THE VOTE, JAN. 27, 1922 ONE PENNY.

IRISHWOMEN AND THE FRANCHISE.

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FRIDAY, JAN. 27, 1922.

OBJECT: To secure for Women the Parliamentary vote as it is or may be granted to men; to use the powers already obtained to elect women in Parliament, and upon other public bodies, for the purpose of establishing equality of rights and opportunities between the sexes, and to promote the social and industrial wellbeing of the community.

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WOMAN'S PLACE IN INSURANCE.

By M. E. WRIGHT (Superintendent of the Woman Staff, Liverpool and London, and Globe Insurance Co., Ltd.)

Women employees of Insurance Offices are divided into two sections—one, a numerous body, comprises the typists, and shorthand-writers and typists, and the other—a smaller body—the women clerks.

As regards shorthand-typists in the offices, these officials are almost entirely women. The work is suited to them, and it is work they can do well, but there is a danger of its becoming stereotyped, for technical excellence once being obtained, a shorthand-typist is apt to be confined by the nature of things to work very similar, year in, year out, and this does not allow many opportunities for that business development which employees in other departments may take advantage of in order to advance steadily to higher posts.

Further, although a shorthand-typist may be attached to the same department for a number of years, there are generally several other typists also employed, and in practice it is rare for one shorthand writer to be acquainted with the whole range of any matter.

Except in the case of the comparatively limited number of private secretarial posts to chiefs, head typists, supervisors, and so on, it is not practicable for shorthand-typists' conditions to be largely altered, and therefore their development must be from within.

There will always be room in Insurance Offices for large numbers of women typists and shorthand-writers, not only for the correspondence, but for policy-writing and general copying work. All this work is important. It is an indispensable part of the office organisation, and it is essential that as high a proportion as possible of the staff should be experts.

Most women clerks first entered Insurance offices during the war. At present their work largely lies among the more elementary routine duties owing to their lack of training in the technical principles of Insurance. To remedy this it is essential that the present holders of posts should immediately apply themselves to the study of the elements of Insurance under

guidance, either by attending classes or by correspondence courses, or by private teachers, so as, if possible, to have nothing to unlearn.

There are several directions, information in respect of which should be a matter of course, which are apt to be neglected, especially by the novice, though once acquired the knowledge cannot fail to produce a real live interest in one's own company.

Take, for instance, the question of personnel. To become acquainted with the names of the chief officials of one's company at home and abroad soon causes interest in their business record, for one cannot read the Insurance Press without seeing reports of the activities of the outstanding men in Insurance, and a feeling of pride and emulation is not far behind the first awakening of interest, to say nothing of the mental advance achieved when names cease to be names and become personalities.

Then a person really interested in their own office will make a point of studying with great attention the various prospectuses of their Company, and assimilating as much as possible of their contents. By noting carefully the inducements offered to the public, and observing the good points, and the less good points (if any), the student will gain in time the valuable ability of the critic when regarding other Companies' productions, and eventually, perhaps, even gain the knowledge enabling her to suggest to her superior officer alterations or improvements of real value in their own literature, and most certainly will add to her own powers of gaining business should her ambition lie in the direction of outside work, and she be given a chance to show what she can do. Though classes of business are standardized to a great extent nowadays, variations and improvements in Insurance Policies are constantly being made.

Then, again, the ability to read one's own Company's Balance Sheet with understanding is a great asset, and

the relationship of that final document to the various WOMEN'S MUNICIPAL WORK IN SOUTH AFRICA. lasses of Insurance work undertaken by the various departments and officials has a special interest, for it is the mirror of their ability and of that of the Management, and may at times afford a good example for the exercise (in private, of course!) of the newlyacquired critical faculty.

The foregoing will lead to the study of other Companies' productions, and, in order not to be confused with too much at the outset, comparison could be limited at first to a few of the Companies whose income and general resources most nearly approach those of one's own Company.

Regular study in all these directions will provide the aspirant with an amount of knowledge which will always be useful, and in many unexpected ways, to say nothing of the enhanced interest in the daily happenings of the office, and even in routine work, that increased intelligence in general affairs carries with it. It is also important that the chief Insurance papers

should be diligently and carefully read.

Among the chief Insurance Journals are: The Insurance and Financial Gazette, The Policy, The Policy-Holder, The Post Magazine, and The Review. If possible, all should be read, for each paper has its own peculiar and attractive features. No doubt, however, there are cases where the aspirant cannot afford either the time or the money to take in more than one paper. The weekly reading should be supplemented by study of the annual publication called *The Post Magazine Almanack*. The latter is a mine of indispensable information, and should be studied closely; in fact the aspirant could not do better than regard it as a text book.

Nearly all women clerks work inside the office. Only a few women have been able to undertake outside work, and those who are pioneers are usually engaged in working for Life Insurance. This is partly owing to the absence of candidates with the proper qualifications, partly because of the absence of precedent, and partly because of the fact that the knocking at the door of the Companies by women who seek this kind of work has not yet been very loud.

The procedure of Insurance Companies in the past, on the technical side, has been to take boys fresh from school as juniors, and gradually to teach them the business. Until the present time even the very suggestion of making any departure from this custom has

hardly arisen for consideration.

