

Women at work and in society





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WOMEN AT WORK AND IN SOCIETY

Modern Records Centre Sources Booklet No. 1

second edition compiled by

Clare Wightman

edited by

Richard Storey

Coventry

1991

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WOMEN AT WORK
AND IN SOCIETY

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Cover design based on the leaflet, *The cooker for my post-war home is electric* (MSS.287), courtesy of BEAMA.

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INTRODUCTION

The Modern Records Centre was set up in 1973 as an archive primarily for the history of industrial relations and industrial politics at national level. It holds records of trade unions and of employers' and trade associations, motor industry records, records of interest groups and political movements as well as papers of individuals connected with any of the above and related printed ephemera. Among its holdings are the archives of the two most important institutions in the history of industrial relations in this country, those of the Trades Union Congress and the Confederation of British Industry.

This booklet aims to describe records held by the Modern Records Centre which may be of use to those researching aspects of the history of women. Its object is to display the less obvious as well as the expected sources. The Centre holds some archives that are clearly relevant to our joint themes, for example, the Young Women's Christian Association, the Association of Assistant Mistresses, the Association of Teachers of Domestic Science, the papers of Lady Allen of Hurtwood. But our aim has been to highlight the significance of the bulk of the Centre's holdings which do not relate mainly to women. Among trade union and other archives, for example, readers will find records of, or relating to, the Married Women's Association, the TUC-Labour Party Standing Joint Committee of Industrial Women's Organisations and the Women's Group on Public Welfare. Even among the archives of organisations made up almost exclusively of men evidence about the recruitment of women, equal pay and other issues affecting women may be found. Two notable examples are the National Union of Foundry Workers and the National Association of Schoolmasters.

The booklet is divided into two broad subject areas - archives relating to women at work and those relating to women in society at large. They are arranged alphabetically by the full title of the accession followed by the accession number. In general, trade union, employer and company records are described in the first section and records of pressure groups and individuals are described in the second. There is a name and subject index at the end.

Each entry usually includes a brief introduction to the history of the organisation, indicating its interest and usefulness to the researcher, describing the main categories of records, their date span and the topics they

cover. Particular items of obvious value are often picked out. Clearly relevant secondary works are acknowledged at the foot of each entry.

Records kept at the Centre and described in this booklet typically comprise: *Minutes* both internal, of Executive Councils, standing committees and committees set up for special purposes, and external, of joint committees or ad hoc meetings with employers or unions and other bodies. *Subject and correspondence files* containing letters and internal memoranda, printed agreements, publications and sometimes including reports, by outside bodies, leaflets and printed ephemera.

Publications by the organisation including journals and annual reports.

NB There may be restrictions on access to the records described here.

Select Bibliography

General:

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Marsh A. and Ryan V., *Historical Directory of Trade Unions*, vols. 1-3.

Tough A. Trade unions and their records. *Archives* 1990 (xix) 83.

Specific:

Barrow M., *Women 1870-1928: a select guide to printed and archival sources in the United Kingdom* (1981).

Beddoe D., *Discovering women's history. A practical manual* (1983).

Carter S. and Ritchie M., *Women's Studies: a guide to information sources* (1990).

Sheridan D., *The Mass-Observation Archive: a resource for women's studies* (1987).

National Union of Foundry Workers

Registered Office : 164, Chorlton Road, Brooks's Bar, Manchester, 16

1155 41/NUFWD/32/14

TRADE UNION DEPARTMENT

Approved Society No. 241

Branch Glasgow N.E.

Secretary's Address 54, Dunard St.,
Glasgow N.W.

J. Gardiner secy.
District Com.

22-11-1942

Dear Sir + Bro.

At our General meeting held on Tues. 17th Nov. the question of women in the foundry was discussed + great dissatisfaction was expressed at the position of keeping women outside our Union, in view of the continually increasing number of women workers now being employed on different jobs inside the foundry. It was felt that our E.C. when they issued the last ballot paper on this question mislead the membership + that a new ballot should be taken immediately on this issue. The secretary was instructed to write District Com. + urge the necessity of this step + to obtain the help of the committee in getting our National Council to issue papers for a new ballot on this question. Hoping that com will assist in helping this matter on.

Yours fraternally,
Jas. Dooney.

WOMEN AT WORK

AMALGAMATED ENGINEERING UNION

(MSS.259)

The Amalgamated Society of Engineers was founded in 1851 as a craft union of skilled male workers. In 1921, after a number of mergers, it became the Amalgamated Engineering Union and its membership was broadened to include less skilled grades of workers. Women were first admitted in 1943. Between 1970 and 1986 the union was called the Amalgamated Union of Engineering Workers.

Records to note include minutes of the meetings of the Executive Council, 1852-1944, Final Appeal Court reports, 1920-75, and the union's monthly journal, 1936-64, 1984-89.

Very brief contemporary indexes are bound into the front of some volumes of Executive Council minutes. The heading in the index is rarely women or females, but, 'Admission', 'Agreement', 'Central Conference', etc., depending on the general type of minute recorded. Topics dealt with here include negotiations and disputes with employers, membership, and relations with other trade unions. The issues of 'dilution' or the replacement of skilled men with semi- and unskilled men and women, and the re-absorption of ex-servicemen, point to wartime and immediate post-war volumes as likely to be of use.

Final Appeal Court reports give a statement of the appellant's case and decision made. Appeals are arranged according to the year, where held, and to types of appeal such as 'Shop Stewards', 'Trade Classification' (i.e. in the case of disputed skilled status), 'Membership' (with a subgroup, 'dilutees'). These groups of appeals are indexed at the front of each year's proceedings.

The Union's monthly journals for the Second World War, for instance, include references to the Extended Employment of Women (1941) and other agreements relating to women's employment, wages and trade union membership. Indexes are given at the front of each yearly volume from 1943 on.

See Jeffreys J.B., The Story of the Engineers (1945).

**AMALGAMATED UNION OF ENGINEERING WORKERS:
FOUNDRY SECTION (MSS.41)**

The National Union of Foundry Workers, formed from the amalgamation of the Friendly Society of Ironfounders with the Association of Ironmoulders of Scotland and the Amalgamated Society of Coremakers was a craft union of skilled male workers. From its formation in 1920 to its merger with other unions to form the Amalgamated Union of Foundry Workers in 1946, it refused to admit women members, even though an increasing number of women came to be employed in foundries. In 1967 the AUFW became the foundry section of the Amalgamated Engineering Union.

Both the *Quarterly*, later *Monthly, Journals and Reports*, 1914-18, and the wartime series of minutes for the Friendly Society of Ironfounders and the National Union of Foundry Workers include mention of women workers.

The National Executive Council minutes of the NUFW, 1920-46, contain reports of discussions on the question of female labour (for example November 1936 and 1938). Subject files include material on whether to accept women into the union, 1942 (MSS.41/NUFW/3/1/6, MSS.41/NUFW/3/2/1-6). Reference to the ballot of members on this issue, July 1942, is made in the *Quarterly Journal and Report* for that year.

In 1937 the General Secretary of the NUFW was dismissed for sexual harrassment of female clerical staff. Two files record the case against him (MSS.41B/NUFW/3/15-16).

See Druker J. Women's history and trade union records. Society for the Study of Labour History *Bulletin*, 1978, 36.

**AMALGAMATED UNION OF ENGINEERING WORKERS:
TECHNICAL, ADMINISTRATIVE, SUPERVISORY SECTION (MSS.101)**

In 1970 the white-collar engineering union, the Draughtsmen and Allied Technicians' Association, joined the Amalgamated Engineering Union to become the Technical, Administrative and Supervisory Section of the renamed Amalgamated Union of Engineering Workers.

Proceedings of conferences between representatives of engineering employers and of DATA make up the files in this deposit. They range from the 1940s to 1970s and concern disputes over hours, wages and other conditions of work. Files are listed by company name and it is worth consulting those known to have employed women, for example, English Electric, Rolls-Royce, Standard Motor Company and Hawker Aviation. A claim for a wage increase for draughtsmen and female tracers at English Electric, 1948 (MSS.101/26), and for the payment of the DATA rate to female technicians at Vickers Ltd., 1970 (MSS.101/70), are examples of the type of dispute likely to be found here.

ASSOCIATION OF ASSISTANT MISTRESSES

(MSS.59)

The Association of Assistant Mistresses was founded in 1884 to foster the interests of women teachers in secondary education. In 1978 the Association merged with the Incorporated Association of Assistant Masters in Secondary Schools to form the Assistant Masters and Mistresses' Association. Annual reports, 1885-1978, have been preserved together with minutes of Executive Council meetings, 1938-78. Education Committee minutes, 1936-78, include discussions of teaching methods and curricula. The minutes of the Standing Committee of Senior Mistresses in Mixed Education, 1930-48, concern, for example, the duties and role of the senior mistress and aspects of the education of girls. There are in addition a small number of publications on the married woman teacher and the promotion of women teachers.

AAM was one of the four Trustees to whom the funds of the Teachers' Guild, renamed the Education Guild, were handed over in 1929. The remainder of the deposit mostly relates to the administration of charitable funds by the Thrift and Benefits Committee of the Teachers' Guild. It comprises records of the Guild, the Education Reform Council and the Anna Westmacott Trust.

Non-financial records of the Teachers' Guild include a draft report of a special sub-committee on its constitution and aims, 1921, a near complete run of printed annual reports, 1883-4 to 1928-9, and some issues of its quarterly journal. A final report compiled at the liquidation of the Guild in 1929 includes a short account of its work, 1883-1929, written by Henrietta Busk, a prominent member.

From 1907 the Guild administered the Anna Westmacott Trust for the benefit of women teachers in high schools and most of its surviving files relate to the legal affairs of the Trust.

Minutes of the Education Reform Council, established by the Teachers' Guild, survive for 1916-17.

ASSOCIATION OF HEAD MISTRESSES

(MSS.188)

The Association of Head Mistresses was formed in 1874 as the Association of Headmistresses in Endowed and Proprietary Schools by Frances Mary Buss, founder and first headmistress of the North London Collegiate School. The current title was adopted in 1896. AHM joined with the Headmasters' Association to form the Secondary Heads' Association in 1978.

A good series of committee minutes and annual conference reports from c.1900 to c.1975 as well Executive Council minutes, 1879-94 and 1928-77, survive. Topics include the education of girls and the recruitment, pay and status of women teachers. The deposit is also interesting in the light it sheds on the growth of a female professional association.

See Wright A. The education of girls and women: primary sources no. 2, MSS.188 Association of Headmistresses. *History of Education Society Bulletin*, 1985, 35; Glenday N. and Price M.R., *Reluctant revolutionaries, a century of headmistresses 1874-1974* (1974); Milburn J., *The secondary school mistress: a study of her professional views and their significance in the educational developments of the period 1895-1914*, Ph.D thesis, London University, 1969.

ASSOCIATION OF SCIENTIFIC TECHNICAL AND MANAGERIAL STAFFS

(MSS.79)

ASTMS was formed in 1968 from the merger of the Association of Scientific Workers (AScW) with the Association of Supervisory Staffs, Executives and Technicians (ASSET). More amalgamations followed in the 1970s. The considerable female membership of some of the unions which joined ASTMS at that time is reflected in the deposit. In 1988 ASTMS joined with the former Technical, Administrative and Supervisory Section of the Amalgamated Union of Engineering Workers to form the Manufacturing Science Finance Union.

Records of constituent unions of ASTMS include those of the Guild of Insurance Officials. Minutes of the London Branch of its Women's Advisory Committee, 1927-35, contain reports of conferences, social activities, publications and organisation. Minutes of the Women's National Co-ordinating Committee, 1938-49, established to co-ordinate the views of women members of the Guild and to stimulate recruitment of women insurance employees, have also been kept. National Council minutes, 1919-65, contain references to the women's committee and to women's status in insurance. Also included are circulars on equal pay and recruiting literature aimed at women.

Records of the Union of Speech Therapists, with an apparently mainly female membership, comprise minutes, 1958-75, correspondence and newsletters and include the report of a committee of inquiry into the pay and conditions of service of nurses and midwives.

The papers of Dr. Amicia Young as editor of *Scientific Worker* are found in the AScW portion of the deposit. They comprise miscellaneous correspondence and press-cuttings, 1954.

