour of a revision of the existing regulations for women, it was recommended by the National Whitley Council that no change should be made.

#### Superannuation Rights Association.

The Federation has decided to give financial support to the Superannuation Rights Association in its Appeal to the House of Lords.

The object of the Association is to secure the recognition of the legal right of Civil Servants to statutory superannuation allowances which are not at present regarded by the Treasury as *claimable as rights*.

The material for the test case is ready, and the Association will proceed as soon as funds are available.

#### Council and Committee Notes.

There have been twelve meetings of the Council, three of which Scottish Delegates have attended; also eleven meetings of the Executive Committee during the year. The proceedings of these bodies are reported briefly in *Opportunity* each month.

The following Sub-Committees have held meetings during the year: Southborough Award anomalies, Affiliation Fee Committee, Equal Political Rights, and the Literature Drafting Committee.

In addition thirteen meetings of the Federation Officers have been held.

In July a Conference of Association Whitley representatives and the Federation Executive Committee was held to discuss the question of Common Seniority.

#### In the House.

Our thanks are due again to the Members of Parliament of all parties who have so ably supported us in the House of Commons. In particular Major Clifton Brown, Mr. Frank Briant, and Commander Kenworthy have been most helpful. Equal status and opportunity, Equal Pay, Recruitment, Seniority, Civil Rights, Executive Training Grade, Overtime, and the Eight Hour Day being among the matters raised.

#### Equal Franchise.

The Federation is supporting those outside bodies now working for Equal Franchise. It is asking the active assistance of all its members on July 3rd at the big Hyde Park Meeting convened by the Six Point Group. The Federation is sharing a platform with another women's organisation, and is providing speakers for half an hour. Representatives have attended the meetings

of the National Union of Societies for Equal Citizenship, and the Women's Freedom League on this subject.

A Member of the Federation was one of the speakers under thirty at the Women's Election Committee Dinner, held on April 16th, 1926.

#### Federation Calendar.

We are again indebted to Miss Adams for a charming design for our Calendar, and to Miss Jarman for supplying many of the verses.

#### Social : The Civil Service Dinner.

The Federation was well represented at the Civil Service Dinner in February. H.R.H. Prince Henry was the Chief Guest, and other Guests of Honour included Sir Austen Chamberlain and other Members of the Cabinet, and representatives of the Sister Services and English Literature. On this occasion the practice of having a man and a woman replying to the Civil Service Toast was abandoned, the acknowledgement being made by Sir Malcolm Ramsay on behalf of both sexes. This was a welcome variation of previous practice, and we hope that on some future occasion we shall find a woman entrusted with the task.

#### Dinner to Miss Squire.

The President and the Hon. Secretary attended the Farewell Dinner to Miss Squire in February. This function showed the esteem and affection which Miss Squire inspired in her colleagues and her staff, and the appreciative letter from H.M. the Queen read by The Lady Amphill at the dinner was a fitting tribute to the retirement of this eminent Woman Civil Servant.

#### Six Point Group : Dinner to Mrs. Pankhurst.

The President and the Hon. Secretary attended the Dinner arranged by the Six Point Group held at the Hyde Park Hotel in March to welcome Mrs. Pankhurst on her return to England.

#### Federation Garden Fete.

The Federation social event of the year was the Garden Fête held in August in the beautiful garden at Ealing lent by Maurice C. Hulbert, Esq., J.P. Music, Dancing, Tennis, Treasure Hunts and Palmistry were among the many attractions so successfully organised.

#### Sport.

The opening of the Chiswick Sports Ground in February has been the big event of the year with regard to sport. The ground is a particularly fine one, and should receive the support of every Civil Servant. It provides amenities for those whose interest in sport is inactive as well as for those who participate actively.

Although the preliminary expenses have been entirely met by Civil Servants themselves increasing financial support is necessary if the ground is to fulfil its promise.

It is not possible in the year's survey to ignore the sensational promise and withdrawal by the Government of a grant of £200,000 to provide Sports facilities outside London. While not expressing any opinion as to its suitability, it seems unfortunate that encouragement should have been given to the Government from inside the Service to withdraw the promise made publicly of a gift for the benefit of both sexes and all classes of its employees.

