

# Equal Rights

VOL. XI, No. 10  
FIVE CENTS

SATURDAY,  
APRIL 19, 1924



Drawn by Nina E. Allender

WHICH WILL BE THE NEXT ?



## Notes of the Week

### Woman M. P. Introduces Equal Guardianship Bill

MRS. WINTRINGHAM, Member of the British Parliament, introduced a bill in Parliament on April 4 "to amend the law relating to guardianship, maintenance and custody of infants," states the *International Woman Suffrage News*.

### Bombay to Protect Children

*Stri-Dharma*, a Hindu feminist paper published in Madras, India, states in its February issue that a Children's Act was introduced at the recent session of the legislative council of Bombay, India, to provide for the care of homeless and needy children. Men may be appointed to act as guardians as well as women, thus emphasizing the fact that it is a children's pension and not a mother's pension.

### German Women Confer

*Schweizer-Frauenblatt*, official organ of the Swiss Federation of Women's Clubs, in its March issue, publishes an account of the general assembly of German Women's Clubs which was held at Mannheim on March 17 and 18. The principal theme of the meeting was "The Effect of the Social and Economic Transformation on Woman and the Family." Frau Dora Hauser of Hamburg spoke on "The Spiritual Self-Consciousness of the Homemaker," Dr. Gertrud Baumer and Frau Luder on "Woman in Parliament and as Elector," and an open meeting was devoted to a discussion of present problems confronting young women and girls. The day of March 19 was given to talks on women in various professions such as government service, teaching, railways, social service and law. In this connection the question of the dismissal of women employees as an economy measure by the German and Austrian Governments was taken up.

Several of the clubs belonging to the Federation brought forward questions which they wished acted on at the conference. Among these was that of the separate voting of men and women in certain electoral districts.

The women stated that they felt that separate balloting and publishing of results was a violation of the principle of the secret ballot, and they urged the conference to take a stand against it.

Another motion proposed was one to urge the women electors to demand a proper number of women candidates on the tickets of their various parties.

### Spanish Women to Vote

WOMEN of Spain have been granted power to vote in municipal affairs and also to stand as candidates. This has been brought about by the Military Dictator, Primo de Rivera.

### Co-educational School Established in India

THROUGH the efforts of Mrs. Finley Shepherd of New York, the first co-educational school has been established in India, with Mme. Sorabje at its head, according to the March 11 issue of *La Francaise*.

### A Bill to Benefit Married Women

THE Governments of Norway, Sweden and Denmark have agreed to pass in their respective Parliaments a measure that will permit a married woman to retain her nationality so long as she remains in her own country. Anna Wicksell of Sweden, writing in the March issue of *The International Woman Suffrage News*, reports that every effort is being made to permit a married woman to retain her nationality in any country and to change the present law, which reads that a foreign woman who marries a Swede will be deemed of that nationality.

### Girls Discriminated Against in Studies

*Le Droit des Femmes*, organ of the French League for Woman's Rights, in its February issue, expresses regret that the reforms in secondary education for girls in France have not been as great as had been hoped. Girls are to be admitted to colleges and lycees, but only on certain conditions and with a reduced schedule, and they cannot receive preparation for the bachelor's degree. The paper feels that far from protecting their health, which is the reason given for the restrictions, this discrimination makes it harder for the girls to complete their studies and obliges them to do outside work.

### Journalists' Bureau Elects Woman

*La Francaise*, in its issue for March 8, notes a change of attitude on the part of the French journalists who have hitherto shown a rather hostile spirit toward their women colleagues. Mme. Ardenne de Tizac, who writes under the name of Andree Viollis, has been elected a member of the bureau of the Syndicat des Journalistes. She had not even sought the election and she received 344 votes out of 370 cast.

### Relief for Wage-Earning Mothers in India

IN India, where millions of mothers are earning a living in factories, mines and tea and coffee estates, states *The International Woman Suffrage News*, in its March issue, Child Welfare Associations are organizing "cradle homes," where nurses are engaged to care for the working women's babies during the factory hours. These "cradle homes" have already been established in Bombay, Bangalore, Sholapur and other cities throughout India.

### Association of University Women to Hold Convention

THE thirty-ninth general meeting of the American Association of University Women will be held in Washington, D. C., April 21-25, 1924. Some of the main subjects to be discussed at the business sessions will be: Reports of officers and committees concerning the work of the Association; the campaign for purchase of the Washington Headquarters and Club Building; reorganization of management of the National A. A. U. W. Club; financing of the present activities of the Association; the Educational Program; the Biennial Conference of the International Federation of University Women at Christiania.