Records of ASTMS itself include a file on equal pay, 1969-70 (MSS.79/AS/3/8/19), which contains correspondence and cuttings as well as a short report and other papers of a TUC conference, 1969. Minutes of the union's Women's National Advisory Committee exist for various dates, 1975-80 (MSS.79/AS/3/8/140-2). Topics covered there include perinatal death, abortion, child benefits, pensions, training, and discriminatory pay. Also included here are minutes of a Women's Workshop sub-committee, 1975, including a statement on equality for women in unions, a summary of replies to a questionnaire on this subject, correspondence and a background paper on the union's role in discrimination against women and other papers, including 'Women in the Republic of Ireland'.

ASSOCIATION OF TEACHERS OF DOMESTIC SCIENCE

(MSS.177)

The Association of Teachers of Domestic Science was first set up in 1896 as a sub-committee of the National Union of Women Workers and became a separate association in 1897. It was renamed the National Association of Teachers of Home Economics Ltd. in 1983.

The teaching of domestic science has a double significance as an entirely female profession and as an influence on girls who would become future housewives. The deposit includes Executive minutes, 1896-1951, Year Book, 1907-43, some branch records, and a large series of 'administrative and committee' correspondence files, 1939-60s. The latter includes not only material on the employment and training of domestic science teachers but also on the education and training of girls. There is an incomplete run of the journal *Housecraft*, 1928-1982, and most issues, 1971-81, of *Home Economics*, the journal of the International Federation of Home Economists. There are, in addition, papers of the IFHE Congress, 1972-6.

A small number of photographs have also been kept.

See Wright A. The education of girls and women: primary sources no.1, the Association of Teachers of Domestic Science. *History of Education Society Bulletin*, 1985, 34; Sillitoe H., *A history of the teaching of domestic science subjects* (1933); Clements H., *The Association of Teachers of Domestic Science and the place of domestic science in the school curriculum, 1895-1925*, M.A. thesis, Warwick University, 1979.

ASSOCIATION OF UNIVERSITY TEACHERS

(MSS.27)

The Association of University Teachers was founded in 1917 as the Association of University Lecturers. In 1919 membership was opened to all university teachers and the current title was adopted. Records include files of correspondence addressed to Prof. R.D. Laurie, Honorary General Secretary from 1920 to 1953. Among his files are items on family allowances, 1929-35 (MSS.27/3/192) and the British and International Federation of University Women, 1944-64 (MSS.27/B16.2). The second file under this reference includes an eight page *Final Report of the Working Party on Women in Science and Technology, 1956-60*.

A name index to the deposit cites files of correspondence from universities including those which admitted women. However, much of the correspondence may be of a routine kind.

Some printed minutes of the AUT General Council meetings, 1919-75 (MSS.27/1/1/1-15) and subject files c.1920-74, on salaries, conditions of service, university funding and academic freedom, have also been kept.

See Perkin H., *The key profession, a history of the Association of University Teachers* (1969).

AVEBURY PAPERS

(MSS.246)

The collection consists of a small number of the papers of Sir John Lubbock, 1st Baron Avebury. They mostly derive from his sponsorship of the Early Closing Bill for shop assistants in 1896. They include parliamentary papers on the subject of shop hours, 1886-92, letters and speeches, newspaper cuttings and printed items from pressure groups including the Early Closing Association. The latter includes, *The Song of the Shop Girl* (MSS.246/41/1-2).

The bulk of Lubbock's papers are in the British Library.

COLIN BARKER PAPERS

(MSS.152)

Barker was for some time a member of the Executive and later the National Committee of the International Socialists. Included in the deposit is a file marked 'IS and Women's Work, 1970-2', with minutes of a women's sub-committee, 1972, issues of an IS women's newsletter and other items (MSS.152/TBN8/38).

BIRMINGHAM SMALL ARMS CO. LTD.

(MSS.19)

The personnel files (MSS.19A/7/PE) include statistics of employees analysed by sex, 1919/21/24, and a draft report on maternity problems, advising on assistance to married and unmarried mothers.

BRITISH CLOTHING INDUSTRY ASSOCIATION

(MSS.222)

The deposit comprises the archives of several separate employers' organisations which came together to form a single body, 1980-2. Among them are records of the following: Clothing Manufacturers' Federation of Great Britain Ltd., London and District Wholesale Clothing Manufacturers' Association, Shirt, Collar and Tie Manufacturers' Federation Ltd., the British Apparel Manufacturers' Association, Lancashire and Cheshire Clothing Manufacturers' Association and the Overall Manufacturers' Association.

Topics covered in Executive Committee minutes of these bodies for various dates, 1909-70, include the terms of trade between manufacturers, constitutions, membership and finance, legislation, proceedings of Trade Boards, later Wage Councils, disputes with the National Union of Tailors and Garment Workers, wages and other conditions of employment for male and female workers. Early volumes of minutes also cover outworking, and dilution. Wartime and immediately post-Second World War volumes include discussion of style restrictions and utility clothing, the withdrawal of workers during the war, post-war reconstruction and supplies of materials. Later volumes show concern with marketing, fashion, publicity and productivity as well as industrial relations.

These minutes form the main body of records. There are in addition minutes of various committees, General Purposes and Trade Sections for example, for given periods, 1914-70, as well as some reports, publications and records of agreements with the NUTGW. Also worth noting are minutes of the British Corset Manufacturers' Association, 1914-48, 1953-71, minutes of the Apparel and Fashion Industry Association, 1947-75 and of the Women's Fashion Export Group, 1940-53.

Prior permission is required to read the minutes of the Corsetry Manufacturers' Association's Equal Pay Committee, 1972-7 and the equal pay files, 1973-4, of the Shirt Collar and Tie Manufacturers' Federation.

CIVIL SERVICE UNION

(MSS.111)

This deposit comprises a group of subject files relating to the contract cleaning dispute, c.1960-70, which contain information on rates of pay and conditions of women employed by cleaning firms.

CLEARING BANK UNION

(MSS.283)

The CBU was formed by the staff associations of the Barclay's, Lloyd's and National Westminster banks in 1980. Its predecessor was the Central Council of Bank Staff Associations, set up in 1923 and subsequently renamed twice as the Council of Bank Staff Associations, and the Confederation of Bank Staff Associations. In 1988, when the clearing banks ended central negotiation for recruitment grades, the CBU was dissolved.

Included in the deposit are minutes of meetings of the Central Council of Bank Staff Associations, 1923-75. Bound in with minutes of the Executive Council of the CCBSA are minutes of a Women's Advisory Sub-committee, 1945-54. For later years there are brief reports from the Women's Committee made at Executive Council meetings. Topics covered include employment opportunities for women, the marriage bar, equal pay, Saturday closing and working hours.

Minutes of meetings of the Bank Staff Council, a national negotiating body on which the CCBSA was represented, include a report of a meeting of the working party on equal pay, 1970-1 (MSS.283/6/9/1).

CLARA COLLET

(MSS.29)

Clara Collet (1860-1948) was one of the first women to achieve a high position in government service. In 1892 she became Assistant Commissioner to the Royal Commission on Labour and prepared a number of reports on the employment of women. By 1903 she was Senior Investigator at the Board of Trade. These copies of her papers include correspondence with and about George Gissing, 1893-1910, and reports on changes in the wages and working conditions in domestic service in London, 1930, in dressmaking, and in the boot and shoe trade, 1863-1906.

CONFEDERATION OF BRITISH INDUSTRY

(MSS.200)

British Employers' Confederation

The CBI archive is composed of records of the CBI from its formation in 1965 and the records of its three predecessors - the British Employers' Confederation, the Federation of British Industries and the National Association of British Manufacturers. Of these three it was the BEC which concerned itself most directly with labour relations and which therefore forms the most likely source of information on women as workers. The British Employers' Confederation was founded as the National Confederation of Employers' Organisations in 1919. Individual employers were not eligible for membership. The new name was adopted in 1939.

The deposit consists of records from the BEC's central registry - committee minutes and other papers of meetings, correspondence, memoranda and miscellaneous publications. Of special relevance is a large series of subject

files, 1919-1965. Its coverage includes individual industries and employers' organisations, relations with international bodies such as the International Labour Organisation and the International Organisation of Employers, wages and working conditions, training, productivity, and unemployment. A subject index has been prepared.

Included among the files indexed under the heading 'women workers' are items on unemployed workers, the displacement of men by women, the position of married women, the supply of labour in wartime, and briefly, the employment of women before and after childbirth.

The deposit is strongest on the issue of equal pay. Relevant files include items relating to the Royal Commission on Equal Pay, 1945 - evidence given by the BEC, memoranda and correspondence. Other files under this heading contain, for example, information on the International Labour Organisation Committee on Equal Remuneration, 1951, minutes and correspondence, and a printed statement, *Equal pay for equal work*, submitted to the ILO by the International Federation of Christian Trade Unions. Summary information on equal pay in West Germany, Belgium, France and items on an Italian equal pay bill, 1955, have also been kept.

Files on employment and manpower, employers' associations, education, wages and conditions, wartime, post-war reconstruction, training and those relating to particular industries may also contain some useful information, but, it is likely to be brief and concerned for instance, with the operation of factory acts, or war-induced legislation affecting women.

Among the CBI records proper, the subject files of the Education, Training and Technology Directorate from 1965 to 1970 should be of interest.

The BEC list and index may be purchased in microfiche form from the Modern Records Centre.

CONFEDERATION OF HEALTH SERVICE EMPLOYEES

(MSS.229)

COHSE was formed in 1946 from the merger of the Mental Hospital and Institutional Workers' Union with the Hospital and Welfare Services Union. The deposit comprises records of COHSE, 1945/6-86, its constituent unions and their predecessors, the National Asylum Workers' Union, the National

Union of County Officers, the Poor Law Officers' Union and the Poor Law Workers' Trade Union, c.1912-45.

In addition to minutes of COHSE's National Executive Council, 1945-86, relevant material derives from the work of Doris M. Westmacott, the union's National Woman Officer, 1947-67 and organiser of the Guild of Nurses, 1941-66. Included are a file on the early years of the Malayan Nurses' Union, and others relating to the training, recruitment and remuneration of nurses, part-time nurses, district nurses and midwives. The files, 1939-56, generally comprise correspondence, reports, memoranda, minutes, pamphlets and mainly derive from her membership of the TUC National Advisory Committee for the nursing profession, 1955-6, and the Nurses' Salaries (Rushcliffe) Committee, 1948. There are in addition recordings of interviews with Westmacott and Iris Brook, the Guild of Nurses' first organiser.

Pre-COHSE material includes the National Union of County Officers' reports on working conditions of hospital domestic staff and laundry workers, 1930s-40s.

See Carpenter M., *Working for health: the history of COHSE* (1988).

COUNCIL OF CIVIL SERVICE UNIONS

(MSS.296)

This deposit largely consists of the registered files of the Staff Side of the National Whitley Council for the Civil Service and runs from the Council's formation in 1920 to 1974.

Much relevant material derives from the campaign for equal pay in the civil service, 1935-54; the abolition of the marriage bar and its administrative repercussions; and the recruitment of demobilised ex-service men and women after the Second World War.

Minutes of meetings of the Equal Pay Committee, 1924-1939, and reports, 1935-1946, are preserved as well as memoranda, articles and other printed items. Included among them are: *Equal pay for equal work in the Civil Service* published by the Federation of Women Civil Servants in 1920. There are also items on teachers and equal pay, 1935-6, with a comparison of the pay of men and women teachers for that year. A series of explanatory leaflets, the 'Equal Pay Folders', has been kept and includes for example, *The pay of women in the Civil Service - some facts and the Government's*

position in regard to them (1935). Also preserved here are reports of joint meetings between professional organisations on equal pay. Finally, there are press-cuttings on the successful campaign for equal pay in February and March of 1955.

The civil service marriage bar was abolished in 1946. The file of the Marriage Bar Committee, 1945-54, includes the National Whitley Council report on the subject and some minutes of meetings, but mostly reflects concern over the administrative consequences of the abolition. Together with other related files, it documents the position as regards superannuation, promotion and the repayment of marriage gratuities of women obliged to resign on marriage, subsequently widowed or separated and seeking reinstatement and of women who were obliged to stay on as temporary workers only.