But, as the distinguished banker, Sir Felix Schuster, said, shortly after the outbreak of War, "The world will OUR NEW PAMPHLETS. never be the same place again." To-day we see how true this saying is. The problem of the wherewithal to "The Work for Women M.Ps.," by Miss Helena live having become the prooccupation of a people, not of a sex, hundreds of thousands of new women workers now earn their living. They control their own expenditure, and large sums are paid by them for commodities into the coffers of all kinds of businesses, including Insurance. This revenue will increase year by year as the numbers of women in employment increase, for whether we like it or not, this tide of women's work is one that cannot be stayed. It is not unreasonable then to expect that the Insurance business, which appeals to women for premiums, shall give women the opportunity of becoming workers in the business.

Insurance Companies are conservative by tradition, but in this new world where women are taking such a large interest and becoming actively engaged in almost every phase of our national life, it is absolutely necessary to put tradition and precedent aside, notwithstanding the strong prejudice that may exist in many minds against a change which appears to them so vital and fundamental. Apart from the unquestionable fact that women are entitled by natural laws to be represented in every sphere of the national life to which they contribute their quota, it must not be forgotten that in seeking a career women have no alternative owing to the peculiar conditions of modern life, and consequently they feel justly entitled to claim the right of an unfettered choice (subject to their capacity) in deciding upon the occupation by which they shall earn their daily bread.

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A recent number of Woman's Outlook (South Africa) reports the election of Mrs. Greenlees on the Town Council of Pretoria. Mrs. Councillor Greenlees is the Transvaal Vice-President of the Women's Emancipation Association Union, and President of the Women's Reform Club of Pretoria, which is affiliated to the W.E.A.U. Mrs. Greenlees, who was returned by a majority of 213, was the official candidate of the Women's Reform Club, who worked hard to ensure her success. The women of Pretoria are triumphant over the return of their candidate, and have celebrated this important event in the civic history of the Northern Capital by several "At Homes." Another municipal success, reported by Woman's Outlook, is the election of Mrs. M. C. Wilson as Mayor of Germiston. Mrs. Wilson is the first woman to be elected Mayor of a Municipality in the Union. During the past year another woman, Mrs. Fitzgerald, acted as Deputy-Mayor of Johannesburg. Women have done magnificent work on Town Council in various parts of South Africa. Many reforms in education, child welfare, sanitary laws, liquor traffic, etc., have been initiated and carried through by women ever since the pioneer of municipal work in South Africa, Mrs. Theodore Words, broke the bonds of conservatism, and entered the Town Council of Maritzburg some years before the

WOMEN MEMBERS OF SOCIETY OF YORKSHIREMEN.

With only one dissentient, the Society of Yorkshiremen in London decided last night to admit women members. Mr. G. F. V. Cutting, who proposed the resolution, said that some of the county associations that were flourishing had already admitted women to membership. Yorkshiremen were behind in this matter. Mr. C. D. Wright said he failed to find a single excuse or argument against the proposal. They would get on very badly at all functions of the Society if women were not admitted. Mr. Louis Ambler, who presided, said they would not be creating a precedent, but would be simply following the example of some other kindred societies that had elected women as members. It would not be necessary to change the name of the Yorkshire

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WOMEN AT HOME AND ABROAD.

More Women Candidates for L.C.C.

Dame Helen Gwynne Vaughan has been added to the list of prospective Municipal Reform Candidates at the L.C.C. Elections in March, and has been selected for Camberwell. She has a fine record of War work, first as Chief Controller of the Q.M.A.A.C. in France, and later as Commandant of the W.R.A.F. She is now Professor of Botany in the University of London, and head of the Botany Department, Birkbeck College. Miss Lilian Dawson (Lib.) has been adopted for the Westminster (Abbey) Division.

Women and the House of Laity.

Four candidates are standing for the vacancy in the House of Laity, created by the retirement of Mr. Douglas Eyre. Two are women, one, Miss Gilchrist, who was of great assistance in the passage of the Enabling Bill, both to Earl Grey in the Lords, and Viscount Wolmer in the Commons, and who is churchwarden of St. George's, Bloomsbury, and Miss Picton Turbervill, well-known for her pioneer work on behalf of Women's Ministrations in the Church.

Policewoman Stands for Parliament.

Commandant Allen, of the Women's Auxiliary Service, is to contest St. George's, Westminster, in the Liberal interest at the next election. She has received promises of practical co-operation from both Coalition Liberals and Independent Liberals. Miss Allen has worked in the Westminster Division since the War.

Women and Town Councils.

In by-elections for Town Councils women have been returned at Birmingham, Glasgow and Leeds. Leeds has now three women serving on the City Council. Thirty-five women are now serving on Town Councils. but so far no woman has been elected to a County

Hair-Splitting in Hungary.

An electoral reform Bill in Hungary gives the right of franchise to every citizen of 25 who can read and write and who has been domiciled for a certain period in the district. Only reputable citizens over 30 are eligible for election as deputies. The franchise will only be granted to women over 24, provided they exercise an independent profession, hold a high school diploma, are mothers of three children, or if their husbands are Government officials.

Woman Councillor and the Edinburgh Guildry.

Councillor Mrs. Millar some time ago applied for admission as a Burgess and Guild Brother at Edinburgh, and the legal position as to the admission of women to the Guildry has in the interval been the subject of inquiry. Last week a sub-Committee of the Lord Provost's Committee recommended, as there were no legal difficulties in the way, the admission of Mrs. Millar.