Following is the preliminary program of the convention:

#### Monday, April 21.

- 9.00-10.30—Registration.
- 10.30-12.00—Business Session.
- 12.00- 2.00—Informal buffet luncheon at A. A. U. W. Club.
- 2.30- 5.30—Business Session.
- 8.00 P. M.—Pan-American Program at Pan-American Union.
- Reception by the Washington Branch.

#### Tuesday, April 22.

- 9.30-12.00—Educational Program.
- 12.00- 2.00—Luncheon.
- 2.00- 5.30—Business Session.
- 6.00 P. M.—Buffet supper at A. A. U. W. Club.
- 8.00 P. M.—Open Meeting.

#### Wednesday, April 23.

- 9.30-12.00—Business Session.
- 12.00- 2.00—Luncheon.
- 2.00- 4.15—Branch Conference.
- 4.30- 5.30—Sectional Conference.
- 6.00 P. M.—Buffet Supper at A. A. U. W. Club.

#### Thursday, April 24.

- 9.30-12.00—Conferences. Trustees. Presidents, Deans, Professors. Affiliated Alumnae Associations.
- 12.00- 2.00—College Group Luncheons.
- 2.00- 4.00—Business Session.
- 4.00 P. M.—Drive around Washington.
- 7.00 P. M.—International Dinner.

#### Friday, April 25.

- 9.30-12.00—Business Session.
- 1.00 P. M.—Luncheon at Goucher College.
- 3.00 P. M.—Drive and Tea by Baltimore Branch.

Some of those who have already accepted the invitation to address the convention are Mlle. Marguerite Mespoulet, vice-president of the International Federation of University Women; Johanne Stochholm of the Danish Federation; Mrs. Walter J. Cannon, known for her *Atlantic Monthly* articles; Mrs. Mabel Willebrandt, Assistant Attorney-General; Ida Tarbell, Director Rowe of the Pan-American Union and Ambassador Jusserand.



# Campaign on Congress Progresses

**F**URTHER support of the National Equal Rights Amendment has continued to come to Congress during the past week from the Progressive political groups of the country. One of the most important endorsements received was a resolution adopted unanimously on March 27 by the State Board of the Farmers' Union of Iowa. This resolution reads:

*"Resolved, That we, the State Board of the Farmers' Union of Iowa, believing in the principle of equality of men and women before the law, endorse the National Equal Rights Amendment now pending in Congress and request the Iowa Congressmen to vote to submit this Amendment to the state legislatures as quickly as possible.*

(Signed) "MILO RENO,  
"President."

This endorsement from the most powerful farmers' organization in Iowa was given at a meeting of the State Board of the Farmers' Union after an explanation of the purpose of the Amendment had been made to the Board by Mabel Vernon, national executive secretary of the Woman's Party.

Governor Kendall of Iowa also sent a strong message to Congress urging the adoption of the Amendment. His message was as follows:

"Believing that all discriminations against women should be removed from our laws, I favor the proposed Amendment to the National Constitution providing that men and women shall have Equal Rights and trust that Iowa's representatives in Congress will vote for the submission of the Amendment to the legislatures of the various states.

(Signed) "N. E. KENDALL,  
"Governor of Iowa."

During the week the Legislative Board of the Minnesota Railroad Brotherhoods also went on record in support of the Amendment, and sent a statement of their support to the National Legislative Board of the Railroad Brotherhoods in Washington. Their statement reads:

"The Legislative Board of the Minnesota Railroad Brotherhoods wishes to call your attention to the resolution, commonly called the 'Woman's Bill of Rights,' now in committee in Congress.

"We hear that a woman, claiming to represent the Minnesota Railroad Brotherhoods, appeared before a recent committee hearing in opposition to this bill. We know of no such woman and have sent no one to Washington to oppose this bill. On the contrary, this bill is backed in Minnesota by the progressive women generally and particularly by those who have aided the liberal movement here,

The woman's non-partisan clubs of Minnesota in their annual convention, held this month, passed a resolution supporting it. Not only the women, but the men of liberal views support it. The recent Farmer-Labor Federation Convention also passed a resolution recommending it to their members of Congress. Every railroad Brotherhood in the state was represented at this convention.

"We believe this bill is meritorious and ask you to give it favorable consideration and to take such action in your board as will aid its passage.