Files of the Post-war Staffing Committee, a joint committee set up to tackle the recruitment of ex-service men and the redundancies of wartime temporary staff, document discrimination against ex-service women during the return to recruitment by open competition. There are also items on the resettlement of women transferred during wartime from other occupations and the post-war status of wartime temporary and clerical staff.

Other items to note are an analysis of sick leave broken down by sex, 1927-42, (MSS.296/REG/190.02), *The British Household*, a survey made for the Ministry of Works in 1947 giving information on the size and composition of households and their amenities (MSS.296/REG/352.10), and quarterly departmental returns of numbers of male and female staff, 1953-71, giving the proportions of each working full or part-time (MSS.296/REG/282.02).

Among the small number of non-registered files are two (MSS.292/6/1/12-13) on the 1954-5 equal pay campaign which contain photographs, cartoons, and printed ephemera.

COUNCIL OF POST OFFICE UNIONS

(MSS.89)

The Council of Post Office Unions was established from the Post Office Trade Union Council in 1969. The latter had its origins in the Postal and Engineering Departmental Whitley Councils, records of which are included in the archive. Among the subject files of the staff side of the Post Office DWC are those of the Women's Questions Committee, 1934-8 (MSS. 89/41-

44, 52). The committee considered the admission of women to certain grades of work. There are informative summary minutes, reports and some correspondence. Included among them, for example, is a memorandum submitted by the National Association of Women Civil Servants on the admission of women to the engineering department of the Post Office and a *Report on the Non-clerical grades in the Engineering and Stores Departments* which argues that such jobs should be restricted to men. Other files deal in turn with the subject of admission to clerical, engineering, manipulative and supervisory grades.

COVENTRY AND DISTRICT ENGINEERING EMPLOYERS' ASSOCIATION

(MSS.66)

The deposit comprises verbatim proceedings and other papers of negotiating conferences held at works and at local level between the Coventry and District Engineering Employers' Association and various trade unions. Many of the disputes were brought to conference under the terms of the Extended Employment of Women Agreement 1941, and the Temporary Relaxation Agreement 1940, and raise issues directly relevant to women, including rates of pay, dilution, restoration of pre-war practice, and the definition of women's pre-war work. References to women's employment become less frequent after 1946. Proceedings at local conferences exist for 1913 and 1940-54. Works conference proceedings run from 1940 to 1964. These are generally no more than a few pages in length.

Post-1964 works and local conference proceedings may be in briefer note form and where listed only the company name is given. They run from about 1959 to about 1979. Unlike the earlier proceedings they include some correspondence.

COVENTRY CHAIN SHOP STEWARDS' COMMITTEE

(MSS.249)

Coventry Chain Company was founded in 1896 and acquired by the Renold Group in 1930. Its factory at Spon End, Coventry, employing over 800 workers including about 400 women shopfloor workers, closed in 1980 following the fall in demand for transmission chains for the motor industry.

Records of the company's Shop Stewards' Committee include minutes, 1936-80, and subject and correspondence files. Health and safety, factory

accommodation, productivity, employment and redundancy are the main topics discussed. Monthly employment reports include data such as reasons for leaving, broken down by sex.

COVENTRY PRECISION SHOP STEWARDS' COMMITTEE

(MSS.291)

Coventry Precision was set up in 1937 as the Coventry Repetition Company Ltd., a subcontractor for the aircraft component firm, Dowty. In 1946 it changed its name to Coventry Precision Engineering and Repetition Company Ltd., and in 1951 was taken over by the Dowty Group.

Coventry Precision organised its production of components, not in long continuous runs, but in small batches. The distribution of work and allocation of labour within the plant was therefore a major concern of the Joint Shop Stewards' Committee and one clearly reflected in minutes of their meetings, 1946-70. This concern may have had significant consequences for the position of women workers at the company. There is some evidence that women were considered first for short-time working and issues discussed include, for instance, putting women to work on bench lathes while male operators were short of work, 1948 (MSS.291/1/2). Women's piece rates are frequently mentioned, especially 1950-3 (MSS.291/1/4i and /5i).

See M. Terry, *The Development of Shop Steward Organisation: Coventry Precision Tools, 1945-1972*, in M. Terry and P.K. Edwards (eds.), *Shopfloor politics and job controls: the post-war engineering industry* (1988).

COVENTRY WOMEN'S EMPLOYMENT RESEARCH PAPERS

(MSS.193)

These research papers deposited by Colleen Chesterman comprise interview notes, statistics, printed reports, and other notes, on women's work in Coventry, 1966-76. There are items on female employment at the electrical firm, GEC, and papers on levels of female unemployment in the Coventry area.

See Chesterman C., *Women in part-time employment: an investigation of the growth of part-time employment in Britain since World War II, with*

particular reference to patterns of employment in Coventry, M.A. thesis, Warwick University, 1978.

COVENTRY WOMEN'S PART-TIME EMPLOYMENT SURVEY

(MSS.278)

Files comprise the research records of a survey carried out by Veronica Beechey and Tessa Perkins, 1979-81. They include interview tapes, notes and transcripts, cuttings, statistics, fieldwork notes, background research papers as well as various printed items. Fields of employment covered are education, retailing, engineering and baking.

See Beechey V. and Perkins T., *A matter of hours. Women, part-time work and the labour market* (1987).

COVENTRY WOMEN'S WORK INTERVIEWS

(MSS.266)

The deposit comprises tape recordings, letters and some notes on women's experience of work in Coventry at the textile firm, Courtauld's, and the electrical firm, GEC. The interviews were conducted by Mrs J. Castle of the University of Wollongong, Australia in 1984.

ENGINEERING EMPLOYERS' FEDERATION

(MSS. 237)

A significant source of information is provided by the verbatim minutes of the works, local and national or 'central' conferences held between representatives of engineering employers and trade unions. There is a photocopied card index to the main series of conference files grouped by subject. Relevant subject headings include female labour, wages, machine manning, and dilution of skilled labour. The documents to which the index refers are kept on microfilm. There is also a series of bound, typescript Central and Special Conference proceedings, 1900-50.

The disputes recorded here may centre for example, on the proposed introduction of female labour on new or existing work, the retention of female labour after both wars, and the grading of women's wage rates.

Also included in this microfilmed series of conference files are general letters to federated firms and circular letters to local engineering employers' associations. Among these may be found, for instance, the reactions of local

employers to Ministry of Munitions circulars affecting the wages of women on men's work and employers' replies to an enquiry on the nature of women's work in engineering before the First World War.

Outside this group of records the following are worth noting: published wages movements, 1897-1925, including the wages of women workers and wages statistics covering some of the female time workers in engineering and certain other industries. The miscellaneous series of committee minutes includes those of the Administration Sub-Committee on Women's Wages 1922-4, 1927, 1935 (MSS. 237/1/6/1-4, 7/11-12) and the Special Committee on female labour, 1936-8 (MSS. 237/1/6/12).

FAKENHAM ENTERPRISES LTD.

(MSS.30)

In April 1972 the Norwich shoe manufacturers, Sexton, Son and Everard Ltd., went into liquidation and their small Fakenham factory, in which women were employed on the closing of shoe uppers, was occupied by its workforce. They received support from trade unions and women's groups nationally and after eighteen weeks Scott Bader Commonwealth Ltd. offered financial and practical assistance. Fakenham Enterprises Ltd. went into receivership in August 1977.

In addition to more formal records, 1971-5, the deposit includes transcripts of tapes made in connection with the film *Fakenham - four years after* by Diana Glass at the National Film School.

See Wajcman J., *Women in control: dilemmas of a workers' co-operative* (1983); Lockett M., *Fakenham Enterprises* (Co-operatives Research Unit, Open University, Monograph no.1, 1978).

FEDERATION OF SAILMAKERS

(MSS.87)

Surviving correspondence of the Federation of Sailmakers includes a small number of letters, 1912-19, illustrating the Federation's opposition to the introduction of machinery, which meant the use of female labour, and to the spread of female labour as a result of the wartime dilution.

**GENERAL, MUNICIPAL, BOILERMAKERS AND ALLIED
TRADES UNION****(MSS.192)**

The General and Municipal Workers' Union, predecessor of the current GMB, was formed in 1924 when the National Union of General and Municipal Workers amalgamated with the National Amalgamated Union of Labour and the Municipal Employees' Association. The NUGMW already included the National Federation of Women Workers, which had amalgamated in 1921. The union became known as the General and Municipal Workers Union in 1979. The present title was adopted in 1982 when the union merged with the Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Steel Workers. The Amalgamated Textile Union merged in 1986, APEX in 1989, and the National Union of Tailors and Garment Workers in 1990.

The main archives of the GMB remain with the union at its national college. This deposit includes some records of the following:

General and Municipal Workers' Union

Formerly the NUGMW, records include Executive and National Executive Council reports and minutes, 1925-60, 1970-86, Annual Congress reports, 1950-77, and monthly journals, 1931-84 (incomplete).

In 1921 the National Federation of Women Workers joined the NUGMW on the understanding that a separate women's section with a national women's officer would be created. A women's department was set up with Margaret Bondfield at its head. The Biennial Conference of 1928 voted to abolish the department but this resolution does not seem to have been carried out. Executive Council minutes and monthly journals both refer to the setting up of a separate women's section and to the continued work of its officers.

The most frequently mentioned group of women workers throughout are those in engineering. For the 1970s and 1980s there are references to the union's national equal rights committee in NEC reports.

APEX

The Association of Professional, Executive, Clerical and Computer Staff (APEX) joined the GMB in 1989. APEX was the title adopted in 1972 by the Clerical and Administrative Workers' Union, itself formed by the merger of

the National Union of Clerks with the Association of Women Clerks and Secretaries in 1940. The deposit includes conference reports and presidential addresses, 1948-87, issues of *The Clerk* later *Apex*, 1943-74, 1985-9 and GLC Staff Association annual reports and AGM papers, 1966-87. *The Clerk* had regular features on women's employment issues. Those of the late 1940s and 1950s were often written by prominent women officers such as Anne Godwin, Hélène Walker and Jessie Stephen.

Associated Blacksmiths, Forge and Smithy Workers' Society

Printed quarterly reports, particularly for 1939-45 and the immediate post-war period, contain notes on the employment of women in industry, including such items as rates of pay for male and female staff in railway workshops.

National Union of Tailors and Garment Workers

The NUTGW was formed in 1932 with the merger of the Tailors' and Garment Workers' Union and the Amalgamated Society of Tailors. Deposited records include Executive Board minutes, 1929-53, 1955-61, 1964, circulars, c.1939-c.1989, and issues of *The Garment Worker*, 1928-38, 1945-89.

GAS STAFF ASSOCIATION

(MSS.109)

The Gas Staff Association organised non-manual workers in the gas industry. Records include a typescript autobiography of H.J. Arnold, pioneer organiser of gas staff (MSS.109/6/1), which contains interesting comments on equal pay and the attitude of women employees to trade union membership.

SIR JOSEPH HALLSWORTH

(MSS.70)

Sir Joseph Hallsworth (1884-1974) was the first General Secretary of the Union of Shop, Distributive and Allied Workers. His deposited research papers include several box files dealing with various aspects of the employment of children and juveniles of both sexes, mainly 1920-45, and other workers, including shop assistants.

See Richardson Sir W., *A union of many trades: the history of USDAW* (1979).

HEADMASTERS' ASSOCIATION

(MSS.58)

The Association was begun in 1890 as the Incorporated Association of Headmasters, and became the Headmasters' Association in 1967. Its leading members were headmasters of public schools. In 1978 it merged with the Association of Headmistresses to form the Secondary Heads' Association.

Subject files include those on amalgamation, 1974-8, correspondence with the Association of Headmistresses, 1973 (MSS.58B/3/2) and correspondence on the Sex Discrimination Act, 1975 (MSS.58C/TBN9).

INDUSTRIAL SOCIETY

(MSS. 303)

The deposit comes from the library of the Industrial Society and mostly comprises publications, many dating from the 1950s. Researchers should note that there are no subject files, no minutes of committee meetings, and very few annual reports in this deposit.