The Federation Hockey Challenge Cup was won by the Ministry of Labour, Kew, after a hard-fought game against the Post Office Savings Bank, at Chiswick, on 13th March, 1926.

This is the second year in succession that the Cup has been won by the Ministry of Labour.

The Hon. Maude Lawrence Hockey Challenge Cup was won by the Post Office Savings Bank (Second Eleven), at Chiswick, on 13th March, 1926, by five goals to two.

In Golf, the Lawrence Challenge Cup was won by Miss M. J. Reid, of the Central Telegraph Office.

The Junior Cup was won by Miss M. J. E. Murdoch, of the Post Office Savings Bank.

#### "Opportunity."

The success of *Opportunity* under the new Editorship continues. Several pleasant appreciations have reached us during the year.

#### Relations with other Organisations.

*National Union of Societies for Equal Citizenship.* The Hon. Secretary attended the Annual Council Meeting in February and proposed the following resolution, which was seconded by the London Society for Women's Service :—

"That this Annual Council Meeting of the National Union of Societies for Equal Citizenship records its satisfaction that for the first time women have gained admission to the Junior Administrative Grade of the Civil Service in open competition with men, but deploras the failure of the Treasury to ensure to women Civil Servants that equality of opportunity promised in the Reorganisation Report, and subsequently confirmed by the House of Commons, and demands that this equality be fully carried out by the appointment of more experienced women to responsible posts in the Headquarters of the various Departments of the Civil Service."

The Federation was represented also at the Conference convened by the National Union of Societies for Equal Citizenship on the employment of Women Police, held in January, 1926, when a statement of a Scheme of Work for Women Police was drafted for the Home Secretary.

*National Council of Women.* The Federation, together with the Association of Post Office Women Clerks, was represented at the Annual Conference of the National Council of Women, held at Birmingham, in September, the following resolution being proposed by the Federation and seconded by the Association of Post Office Women Clerks :

"That the National Council of Women calls upon the Government to take steps to secure that more women officials shall be associated in the administration of legislation affecting women and children."

*Consultative Committee of Women's Organisations.* Nine meetings of the Consultative Committee of Women's Organisations have been held in addition to the Annual Meeting. These have been attended by the Hon. Secretary and the Editor of *Opportunity*. Resolutions on Equality questions have been frequently before the Committee, and ten of the constituent Societies supported the following, proposed by the Federation :—

"That the under-mentioned Societies ask the Government to ensure that an equal number of higher posts shall be given to men and women in that Branch of the Ministry of Health which will deal with the new Widows', Orphans', and Old Age Contributory Pensions Act, in order that both sexes shall be equally employed in the administration of this legislation affecting women and children."

*London Society for Women's Service.* Four meetings of the Joint Committee on Women and the Civil Service have been held during the year. Active support has been given to the movement for Equal Pay, and, on the initiative of the F.W.C.S., action was taken on the staffing of the Insurance Department of the Ministry of Health with a view to ensuring equality of opportunity between men and women.

*British Commonwealth League.* The Federation is now affiliated to this body, which has for its object the raising of the status of professional women throughout the Empire.

*League of Nations Union.* The Federation is represented on the Women's Advisory Council of the League of Nations Union, and articles on the work of the League are received from time to time for insertion in *Opportunity*.

### THE FEDERATION OF CASH STATEMENT FOR THE

RECEIPTS.				£	s.	d.	£	s.	d.
To BALANCES, APRIL 1ST, 1925—									
Cash on Deposit: Equality Fund	...	...	...	1,700	0	0			
Current Account: Equality Fund	...	...	...	279	0	6			
Other Monies	...	...	...	563	0	10			
Cash in Hand	...	...	...	4	19	5	2,547	0	9
" RECEIPTS DURING YEAR—									
Affiliation Fees	...	...	...	1,063	4	0			
Subscriptions—Individual Members	...	...	...	20	5	6			
Rent	...	...	...	89	3	9			
Sales of "OPPORTUNITY"	...	...	...	264	10	2			
"OPPORTUNITY" Advertisements	...	...	...	72	9	11½			
Sundry Sales:									
Whitley Bulletins	...	...	...	2	14	6			
Literature	...	...	...	5	6	0½			
Incidental to Removal	...	...	...	16	6				
Office Work for Associations	...	...	...	10	5				
Removal	...	...	...	5	19	5			
Garden Fête	...	...	...	53	3	0			
Sale of Calendars	...	...	...	28	17	6			
Interest on Deposit Account (a)	...	...	...	18	11	6			
(b) East of Scotland C.S. Nursing Association, Ltd., Bonds	...	...	...	7	4				
(c) 5% War Loan	...	...	...	37	10	0	1,663	9	7
				<u>£4,210 10 4</u>					

We have examined the above Account with the Books and Vouchers of the Federation of Women been verified.