"We are convinced that such a law could not prevent the passage of so-called 'protective' legislation. The states have the right, under their police powers, to enact any measure for the protection of the health and well-being of any or all of their citizens. That is the ground on which all welfare legislation has been declared

"I believe that the Equal Rights Amendment should be submitted to the State Legislatures for their endorsement and shall be glad to lend any help I can to that end.

"Cordially yours,  
(Signed) "THOMAS D. SCHALL.

The statement from Congressman Davis reads:

"At the time of the passage of the Susan B. Anthony Amendment to the Federal Constitution in the House of Representatives, I had the privilege of casting the deciding affirmative vote, and I have at all times stood firmly with the women in their struggle for Equal Rights. It is a pleasure, therefore, to have my name placed on record as a supporter of the Equal Rights Amendment proposed by the National Woman's Party, and to pledge my best efforts to procuring its passage.  
(Signed) "C. R. DAVIS."

Among the lobbyists who have recently arrived at the National Headquarters of the Woman's Party are Mrs. Robert Buck and Miss Editha Phelps of Chicago, both members of the state board of the Illinois Branch of the Woman's Party. The daily lobbying under the direction of Maud Younger, congressional chairman of the Woman's Party, continues. Mrs. Gertrude James Robey of Purcellville, Virginia, member of the Virginia state committee of the Woman's Party and one of the national lobby committee, has completed the canvass of all Southern members of Congress. Mrs. Robey, who

has spent several months at the National Headquarters, has personally interviewed every member of the Senate and the House from the South, except those who have been continuously absent from Washington.

In addition to the personal lobbying of Congress, petitions in support of the Amendment are being sent to Congress from every part of the country. Many of these petitions represent great self-sacrifice and devotion. For example, a woman writes from Cincinnati to the National Headquarters:

"I will send the other petitions just as soon as I have them filled. I am limited as to the time I have to go out anywhere, having only about one hour in the week that is my very own, but I will fill in the other petitions and send them as soon as possible."

Another woman writes from Ohio:

"Petitions to our Senators and Congressmen were sent to Congress today. Collecting the signatures took many whole days of my time, plus the services of a friend who offered her time and car."

## Appreciation from Lavinia Dock

**"I** THINK *Equal Rights* is growing more and more strikingly interesting and practical. I am urging nurses to subscribe to this paper as it gives full and instructive details of the campaign, week by week, as well as explains fully and consecutively the principles, viewpoints, aims and progress of the work for equality. One cannot intelligently follow the movement without reading it regularly. It is also most interesting and stimulating - it is part of the Youth Movement of this age.

"Lavinia Dock"

National Chairman, Nurses' Council  
of the Woman's Party.

constitutional. This Amendment will not limit the police powers of the several states.

"We are appending a few comments from public men of Wisconsin, where a like principle has been applied in law.

"Fraternally yours,

"W. W. ROYSTER,

"Ch. Minn. B. L. E. Leg. Board.

"A. J. NEAL,

"Ch. Minn. O. R. C. Leg. Board.

"G. T. LINDSTEN,

"Ch. B. R. T. Legislative Board.

"F. E. TILLQUIST,

"Ch. B. of L. T. and E. Leg. Bd."

Not only the endorsements in support of the Amendment come in to Congress from progressive groups throughout the country, but new recruits for the Amendment have been won among the members of Congress. During the week, for instance, two Congressmen—Schall and Davis—representing progressive constituencies in Minnesota, gave their pledge to vote for the Amendment to Myrtle Cain of Minnesota, who has been in Washington interviewing the Minnesota Congressmen. Mr. Schall's statement reads;



# Equal Rights



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**OBJECT OF THE WOMAN'S PARTY**

To remove all forms of the subjection of women.

**THE LUCRETIA MOTT AMENDMENT**

"Men and women shall have Equal Rights throughout the United States and every place subject to its jurisdiction."

"Congress shall have power to enforce this article by appropriate legislation"

[ Senate Joint Resolution Number 21.  
House Joint Resolution Number 75. ]

Introduced in the Senate, December 10, 1923,  
by SENATOR CHARLES E. CURTIS.  
Introduced in the House of Representatives,  
December 13, 1923,  
by REPRESENTATIVE D. R. ANTHONY.

## From the Minority to the Majority Viewpoint

THE National Woman's Party spent eight years in working for the national suffrage amendment. During most of this time it was, apparently, in the minority, and those who opposed the national enfranchisement of women were, apparently, in the majority.

Now that suffrage is won and the Woman's Party is working to secure the removal of all the remaining discriminations against women, it is again, apparently, in the minority in its demand. But although the Woman's Party, as an organization, has been standing practically alone among organizations of women in support of the Equal Rights Amendment, in a few years it will belong with the commonplace majority of those who have forgotten that they were not always for it.

