

Women's Battle for Freedom in England

Told by Mary MacArthur, Chief Organizer of Woman's Trade Unionism.

This Noted Leader Will Tell Americans How She Manages Strikes and Lockouts.



"THE BIG THREE" IN THE WOMEN'S TRADE UNION MOVEMENT FROM LEFT TO RIGHT: MISS ELIZABETH GLENN, SECRETARY NAT ASSOC. OF TELEPHONE OPERATORS; MISS MACARTHUR (CENTRE); MISS SOPHY SANGER, SECRETARY BRITISH ASSOC. FOR LABOR LEGISLATION. MISS SANGER IS LEGAL ADVISER TO THE LEAGUE.

MISS MARY R. MACARTHUR, CHIEF LEADER OF GREAT WOMEN'S TRADE UNION MOVEMENT IN ENGLAND.

MISS GERTRUDE M. TUCKWELL, CHAIRMAN OF THE WOMEN'S TRADE UNION LEAGUE.

BY W. B. NORTHRUP.
WOMEN are forming large in British politics just now. Aside entirely from the present agitation by adult women for the right to vote, there has been, particularly during this year, an enormous increase of the powers of working women. Silently, without apparently wishing to give the alarm, industrial women have organized themselves so perfectly that today members of Women's Unions number about 135,000. Their social status is daily increasing in importance.

There will soon visit the United States—to take part in the great Women's Conference to be held in Chicago early in February—one of the foremost women organizers of the United Kingdom. This is Miss Mary R. MacArthur, secretary and organizer of the Women's Trade Union League, which society is the hub of the women's industrial movement.

The Women's Trade Union League is a federation of affiliated Women's Unions. It has been almost entirely through this unique organization that Great Britain's women workers have been brought into a unity which is truly remarkable.

Up to this time, it has been popularly supposed that women lacked organizing faculty. Mutual jealousies, fierce competition of industrial strife and the psychology of woman herself were said to militate against any effective pulling together. In fact, to form women into a "combine" has been considered among the political impossibilities. She was supposed to resemble the electrical field, the elements of which are "mutually repulsive."

"Organized Woman" Has Arrived.
And yet, despite all these arguments, the "organized woman" has arrived. Today she presents a solidarity of interest that serves as a model to the most compact man-run machine organization ever brought into existence.

The writer has just obtained from Miss MacArthur herself the exclusive story of how this vast number of women, all representing divergent interests, have been combined, amalgamated and wrought into a symmetrical, working, dynamic force, which is exerting a profound influence on English industrialism today.

The headquarters of the women's movement in England are in a big block of buildings in Clerkenwell, just adjoining the Holborn Town Hall, in London. It was here that I recently found Miss MacArthur. She had just returned from the north of England, where she had been telegraphed for in order to take part in a woman's "strike conference."

If there is a trade dispute of any kind among members of the various unions with which the central league is affiliated, ten chances to one Miss MacArthur will be called in to arrange terms for both parties.

Though only in her 36th year, and possessing a vivacity that belies the seriousness of her character, MacArthur is possessed of tact, judgment and determination far beyond her years. Miss MacArthur is tall, and wears it not for the fact that she is handsome, but for the fact that she is handsome, and wears it not for the fact that she is handsome, but for the fact that she is handsome.

My first employer was my own father. I look an interest in journalism in my early days, and it was through journalistic work that I got my first insight into trade unionism for women.
"My connection with the women's movement came about in a very singular way. I went to a labor meeting at Ayr, in Scotland one day for the purpose of writing a "skit" on the proceedings. It turned out to be the old story of going to school and remaining there, and became impressed with the truth and meaning of the labor movement, and it was not long before I had joined forces with these very people. In due time I became a member of the Ayr branch of the National Union of Shop Assistants and Clerks.
"After acting as delegate, and then first president of the Scottish Council of Shop Assistants, I became a member of the national executive committee of the union, being the first woman to hold that position. In 1902 I was a delegate to the Scottish Trade Union Congress.
"Desiring a wider scope for my work I came to London in 1903, taking a position in a commercial firm. The secretaryship of the Women's Trade Union League happened to become vacant just at that time, I was appointed by the committee to that position.

Foundation Laid by Lady Dilke.
"The late Lady Dilke was, at that time, chairman of the league. I would like to mention here that the foundations of the present great success of the entire women's trade union movement were laid by Lady Dilke, who had worked for upwards of 20 years in the cause of trade unionism among women. Lady Dilke has succeeded in the chairmanship of the league by her niece, Miss Gertrude Tuckwell, who has more than simply justified all our expectations, and has advanced the cause of the woman labor movement far more than I can say. I consider that Lady Dilke sowed the seed of the harvest which we are now reaping.
"To afford an idea of the numerical strength of the women trade union movement in this country, I may say that already over 135,000 women are effectively organized; and the number is increasing every day.