106, St. Clement's House,  
Clement's Lane, E.C.4.  
April 30th, 1926.

### Other Activities.

Meetings were held in most of the Departments last year to bring members into closer touch with Federation activities, and Miss D. Elizabeth Evans, who worked for a short time as Organiser, made a tour in the provinces and was able to hold meetings in one or two offices there.

Action was taken by the Federation in connection with opportunities

### WOMEN CIVIL SERVANTS. YEAR ENDED 31st MARCH, 1926.

PAYMENTS.				£	s.	d.	£	s.	d.
BY OFFICE EXPENSES—									
Salaries:									
Secretary	...	...	...	£279	11	8			
Organising Secretary	...	...	...	152	0	0			
Clerk—Part Year	...	...	...	52	10	0			
Extra Clerical help...	...	...	...	17	0	0			
Rent, Gas, etc.	...	...	...				484	18	8
Printing	...	...	...				172	0	9
Stationery	...	...	...				35	14	6
Telephone	...	...	...				39	14	2
Removal	...	...	...				16	15	3
Postage	...	...	...				15	18	9
Fares	...	...	...				40	10	5
Subscriptions, Donations, etc.:							1	6	6
Donations	...	...	...	£44	15	0			
Affiliation Fees	...	...	...	6	17	6			
Officers' and Delegates' Expenses:							51	12	6
Officers	...	...	...	£21	0	4			
Delegates to Federation	...	...	...	17	9	1			
Delegate from Federation to National Council of Women	...	...	...	8	4	2			
Organising Secretary's Expenses	...	...	...				46	13	7
Bank Charges	...	...	...				4	9	5½
Miscellaneous Office Expenses	...	...	...				1	13	4
"OPPORTUNITY"	...	...	...				20	2	8½
LITERATURE—									
Reports and Publications	...	...	...						
Whitley Bulletins	...	...	...				29	16	5
Press Cuttings	...	...	...				7	10	0
ORGANISING EXPENSES	...	...	...				20	13	0
CALENDARS	...	...	...						
ACCOUNTANCY CHARGES	...	...	...						
HONORARIA	...	...	...						
GARDEN FETE	...	...	...						
INCOME TAX	...	...	...						
PURCHASE OF STOCK—									
Scottish Nursing Home Bonds	...	...	...				20	0	0
5% War Loan	...	...	...				1,497	6	9
BALANCES AT MARCH 31ST, 1926—									
Cash on Deposit: Equality Fund	...	...	...	200	0	0			
Current Account: Equality Fund	...	...	...	113	14	9			
Other monies	...	...	...	745	3	1			
Cash in Hand	...	...	...	34	19	1½			
Stamps in hand	...	...	...	17	0	½			
				<u>1,517 6 9</u>					
				<u>1,094 14 0</u>					
				<u>£4,210 10 4</u>					

Civil Servants and find it to be in accordance therewith. The Bank balances and Investments have

HOMERSHAM & CO.,  
Incorporated Accountants.

for women under the Widows', Orphans' and Old Age Contributory Pensions Act, outside recruitment for posts of Assistant Inspectors in the Ministry of Health, Women's opportunities for promotion in the Board of Customs and Excise, salary scales for Women Pension Officers, the deferred leave of Post Office transferees, Marriage Gratuity, Writing Assistants debarred from sitting for Clerical Competitions, and Southborough Anomalies.

The Federation continues to be approached by outside bodies and individuals both from England and abroad who desire information on the position of Women in the Civil Service, and our Hon. Secretary has been asked for and has supplied several articles for the non-Service Press on the same subject.

**Future Policy.**

Activities during the coming year will be mainly directed to Equal Pay propaganda; to maintaining the rights of existing women Civil Servants to equal treatment with their male colleagues inside the Departments; openings in new work for women inside the Service will be carefully watched and pressure will be exerted to have women appointed to new Departments. In particular, the Home Office, the Civil Service Commission, and the Office of Works should provide some posts for women above the clerical grade.