Moslem Ladies Reprimanded.

Moslem ladies who have been disregarding tradition "by meeting male foreigners, unveiled, at receptions, and sitting with them at afternoon tea, and even dancing with them at private houses," have been reprimanded by Mustapha Fehmy, the Commissioner for the Skeriat (the Sacred Law), who assures them that chastisement awaits them in this world as well as in the next.

Airwomen Killed.

Miss Elsa Andersson, the only certificated airwoman in Sweden, was killed at Askersund this week in making a parachute descent from an aeroplane from which she jumped at a height of over 2,000 feet. The tragedy, which was witnessed by a crowd of 4,000 people, was due to the failure of the parachute to act.

Ramsgate's Freewoman.

The honour of becoming the first freeman of Ramsgate was last week conferred by the Council on Dame Janet Stancomb Wills, a generous supporter of the local charities, and who provided the town with a motor

Women Teachers' Deputation.

The Minister of Education, Mr. Fisher, received, last Thursday, a deputation of nine representatives of the National Union of Women Teachers, who urged that there should be no reduction of expenditure on education. Miss Bale (Cardiff), President of the Union, introduced the deputation, and the speakers were Miss Phipps (Swansea) and Miss Agnes Dawson. Mr. Fisher informed the deputation that his reply must be regarded for the moment as strictly confidential.

A Second Grace Darling Honoured.

Miss Armstrong, of Cresswell, known as the second Grace Darling, has been presented by Sir Godfrey Baring, on behalf of the National Lifeboat Institution, with a gold brooch in acknowledgment of her fifty years' service to the local lifeboat.

Brighton's Women Police.

By a unanimous vote a large Brighton meeting emphatically declared in favour of the re-appointment of women police in the borough. Twenty-three women's organisations were represented at this meeting.

ENTERPRISING WOMAN PUBLISHER.

A recent enterprise is that of the Chelsea Publishing Co., with its woman director, Miss Edith Place. Miss Place is a well-known suffragist, and has had many years' experience in local government work and in social reform. For some years she acted as Secretary of the Municipal Women's Party. A great-granddaughter of Francis Place, the Chartist, she has inherited a deep interest in the welfare of the masses, and MSS. by working men or women receive special attention in her publishing business. Her ear is always open to those who have a genuine message for their generation.

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FRIDAY, JANUARY 27th, 1922.

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To the Secretary—on all other business, including Vote orders, printing, and merchandise, etc.

Telegrams: "DESPARD, Museum 1429, London." Telephone: MUSEUM 1429.

EDITORIAL

The Editor is responsible for unsigned articles only. Articles, paragraphs, or cuttings dealing with matters of interest to women generally will be welcomed. Every effort will be made to return unsuitable MSS. if a stamped addressed envelope be enclosed, but the Editor cannot be responsible in case of loss.

IRISHWOMEN AND THE FRANCHISE.

Irishwomen are no more pleased than British women to continue to hold the parliamentary franchise on unequal terms with men, and we rejoice to see that our Irish women friends do not intend to remain inactive in this matter. They are pressing all the more for the removal of this inequality in view of the possibility in the near future of a referendum or any appeal to the country being made in connection with the Peace Treaty. The following letter signed by Mrs. Sheehy Skeffington (Chairman), and by Mrs. Connery and Mrs. Cahala (Honorary Secretaries), has been sent to Mr. Arthur Griffith, Head of the Free State, and to Mr. De Valera, Head of the Republican Party:-

The Irish Women's Franchise League desires to wait upon you in order to draw your attention to certain grave anomalies in the present franchise law as it affects women. It also wishes to urge upon you the advisability of having the law amended by the Dail, in order that all adult women be given the franchise on the same basis as that on which men now hold it, thus securing democratic suffrage truly representative of the

will of the people." We propose sending joint deputations from various women's societies to you on this matter, and would be obliged if you would kindly fix as early a date as

possible to receive us." We wholeheartedly wish the Irish Women's Franchise League complete success in their effort to secure for women in the South of Ireland equal enfranchisement with men, and it will give every member of the Women's Freedom League genuine pleasure to learn that Mrs. Despard is working in this campaign. If the women in the South of Ireland secure equal enfranchisement with men we may be quite sure that the women of Ulster will not delay in pressing their claims for an equal political status. Last week the Women's Freedom League wrote to the Prime Minister urging him to include in the King's Speech at the beginning of next session early in February a measure for the enfranchisement of women at the same age and on equal terms with men, and to arrange that it should be carried through all its stages into law early next Session. The National Union of Societies for Equal Citizenship has asked Mr. Lloyd George to receive a joint deputation of women's societies (on which deputation the Women's Freedom League will be represented) to put before him the arguments for this necessary reform. Two hundred members in the House of Commons are reported to be in favour of it. We cannot think that the Dail or our own Government will think it expedient to delay for long this measure of justice for women, and we look forward with every hope to the early enfranchisement of the women of Ireland and Great Britain at the same age and on equal terms with men. In America men and women both have the vote at the age of twenty one. Surely it is time that the women of these Islands

WOMEN UNDERCUT MEN.