Already we see signs that this change is coming to pass—and coming quickly. A few months ago there was no organization of any importance in the country, outside of the Woman's Party, that stood for the Equal Rights Amendment. But we can no longer regard ourselves as pioneers laboring alone for an unpopular but righteous cause. Public sentiment in support of the Amendment has grown with such rapidity that each week sees new organizations added to the list of supporters—just as this week, for instance, saw the endorsement of the Amendment by the Farmer's Union of Iowa and by the Railroad Brotherhoods of Minnesota.

The best evidence of this change is the fact that the Amendment has received, in one state, the endorsement of the state convention of the dominant political party in that state. While this endorsement of the Amendment by the leading political party of Minnesota is significant because of the influence it will exert upon the action of all other political groups who are seeking to make platforms that will appeal to the people next November, it is of particular significance as an index to the change in public opinion on this subject.

The recent action of the Farmer-Labor convention in Minnesota will probably be regarded, when present events are a part of history, as the turning place where the Equal Rights Amendment ceased to be an unpopular cause supported by a minority, and became instead a popular movement supported by the majority.

### Don't Blame Nature

IN a syndicated newspaper article published on April 7, Dorothy Dix, in her "Talks to Girls," says:

"Now, far be it from me to blame women for envying men. Certainly theirs is the preferred lot in life. This is a man's world, and the fullest thereof is his. His is the strength, the freedom, the perquisites of life. Just to be born a woman is a misfortune." \* \* \*

This is stating the case for Equal Rights with a vengeance.

She goes on to say:

"Whenever you find a woman who has made a real success in business she has done so along feminine lines. \* \* \*

"This is equally true of professional women. Women have succeeded best when they capitalized their sex."

That it should be possible to offer such advice to girls through the columns of respectable newspapers is a sad commentary on the position of women in the past. Ideas of this character are certainly out of date today. Yet a generation ago they were widely accepted.

Thus do times change and thus do we see that the artificial handicaps associated with womanhood can be eliminated. Already great strides forward have been made. But there is still much to do before the sexes will stand upon a parity and enjoy equally "freedom and the perquisites of life."

This is the task of the National Woman's Party,—so to reconstruct American social and industrial life that the girls of coming generations may not feel it a "misfortune" to be born, but that they may glory in their womanhood,



# Differences Between Men and Women

By Reynold A. Spaeth, M.D.

[Editor's Note: Dr. Spaeth is Associate Professor of Physiology, School of Hygiene and Public Health, Johns Hopkins University. He is an authority on occupational diseases.]

WE are all accustomed to look back upon the great war as an essentially modern phenomenon. Gas bombs, submarines and surgical miracles gave to the World War an atmosphere of modernity, the more striking when we meditate upon certain of its social aspects. It is interesting to find that a curious reversion occurred in the return of women to industry. We say "reversion" and "return" advisedly, because we are told that, historically, industry had its beginnings in the hands of women. The ever-activistic male in ancient society apparently spent his time in the pursuit of wild animals. With the gradual disappearance of big game and the beginning of agriculture and the domestication of animals, human males were forced to turn their attention to the more subtle pursuits of industry, which had already developed to a considerable extent in the hands of women. Historians tell us that agriculture and pottery and tanning and various other industries involving the working up of the by-products of the chase were all begun by women.

## Special Health Standards for Women

One of the problems that has arisen in connection with this re-entry of women into industry may be briefly stated as follows: *Are there physiological, physical and psychological peculiarities among women, as compared with men, which call for the establishment of special health standards for women?* Can we define these characteristics in the first place; and, if so, what are the health standards that should be adopted?

To deal for a moment with the physical differences between men and women: In industrial countries the male in general is physically superior to the female. By that I mean that as regards total physical strength, and as regards athletic performance, men, by and large, have better records than women. If you examine the figures you will find that men can swim and run and throw a ball and drive a golf ball farther and faster and better than women. This difference is apparently not due to any fundamental (anatomical) difference between the sexes, so much as it is a product of essentially different environments. Girls do not have the opportunity for the hyperactivistic life that small boys lead, and the result is shown in the extent of their physical development.