In view of the recent decision of the Staff Side that only those bodies represented nationally should be eligible for representation on the Departmental Whitley Councils the position as regards representation on the National Whitley Council is being carefully watched.

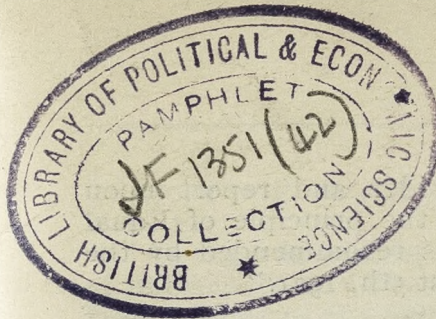
**Hon. Treasurer's Note.**

The Treasurer has much pleasure in presenting the Balance Sheet, which shows an Income in excess of expenditure and a very substantial balance in hand. The Special Fund has again been used to meet some of the expenses in connection with our Equality Campaign, and the purchase of £1,500.5 per cent. War Loan was made from this fund. The interest shown at (b) and (c) is for a half year only.

Receipts from *Opportunity* Advertisements are still increasing, a proof of the popularity of our paper amongst members and their friends.

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

Balance at 1st March 1926	£ 100 0 0
Income	£ 100 0 0
Expenses	£ 100 0 0
Balance at 31st March 1927	£ 100 0 0



Noble  
JF (42)  
D325  
(2)

# The [Federation of Women Civil Servants

REPORT FOR YEAR ENDING MARCH 31st, 1927.

**The Year.**

**T**HE year 1926 will long be remembered in the Civil Service owing to the action taken by the Staff Side of the National Whitley Council in advising Civil Servants not to assist the Government by any departure from ordinary routine during the Industrial Dispute in May.

The Federation issued a memorandum to its members pointing out that as Servants of the Crown it was essential for them to remain politically neutral, and to assist the Government in power to maintain the essential services of the country.

The Staff Side resolution on this subject has resulted in the withdrawal of a majority of the higher grade Associations from the Staff Side of the National Whitley Council. The Federation applied in November for one of the vacant seats, but, so far, they have received no reply. The *New Civilian*, so frequently the mouthpiece of the Staff Side, in objecting to representation of a woman's organisation, says that it is folly to do "business on the basis of sex," but apparently only the women are foolish in so doing, no protest being made against the men who insist that promotion, grading, and pay, shall all be decided on a sex basis.

Press attacks on the Service continue, and the Civil Service Defence Committee, set up by the Staff Side of the National Whitley Council for propaganda purposes, continues to function.

**Equal Pay.**

Little obvious progress has been made during the past year on the above question, but a steady propaganda, both inside and outside the Service has been maintained by the Civil Service Equal Pay Committee.

Resolutions in favour of Equal Pay were passed during 1926 by nearly all the most important feminist organisations, and the demand for the appointment of a Select Committee of the House of Commons to consider the cost and best method of application of the principle is receiving a wide measure of support. A resolution voicing this demand was proposed by our Honorary Secretary at the Annual Meeting of the National Union of Societies for Equal Citizenship this year, and carried unanimously, and similar support has been forthcoming from other important women's organisations.

Resolutions were passed as follows :  
" That this Council urges upon the Government to appoint a Select

Committee of the House of Commons to consider and report upon the best means and the cost of giving effect to the principle of Equal Pay for Men and Women in the Civil Service as recommended by the House of Commons on May 19th, 1920, and August 5th, 1921."

Supported by :

The Association of Assistant Mistresses in Secondary Schools.  
Catholic Women's League.  
Chartered Society of Massage and Medical Gymnastics.  
College of Nursing.  
Fabian Women's Group.  
Federation of University Women.  
League of the Church Militant.  
London Congregational Union Women's League.  
London County Council Women Teachers' Union.  
National Union of Societies for Equal Citizenship.  
National Union of Teachers.  
St. Joan's Social and Political Alliance.  
Six Point Group.  
Temperance Legislation League.  
Women Sanitary Inspectors' and Health Visitors' Association.  
Women's Auxiliary Service.  
Women's Election Committee.  
Women's Freedom League and  
Women's National Liberal Federation.