Women are not blacklegs from choice; and they do not take less money than men for work because they despise money. The plain fact is that women have to live; and as men have still practically the monopoly of the better-paid posts, and employers continue to pay men at a higher rate than women for similar work, women are forced to sell their labour almost for anything it will fetch. Men trade unionists have frequently been short-sighted in their refusal to allow women to become members of their unions, and in the lack of support given to women's efforts to secure equal pay for equal work with men. Time after time women suffragists pointed out to these trade unionists that the unequal payment regularly meted out to women would tend to cheapen all labour. How often has the Women's Freedom League urged during the Conferences of the National Union of Teachers the necessity, from the point of view of both men and women teachers, that their rates of pay should be equal? We at any rate are not surprised to learn that at a meeting of the Oxfordshire Education Committee Mr. G. P. Randolph (the Chairman), announced that the reductions in expenditure had been effected by the substitution of women teachers for men. What do men teachers say to that? If they had loyally stood by the women in their just demand for equal treatment with men there could not be this unfair competition between the sexes. From the evidence given before Lord Cave's Committee on Trade Boards, we learn that a woman shop assistant of 23, not living in, was in receipt of 24s. wages per week, and a woman of 22, living in, received 10s. per week. It was a practice with one firm to pay no wages to women assistants. Is it surprising, therefore, that a man of 27, who was a manager, was paid 34s. weekly, and an assistant manager of 23, 25s. weekly? Only when men and women together demand equal pay for equal work will women workers cease to be sweated, and men workers cease to be undercut by women.

WOMEN AS CENSORS.

We have on several occasions urged that women should share equally with men in the censorship of film productions, and have suggested either that a man and a woman should be appointed chief censors by the Government, or that men and women in equal numbers should be appointed by all local authorities for this work, our contention being that, as the Movies are visited by children of all ages in their hundreds of thousands, there ought to be some competent authority, including women, who should make it their business to see that the productions seen by these children are not likely to have any harmful effect upon them mentally or morally. In America women have also pressed for the appointment of women to the film censorship. Now we learn that in Edmonton, Alberta, two women, Mrs. Neville Harbottle and Mrs. James Craig, have been appointed to act with chief censor Howard Douglas on the Alberta Moving Picture Board. Both women are reported to be eminently fitted for the responsibility which devolves upon them. Formerly this Board consisted of two men and one woman. Mr. Herbert Greenfield, who was responsible for the change, in conversation with a representative of "The Christian Science Monitor," expressed the opinion that women were best qualified to judge as to the pictures suitable for exhibition in the Province, and as to the influence of different types of pictures on the youth of the Province. In our view the arrangement in Alberta is much preferable to the one sanctioned by the London County Council, under which one woman is appointed were placed upon an equal political footing with their to work with several men members of the trade in regard to the censorship of films.

WOMEN AND LOCAL POLITICS.

Public Meeting at Caxton Hall.

An interesting Meeting, convened by the Women's only ten women amongst a total of 144 members of the Local Government Society, was held on Wednesday, January 18th, at Caxton Hall, Westminster, to promote the return of women to the London County Council, the elections for which will be held on March 2nd. Miss Bertha Mason (Chairman of the W.L.G.S. Council) presided.

FRIDAY, JANUARY 27, 1922.

Miss Adler, L.C.C., J.P., made a stirring appeal against undue economy in education. America and Germany were pressing forward with education, but in this country, she said, reactionaries were trying to cut down all possible expenditure. Technical education was practically stagnant to-day, whilst grants to universities were being reduced by £300,000. The L.C.C. controlled a thousand elementary schools, and an average of 65,000 children; 250,000 of these were still being taught in classes of fifty and over. off education" must be put in the forefront of women's programmes in municipal politics. With regard to Housing, said Miss Adler, conditions in London were far too grave to allow of building being curtailed; over 184,000 people were living under appallingly insanitary conditions, and at least twenty-two areas had been notified by the Medical Officer of Health as unfit for human habitation. Some of these areas had been made the subject of enquiries by the Minister of Health. Southwark had already been dealt with, and Whitechapel was to receive attention in the future. Work on the L.C.C., concluded Miss Adler, also offered great scope in the care of mental deficients, and especially in connection with mental hospitals; in public health schemes, such as the tuberculosis campaign; in the proper control of cinemas and other entertainments; inspection of massage establishments, employment agencies, parks and theatres. At present there were

London County Counc

Miss Margaret McWilliam, C.B.E., L.C.C., J.P., urged with much eloquence the need for more Nursery Schools. There was a great gap, she said, between a child's infancy and its school life, and it was for this reason that Nursery Schools had come into existence. The McMillian Nursery School, with its 250 children, was the largest in the world. The Education Authorities had recently given a grant of £1,000 for its extension, and an additional £1,000 for equipment. In addition, thirty-five students of Nursery School methods had been sent out all over the country to start new centres. One had recently been established in Boston, America.

Dr. Adeline Roberts (Marylebone), one of the L.C.C. candidates at the forthcoming L.C.C. election, compared the medical work of the London County Council to a tap which helped to shut off much disease and suffering by its methods of prevention. Housing conditions, she affirmed, were at the bedrock of the problem of disease. As a co-opted member of the Asylums Committee, she said that a little experience in this direction showed a great need for the reform of the present lunacy laws. At present young women, suffering from puerperal fever, sometimes after the birth of their first child, were certified as lunatics, and placed in company with confirmed mental cases. The Mental Deficiency Act of 1913 was really a wonderful Act, about which people knew very little. This Act gave large powers concerning imbeciles, etc., and children in Mentally Deficient Schools.