As a matter of fact, the problem of the physical inferiority of women has been met, at least has been attempted to be met, by legislation limiting the weights that should be lifted by women. It is interesting to go over this legislation, because you find that in one state women are permitted to lift a weight of 15 pounds and in another state a weight of 25

pounds, and if you look into the situation in England, especially in the reports of the health of munition workers' committee, you will find that women successfully lifted weights as high as 57 pounds during the war. Obviously, empirical legislation is not the scientific way of meeting the problem. In my opinion, the main value of such legislation lies in calling the attention of employers to the fact that there really is a problem here.

## Strength of Men and Women

If we attack the problem of strength limits among industrial women and men, it seems to me that the rational procedure is to determine the strength requirements of jobs in terms of the strength performance of successful individuals on such jobs and then hire individuals who conform to these limits or who are at least above the minimum strength requirements. This sort of physical measurement of total muscular strength can be carried out very simply by Martin's test, which was developed by Prof. E. G. Martin of Stanford University, California.

The disadvantage of women's secondary position in the matter of physical strength can be largely overcome by attention to the following important matters: First of all, the analysis of strength requirements of jobs; secondly, the selection of workers in terms of strength limits; thirdly, the introduction of various labor-saving devices, such as cranes and small trucks and inclined planes; fourthly, a change in handle and pedal lengths, which frequently will reduce leverage and in that way facilitate operations; fifthly, instructions in the lifting and handling of heavy weights, and, finally, the introduction of rest periods where work is continuous.

## Strength Saving Conditions Needed for Both—Men and Women

All of these recommendations apply equally to men and women; so that we may say whatever the statistics may show regarding the physical inferiority of women, the industrial situation demands strength-saving conditions of maximum efficiency for both men and women. I should therefore say that even if women cannot swim 100 yards or drive a golf ball as fast and as far as men, nevertheless their physical inferiority is not a serious limit to their performance in modern industry.

With the astounding development of automatic machinery physical strength by and for itself is rapidly losing its former

important position as a significant asset in *Homo industrialensis*.

I might mention at this point the importance of physical examination for men and women equally, and certain dangers that women are exposed to specifically. The commonest form of hernia in man, so-called inguinal hernia, does not occur in women because of the occlusion of the inguinal canal. There are, however, other forms of hernia—so-called umbilical hernia and vaginal hernia, also—which are particularly liable to occur among women who have borne several children. The inference is, therefore, that multiparous women should, so far as possible, be kept off of jobs requiring heavy lifting. Here, then, for the first time, we touch upon a real and, in my opinion, the only fundamental difference between men and women, namely, those structural and functional differences associated with the maternal function in women. Here we obviously have no basis of comparison with men, and we can safely launch our statements without feeling that any resentment will follow on the part of either men or women.

## Problems of Maternity

The problem of pregnant women in industry is a tremendously important one. At the International Labor Conference which met in Washington in 1919 the recommendation was made that for six weeks before and six weeks after term, women should be excluded from industrial work, and should be paid full wages. This would mean that for 25 per cent. of her time a pregnant woman would be paid a full industrial wage without any return whatever to her employer. Imagine yourself in the position of an employer for a moment. A man comes to you and says, "I should like to work in your factory, but I expect to have three summer months off." Would you hire such a man? Personally, I should not. It is only university employees, so far as I know, that get that kind of vacation. You would naturally resent being forced to employ a person with those restrictions, and you would say, "No, this isn't a practical proposition for me." In industry the pregnant woman or the married woman who is likely to become pregnant is therefore at a distinct disadvantage, as compared with the unmarried woman. She is likely to be more of a liability than an asset. Child-birth in civilized communities and in medical circles is today considered a major surgical operation. Pregnancies of women in industry, therefore, are likely to cause diminished or uncertain performance, and ultimately always absenteeism. The employment of married women who are likely to become mothers therefore places them at a disadvantage, as com-



pared with unmarried women in industry.

During the war the munitions plants in France and England (I believe in Germany, also) established what they called light employment depots, where pregnant women could go and work on gloves, overalls and other light sewing jobs. This arrangement proved to be practical under war conditions. However, while such a scheme is all very well when both labor and children are at a premium, I am somewhat skeptical as to the practical application of such procedure when labor is not at a premium and babies are also abundant. In other words, under normal conditions.

It seems to me that ultimately the solution of this problem must be the relieving of women with small children from the necessity of industrial occupation by the paying of a genuine living wage to their husbands. In some quarters the feeling has been expressed that if practical birth-control information could be given to industrial workers by industrial physicians and nurses, the problem would be very much alleviated. In my own experience, whereas I feel that that experiment would certainly be worth trying, I do not feel that it would be a panacea for the difficulty, because industrial workers are not nearly so ignorant of contraceptive methods as perhaps Mrs. Sanger and others believe. They are not educated up to the responsibility of bringing children into the world, and therefore what is needed is an educational campaign in addition to legal dispensing of birth-control information. The control of conception is certainly preferable to the condition which is notoriously known to exist in England since the passage of the factory acts. In England's industrial population children are no longer an economic asset, and the result is that the birth rate has fallen tremendously. At the same time the number of abortions has enormously increased.