*National Council of Women.*

"That the National Council of Women reaffirms its adherence to the principle of equal pay for equal work, accepted by the nation in the payment of Members of Parliament, and calls upon the Government to establish equal rates of payment as between men and women performing similar duties in the Civil Service and in the teaching profession."

*The National Women Citizens' Association.*

"In the opinion of this meeting the principle of equal remuneration for work of equal value done by men and women should be recognised in every department of the Civil Service, and the same opportunities provided for training for the higher grade posts."

Unexpected support for Equal Pay has come from the commercial world, both Mr. Henry Ford and Sir Charles Higham having stated their agreement with the principle which they apply in the case of their own workers. Several recent appointments of women to business posts carrying large salaries have attracted much press attention, and such appointments discredit to a large extent the typically Civil Service attitude that only men are worth the higher salaries.

**Equal Opportunities.**

Equal opportunity for entry to the Service remains where it was last year. One woman was successful in obtaining an appointment to an Administrative post at the August, 1926, examination, and a certain number of women have been appointed as Assistant Inspectors of Taxes.

Owing to the redundancy of male officers still existing in the Executive Grade no open competition has yet been held for Executive posts, and women who hailed with satisfaction their eligibility for this grade, by the agreement of the National Whitley Council in 1920, are still waiting the absorption of a large number of male ex-second division clerks, placed in the Executive grade on re-organisation, before any real advance can be made.

The appointment of ex-Service men to Clerical posts has precluded the holding of an open competition for both sexes in this grade, and what

we hope will be the last competition for girls only is to be held in May, 1927.

As regards women already in the Service the position shows little sign of improvement. There are still no women of the Treasury Classes at the Home Office or the Office of Works, while their employment is drastically limited in the Headquarters of the Board of Education and the Ministry of Health. In the Ministry of Pensions women holding the same supervisory posts as men are refused the same grading.

Outside the Women Establishment Officers, at the Treasury there is only one woman and there are none at all in the Secretariat of the Post Office, a Department where women were first employed over fifty years ago. In March this year, seven years after the first Equality Resolution was passed by the House of Commons, the Postmaster-General stated that it is not practicable to equalise the prospects of promotion of men and women in the Savings Bank Department, each sex having its own line of advancement, the 842 clerical men with 313 superior posts and the 1451 clerical women with 124!

A very great deal more pressure must be brought to bear upon Ministers in their constituencies before women will be given opportunities to qualify for promotion to higher posts in the Civil Service, even in those Departments where the nature of the work makes it specially desirable that women should hold responsible posts. The dice are heavily loaded against the women as they have to fight their male colleagues as well as their male official superiors before any measure of equal opportunity can be obtained.

**Common Seniority.**

The past year has been almost barren of results as regards the creation of Common Seniority Lists in the Departments employing a mixed staff. The number of higher posts allocated to men is out of all proportion to the number allocated to women, and, as any change would worsen the prospects of the male staff, the position is prejudiced before any discussion takes place.

A Committee of nine members, including three women, has been set up in the Ministry of Health to consider aggregation on the Outdoor Staff of that Department.

In other Departments the question has either been shelved or referred to a Sub-Committee of the Departmental Whitley Council, but with women in a minority on every Committee there is little hope of success.

**Equal Franchise.**

The Federation took an active part in the Equal Franchise Demonstration in Hyde Park on July 3rd, sharing a platform with the Women's International League.

The Federation is represented on the Equal Political Rights Campaign Committee, and sent a delegate on the Deputation to the Prime Minister on March 8th, organised by this Committee.

**The Civil Service Dinner.**

The Federation was well represented at the Civil Service Dinner in February. Prince Arthur of Connaught was the chief guest. This year several members of the legal profession accepted invitations. Among the speakers was the Duchess of Atholl, Under-Secretary of State for Education, who, in one of the best speeches of the evening, responded to the toast of His Majesty's Ministers.

**Relations with Organisations outside the Civil Service.**

*London and National Society for Women's Service.* The Joint Com-

mittee on Women in the Civil Service, under the auspices of the above Society which has done so much in the demand for equality in the Civil Service, considered the possibility of amalgamation with the Civil Service Equal Pay Committee. After the position had been explored, however, it was agreed that the two bodies should continue to function autonomously and the Women's Committee will continue to deal with both questions of Equal Pay and of Equal Opportunity.