Other women candidates who addressed the meeting included Mrs. Dunn Gardiner, Miss Lilian Dawson (Westminster), Miss Rosamond Smith (Islington), and Dr. Barry Lambert.

FAMILY ENDOWMENT.

Monday Evening Debate at Minerva Cafe.

An interesting Debate was held last Monday evening, in the Minerva Café, between Mrs. E. M. Hubback and Miss Helena Normanton, B.A. Mrs. Dexter, presided. Mrs. Hubback spoke to the following resolution: "That the present system of providing for families from individual wages is unsatisfactory in its social results, and wasteful of national resources." The children of the nation, she said, should be regarded as a national asset, and their welfare treated not as a private but as a public concern. The present basis for wages was fixed on the assumption that a man had to support a wife and three children. This meant that in families where there were more than three children the subsistence was not sufficient, and in families where there were less than three children, or the man was unmarried, the wages were too much in comparison. During the War, when separation allowances included payments for each child, the condition of the children became immensely improved. It was argued that the cost of family endowment would be very great, but the present system of wage allowances was still more extravagant. It was estimated that there were $10\frac{1}{2}$ million adult male wage earners in this country. As each of these were supposed to be responsible for three children, the wages now being paid were sufficient for 30 million children. Yet there were only 10½ million children in the country.

Two important schemes were being discussed as remedies. The first proposed that the maintenance of children should be the care of the State, leaving the man free to support himself and his wife. In such National Family Endowment the necessary sum would be raised from taxation, and the allowances paid out weekly to each mother. The second scheme, which was already working in several parts of the world, proposed that employers should pay to each employee,

whether married or single, a wage sufficient to keep himself and his wife. In addition employers would pay into a State Fund an estimated allowance for one child for every employee, whether married or single. This method would do away with any motive to differentiate between married and unmarried employees.

Miss Helena Normanton, in opposing the resolution. agreed that the present system of paying wages was bad, but said the proposed alternatives were worse. The cost of such schemes would be enormous, and the country, at the present moment, could not possibly sustain any further taxation. During the Napoleonic era the working classes had been in receipt of a bonus on each child, and both the birthrate and the National Debt became enormously increased in consequence. Moreover, such schemes could not be run except by a Ministry of Child Welfare, which would again cost a great deal. Their working out would also bring with them a great many unpleasant consequences, especially for women. Married women in industry would be sent back to the home because of the extra money given to their children. Employers would use the fact of children's allowances as a pretext for reducing wages. The birthrate would increase alarmingly, especially amongst the unfit, and eugenists would be active in the promotion of measures of sterilization. There would also be a great increase in inspectors and other state officials in family life, to see if the extra money was being properly spent. The effect upon fatherhood and motherhood would be disastrous, for all incentive to individual sacrifice would be taken from parents.

Many questions, and an animated discussion, followed from the audience, and at the conclusion of the meeting the resolution was voted upon. The voting, which resulted in the loss of the resolution, was very close.

BARRIERS IN WOMEN'S MINDS.

BY MARY ALDEN HOPKINS.

(By courtesy of the Woman Citizen).

We are accustomed to think that other people's prejudices, in-We are accustomed to think that other people's prejudices, interferences, and prohibitions, are what keep a woman out of some trades and professions and prevent her advancement in others. We fail to take into account that all these obstacles exist also in the woman's own mind. Even when she passionately refuses to acknowledge them, they influence her conduct, and she must go round, crawl under or climb over these barriers to success before

acknowledge them, they influence her conduct, and she flust go around, crawl under or climb over these barriers to success beforeshe can put her whole attention on the subject in hand. The effort each time uses up a part of the energy that should be expended wholly on the enterprise.

The list is a long one: "Women are good at details but they have no grasp of business as a whole." "A woman takes everything personally." "Women have no initiative." "A woman is apt to go crazy when she reaches middle age." "Women jump to conclusions." Even the good old "Woman's place is in the home" continues to function as a barrier. All these criticisms may be summed up in the statement that women are inferior to men in the qualities necessary for business success.

Boys who are brought up on "dont's," "mustn'ts" and "can'ts" react to this negative training in the same way girls do. They grow up with a sense of inferiority to other boys. A boy who is sickly, or over-guarded, or over-disciplined, or pampered, or disliked, in the family circle is handicapped in dealing with men later on, just as he is handicapped in dealing with other youngsters during his unboyish childhood. He enters into competition in the business world with a sense of inadequacy. He is weighed down during his unboysh childhood. He enters into competition in the business world with a sense of inadequacy. He is weighed down by the fear of failure. He over-estimates others because he underestimates himself. This happens to some men and to most women. Public opinion holds that women are inferior to men in business ability. A woman reacts to this belief in one of three ways: most women accept it, a constantly growing number rebel against the ancient tradition, a very small number are thoroughly convinced

that it is not true.

Women who believe in man's superior executive ability do good work in subordinate positions. They form ladies' auxiliaries and all kinds of helping-hand societies. They work easily and effectively within their limitations. For instance, the parish committee of a church raises money for a new church roof by putting a mortgage on the building. The Ladies' Sewing Circle pays off the mortgage by years of strawberry festivals and church fairs. The men burn the cancelled mortgage at a church ceremony with the happy women looking on. Nobody doubts that men understand finances better than women can.