#### Women Not More Susceptible to Lead Poisoning

The claim is made in some quarters that women are more susceptible to disease than men, especially to certain diseases, like plumbism or lead poisoning. If we examine the statistics of lead poisoning, we find that there is only one occupation in which the statisticians can agree that there is a greater susceptibility on the part of women than men, namely, in the job known as "dipper's helper." Curiously enough, all of the other figures show either an indifferent answer or that men are more susceptible than women. Dr. Collis gives a very interesting illustration of the undependability of the view that women are more susceptible than men to lead poisoning. He states that in 1897 women in England were forbidden to work in the lead industry because of the effect of lead in causing still births and abortions. Among the non-acclimatized men who

took their places there was a great rise in cases of plumbism. Twenty years later, when non-acclimatized women replaced men on the lead jobs in 1917, everyone expected the incidence of lead poisoning to rise among these women. As a matter of fact, it did not. That was at the same time, of course, a compliment to the industrial measures designed to prevent lead poisoning and to the resistance of women.

Mortality data are frequently presented to show the relative fitness or resistance of women as compared with men. Men die more easily than women, but the morbidity statistics—the sickness statistics—show that women, certainly in industrial circles, have a higher rate of morbidity than do men. An examination of these statistics, however, reveals the fact that it is only for certain age groups that this is true. It holds for the age group from 20 to 55 years, which is precisely the range of the sexual maturity and activity of women. So that the distribution of illness—I quote from the statistics of the Leipzig sickness fund—suggests that the high morbidity among women is again associated primarily with her maternal functions.

The menstrual function is often presented as a deterrent to the employment of women. Employers claim that women periodically lack efficiency, and do not perform so well nor nearly so speedily as men. This problem has been studied psychologically by Dr. Hollingsworth, at Columbia University, and more recently by Miss Epstein, in Dr. Lee's laboratory, using Martin's test. Dr. Hollingsworth found there was no reduction of mental efficiency in a group of women during the menstrual days, but Miss Epstein noted that there was a reduction of about 5 per cent. in their physical performance at that time. The opinion of experts in England during the war was that with properly regulated working conditions (and by that I mean with adequate ventilation, illumination and seating facilities) menstruation is actually facilitated, is less painful and is more regular among industrial workers than among the same group of women before they began their industrial employment. In other words, regular physical activity seems to be beneficial, so far as regulating the menstrual function is concerned. It is important to note, however, that women should not be permitted to carry out their work sitting continuously. It is particularly bad for women, apparently because of the tendency to develop conditions of constipation and the development of a congestion of the blood supply in the region of the ovaries. The question of seating facilities is one that again applies equally to men and women. Work should ideally be carried out, so far as possible, alternately sitting and standing, whether done by men or women.

#### Psychological Differences Between Men and Women

There are certain psychological peculiarities of women as compared with men. Women are superior in carrying out rapid repetitive motions, and the empirical demonstration that you find in industrial plants verifies laboratory experiments. You find women actually engaged on work of this sort, and carrying it out with a high degree of success.

Here again we have a group of differences between men and women which are perhaps universally and objectively interesting from an academic viewpoint. But practically the problem again is one of selecting individuals, either men or women, who are particularly adapted to specific jobs.

The statement has been frequently made that women should have a shorter work day than men. It is just possible that the reason for this may be economic and the purpose may be to discriminate against women rather than to aid them. If, for instance, we should have legislation which demanded a 7-hour day for women as compared with an 8-hour day for men, obviously women would be at a disadvantage. The common practice of having domestic duties to perform at home both before and after work hours seems to make it advisable that women should have their work, so far as possible, presented on a task basis. A particular job should be given them and when the job is finished they should be permitted to go home. In that way we get away from the idea of a necessary standardization of hours, to be applied to all individuals in all trades. It is merely a utilitarian and opportunistic procedure to insist upon an 8-hour day because there happen to be eight convenient hours in which we can work; it seems absurd to apply the 8-hour standard, or to attempt to apply it universally to all kinds of work. I feel, therefore, that, so far as possible, work should be arranged so that it can be carried out on a task basis rather than on a work-day-hour basis. Such an arrangement is particularly advantageous to women because of their domestic responsibilities.