*British Commonwealth League.* Two important Conferences have been held during the year, at both of which the Federation was represented. The first of these, held in June, dealt with Migration and Government, especially in relation to Opportunities for Women.

The second Conference, held in September, dealt with matters for presentation to the Imperial Conference.

*The Six Point Group.* The Honorary Secretary of the Federation is a member of the Executive of the Six Point Group, which during the year has added two fresh Points to its programme, viz., Equal Political Rights and Equal Occupational Rights, recent legislation having been secured on the previous points, now omitted, viz., Widows' Pensions and Equal Guardianship.

Equality of Pay and Opportunity in the Civil Service is now the fourth Point of the Six Point Group programme.

*The I.P.A.* The Institute of Public Administration continues to consolidate its position and its prestige with the educated public is increasing to a gratifying extent. During the last season the series of visits to Public Offices and the week-end Conference in London on Staff Control, Management and Promotion, provided a welcome opportunity for Members of the Institute in London, who are unable to attend the Annual Conference, to take part in its activities. The Summer Conference this year will be held at Cambridge, and a contingent of Danish Government officials will be entertained by the Institute.

The Honorary Secretary of the Federation has served on the Council and Executive of the Institute during last year.

#### " Opportunity."

The success of *Opportunity*, both financially and otherwise continues. The paper is widely read outside the Service by those who are interested in Equality between the sexes. The series of Special Articles on the work of Women in various professions which appeared during the past year was greatly appreciated.

#### Federation Calendar.

The design for the Calendar was drawn by Miss Adams. It has been much appreciated this year. An attempt to change the form of the Calendar received scant support and it was decided to continue to print quotations applicable to the general objects and outlook of our organisation.

#### Council and Committee Notes.

There have been nine meetings of the Council, two of which Scottish delegates have attended; also eight meetings of the Executive Committee during the year.

Meetings of the Membership Sub-Committee and the Equal Political Rights Sub-Committee have been held during the year.

In addition there have been eight Officers' meetings.

In November, 1926, a Conference of members of the Federation was held. Matters discussed included the organisation of the Federation, the

Whitley situation and Protective Legislation for Women. The discussion of the new Factories Bill rendered it essential for the Federation to decide its policy on this vexed question and the fullest publicity was given to the arguments for and against "Protective Legislation" versus "Equality," in order that our members might arrive at a considered decision. In accordance with our general principles the Council of the Federation finally agreed that Equality should be the guiding principle and that no real gain to the community resulted from classing women with young persons when questions of protective legislation arise.

#### Other Activities.

During the year action has been taken by the Federation in connection with women's opportunities for promotion in the Board of Customs and Excise, as a result of which three women have been promoted to the Higher Clerical Grade; acting appointments in the Ministry of Pensions; permanent staffing in the Ministry of Health in connection with the work arising out of the Widows' Orphans' and Old Age Contributory Pensions Act; open competitions for the clerical and executive grades; and the starting pay of provincial Post Office transferees to the Ministry of Labour at Kew, the Treasury agreeing to the claim presented by the Federation.

During the past year in the Scottish Board of Health one Higher Executive and three Higher Clerical posts have been filled by women who are in charge of, or supervising, mixed staffs.

The Treasury has been approached as regards the pension rights of certain officers appointed in 1901 to the Census Office, but up to the time of going to press a reply has not been received.

#### In the House.

Questions have been asked for us in the House on various subjects, including Equal Pay, Equality of Opportunity, Sick Leave, Seniority and Staff Accommodation.

#### Future Policy.

The coming sessions of Parliament with the prospect of a General Election looming in the distance will provide opportunities for much political work on the question of Equal Pay. The time has also come to call the Government to account for its failure to provide those Equal Opportunities promised over five years ago. The women have been very patient, realising the difficult claims of the post-war period, but there is an absence of goodwill on the part of the officials in most Departments which can only be removed by Ministerial pressure.

There is much to be done as regards office accommodation and fittings, both questions vitally affecting the health of the Staff. In view of some of the provisions of the forthcoming Factories Bill it is unlikely that the interest taken in this matter in the House will be allowed to drop.