A very large number of the rebel women who refuse to accept the doctrine of the inequality of women with men are seriously

A very large number of the rebel women who refuse to accept the doctrine of the inequality of women with men are seriously impeded by childish impressions which they think they have outgrown. Their intelligence rejects the ancient-tradition, but it lurks in the memory. It is not uncommon for both men and women to believe one thing with the conscious mind and at the same time hold exactly the opposite opinion in the unconscious mind. This is especially true in regard to subjects having a strong emotional value like religion, sex, love, politics and business.

The unconscious mind is made up, roughly speaking, of everything we have foregotten. Every experience, action and thought

thing we have forgotten. Every experience, action and thought from the hour of birth is recorded in the memory. Some of it gets crowded to the back. Some is in the forefront. A good deal slips back and forth, remembered at need. The combined mass of thought material exerts a continuous influence on all we

mass of thought material exerts a continuous influence on all we do or think or say.

To be a genuine and successful reformer in any line one must be convinced through and through of the utility of the movement. All thought of self must be harmoniously merged into the impersonal activity. Then the energy springing from personal unhappiness, endured injustices and resented deprivations can flow through the new channel and accomplish results. A great many unhappy people have found relief by bettering conditions for others. But one cannot be efficient with a divided mind. A suffragist who believes in the equality of men and women with her conscious mind, while her unconscious mind remains mediæval will be more noisy than helpful.

Some lucky women have no feeling of inferiority due to sex

Some lucky women have no feeling of inferiority due to sex either in their conscious or unconscious minds. That barrier never interposes itself between them and their desires. This freedom may come either from a particularly fortunate environment in childhood or from intellectual processes.

What's to be done for those of us on whose unconscious mind

What's to be done for those of us on whose unconscious mind is indelibly stamped the doctrine of the "weaker vessel"? First, admit that the thought is there. Until one admits its presence, one can't do anything about it. Then when one has looked it over carefully, erase it as much as possible. Maybe it is not indelible. Reason and not emotion should be applied. Honesty is necessary. One will have to acknowledge certain, facts about the human female that hurt one's pride of sex. But the advantage is that one can stand rock-firm on what is left. It doesn't matter that people's opinions differ. The important point is that one must not differ with oneself within oneself. Out of the struggle of different personalities comes progress. But no advance comes from the turmoil within a mind divided against itself. That mental warfare must be settled. The mind must be at peace.

Some of us will never be able to overcome our early teaching. We will always limp a little. We will get on better if we recognize that fact and allow for it, just as one allows for a weak ankle or short sight. At least we will know why we boast, why we complain and why we rant. Curiously enough, when one

comprehends the cause, one doesn't do it half so much

The biggest thing which pioneer women in any line do is not so much the actual achievement as the breaking down of barriers. Those first women blacksmiths—porters—mayors, have forced the barriers in their own minds, and by so doing have weakened those in other minds. It is a pretty courageous thing to smash these emotional fences. Sometimes a woman is so done up by the time she has got herself into a new trade or business that she never accomplishes anything in it. Yet she deserves our hearty praise. "The-First-Woman-Who—" has attacked the barriers in the mind of every woman who hears of her. praise. "The-First-Woman-Who-" has atta in the mind of every woman who hears of her.

NOTES AND COMMENTS.

Women and Mental Hospitals.

THE VOTE

Women and Mental Hospitals.

We have urged, so far without success, that the Minister of Health should include women in the Committee which he recently appointed to investigate the charges made by Dr. Lomax in his book, "Experiences of an Asylum Doctor," against the administration and treatment of patients in asylums. Last week a Conference on Lunacy Administration, called by Sir Frederick Willis, Chairman of the Board of Control, was held in the County Hall, Spring Gardens, and attended by practically the whole of the medical superintendents and chairmen of Visiting Committees of county and borough mental hospitals in England and Wales, the medical superintendents and chairmen of managing committees of registered mental hospitals, and the superintendents of some of the licensed houses. In his opening address, Sir Alfred Mond stated that the chance of getting legislation would be much increased if there could be unanimity as to the alteration of the law which was desired. Certain resolutions upon the early treatment of patients were agreed to unanimously. It was generally agreed that there should be women members on all Visiting Committees, but there was no unanimity on the suggestion that every institution in which there were women patients should have women doctors on the staff. A number of speakers, however, urged this. So far as we can gather, this was practically a Conference of men. There are now several vacancies on the Board of Control, and we would press that its efficiency would be immensely increased if the present opportunity was taken to make its membership consist of an equal number of women and men. We would urge the immediate appointment of more women Lunacy Commissioners, and that in asylums for women, and in the women's side of general asylums, responsibility for the patients shall rest with a woman medical superintendent.

Maintenance of Children.

Last week a young woman of 29 was sentenced at Marylebone to a month's hard labour for neglecting to maintain her son, five years old. When she was charged, the relieving officer, Mr. Roberts, disclosed the fact that the sum of £300 was expended by the Marylebone Guardians to maintain one child under seven years of age for two years. If these Guardians with their collective wisdom and resources could not keep a child for less than £150 a year, it seems rather hard that a young woman was given a month's hard labour for not being able to make provision for her child

A Humane Experiment.

According to The Christian World, at Christmas time, American prisoners who had had a long term of imprisonment were allowed to go home on condition that they returned to gool afterwards. In each case the promise was kept, and the prisoners went back to their confinement without an escort.