#### Labor Laws Should Apply to Both Sexes

The opponents of special protective legislation for women argue that such legislation not only keeps women out of certain occupations into which they should be allowed to go if they wish, but it places women at a disadvantage when competing with men for jobs in the open labor market. These points are well taken. We must, however, not lose sight of the fact that the re-entry of women into industry has repeatedly forced unimaginative employers to introduce a hygienic standard which has ultimately benefitted both men and women. Rest periods are an example. Thousands of men in industry still scorn



the thought of obligatory rest periods. Such things are for women and children. But by and large the physiological benefits of rest are independent of sex and age differences. Men who object to rest periods are still living under the vanity-ridden illusion that the male is superior to the female. But let piece worker or an employer discover that rest periods may increase wages and production, and men take to them like ducks to water.

If we admit that modern industry is here to stay, and all the indications are that it will stay, we should aim at a standard of health and efficiency for all industrial workers, irrespective of sex. "Protective" legislation which bars women from well-paid jobs "for their own good"

cannot be too scornfully condemned. On the other hand, legislation which bars women from industry because of injury to their potential motherhood is largely sentimental rationalism. *The physical, physiological and psychological differences between men and unmarried women do not demand special health standards for women.* But you who are interested in Equal Rights should carefully study the industrial inequality as regards power, efficiency and value of married women vs. unmarried women. Potential or actual motherhood wholly prevents absolutely equal competition in industry of married with unmarried women as well as with men. And an intelligent solution of this problem is neither simple nor obvious.

## News from the Field

### Equal Rights Bills in Rhode Island Legislature

THE *Providence Journal* gave a detailed account of a Woman's Party meeting held at the Crown Hotel, for a discussion of "Equal Pay for Equal Work for Rhode Island Teachers."

"Stating that the problem was more economic than political, Chairman William C. Pelkey of the Republican State Central Committee cast a verbal bombshell into an otherwise harmonious presentation of the theme, 'Equal Pay for Equal Work for Rhode Island Teachers,' at the Crown Hotel last night, by declaring that the women teachers should attempt to adjust their grievances through their local boards instead of through arbitrary legislation.

"All of the speakers, talking under the auspices of the Providence branch of the National Woman's Party, agreed that women teachers should be paid the same as men for equal work and Mr. Pelkey's warning was disregarded. Those present unanimously passed a resolution, recommending the passage of such legislation as shall prohibit discriminations against women teachers.

"Prof. Walter Ballou Jacobs spoke on the subject, 'The Relative Value of Masculine and Feminine Personality in Its Influence On Boys and Girls'; Attorney Benjamin M. McLyman on 'The Legal Background of the Present Discriminations Against Women Teachers'; Miss Abby M. B. Slade, dean of Commercial High School, on 'The Teachers' Viewpoint,' and Mrs. Jay Perkins, president of the Congress of Mothers' and Parent-Teacher Association, on 'The Point of View of the Parent.' Mrs. Emma Tucker Kenyon, chairman of the Providence committee of the Woman's Party, presided.

Mrs. Emma Tucker Kenyon, who is chairman of the Providence branch, wrote to National Headquarters that there were over 100 teachers present, besides their own members and friends. She states that all local branches of the Parent-Teachers' Association have endorsed the Women Teachers Equal Pay Bill now before the legislature.

Mrs. James Algeo, chairman of the Rhode Island branch, writes to National Headquarters concerning the legislative campaign:

"All of our bills are still in committees. We have had two hearings on the Teachers' bill, before senate and house committees, and are working hard to bring it out. Hope to do so, and we should, as we have secured the endorsements of practically all women's organizations.

"Miss Pollitzer, while here, spoke before the House Judiciary Committee on the whole equality program, and made a good impression. Next Wednesday I have arranged a hearing on the 12 bills before the Senate Judiciary."

### Report From Colorado

A REPORT of the activities of the Colorado branch, during the State Republican Convention which met in Colorado Springs, was given by the state treasurer, Mrs. Gray:

"On Monday, Dr. Spencer, Mrs. Mayhew and myself went to the Antlers to meet chairman George Shaw of the State Republican Committee. We talked to him and secretary Crowder. On request of Dr. Spencer, he agreed to name a committee before whom we might appear for the purpose of acquainting them with the Equal Rights Amendment and the laws prepared for our state in harmony therewith.

"Mr. Shaw asked us to confer with Mrs. Helen Bell, state organizer for the Republicans, as to the composition of the committee and other matters in connection with it. She was most courteous and agreed to co-operate with us as far as possible.