The Industrial Society was founded in 1918 as the Boys' Welfare Association, which in 1919 became the Industrial Welfare Society. The current title was adopted in 1965. In the course of its history the welfare role of the Industrial Society has changed. After the Second World War it came to play the role of a consultancy, providing advice and training on personnel issues like effective selection, recruitment and managerial practice, and on industrial relations and employment law. Most of the deposit reflects this aspect of its work.

Advice and training for employers of women and for women themselves was pioneered within the Society by Elizabeth Pepperell, Assistant Director 1952-1970/1. She extended its personnel work, set up a training department and organised many conferences for women secretaries, personnel assistants, supervisors, office and catering managers. Some of these conference programmes have been kept. A box file marked 'Women and Secretarial Work' (MSS. 303/AP/N) contains publications by Pepperell and others on the role and functions of the secretary, dating from 1963 to 1985. There are a small number of information surveys concerned with the work of women in offices. They include: *Secretaries: a wasted asset? A survey of the use of secretaries in the UK* (n.d.), and *Women in insurance*, (n.d.) (MSS.303/IS/3); *Developing your woman-power - a survey of current company practices*, 1985, and *A survey into the progress of women in the*

Abbey National Building Society, 1982 (MSS. 303/IS/2). A box titled 'Elizabeth Pepperell' (MSS. 303/AR9) contains a memorandum on the supervision of nurses' health, printed items on hospital welfare and an envelope of biographical information (MSS.303/AR9/B).

The Society also advised employers on the implementation of the Equal Pay Act 1970 and the Sex Discrimination Act 1975 and there are a number of pamphlets, information fact sheets, newsletters and press-cuttings with information on these subjects. The series of pamphlets called 'Notes for Managers', 1960s-70s (MSS. 303/P/NM/1) include notes on training, job evaluation and changing wage structures. A series of guides on employment legislation, 1950s-1980s (MSS. 303/AP/F) covers pay and maternity rights. Information fact sheets 1977-85, (MSS.303/IFS/1-) include short paragraphs on these subjects, as well as on women in engineering and part-time workers. Also worth consulting are press-cuttings, 1918-1980s. These include extracts from trade and house journals as well as newspapers. A useful means of reference to those cuttings relating to women is found in the subject index which accompanies the archive.

Industrial Society journals survive from 1918. Those for the 1920s, for instance, include a column on women's welfare and training at work.

INLAND REVENUE DEPARTMENTAL WHITLEY COUNCIL STAFF SIDE (MSS.304)

Among subject and correspondence files are some relevant to the issue of women's employment in the civil service. They include those on women cleaners - rates of pay and levels of staffing, 1927-60, contract cleaning 1968-9, and allowances to shorthand typists, 1922-37. A file titled 'Women in the Civil Service' comprises correspondence and circulars, 1972-84, on the employment of women, maternity leave and pay.

INLAND REVENUE STAFF FEDERATION (MSS.297)

The Inland Revenue Staff Federation was formed in 1936 by the Association of Officers of Taxes, the National Association of Taxes, Assessing and Collecting Services and the Valuation Office Clerical Association.

Minutes of the Joint Committee of the AOT and Civil Service Clerical Association, 1929-40, include correspondence on promotion for shorthand

typists. The AOT and CSCA Writing Assistants and Established Shorthand Typists Joint Committee comprises minutes and circulars, 1928-40, on the pay, promotion and recruitment of female grades, and includes, for example, some discussion of the feminisation of the collection service 1940, and the marriage bar.

INSTITUTE OF PERSONNEL MANAGEMENT

(MSS.97)

The Institute was founded as the Welfare Workers' Association in 1913, at a time when the influx of women into industry stimulated welfare provision. Many of the early welfare workers were themselves women. The strength of female participation is illustrated throughout the minute series, 1913-64. More specifically, the deposit includes a volume of signed minutes, 1917-21, of the Scottish Association of Welfare Workers (Women) and the Training Committee minutes, 1928-45, include notes on the training of women. The small group of personal papers includes material relating to female members of the Institute, 1921-35.

Among publications by the IPM are a small number on the employment of married women, 1954-61, as well as annual reports, 1920/1-1963/4, and the IPM journal, 1920 to 1962. IPM Information Summaries include some items on women at work, 1953-61.

See Niven M.M., *Personnel Management 1913-67* (1967).

IRON AND STEEL TRADES CONFEDERATION

(MSS. 36)

The Iron and Steel Trades Confederation, the largest union in the steel industry, was formed in 1917. Minute books and the main series of ISTC publications have not been deposited. Deposited files generally comprise memoranda, reports, correspondence, minutes, cuttings and various printed items. A subject index has been prepared, revealing a surprisingly wide range of topics. Files include, for example, items on equal pay in the civil service (MSS. 36/C119) and Labour Party election campaign material from the 1920s (MSS.36/L41).

Files relating to women workers typically include wartime correspondence, memoranda on agreements, and arbitration awards on female rates of pay at particular firms. A few brief general statements on women's work and wages throughout the industry are made (1943, MSS.36/W57; 1953,

MSS.36/W68). Of particular note are verbatim minutes of the International Metalworkers' Federation Women Workers Conference, 1961-2, which include a discussion of equal pay for work of equal value, a lengthy survey of women's wages and conditions of work in the metal industries, 1960, and a discussion document on the protection of women workers from fatigue and replies to an IMF questionnaire on the part-time employment of women in the British metal industries (MSS.36/I4j). The IMF survey covers wages and equal pay, training and grading by skill and levels of trade union membership. Also worth noting are replies by the industry to a TUC circular, 1953-4, on the involvement of women in trade union activity (MSS.36/I14) and a number of files on clerical workers' wage rates and other conditions of service for the 1950s and 1960s (MSS.36/C73).

MACCLESFIELD SILK AND TEXTILES LTD. (MSS.162)

A producer co-operative, the firm was founded as the Macclesfield Silk Manufacturing Society Ltd. in 1888. The number of women involved in the Society may be judged from the entries in the share registers and the list of staff eligible for membership of the long-service fund (MSS.162/3/1/15).

MIDLAND BOLT, NUT, SCREW AND RIVET EMPLOYERS' ASSOCIATION (MSS.33)

The Association was founded in 1942 in order to regulate wages and working conditions within the trade. In 1977 it became a section of the West Midlands Engineering Employers' Association.

Records mainly comprise signed minutes of Management Board meetings and AGMs, 1942-68. Frequent mention is made of women's wages.

MISCELLANEOUS SERIES (MSS.21)

Many of the documents in this collection are ephemera - broadsheets, short leaflets, handbills and posters. The Modern Records Centre subject index gives references to those relating to women at work.

**NATIONAL AND LOCAL GOVERNMENT OFFICERS
ASSOCIATION**

(MSS.20)

The union was founded as the National Association of Local Government Officers in 1905. Attitudes to working women, the recruitment of women, equal pay and the marriage bar, are documented in the minutes of National Executive Council meetings, 1905-57, Annual Conference minutes, 1926-38, NEC reports to Annual Conference, 1919-29, and summaries of NEC reports to Annual Conference, 1935-40. Minutes of the Service Conditions Committee, 1918-65, include discussions on the training and recruitment of nurses (e.g. 1933-6), and on equal pay (e.g. 1953-5). Minutes of the sub-committee on Women's (Public Health) Services, 1937-39, 1943-53 are also bound into this series.

Among records of NALGO's predecessors are those of the National Poor Law Officers' Association, founded in 1885 and merged with NALGO in 1930. Worth noting are the Nurses' sub-committee minutes, 1918-23 (MSS.20/NPL/1/4/1). The records of NALGO Insurance Association Ltd. (LOGOMIA) contain relevant material on the degree to which insurance cover should be extended to women.

See Spoor A., *White-collar union: sixty years of NALGO* (1967) and Newman G., *Path to maturity: NALGO 1965-80* (NALGO, 1982).

NALGO: PETER MORGAN PAPERS

(MSS.262)

Peter Morgan was a member of the National Executive Council of NALGO, 1963-85, and President, 1981-2. The papers consist mainly of circulated minutes of committees with agendas, reports and other related papers. Most relevant are files relating to NALGO's Equal Rights Working Party, 1974-5 with report, and its National Equal Opportunity Committee, 1977-86, with minutes and miscellaneous issues of *Equal Opportunities News* and *Equal Opportunity Committee News*. These files also contain items on abortion rights, 1982-3, pensions reform, 1983-6, including a NALGO report, *Sex Equality in Pensions Schemes*, 1986, surveys of NALGO members, 1979 and 1983-4 and NALGO publications.

NATIONAL ASSOCIATION OF SCHOOLMASTERS (MSS.38)

The National Association of Men Teachers was formed in 1919 at a conference of the National Union of Teachers in opposition to the NUT's adoption of the principle of equal pay. In 1922 it seceded from the union to form a separate organisation, the National Association of Schoolmasters. Records comprise publications, including annual conference agenda, minutes and reports, 1927-70, Annual Reports and Year-book, 1919-41, issues of the *New Schoolmaster*, 1921-73, publications and some minutes of local branch meetings.

The original hostility of the NAS to equal pay for women school teachers and its related insistence on the need for men teachers for boys' classes are clearly seen in these surviving records, especially the series of leaflets and publications (MSS.38A, MSS.38C), 1928-70. They include for example, 'Making our boys effeminate', 1927, 'The fight for the British boys and the schoolmaster', 1921, 'The Equal Pay-Family Allowances Nonsense', 1954, 'Sex as a fundamental factor in education', 1950.

Other items to note are annual conference documents, 1958, including reports on 'Salaries, marriage and child allowances' and on the 'Admission of women to associate membership and the provision of legal aid to teacher wives of members' and papers on a 1928 broadcast debate on equal pay between W.H. Thoday and Ellen Wilkinson MP (MSS.38A/6/THO/1/1-30).

The NAS merged with the Union of Women Teachers in 1975. No records of the merger have been deposited.

NATIONAL ASSOCIATION OF TEACHERS IN FURTHER AND HIGHER EDUCATION (MSS.176)

NAFTHE was formed in 1975 by the amalgamation of the Association of Teachers in Technical Institutions with the Association of Teachers in Colleges and Departments of Education. The deposit comprises the records of NATFHE's two constituent bodies and their predecessors.

Association of Teachers in Technical Institutions

Records include subject files, mostly on superannuation and pay, 1926-60, Council and Executive Committee minutes, 1904-70, other committees,

c. 1920-c. 1970, and London and West Midlands branch records, 1936-75. There are scattered references to women in teaching and to girls' education.

Association of Teachers in Colleges and Departments of Education

The ATCDE was formed in 1943 when the Training College Association merged with the Council of Principals. Records reflect the predominantly female membership of all three.

Archives of the ATCDE include Executive Committee minutes, 1943-75, Council minutes, 1958-75, minutes of the Principals' Panel, 1943-75, and Lecturers' Panel, 1958-75.

The series of correspondence files includes many references to women's organisations, including the National Council of Women, 1940-4, National Association of Girls Clubs, 1943-4, and the Girl Guides' Association, 1942.

The Training College Association was formed in 1891. Many of its records were destroyed in 1942 and little seems to survive before 1918. There are a series of subject files covering tenure 1930s, the Joint Standing Committee with the Council of Principals, the Joint Agency for Women Teachers, as well as some Midlands and North East branch minutes, 1928-55. Minutes of the Domestic Science section, 1936-9, and an incomplete set of the *Training College Bulletin*, 1923-43, have also survived.

The Council of Principals was formed in 1913. Minutes for the years 1929-38 have been deposited. An attempt to set up a separate organisation for men is represented by minutes of the Men Principals Group minutes, 1929-35.

See Browne J.D., *Teachers of teachers* (1979); Wright A. The education of girls and women: primary sources no.3, the Association of Teachers in Colleges and Departments of Education. *History of Education Society Bulletin*, 1985, 36.

NATIONAL FEDERATION OF PROFESSIONAL WORKERS

(MSS.239)

Founded by socialist intellectual G.D.H. Cole in 1920, the Federation was composed of unions of workers in professional, clerical, technical and supervisory grades. The Federation made representations to government departments, to the TUC and to employers' associations on questions raised

by conference motions or at Executive Council meetings. Often these were questions affecting women. Topics covered in minutes and papers of Executive Council meetings, 1920-82, include for example family allowances, shops and offices legislation, health services, reduction of women's benefits, teachers' pay, and equal opportunities.