What Women Owe To London University.

Sir Edward Busk, who has been Chairman of Convocation for thirty years, and a former Vice-Chancellor of London University, has announced that he will retire in May. In an interview with a Pall Mall representative, Sir Edward said:—"In the early seventies a committee used to meet in Lincoln's Inn to consider the admission of women, and in 1879 the first woman went up for an examination; so we were the first University in the kingdom to admit women, and later it was written on the statute books, 'No disability on account of sex.' We have women professors and women students, and their names appear on the same fessors and women students, and their names appear on the same

Wanted-A Woman Minister of Health.

Wanted—A Woman Minister of Health.

Before the Ministry of Health came into being, and when its formation was under discussion, the Women's Freedom League urged that the Minister of Health should be a woman. We pointed out that this was essentially an appointment for a really suitable woman, and that we were convinced that such women were available. After the experience of the work of two Ministers of Health we are more than ever of opinion that we were right in our suggestion. Last week Sister Hettie (Mrs. Rowntree Clifford), at a crowded women's meeting held at Barking Road Tabernacle, under the auspices of the West Ham Central Mission, said "the head of the Ministry of Health ought to be a woman," when she proposed a resolution of protest against the new regusaid the head of the Airnistry of Health ought to be a wolfiall, when she proposed a resolution of protest against the new regulations of the Ministry of Health in regard to free milk to mothers and children. She said that in their campaign for economy the Ministry had decided that in future no milk was to be supplied to children over one year of age, while mothers and expectant mothers were to have, in place of the milk, a free dinner up to mothers were to have, in place of the milk, a free dinner up to the value of 6d. Mrs. Clifford was of opinion that life was quite hard enough for the mothers of East London without their having to run out in the middle of the morning to some public kitchen to receive their dinners. The resolution was carried unanimously, and a copy of it sent to the Minister of Health and to the Prime.

Women's Freedom League.

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FORTHCOMING EVENTS.W.F.L.

LONDON AND SUBURBS.

Saturday, January 28, at 4-6 p.m.—Minerva Club, Brunswick Square, Tea—Dance. Admis-

Monday, January 30, at 8 p.m.—Public Meeting, Minerva, Café, 144, High Holborn, W.C. Speaker: Mr. F. Thoresby. Subject: "Freedom of Responsibility." Chair: Miss E. W. Kirby. DARE TO Monday, January 30.—"Fair" Committee, at 3 p.m., at 144, High Holborn.

BE FREE. Friday, February 3.—Organisation Committee, at 6 p.m., at 144, High Holborn.

Saturday, February 4, at 10 a.m.—National Executive Committee Meeting, at 144, High Holborn, W.C.

Monday, February 6, at 8 p.m.—Public Meeting, Minerva Café, 144, High Holborn. Speaker: Mr. Edward Cecil (Dramatic Writer and Author). Subject: "The Inefficiency of Women." Chairman: Dr Octavia Lewin.

Monday, February 13, at 8 p.m.—Public Meeing, Minerva Café, 144, High Holborn, W.C. Speaker: Miss Agnes Dawson (National Union of Women Teachers). Subject: "False Economy Education. Chair: Miss Lilian Pierotti.

Monday, February 20, at 6.30.—Mid-London Branch Meeting,

144, High Holborn. Monday, February 20, at 8 p.m.—Public Meeting, Minerva Café, 144, High Holborn. Speaker: Miss Kate Manicom. Subject: "The Working Women's Delegate at Washington." Wednesday, February 22, at 3.30 p.m.—Public Meeting, Minerva Café, 144. High Holborn. Speaker: Councillor Margaret Hodge. Subject: "The Spinster of To-day, and of a Hundred Vears Aco."

Hundred Years Ago?"

Monday, February 27, at 8 p.m.—Public Meeting, Minerva Café, 144, High Holborn. Speaker: The Rev. C. M. Coltman, M.A., B.D. Subject: "The Priestly Vocation of Women."

Salurday, March 18, at 10 a.m.—National Executive Committee Meeting, at 144, High Holborn, W.C.

Friday, April 28, at 10 a.m.—National Executive Committee Meeting, at 144, High Holborn, W.C.

Meeting, at 144, High Holborn, W.C. Saturday, April 29, at 10 a.m.—Annual Conference.

SCOTLAND.

Thursday, February 2, at 7.30 p.m. Edinburgh. Branch Meeting at 40, Shandwick Place. Annual Conference, Resolutions.

PROVINCES.

Monday, February 6, at 8 p.m.—Southend-o1-Sea and District.—Public Lecture, at Metropolitan Academy of Music, 10, London Road, Southend-on-Sea. Speaker: Mr. R. C. Wren, J.P. Subject: "The Work of a Justice of the Peace." Tuesday, February 14, at 7 p.m. Portsmouth. Public Meeting, 2, Kent Road. Speaker: Mr. A. G. Yeaxlee. Subject: "The Work of the Portsmouth Welfare Association."

OTHER SOCIETIES.

Friday, January 27.—Stockton, Thornaby and District Women Citizens' Association. Speaker: Councillor Schofield Coares, J.P. Subject: "The Washington Conference." Monday, January 30. Bishop Auckland Branch of B.W.T.A. Annual Meeting. Speaker: Councillor Mrs. Schofield Coates, J.P. Subject: "National and International Outlook for Women."