"The following day we had a table on the convention floor with our literature on it. We three, joined by Mrs. Lillian Kerr, our state vice-chairman, talked with the delegates and placed our leaflets with chairman of all but four of the sixty-two counties.

"I am glad to say that the response was generally cordial. We found much support for the Amendment."

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## Comments of the Press

### Equal Rights Amendment

*Catholic Citizen,*  
England,  
February 15.

er will escape the electric chair because a woman sits on the jury that tries him. "But the soft heart that woman is supposed to have might, on the other hand, be the first to harden against the man or the woman who has taken a life. She might prefer that the penalty be less than death, but as long as it is death—as long as the murderer knew that the law called for a life for a life—she will not shirk the duty that lies before her. "Juries of men have before this returned a verdict of not guilty when a murderess happened to possess a pretty face. "And juries with women members, as well as women judges, have been responsible for death sentences. "But it may be entirely possible that some opposition comes from those who fear the strictness of the women rather than their kindheartedness. "One gentleman in Albany says the women would use the measure as a club over their husbands. "And others may fear that their favorite bootlegger or their special grafter might not be able to bribe the women-folk. "Just think over the women, your neighbors, who might be called for jury duty. What one of them but would take the duty seriously, weigh the question carefully, and, without prejudice, give her clear, studied verdict?"

decisive division. Meanwhile, the National Women's Party keeps the matter well to the fore. In *Equal Rights*, December 22, we find the text of the protest against the Amendment sent by the National Council of Catholic Women to every member of Congress. It is based generally on an objection to a 'blanket amendment,' as unworkable, a matter on which we cannot express an opinion over here; the more specific drawbacks enumerated, fully dealt with in *Equal Rights*, seem to us without much foundation. The Amendment does, of course, cut at the root of special labour legislation for women only."

### Justice

*New York Evening Mail and Telegram,*  
March 14.

"In spite of vigorous lobbying on the part of the women supporting it, the committee to which it was referred is almost unanimous against the bill.

"Some day, perhaps, the women can look back and wonder that there was ever a time when they had to beg for laws from the outside. For the day will come when such a law will be considered by a committee composed of both men and women, just as the juries will some day, in spite of opposition now, be composed of both sexes.

"The women are asking not for favors, but for equal duties and equal responsibilities.

"Jury duty would not be pleasant duty; the women know that. It would, in fact, be quite unpleasant in most cases. But in fighting for this bill they are not thinking of pleasure or of personal gain.

"They are thinking of justice.

"And justice. say the opponents of the bill, will go astray if women are allowed to sit on juries.

"Other States have not found that to be the case. In fact, in some cases men have preferred to plead guilty and take the lighter punishment than risk the adverse verdict.

"Perhaps the men are afraid a murder-

"THE Lucretia Mott Amendment in favour of Equal Rights, introduced into Congress in December, has not yet reached a decisive division. Meanwhile, the National Women's Party keeps the matter well to the fore. In *Equal Rights*, December 22, we find the text of the protest against the Amendment sent by the National Council of Catholic Women to every member of Congress. It is based generally on an objection to a 'blanket amendment,' as unworkable, a matter on which we cannot express an opinion over here; the more specific drawbacks enumerated, fully dealt with in *Equal Rights*, seem to us without much foundation. The Amendment does, of course, cut at the root of special labour legislation for women only."

"LATEST reports from Albany indicate that there is no hope of the Woman Jury Bill passing.

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"Just think over the women, your neighbors, who might be called for jury duty. What one of them but would take the duty seriously, weigh the question carefully, and, without prejudice, give her clear, studied verdict?"

### The Homemaker

*New York Evening Telegram and Mail,*  
March 7.

"I THINK I understand your plan, oh, wise and subtle brother man. 'Homemaker' is the term you use, it really is a clever ruse for women who do all the chores while you dear chaps remain outdoors. Homemaker sounds so dignified, its scope is very, very wide, it gives elastic latitude (O brother, am I very rude), but you'll admit your wife works at things a fellow always shirks. She cooks the meals three times a day, she takes the messy plates away, she scours the pans and scrapes the pots, and bathes and feeds the tiny tots; then darns the socks and scrubs the floors and does a hundred other chores. She 'makes the home,' that is her job (some job it is, I'll say, be gob!). Now let me whisper in your ear, Oh, tell me, hubby, there's a dear, does your homemaker get the cash? Oh, ha, you frown. The question's rash!"

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