Subject and correspondence files include those on equal pay - pamphlets, correspondence of the NFPW sub-committee on equal pay 1944, replies to a questionnaire issued to affiliated unions; and those on the employment of married women - items on the marriage bar in the civil service and banking, an NFPW resolution on the marriage bar, 1938, and a good series of replies from trade unions to a circular on this subject.

Finally there are two large series of potentially useful files on clerical and administrative salaries in the nationalised industries, 1945-65, and on pensions. The latter comprises agenda papers, government statements, correspondence, company booklets on pensions and pensions reform, including equal treatment of the sexes under occupational pensions schemes.

NATIONAL GRAPHICAL ASSOCIATION

(MSS.39)

The NGA was formed in the 1960s by the amalgamation of several long established print unions. Later mergers brought in the National Union of Wall Coverings, Decorative and Allied Trades, the Society of Lithographic Artists, Designers and Engravers and the Society of Graphical and Allied Trades. The union is now called the Graphical, Paper and Media Union. The deposit comprises records of the NGA and many of its constituent unions dating from the mid or late nineteenth century.

The most frequent mention of women is found in the records of the NGA itself. Women worked in the printing trades as hand compositors, composing-machine operators, and machine minders. The NGA however was clearly opposed to the employment of women. Scattered references to the admission of women members and the extension of female employment are found in the minutes of the NGA's Executive Committee and Delegate meetings. Its journal, *Typographical Circular*, has references to women, including for example, correspondence in 1888 about female compositors and an article of November 1875 on the failure of the Victoria Press. The Victoria Press was set up in 1860 by Emily Faithfull, a member of the Society for Promoting the Employment of Women, with the aim of

employing and training women composers. Women's rates of pay are often included in circulars on salary negotiations.

See Musson A.E., *The Typographical Association. Its origin and history to 1949* (1954); MacDonald J.R. ed., *Women in the printing trades* (1904).

NATIONAL GRAPHICAL ASSOCIATION: LONDON REGION

(MSS.28)

Formed in 1964, the London Region of the NGA originated with the London Society of Compositors. Records include minutes, 1827-1964, annual reports, 1848-1922, quarterly reports, 1848-1900, and the *London Typographical Journal* (incomplete), 1921-63. Minutes contain some references to female labour, especially in the form of circulars from other unions (e.g. MSS.28/ES/1/1/1, 1899-1903) and should repay careful study. A letter is affixed to the *Quarterly Report*, 1892, from Jane Pyne, first female member of the LSC, accepting membership (MSS.28/CO/1/8/35/3).

See Hunt F., *Opportunities lost and gained: mechanisation and women's work. The London bookbinding and printing trades*. In: A.V. John ed., *Unequal opportunities, women's employment in England 1800-1918* (1986).

NATIONAL GUILD OF TELEPHONISTS

(MSS.90)

Both the NGT and the Union of Post Office Workers recruited telephonists. The tendency was for male telephonists to join the NGT and for female telephonists to take up membership of the UPW.

In 1965 the NGT claimed the right to represent part-time female telephonists. The deposit consists solely of printed annual conference agenda, 1958-70, and includes motions on the right to represent women telephonists and equal pay. They include short statements by the General Secretary, the Women's National Organiser and the Women's Secretary.

NATIONAL SOCIETY OF METAL MECHANICS

(MSS.101/M)

Founded in Birmingham in 1872 as the Amalgamated Society of Brassworkers the union organised workers from the town's brass trades. In 1904 it began to admit men from outside the region and the industry, changing its title to the National Society of Amalgamated Brassworkers and

Metal Mechanics. Members faced competition from cheaper female labour, particularly in Birmingham and the Midlands and a number of motions were put to the TUC attempting to restrict female labour in the metal trades. Women were not admitted to the union, then called the National Society of Metal Mechanics, until 1959. The union became part of the Technical, Administrative and Supervisory Section in 1987. TASS amalgamated with the Association of Scientific, Technical and Managerial Staffs in 1988 to form the Manufacturing Science Finance Union.

Given the union's history of opposition to female employment, the following records should prove useful: minutes of National Executive Council 1891-1959, Annual Reports 1873-1972, and minutes of District Council meetings, 1934-79. A brief survey however, revealed few references to women. Wartime references in NEC minutes include agreements on dilution and the need for women registered for war service to join the appropriate trade union.

There are in addition useful subject/correspondence files, chiefly concerned with the Temporary Relaxation of Existing Customs Agreement (1940) which permitted dilution. Files relating to negotiations with employers associations, disputes and agreements, 1897-1951, include some useful items as do company files, 1919-48, relating to wages hours and agreements at given firms.

NATIONAL UNION OF BANK EMPLOYEES

(MSS.56)

The National Union of Bank Employees was set up in 1946 following the amalgamation of the Bank Officers' Guild with the Scottish Bankers' Association. In April 1979 NUBE became known as the Banking, Insurance and Finance Union. The large female membership of the union and its predecessors is reflected throughout the minute series, 1919-67. There are also a number of subject files on various topics relating to women employees, 1950-70, including equal pay and special seats for women on the National Executive Committee.

NATIONAL UNION OF JOURNALISTS

(MSS.86)

The National Union of Journalists was founded in 1907. Minutes of its National Executive Council contain a few references to women journalists, while those of the Annual Delegate Meeting, 1909-37, include resolutions

concerning women reporters passed in 1926, 1927 and 1935. The Approved Society minutes, 1912-19, give membership statistics for some years, analysed by sex, which indicate that the union had very few female members at that period.

See Mansfield F.J., *Gentlemen, the press: chronicles of a crusade* (1943); Bundoock C.J., *The NUJ: a jubilee history 1907-1957* (1957).

NATIONAL UNION OF PUBLIC EMPLOYEES (MSS.281)

NUPE was formed in 1928 from the National Union of Corporation Workers. It concerned itself with the wages and conditions of service of local government employees, including roadmen and clerical and domestic staffs in general and mental hospitals. The National Association of Nurses, formed in 1937, was incorporated within NUPE in 1938.

The Second World War and after saw an expansion of social provision and a growing public sector. Many of the service jobs brought about by this expansion have been filled by women and there has been a corresponding rise in the union's female membership. Since the mid 1970s NUPE has had twice as many female members as male.

The main sources of information are Executive Council minutes, 1929-72, circulars, 1939-59, annual conference reports, 1926-36, 1941-9 and 1959-67 and journal, 1931-81.

See Dix B. and Williams S., *Serving the public - building the union. The history of NUPE*, vol.1 (1987).

NATIONAL UNION OF TEACHERS (MSS.179)

The National Union of Teachers was founded in 1870 as the National Union of Elementary Teachers. The current title was adopted in 1888. For the last quarter of the nineteenth century the union had more male members than female. In the twentieth century the position has been reversed and women now form a majority of the membership.

Only the first phase of the deposit has been made. Minutes of NUT Executive Council meetings are still held by the union. Relevant deposited records include minutes of the Ladies' Committee, 1900-39, including items

on training, pay and recruitment, on women's work, and correspondence from women's organisations, annual conference minutes and conference resolutions and reports, and Organisation/membership Committee minutes, 1891-1960. In 1932 the National Union of Women Teachers barred its members from joining the NUT and openly competed with the NUT for recruits. The Organisation Committee minutes for that year include twenty pages of proposed anti-NUWT propaganda and discussion of a recruitment campaign aimed at women. There is also some discussion on the formation of 'Ladies' Bureaux', or women's sections, within the union.

A large series of leaflets includes a good number on the position of women teachers. Others, aimed explicitly at men, set out to answer the virulent opposition of the National Association of Schoolmasters to the principle of equal pay.

NB records of the National Union of Women Teachers are in the Institute of Education library, University of London.

PENWORKERS' FEDERATION

(MSS.42)

The Penworkers' Federation was formed in 1919 and wound up in 1983. A large proportion of the workforce of the trade was female and women apparently comprised most of the Federation's membership. The deposit includes minutes of various committees, 1918-73, and files on wages and conditions, mainly 1950s and 60s, contributions books for women members, 1949-71, and correspondence, amongst which may be found schedules of female wage rates. Particularly interesting are the statistics of PWF membership for May 1920, analysed by firm and by sex (MSS.42/3/1/45).

PRINTING AND KINDRED TRADES FEDERATION

(MSS.43)

The Printing and Kindred Trades Federation was a federation of unions, formed on a national basis in 1901 in order to represent the interests of all printing workers on questions of national or widespread importance. The Federation was dissolved in 1974. Subject files contain some material on rates of pay for women workers at various dates from the 1940s onwards, and on female dilutees and servicewomen during the Second World War.

POST OFFICE MANAGEMENT STAFFS ASSOCIATION**(MSS.225)**

Relevant records are found in the archive of the Federation of Post Office Supervising Officers, a predecessor of POMSA. Among selected subject files are those on the marriage bar, 1943-6, and 'women's questions', 1924-59 (MSS.225/F/3). The latter includes, for example, the report of a committee on the principle of common seniority lists for men and women, 1924, and tables of the main basic grades restricted to men, 1934.

RANK AND FILE LONDON BUSMEN'S MOVEMENT**(MSS.62)**

The employment of women as bus conductors during the Second World War is reflected in copies of *The Transporter*, 1940-2, which include articles by and about the new 'clippies'.

READY-MADE AND WHOLESALE BESPOKE TAILORING TRADE BOARD**(MSS.258)**

The Trade Boards Act of 1909 established Trade Boards which were empowered to fix minimum rates of pay in unorganised trades where exceptionally low or 'sweated' wages existed.

Records comprise minutes of meetings of the Tailoring Trade Board, of its administrative committee and of regional and Scottish trade committees, 1910-25. Exemptions and proposals to vary the rates, including for instance the appropriate scale for female learners, are discussed.

Also included with this deposit are minutes of the Shirt-making Trade Board, 1914-19, and the Corset Trade Board, 1919-26.

ROUTH/OCCUPATIONAL DATA**(MSS.276)**

The deposit comprises a small number of files containing lists of jobs with rates of pay and hours, arranged by source, for example the Manchester Clearing House, 1958 and London, Camden Exchange, 1957. There are lists of jobs for women with hours and pay in London, Manchester, and Birmingham for various dates, 1957-60.

See Routh G., *Occupation and pay in Great Britain 1906-60* (1965).

SOCIETY OF CIVIL AND PUBLIC SERVANTS

(MSS.232)

Papers of a working party set up in 1970 to look into the employment of women in the non-industrial civil service form the most significant source of information found in this deposit (MSS.232/REG/239.01). They mostly comprise minutes of meetings and lengthy notes on topics like the factors influencing women's career decisions, maternity leave, part-time employment, marriage gratuities, attitudes of women to the civil service, tax allowances for women, working mothers and Selective Employment Tax, segregation at work, and statistics of women's recruitment, promotion and turnover, 1959-69. Appended correspondence is often substantial and informative, offering an insight into the opinions and experiences of women civil servants themselves. Also worth noting are a description of the percentage of successful candidates for the administrative class who were women 1949-70, and a note on women in the civil service - statistics, distribution, segregation, promotion, reinstatement and conditions of service.

Also relevant is a file of correspondence on the marriage bar (MSS.232/REG/653.01). The abolition of the civil service marriage bar in 1946 was not made retrospective. This meant that women who had resigned on marriage and continued in an 'unestablished' or temporary capacity and those who had retired at marriage, both accepting marriage gratuities, were not able, once reinstated after abolition, to reckon their previous service for superannuation purposes. Women were still able to take marriage gratuities after abolition but again did not enjoy the same pension rights as those who either simply resigned or stayed on. Much of the correspondence consists of enquiries and complaints about these rules from women unsure about taking marriage gratuities or attempting to refund their gratuities so as to regain their pensions.

Also included in the deposit are Executive Council papers, 1945-81, Training and Education Committee papers, 1966-71, and papers of the Superannuation and Pay committees, 1965-71. In addition there are files on 'manpower' - general statistics and analyses 1952-67.