Friday, February 3, at 3 p.m., Lewisham Women and Children's Welfare Society, 12 Bromley Road, Catford, S.E. Speaker: Dr. Octavia Lewin. Subject: "The Training of Children in

Personal Hygiene."
Friday, February 10, at 8 p.m.—St. Albans Debating Society.
Public Library. Debate: "Should women cease to be employed when married?" Miss Helena Normanton, B.A., opposer.
Sunday, February 19, at 7.30.—St. Pancras Secular Society.
Speaker: Miss K. Raleigh. Subject: "Words that Deceive."
Sunday, March 5, at 11 a.m.—Ethical Church, Queen's Road,
Bayswater, W. Speaker: Mr. Laurence Housman. Subject:
"Living Sacraments." 6.30 p.m., "Departmental Morality."

BRANCH NOTE.

We held a meeting on January 11th, and though there was not a very big attendance, it was an enthusiastic gathering. Mrs. Raney spoke on various subjects connected with women's interests. Refreshments were kindly provided by Mrs. Raney and Mrs.

are having a Whist Drive on January 26th, at Owen Hall, Baker Street, at 7.30 p.m. Admission, 1/- each.

(Hon. Sec.) : E. S. STOWMAN.

OUR OPEN COLUMN

(To the Editor of The Vote).

Hospital Boycott.

DEAR MADAM.—In your Notes and Comments for 13th January, you refer to the Hospital Boycott of the Metropolitan District Committee of the National Federation of General Workers, and to a statement of mine which has appeared in the "Press." You ask why there is such disparity in the wages to men and women. Your question should really be addressed to the Court of Arbitration who gave the decision that men employed by Hospitals shall be paid £3 per week and women \$25. 35/-. I think there is some misunderstanding on your part with reference to this question. The Award does not refer to nurses, who are not represented by our Federation, but have an organisation of their own. Every nurse should be a member of it if she wants to get "fair play." The Award in question only deals with ward orderlies, messengers, laboratory assistants, post-mortem assistants, etc., and women employed as cleaners, laundry workers, and kitchen staffs. The comparison, therefore, is not between our men members and women nurses, but with women, who, unfortunately in the past, have always been treated as the "cinderellas" of industry. We accepted the Award because it was an improvement on previous wages and conditions, and are resisting its being broken because of our fear that the wealthy men who control the London Hospitals want to squeeze days wages and lengthen howes to their microble are wealest. down wages and lengthen hours to their miserable pre-war level.
We want, and shall fight for more money for the women workers, with equal chances with men in all spheres, but this cannot be done unless women will stand more firmly to their trade unions than they have in the past. I suggest that the Women's Freedom than they have in the past. I suggest that the Women's Freedom League would be helping their own case if they would assist in educating working women to realise the vital necessity for their being trade unionists. When women are as strongly organised as are the men, they will easily be able to insist upon having equal pay and conditions for equal work.

Yours faithfully

C. W. Gibson,

(Secretary) National Engleration of General Workers.

(Secretary), National Federation of General Workers.

Cinema Pests.

DEAR MADAM.—I was very interested in your little paragraph entitled "Cinema Pests," in which Mrs. Alice Burton mentioned having seen a man molest two girls in a cinema. It is possible that occasional instances of this sort of thing do occur, but when she talks about a man dangling a cheap pendant and chain in front of the girls in the dark, I begin to be sceptical. We have beard a great deal in the past about these cases and in the early days of the cinema such cases did occur, but the Cinematograph Exhibitors' Association promptly took the matter in hand, and, by a policy of unceasing vigilance, succeeded in stamping the matter out. Any man who attempts to approach girls in a cinema is promptly checked, and, as in the case she mentions, is turned out and, when expedient, prosecuted. In many cases the parents refused to permit the prosecution to go on. Your readers will remember that this was one of the charges that was brought against the cinema a couple of years ago with much violence of language, but when it came to the question of official investigation into facts, those who had been loudest in their denunciations refused to come before the Bishop of Birmingham's Commission, and admitted they had no first hand evidence on which to base the allegation. If Mrs. Alice Burton will give the name of the cinema in which this incident occurred I shall be glad to have inquiry made into the circumstance as to why no prosecution Yours faithfully, P. POWELL,

(Cinematograph Exhibitors' Association Great Britain and Ireland.)

In Sympathy.

All members and friends of the Women's Freedom League will wish to send their deepest sympathy to Miss Janet Gibson, of Dundee, for several years a member of our National Executive Committee, on the death of her father, on the 18th inst., after a long illness. Miss Gibson had been home for some time helping to nurse her father, and the deepest sympathy is felt for her, and her sisters and brothers, in their loss.

Spencer, Arthur Farre.-We send also our deepest sympathy to Mrs. Spencer (Marjorie Brend), one of our earliest members, and first treasurer of the Kensington Branch, on the death on the 10th inst., of her husband, after only a few days' illness.

Gugenheim, Emma.—Members of the Women's Freedom League offer their deepest sympathy to our old member, Mrs. Gugenheim, on the death of her daughter Emma, suddenly, from pneumonia, on the 13th inst. Miss Gugenheim was 19 years of age, and one of the most brilliant scholars of the North London Collegiate School for Girls. Her death has cut short what pro-

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