#### Honorary Treasurer's Note.

The Treasurer has much pleasure in presenting the Balance Sheet which shows an income well in excess of expenditure and a very substantial balance in hand.

The investments are a good source of income and the ever increasing receipts from *Opportunity* Advertisements are very gratifying.

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

**THE FEDERATION OF  
CASH STATEMENT FOR THE**

## RECEIPTS.

	£	s.	d.	£	s.	d.
To INVESTMENTS, APRIL 1ST, 1926—						
5 per cent. War Loan ... ..	1,500	0	0			
East of Scotland Nursing Home Bonds ... ..	20	0	0			
				1,520	0	0
„ BALANCES, APRIL 1ST, 1926—						
Cash on Deposit ... ..	200	0	0			
Cash Current Account ... ..	858	17	10			
Cash in Hand ... ..	34	19	1½			
Stamps in Hand ... ..	17	0	½			
				1,094	14	0
„ RECEIPTS DURING YEAR—						
Affiliation Fees and Subscriptions ... ..	1,024	3	6			
Rent, Gas and Electric Light ... ..	41	14	3			
“OPPORTUNITY,” Sales of ... ..	266	19	7			
“OPPORTUNITY,” Advertisements ... ..	85	15	7½			
Sundry Sales—						
Whitley Bulletins ... ..	2	3	10			
Literature, etc. ... ..	3	1	5			
Civil Service Sports Club Tickets ... ..	10	0	0			
Telephone ... ..	2	3	8			
Office Work for Associations ... ..	2	8	10½			
Superannuation Fund ... ..	60	7	0			
Calendars ... ..	34	17	0			
Interest on—						
Deposit Account ... ..	6	0	0			
East of Scotland Nursing Home Bonds ... ..	16	0	0			
5 per cent. War Loan ... ..	75	0	0			
				1,606	0	9
				£4,220	14	9

We have examined the above Accounts with the Books and Vouchers of the Bank balances and Investments have been verified.

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

13.4.27.

**WOMEN CIVIL SERVANTS  
YEAR ENDED MARCH 31st, 1927**

## PAYMENTS.

	£	s.	d.	£	s.	d.
BY OFFICE EXPENSES—						
Salaries and Insurance ... ..		302	4	8		
Rent, Gas and Electric Light ... ..		163	9	3		
Telephone ... ..		13	17	4		
Postage ... ..		34	14	11		
Printing ... ..		30	6	0		
Stationery ... ..		24	19	9½		
Subscriptions, Donations, etc.—						
Superannuation Rights Association ... ..	60	6	6			
Civil Service Sports Club Tickets ... ..	1	0	0			
Affiliation Fees and Donations ... ..	50	12	6			
				111	19	0
Officers' and Delegates' Expenses—						
Officers ... ..	18	6	11			
Delegates to and from Federation ... ..	20	2	8			
				38	9	7
Bank Charges ... ..				16	8	
Miscellaneous Office Expenses ... ..				10	19	10
				731	17	0½
„ “OPPORTUNITY” ... ..				385	10	5
„ LITERATURE—						
Reports and Publications ... ..		10	19	10½		
Whitley Bulletins, etc. ... ..		8	10	0		
Press Cuttings ... ..		12	12	0		
				32	1	10½
„ CALENDARS ... ..				30	12	3
„ ACCOUNTANCY CHARGES ... ..				3	13	6
„ HONORARIA ... ..				104	15	0
„ INCOME TAX ... ..				12	12	4
„ ANNUAL MEETING ... ..				14	1	9
„ INVESTMENTS AT MARCH 31ST, 1927—						
5 per cent. War Loan ... ..	1,500	0	0			
East of Scotland Nursing Home Bonds ... ..	20	0	0			
				1,520	0	0
„ BALANCES AT MARCH 31ST, 1927—						
Cash on Deposit ... ..		200	0	0		
Cash Current Account ... ..		1,159	15	4		
Cash in Hand ... ..		25	1	10½		
Stamps in Hand ... ..		13	4	½		
				1,385	10	7
				£4,220	14	9

Federation of Women Civil Servants, and find it to be in accordance therewith. The

HOMERSHAM & CO.,  
Incorporated Accountants.



ANNUAL REPORT

WOMEN CIVIL SERVANTS  
YEAR ENDED MARCH 31, 1933

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