See The employment of women in the civil service (CSD Management Studies no. 3, HMSO, 1971); Brimelow E., *Women in the Civil Service, Public Administration*, 1981, 59.

PROFESSOR MARGARET STACEY

(MSS.184)

The deposit is made up of the papers of Margaret Stacey as a member of the now defunct Welsh Hospital Board, 1970-4. They mostly comprise correspondence, agenda, minutes and related papers as well as minutes of the Board's committees. The most relevant of these are the Chairman's Advisory Board Committee and the Nursing Advisory Committee. Minutes are in brief, summary form and concern topics such as nurses' accommodation, the training of midwives, and nurses' pay. Also included are a small number of short reports on the role and duties of the nurse.

MRS. LUCY ANNE EVELYN STREATFEILD

(MSS.69)

Mrs. Streatfeild, formerly Lucy Deane, was among the first women inspectors of workshops and factories. Copies of her papers include her unofficial 'business diaries' as inspector of factories, 1893-7, and correspondence and other papers concerning her membership of two official Commissions of Enquiry - into the conditions of women and children in British concentration camps during the Boer War, and into rumours of immorality in the Women's Army Auxiliary Corps in France, 1918.

The original papers of Lucy Streatfeild have been deposited at the British Library of Political and Economic Science.

THE TIMES LABOUR DEPARTMENT

(MSS.271/T, /S)

Press-cuttings, press releases and pamphlets on labour matters from the Labour Editor's department of *The Times* and *Sunday Times* include some useful items.

Among items on the food industry, a large employer of women, are reports on the canning and biscuit industries (MSS.271/T/28/3 & 4). Background notes on the British boot and shoe trade include information on its labour organisation (MSS.271/T/29/2). There are male and female wage rates, mostly for department store workers (MSS.271/T/66/1-20). Lastly, files on hours of work include a *Survey of the comparative terms and conditions of employment of full and part-time workers*, 1966, by the Industrial Society, mostly concerned with women working part-time, their hours and wages. Also included is a report of 1961, *Work and leisure* by Guy Hunter, which briefly considers attitudes to working wives.

Among files of the Labour Editor of the *Sunday Times*, are those on the 1984-5 miners' strike, including one on the role of the women's support groups.

TOBACCO WORKERS' UNION

(MSS.101/TW)

Founded as the Tobacconists' Society, a combination of skilled craftsmen, the union was reorganised in 1925 to become an industrial union for all tobacco workers regardless of skill or gender. Women later became a majority of the membership. The union may be of special interest because women's earnings in the tobacco trade were higher than average and came closer to male earnings than in other industries.

The main sources of information are Executive Council minutes, 1904-1986, reports of Annual and Biennial Delegate Meetings 1948-89, industrial relations files for various dates, 1918-72, and a series of agreements with employers.

Matters dealt with in minutes of Executive Council meetings include pay grades, recruitment, wages, pensions, dilution, marriage grants, equal opportunities and, for 1970-5, the phasing-in of equal pay. The minutes are in summary form, becoming more detailed after the union's reorganisation. With the exception of equal pay many specifically women's issues are dealt with only briefly.

Reports of Annual and Biennial Delegate Meetings give verbatim accounts, usually indexed, of resolutions and proceedings. Clearly relevant topics include the right to paid maternity leave, nursery provision, education on equal opportunities, and women's overtime work. Other topics discussed are wages, Factories Acts, membership, health and sick pay, relations with employers.

Files on industrial relations include correspondence, memoranda and other papers, for example of the union's Industrial Committee Working Party, 1966-69, which looked at anomalies in pay rates and job assessments. There are some records of grievance interviews and National Arbitration Tribunal Awards, giving male and female rates for given firms and processes. There is also a short statement, undated, on 'Principles Underlying the Application for Equal Pay' (MSS.101/TW/3/1/16).

A file of agreements on wages, hours, piece work rates, training and other matters has been kept (MSS.101/TW/9/1/1), including one of 1947 with Murray and Sons on the employment of married women.

Other items to note include some internal reports and circulars and miscellaneous subject files especially 'Wages and Working Conditions of Machine Operators and Catcher Girls in the Cigarette Industry', 1961 (MSS.101/TW/3/3/3) and 'Implementation of the Equal Pay Act 1970 and the Determination of Average Hourly Earnings of Women, Youths, Boys and Girls in Five Manufacturing Industries', 1974-5, which includes tobacco, (MSS.101/TW/3/3/2). There are other useful items among the union's publications.

TRADES UNION CONGRESS

(MSS.292)

The deposit comprises files from the TUC's registry and covers the period from its formation in the early 1920s to the end of 1960. Several finding-aids to this deposit are available. The Centre holds a photocopy of the *TUC Subject Index*, which leads directly to the *Interim List* which gives the TUC number, then the MRC reference followed by a brief description of the file(s) with dates. The full *Catalogue* gives a more detailed entry for each file and includes references to specific documents, correspondence, etc. The files are listed in order of their current MRC reference, with previous references noted below in each entry. There is a table of contents at the beginning of the *Catalogue*. The Centre's *Information Leaflet* No. 9 lists several hundred topics with principal TUC deposit reference numbers. There are also several hundred entries in the Centre's name and subject indexes.

There are three distinct series of TUC files which relate specifically to women. These are files numbered MSS.292/60-66, MSS.292/134 and MSS.292/821-24.

MSS.292/60-66

Various aspects of the recruitment and organisation of women trade unionists are covered in articles and recruiting leaflets (60.2/1-3); industrial newsletters, 1938-62 (60.21/1-3); correspondence, 1927-60 (60/1 a and b); surveys and reports, various dates; minutes, 1921-60, of the Women's Group sub-committee, later called the Women's Advisory Committee (MSS.292/61.5/1-10)); minutes and documents of the Standing Joint Committee of Industrial Women's Organisations and its successors, 1920-32,

1947-60 (62.1/1-62.14/1); documents, including some minutes, of the Women's Committee of the International Federation of Trade Unions, 1923-7 and 1936-41 (62.14/3, 62.14/4) and the Labour Women's National Conference (65.2/1-4); correspondence with Trades Councils and trade unions about local women's advisory committees, 1930-9, 1941, 1945-60, 1974 (66/1-66/9).

Included with documents of the IFTU Women's Committee are the following reports: *Guiding principles: the question of the married woman worker* by Gertrud Hanna, *Women's right to work* by V. Novotna, *Women and the 40 hour week* and *Right work for women*, both by Anne Loughlin.

MSS.292/134.6/12

The short series of files entitled 'Women in Industry', 1926-63, describes the position of women at work. Topics include protective legislation, wages, and the marriage bar. There are also items on the effect of fascism on women in Germany, Austria, Italy and other countries, 1936-8 (134.1/4), and on the issue of work by married women (134.1/2).

MSS.292/821-824

Included in this short sequence of files on women's welfare and political rights are minutes and related papers of the following: Women's Voluntary Service, 1945-60 (821.2/1); Women's Group on Public Welfare, 1950-60 (821.3/1-821.3/3); the National Council of Women, 1938-59 (821.5/1). There are in addition correspondence and documents relating to international women's organisations and to the International Labour Organisation Convention on Equality of Status, 1935-60 (822/3b).

There are files of correspondence with such groups as the Open Door Council, the British Federation of Business and Professional Women, the Fawcett Society, the Women's Freedom League, and the Six Point Group, 1927-60 (821/1-821/2).

Files relating to maternity and child welfare, 1924-58, include minutes, reports and resolutions concerning a national maternity service and items on maternal mortality (824/1-824/5).

Apart from the three series of files described above, there are groups of relevant files contained within series which relate to other issues. They are:

MSS.292/54.76/1-63

The general subject here is organisation and recruitment. These files relate to the National Union of Domestic Workers, 1938-c.1953. The NUDW was the result of the first direct organisation of a union by the TUC General Council. For the researcher its particular interest lies in the variety of its surviving records which reflect a wide range of contacts with other bodies in the same field. There is, for example, correspondence about the organisation of domestic workers with the National Association of Domestic Workers, the Domestic Workers' Guild, the National Council of Women of Great Britain, the Young Women's Christian Association and the United Women's Insurance Society. Further items of correspondence, minutes, memoranda survive on the formation of the NUDW, including a draft analysis of its history, 1947, leaflets with artwork by the illustrator, Pearl Binder, newsletters and annual conference reports 1939-51.

Earlier attempts to organise domestic workers are reflected in some of the general correspondence files (54.76/1,4,5).

MSS.292/91/1-297

These files relate to trade unions affiliated to Congress, many of them with female members. They are mainly concerned with changes of personnel, rules, anniversaries and celebrations, rallies and meetings. The principal topic is that of affiliation to the TUC - enquiries and applications. Included is a file relating to the Married Women's Association, 1942-56, with correspondence and memoranda, on its attempts to gain recognition and support for its policies, including a trade union of housewives and social security for the housewife.

MSS.292/105/1-105.56/6

The general topic here is the labour force. These particular files, 1939-47, contain correspondence and documents on various problems concerning labour supply in wartime, including restriction of employment, dilution of labour, trade union agreements, the substitution of men by women, and registration of the workforce.

MSS.294/107/6

The file relates to the resettlement of women after the Second World War.

MSS.292/155.21/3-4

The series 155 is concerned with social insurance before 1948. These two

files include correspondence about the reduction of married and single women's sickness benefits under the 1932 Health Insurance Act.

MSS.292/600-691

This series concerns particular trades and industries. It is worth consulting those in which women were employed.

Information Leaflet no.9, Trades Union Congress Deposited Records, may be purchased from the Modern Records Centre.

TRANSPORT AND GENERAL WORKERS' UNION (MSS.126)

The Transport and General Workers' Union was formed in 1922 from the amalgamation of fourteen separate unions. It has grown by subsequent transfers of engagements including, for example, the National Federation of General Workers (1922), the Workers' Union (1929), and the National Union of Vehicle Builders (1972).

A small number of records of the National Federation of General Workers have been kept. These are verbatim reports of Annual General Meetings and Executive Council reports to AGMs, 1918-22. Subjects covered include for instance the work of the NFGW's National Women's Advisory Committee set up in 1921 to advise the Executive on questions affecting women's wages and working conditions.

Founded in 1898 as a union of all workers skilled or unskilled, the Workers' Union amalgamated with the TGWU in 1929. It recruited widely among women and had several female organisers. The deposit includes annual reports, 1905-26 and 1928 and the *Workers' Union Record*, 1913-29. The *Record* does not appear to have carried a regular column on women workers but there are occasional references to their organisation, the activities of the women's committee of the TUC, and the enfranchisement of women under 30.

The National Union of Vehicle Builders transferred engagements to the TGWU in 1972. As well as minutes of its National Executive, 1907-47, its records include a few items relating specifically to women workers. These include women machinists' rates, 1950, at Morris Motors Ltd., Bodies Branch, items on a strike of trimmers over the covering of spring cases by women, National Agreements with employers' organisations for the

employment of women, 1940-3 and photographs of women at work (MSS.126/VB/12/3/1-3).

See Coates K. and Topham T., *The making of the Transport and General Workers' Union* (1991).

TRANSPORT AND GENERAL WORKERS' UNION, COVENTRY

(MSS.208)

Files on local negotiations with employers, 1937-68, contain some material relating to women in engineering.

TRANSPORT SALARIED STAFFS ASSOCIATION

(MSS.55)

TSSA was founded in 1897 as the National Association of General Railway Clerks, later called the Railway Clerks' Association. The present name was adopted in 1950.

The recruitment of women clerks as members of the Railway Clerks' Association in the Great War and after is reflected in the deposit by a number of leaflets addressed to women. These include a thirty two page booklet, *To a lady clerk*, 1916 (MSS.55/4/REC/68). Executive Committee minutes of the period indicate discussion of and some objection to, the introduction of women into railway offices and their recruitment into the RCA. For a later period, the files of the General Secretary's circulars include, for example, circulars about the appointment of a new RCA woman officer, 1938, and a circular describing how the RCA helped women members. Executive Committee minutes contain frequent references to women - the appointment of temporary women clerks, classification of women clerks, equal pay, the employment of married women and superannuation.

A small number of other relevant items include correspondence on the employment of women in telegraph offices, 1914 (MSS.55B/3/WEH/3i).

UNION OF CONSTRUCTION ALLIED TRADES & TECHNICIANS

(MSS.78)

The employment of women on woodworking in the building industry, particularly during both world wars, is reflected in various records of the constituents of UCATT. For example, the copy out-letter files of the General

Secretary of the Amalgamated Society of Carpenters and Joiners indicate a concern with women workers and the question of dilution during the First World War. The monthly journals of the General Union of Carpenters and Joiners for 1914-18 include references to women in the aircraft industry. In 1916 and 1918 the Amalgamated Society of Carpenters and Joiners discussed the formation of a female woodworking section. The monthly reports of the Cabinet Makers' Union for 1915 include proposals for allowing women into the woodworking trade. The employment of women during the Second World War features for example in the National Federation of Building Trades Operatives Emergency Committee minutes and the Southwark Progressive branch of the Amalgamated Society of Woodworkers minutes.

See Wood L., *A union to build: The story of UCATT* (1979).

UNION OF COMMUNICATION WORKERS

(MSS.148)

The Union of Post Office Workers was formed in 1920 from the amalgamation of the Postmen's Federation with the United Kingdom Postal Clerks' Association, the Postal Telegraph Clerks' Association and the Fawcett Association. In 1980 the current title was adopted.

Women came from the telegraph companies into the Post Office in 1870 and were recruited from 1874 into the Returned Letter Branch and from 1875 into the Savings Banks. They later worked as counter clerks and sorters. They were admitted to the UKPCA and the PTCA from the 1890s and to the Postmen's Federation as temporary members in the First World War. The London-based Association of Women Sorters was informally affiliated to the Fawcett Association but women were never admitted as members. Women were recruited to the UPW from its inception in 1920.

The deposit includes Executive Council minutes of the UPW, 1919-70, a number of subject files and Post Office journals. There are two files on equal pay, 1937-56, comprising reports, circulars, correspondence, and minutes. Both the *Postal Clerks Herald* and the *Postal and Telegraph Record* ran regular columns for and about women workers. There are in addition a number of pamphlets on working women from various sources.

Some records of the predecessors of the UPW, mainly minutes, are included with the main deposit.

See Clinton A., Post Office workers, a trade union and social history (1984).

WORKERS' UNION

(MSS.51)

Established in 1898, the Workers' Union amalgamated with the Transport and General Workers' Union in 1929. The union recruited widely among women workers and had several female organisers. This deposit comprises working papers of the historian, Richard Hyman, and includes some branch minutes from the Courtauld's factory at Bocking where women were employed, 1920-1, and correspondence with female members and organisers.

Further records of the union are held in the Transport and General Workers' Union deposit (MSS.126).

See Hyman R., The Workers' Union (1971).

A.P. YOUNG

(MSS.242)

Young was manager of the British Thomson-Houston (later GEC) works in Rugby, 1928-45. He also acted as Director of Labour Supply with the Ministry of Labour, 1940-41, being seconded to the Ministry of Aircraft Production at the end of 1940. He was an active proponent of professionalised personnel management.

Among British Thomson-Houston (MSS.242/BT) records pertinent topics are training, safety and welfare, education, wartime work. Two addresses to supervisors made in 1942, are worth mentioning, 'Welfare training for women' and 'Welfare work and its wider implications'.

Files on the expansion of the labour supply in wartime are broadly relevant although the issue of women's employment is not explicitly discussed, (MSS.242/SW/10/1-11 and /12/1-21). There appear to be only two items directly concerned with women at BTH during the Second World War. These are a works report, 'Women workers - relation of hours to productivity and output', 1942 (MSS.242/MP/5/1-13) and an address, 'To all women workers in the manufacturing organisation', 1941 (MSS.242/SP/2). Among correspondence kept by Young is a note on a woman operator of a Newall Jig machine, 1942 with photograph (MSS.242/C/1/116)

See entry in Dictionary of Business Biography, vol. 5 (1985).

For two or three years one or two of us have been deeply burdened as to how best we could warn & help safeguard our members - who are chiefly girls in domestic service, & very respectable as a whole - but some light & careless - & some few running headlong, either ignorantly or heedlessly into temptation & danger.

Now & then when opportunity has presented itself the loving warning has been given to individuals. But we feel something more than this was needed, and after much prayer the way wonderfully

WOMEN IN SOCIETY

LADY ALLEN OF HURTWOOD

(MSS.121)

Lady Allen (1897-1976) was a landscape architect and campaigner for the welfare of children and young people, especially for the welfare of children in institutions and for the provision of pre-school education and imaginative playground facilities. These aspects of her work are illustrated in her papers, which also include family correspondence, and on which her autobiography was based. They include letters from various women prominent in public life at home and abroad, for example, Alva Myrdal, the Swedish sociologist and diplomat, and Margery Fry, social reformer.

See Lady Allen of Hurtwood, Memoirs of an uneducated lady (1975).

AMNESTY INTERNATIONAL

(MSS.34)

Amnesty International was established in 1961 to secure universal recognition of human rights. Deposited documents include publications on the detention of women in Argentina, Indonesia, Ethiopia, Africa, on the torture of women, 1975, and lists of women in prison, 1975 and 1977. There are also two items on the International Women's Year (MSS.34/4/2/12 and MSS.34/4/9/7).

ASSOCIATION OF ASSISTANT MISTRESSES

(MSS. 59)

This deposit reflects both the employment of women as teachers, and the secondary education of girls. Records of its Education Committee, 1936-78 and subject panels, 1936-43, the Standing Committee of Senior Mistresses in mixed schools, 1930-48 and the series of subject and correspondence files are all potentially relevant in this respect.

ROWLAND BARRETT

(MSS.83)

Rowland Barrett (1877-1950) was a socialist journalist and campaigner. Volumes of cuttings from the *Leicester Pioneer*, 1913-15, include reports of strikes involving women workers and meetings of the Women's Social and Political Union. The seven volumes of cuttings concerning his life and campaigning in the Dartmouth area, 1924-49, include articles on women

agricultural workers. Amongst the correspondence is further material indicating Barrett's sympathy with the Women's Social and Political Union.

See entry in *Dictionary of Labour Biography*, vol. 4 (1977).

BEAMA

(MSS.287)

Deposited records of the Federation of British Electro-technical and Allied Manufacturers' Associations date from the early years of the First World War. They comprise almost entirely publications from the Information Division of BEAMA. Of special relevance are a small number of promotional leaflets on electricity aimed at housewives, a report and recommendations on 'Sales of Domestic Electrical Appliances', 1952, and other memoranda and papers on the electrical industry in Britain and abroad. There is very little on the employment of women in the industry. Papers of a BEAMA Education Conference of 1957 include *The training and employment of women at technical level*.

BRISTOL UNITY PLAYERS

(MSS.212)

The theatre company, Bristol Unity Players, was founded by producer Joan Tuckett, in 1935. From 1935 until 1945 she tried to create a didactic and participatory theatre, performing to factory audiences, at public meetings, co-operative guilds, trade union gatherings, literary circles and political party 'socials'. Among her amateur performers were women factory workers, teachers and housewives. During the war, when there were fewer male actors and fewer evening performances, a housewives' section was set up, performing daytime plays and sketches.

Many scripts, including those of the housewives' section, have been kept as well as some questionnaires completed by audiences. There are minutes of meetings, 1936-45, some producers' reports, correspondence and photographs.

See Tuckett A., *The People's Theatre in Bristol 1930-45 (Our History pamphlet no. 72)*.

CAMPAIGN FOR NUCLEAR DISARMAMENT

(MSS.181)

Among records of projects, campaigns and demonstrations organised by CND are some references to the women's peace camp at Greenham Common, site of American cruise missiles from 1983 to 1989. Correspondence of the Projects Committee for 1983 includes a paper on the relationship between CND and the women's peace groups, and another on proposals for co-ordinated action at Greenham.

See Byrne P., *The campaign for nuclear disarmament* (1988); Harford B. and Hopkins S. eds., *Greenham Common: women at the wire* (1984).

COVENTRY BOROUGH LABOUR PARTY

(MSS. 11)

Records include correspondence, extracts of speeches and election campaign material of Elaine Burton, MP for Coventry South (1950-9), later Baroness Burton. In addition there are minutes of All Saints' Women's Section 1932-9, giving speakers and notes on talks; Women's Section Central Committee minutes with reports of rallies, speakers, correspondence dealt with, some financial business, 1935-42, balance sheets, 1948-65 (incomplete) and papers of AGMs, 1950-8.

COVENTRY NORTH CONSTITUENCY LABOUR PARTY

(MSS.7)

A copy of a complaint to Maurice Edelman, 1958, on the treatment of women campaign workers is included in the deposit.

EAST MIDLANDS REGION OF THE LABOUR PARTY

(MSS.9)

Records include reports on regional women's affairs, June to November 1959 (MSS.9/3/3/98-109).

SIR VICTOR GOLLAN CZ

(MSS.157)

This large group of the personal papers of Sir Victor Gollancz, publisher, dates mainly from 1944 onwards. They relate to his campaigns, such as the abolition of capital punishment, reconciliation with Germany and nuclear disarmament and to his autobiographical writings.

Amongst Gollancz's many women correspondents were a number of distinguished women writers and women in public affairs, including Violet Bonham-Carter, Vera Brittain, Lettice Cooper, Peggy Duff, Nadine Gordimer, Rose Macaulay, Daphne du Maurier. Also included are a group of letters relating to Gollancz's sister, Mary, 1929-39, who was on the staff of Dr. Barnardo's Girl's Village Home, Barkingside, to the mid 1930s.

It is understood that the archives of Gollancz's publishing company remain with the firm.

WILLIAM HAMLING

(MSS.136)

William Hamling (1912-75) was Labour MP for Woolwich West, 1964-75. The accession includes material on various aspects of education and a file of committee papers for the National Council for the Single Woman and her Dependents, 1967-70.

THE REV. SILAS K. HOCKING

(MSS.131)

Hocking (1850-1935) was a minister in the United Methodist Free Church. The accession comprises over seven hundred manuscript texts of his sermons. Some of these concern the role of women as mothers (MSS.131/74/14/1, /84/1 and 86/14), the sanctity of the home (MSS.131/84/1, /91/7) and the improvement of the status of women through Christianity (MSS.131/83/10, /93/2).

HOWARD LEAGUE FOR PENAL REFORM

(MSS.16)

The Howard Association joined the Penal Reform League in 1921 to form the Howard League for Penal Reform. In 1948 it merged with the National Council for the Abolition of the Death Penalty. The deposit consists chiefly of manuscript notebooks, 1895-1905, minute books, 1927-55, and miscellaneous publications and photographs.

Visits to prisons in Ireland, England and Wales are recorded in two sets of notebooks. Female wings are described, noting for example, work given to women inmates and their separation from men. Also included are an interview on Italian prisons with mention of women prisoners and notes on a National Union of Women Workers' Conference at Birmingham on juvenile offenders, 1905 (MSS. 16A/7/6). Another notebook includes a table showing

the number of men and women committed, convicted and executed for murder in England and Wales, 1876-85, as well as some divorce statistics (MSS. 16A/7/10). Charts showing the number of indictable offences committed by women, 1929-33, survive in MSS. 16A/7/16.

Executive Council minutes deal with the international and colonial concerns of the League and contain the reports of sub-committees on finance, publications and policy. The work of other committees too is mentioned, for instance a Sterilisation Committee and a Committee on the Employment of Prisoners, 1934. Loose items filed with minute books include a short memorandum on the laws relating to prostitution, 1927 (MSS. 16B/1/1).

Remaining records to note include a small number of items on a Women's Training Colony for the rehabilitation of 'difficult types of women', 1917-19 (MSS. 16C/3/W) and on the 'Little Commonwealth', Evershot, Dorset, for the care of delinquent girls and boys, 1913-18 (MSS. 16C/3/LC). Of particular interest are the photographs, undated, of women's prisons in the USA and Belgium (MSS. 16A/17/23).

INTERNATIONAL MARXIST GROUP

(MSS.128)

Records of the IMG from the 1970s include pamphlets on abortion, women and the family, women and the unions in the motor industry as well as statements and resolutions made at Political Committee meetings or contained in various discussion papers, on abortion, gay liberation, women's liberation, sexism, capitalism and the family and the Working Women's Charter Campaign (for example MSS.128/BOX 7). There is also evidence of concern with the position of women and women's issues within the IMG itself, in Political Committee minutes, Political Bureau papers, Internal Bulletins and Internal Discussion Bulletins, 1973-5.

MISCELLANEOUS SERIES

(MSS.21)

Many of the documents in this deposit are ephemera - broadsheets, short leaflets, handbills and posters. The Modern Records Centre subject index gives references to those relating to women's issues, including for instance a collection of items on abortion.

MOTORCYCLE ASSOCIATION OF GREAT BRITAIN LTD.

(MSS.204)

Founded in 1890, the Cycle and Motorcycle Association was a trade association of manufacturers and later dealers. It attempted to maintain pricing policies and uphold terms of trade. It also organised the annual national cycle and motorcycle show. In 1973 it became the Motorcycle Association of Great Britain Ltd. The deposit offers some evidence of the use made of women in publicity photographs and in the marketing of models like mopeds and scooters. Marketing and publicity were clearly strongly segregated along lines of gender.

Relevant sections of the deposit are: motorcycle show catalogues, Quarterly Bulletin, photographs, minute books, 1909-81, and guard books, 1911-80.

NATIONAL ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS

(MSS.67)

The Association was formerly the Central Committee of Discharged Prisoners Aid Societies, later known as the Central Discharged Prisoners' Aid Society. Annual reports of regional aid societies, 1888-1965, include statistics of prisoners released and assisted, analysed by sex. The deposit also contains a file relating to a survey of facilities for prisoners' families, 1965-8.

NATIONAL FEDERATION OF THE BLIND

(MSS.147)

There are a small number of specifically relevant items. A report by a sub-committee appointed in 1953 to assess the problems of blind women is kept with a series of loose files of sub-committee papers. MSS.147/9 and /11 both include items on the inclusion of housewives in the non-contributory invalidity pension scheme, 1976.

NATIONAL UNION OF RAILWAYMEN

(MSS.127)

Minutes and reports of the NUR rarely mention women workers. The main interest of this deposit lies in the union's Orphan Fund and in the railway women's guilds.

The Orphan Fund provided for the children of former railwaymen. Printed Orphan Fund annual reports exist for 1889-1912 and 1921-74.

The railway women's guilds were social clubs of railwaymen's wives and daughters. They seem to have thrived in most railway towns. The main source of information about them is the weekly *Railway Review*, newspaper of the union, which carried reports on the activities of local guilds and a column by 'Margery Daw', 1897, 1901-12.

NATIONAL UNION OF STUDENTS

(MSS.280)

Deposited records mostly date from the late 1960s to the early 1980s. The main series of minutes cover Annual Council meetings, 1959-77, Executive Council meetings, 1971-2 and 1975-77, and monthly Council meetings for various dates, 1957-64. Of direct relevance is a file of material from the NUS 'Women's Campaign', 1972-4. Included is a conference report of 1972 entitled *Women in society* which briefly examines women's education, employment and health. Useful references to other contemporary studies and reports are found in an appended bibliography. There are also an NUS memorandum on the White Paper *Equality for women* (Cmd 5724), a report on legal, social and economic discrimination against women in Northern Ireland [1975], a number of discussion papers on topics like women's studies courses, women's access to education and to employment training. Items on the higher education of women, including a draft NUS report, have also been kept.

PRESS-CUTTINGS

(MSS.209)

A selection of files on British political figures includes extensive material on Ellen Wilkinson MP., 1931-47, and Bessie Braddock MP, 1945-70.

RADICAL ALTERNATIVES TO PRISON

(MSS.110)

The deposit includes issues of the RAP journal, *The Abolitionist*, 1979-86 which include a regular feature, 'Women in Prison', as well as items on gender, race and imprisonment, and violence against women.

RUGBY CONSTITUENCY LABOUR PARTY (MSS.10)

The deposit includes the women's section register, 1925-37 (MSS.10/7/1) and correspondence with Mrs. Barbara Castle MP and Mrs. Bessie Braddock MP about Christmas Fairs, 1962-3 (MSS.10/3/21).

SIR LESLIE SCOTT (MSS.119)

Sir Leslie Scott, (1869-1950) was a barrister, Conservative M.P., and Lord Justice of Appeal. This deposit of his private papers includes the texts of two speeches in favour of women's suffrage, 1916 (MSS.119/3/S/LI/9-10) and items relating to the Women's Advisory Housing Council's conference on *Land and the Nation*, 1946 (MSS.119/3/S/TP/25-8). Amongst the correspondence are letters from a number of notable women, including Agnes King Turner, on her house for mentally deficient children, and Dame Evelyn Fox, a pioneer worker in the field of mental health.

SIMON COMMUNITY (MSS.68)

The Simon Community was started in 1963 for the care of the homeless and although mainly concerned with men, the deposit does contain some information on homeless women. The publications of local Cyrenian groups often include statistics of emergency accommodation giving the ratio of male to female users.

SOCIALIST VANGUARD GROUP (MSS.173)

The Socialist Vanguard Group was established in the UK in 1929 as the British section of the German Militant Socialist International. In the English group a number of women figured prominently, notably Amy and Edith Moore, Minna Specht and Mary Saran, from whom the deposit derives. Saran's autobiography provides the context for understanding the deposit.

See Mary Saran, *Never give up* (1976).

SOCIETY OF BRITISH GAS INDUSTRIES (MSS.231)

A trade association of manufacturers of gas appliances and equipment since 1906, the SBGI offers evidence of the advertising and marketing of consumer goods for women. The most relevant records are minutes of Section VI (gas

stove makers) meetings 1924-54. Topics discussed include the provision of cookers for prefabricated houses, the post Second World War housing programme, publicity and marketing campaigns, and complaints from the Women's Gas Federation about the design of cookers.

W. H. STOKES

(MSS.289)

Stokes (1894-1977) was a full-time official of the Amalgamated Engineering Union in Coventry and later personnel manager at the Coventry firm, Armstrong Siddeley Motors. His papers include those of his wife, Frances, née Beckett. They comprise correspondence, 1918-43 and a diary which includes entries on her participation in an anti-war delegation to the USSR in 1928.

TENCH DIARIES

(MSS.255)

Written by Miss K. A. Duke, these diaries describe seaside holidays taken by several women friends/relations with some older family members, 1919-34. They include four diaries, 1960-3, of Mrs. Georgina Tench, an elderly woman living with her daughter in Wandsworth. She records domestic events.

TILLET AND MACKAY PAPERS

(MSS.74)

Papers of Ben Tillett, dockers' leader, collected by Ian Mackay for a projected biography. They include letters from Emilia Dilke (MSS.74/3/1/16-19), Frances, Lady Warwick (MSS.74/3/1/81 and MSS.74/6/2/105) and Gertrude Tuckwell, pioneer woman trade unionist (MSS.74/3/1/77-80).

VANDOME/NAULAW

(MSS.158)

The deposit relates to George Vandome an active member of the National Association of Life Assurance Workers. It includes a photocopy of a manuscript autobiography of his wife, Mrs. Minnie Vandome, describing her girlhood in the East End of London from 1905 to 1926.

WILLIAM WILSON

(MSS.76)

The deposited papers of William Wilson, MP for Coventry South East 1964-83, include several files on the Divorce Reform Bill, 1968-9. They mainly comprise typescript notes on clauses and amendments as well as correspondence, 1968-74. A file on the anti-discrimination bill and on family property, 1975, includes some correspondence from the Married Women's Association on the reform of family property law and papers of an all party equal rights group, 1974.

YOUNG WOMEN'S CHRISTIAN ASSOCIATION

(MSS.243)

The YWCA has a three-fold significance, as an organisation run by women, and providing an early opportunity for women to acquire administrative experience, as a pressure group run by upper and middle class women concerned with the welfare of working women, and as a body campaigning on religious and moral issues affecting women. A neat division between the social and industrial interests of the YWCA is difficult, because the inspiration for its intervention in the sphere of women's work was religious and moral, reflecting contemporary social concerns. For this reason, material relevant to the study of women's employment may well be found in records relating primarily to their moral and social role and vice versa. The archive runs from the 1860s to the 1970s.

Records concerning women's involvement in the running of the YWCA include correspondence between prominent members (for example, MSS.243/14/1/1-54), items on the status and salaries of its own workers, such as the report of the Commission on the Salaries and Status of Secretaries and Superintendents, 1915-1916 (MSS.243/43), *Go Forward*, 1893-1906, a monthly journal for staff, and material produced by local branches.

Sources of information on women workers include the minutes of the following committees :-

MSS.243/131/1

Employment Agency (1888-9; 1902) which in 1916 became the Employment and Emigration Department Sub-Committee 1917-1930 (MSS.243/131/7 and 9); these include mention of the work of an employment registry, mainly for domestic servants

MSS.243/131/2-4, 7

Employment Department Committee (1902-1919).

MSS.243/139/1-2

Social and Legislation Committee (1919-21) which became the Industrial Law Bureau Committee in 1922.

MSS.243/45

Social and Legislation Committee case register (1919-23).

MSS.243/139/3-9

Industrial Law Bureau Committee (1922-1935) - minutes mention, for example, minimum rates for domestic workers and family allowances. Also included are inquiries and complaints from women workers, together with replies and referrals, commonly dealing with compensation, benefits, wage rates etc., in factory, office and domestic work.

MSS.243/143 pt 1

Industrial Law Bureau Factories Bill Sub-Committee (1925-29) whose purpose was to influence proposed legislation.

MSS.243/143 pt 2

Industrial Law Bureau Sub-Committee on Industrial Education (1927-1932), minutes of which concern the stimulation of demand for and the arrangement of lectures on, industrial education.

Committee minutes which reflect more clearly the YWCA's moral and social concerns include:

MSS.243/176-178

Girls' Work Committee (1930-9); Girls' Section Committee (1917-18); Junior Section Committee (1914-22), the latter including material on camps, and the Girl Guides' Committee (1914-26, 1927-43).

MSS.243/146

Health and Physical Education Sub-Committee (1937-39).

MSS.243/126

Hostels and Holiday Committee (1941-55).

MSS.243/148

Moral Education Committee, minutes for only three meetings of which survive, deals with organising lectures on sexual morality.

A file on reception hostels for prostitutes, 1919-29 (MSS.243/56) gives details on the financing, staffing and administration of premises. There are also broadsheets relating to the Bastardy Bill, 1920, and correspondence and statements about the moral threat of returning soldiers.

The deposit includes material on 'Emergency Accommodation for Stranded Women of Doubtful Character', 1952-3 (MSS.243/57/5), which contains correspondence with the Ministry of Health, Eveline Cadbury, and the Women's Group on Public Welfare, a summary from wardens of YWCA hostels on the need for emergency accommodation with notes on a visit to the Ministry of Health in 1952.

The emigration work of the Employment and Emigration department, 1917-30 (MSS.243/131) is also worth noting. Its objects were to dissuade 'unsuitable' women from emigrating, to prepare more suitable emigrants through training in domestic work, to protect them on their journey, help them find employment and to occupy their leisure hours with local YWCA activities. There is a short statement on colonial emigration and women and items on the Society for Overseas Settlement of British Women.

The Royal Commission on Marriage and Divorce, 1952, received a memorandum from the YWCA, a copy of which is in MSS.243/57/1-3. Also included are correspondence and comments by Lady Walsh, YWCA Homemaking Adviser. The need for training for marriage is emphasised.

There are a large number of publications, leaflets, booklets, addresses, conference agenda, reports and circulars by the YWCA together with reports and other items by government and others on a range of social and moral topics. Publications by the YWCA for the First World War include for example two on the sexual conduct of women in wartime (MSS.243/64/6; /64/12). Evidence of the YWCA shaping and responding to the opinions of women is provided by its journals, *Our Own Gazette*, 1884-1900, (MSS.243/5/1-11), and the *Blue Triangle*, 1934-55 (MSS.243/1/1-21).

See J. Duguid, *The blue triangle* (1955); J. Rutter, *The Young Women's Christian Association of Great Britain, 1900-25, an organisation of change* (University of Warwick M.A. dissertation, 1986).

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