"The upper grades of women's labor are being disentangled from the meshes of class prejudice and sham superiority which have so long constituted the chief obstacle to their organization, this being evidenced by the marked growth of unionism among women civil servants, and by hundreds of women telephone operators, telegraphists, typists and others throughout the country.
"Not only are women of higher intelligence taking advantage of organization, but working girls throughout the British Isles have recognized and grasped the idea of the power they may obtain by unity. We now have effective organizations of women tailorsesses, tea-packers, book-binders, milliners and dressmakers.
"For instance, shop assistants, textile workers, in fact, of nearly every department of woman's work capable of being organized.

Influence Making Itself Felt.
"Already women's unions in the United Kingdom have made themselves felt in many directions, and now employers are beginning to pay more respect to the claims of women in industrial life. Almost daily we have to deal with cases of oppression and injustice to working women, and we are endeavoring to get all employers of women's labor to treat these workers with more justice.
"For instance, last year we managed to help numbers of women in the matter of excessive hours, insufficient meal-time, time-cribbing by employers, bad sanitation, over-crowding, dangerous machinery and materials, fines and deductions, and the other devices of the more unscrupulous employers of women's labor.
"Our legal advice department, conducted by Miss Sophy Sanger, were able to render substantial service to a number of women who, otherwise, would have been compelled to submit to the utmost injustices.
"It might be interesting for you to know that the assistance rendered by the Women's Trade Union League is not wholly confined to women. In one case we took up the claim of a man who had his arm torn off in a wringing machine. We brought proceedings for him under

the employers' liability act and got him \$500 damages. To give a few instances of some of our claims, I might mention the case of a girl who lost four fingers in a calender machine. She received payments at the rate of \$1.50 a week for nearly two years, and then her case was settled through our legal department for \$215. Had it not been for our organization, she would have received nothing.
"Another girl lost two fingers of her left hand in an unforced calender machine. We threatened proceedings, and got her \$250 by negotiation. We deal with large numbers of claims for compensation of various kinds, and obtain relief for hundreds who, without our aid, would have had no remedy.
"It would be impossible in the space of a short article to give even the briefest account of our work. A glance over the field of women and women's work generally in this country is certainly full of encouragement for our cause.
Apart from the trade union movement, women have come prominently forward in political and social life. The value of their work in local affairs has been recognized, and many appointments of women to public posts have taken place during the last year or so. I might mention the appointment of Miss Phinella Garrett Fawcett by the London County Council to an educational post at a salary of \$200; and also that of the Hon. Miss Lawrence as chief woman inspector under the Board of Education. Miss Adler and Mrs. Oakeshott—members of the Women's Industrial Council—have also secured County Council appointments. Recently, a number of women sanitary in-

spectors, factory inspectors, and other important appointments have been made; while about 70 women serve on county and borough committees.
"On the question of the right of women to vote, I might mention that this matter is a burning question among such representative organizations as the National Union of Women's Suffrage Societies, the Women's National Liberal Association, the Irish Women's Suffrage Association, the Women's Social and Political Union, the Women's Co-Operative Guild, and other important organizations.
"Numbers of very prominent members of Parliament have the interests of our

wander back to little old Non York or some other favorite stampin' ground. Then a lot of the Mars folks would chase us with machine guns and 'ud call us disturbers of the peace and red-handed savages, and 'ud cuss us 'cause we wasn't able to assimilate the civilization they had been a thousand years in accumulating. The story that he tells is full of human interest from start to finish.

Chuckwagon Cal on Indian Uprising

Reformation of Red Man From Red Man's Point of View.

By Arthur Chapman.
(Copyright, 1906, by the Great West Syndicate.)
"I SEE a bunch of 'Ute Indians has been marchin' through the West, like a lot of copper-colored Coxey's scabstifer'n conglomeration and empty bottles in their wake," said Chuckwagon Cal, from the shade of the mess wagon.
"It shore must be hard work to git up an 18-jun scare these days, requirin' the united efforts of all the soldiers and war correspondents that ain't workin' overtime in the Philippines and Cuba. It must be a great journalistic trainin' for a cub reporter to git sent out on the trail of a bunch of 'Injuns off the reservation. The cub goes to the camp, where the 'Injuns are livin' a life of enjoyment that is half aboriginal and the other half the essence of civilized refinement. He sees 'em squaw, with her hair done up in the latest pompadour, and wearin' an elk-tooth dress that 'd bring three thousand in open market, a-hangin' a piece o' dog meat on a pole to dry in the sun.
"Horror!" says the reporter, "they are dryin' the flesh of the human victims they have slaughtered on their long marches. And he proceeds to write a column of notes about it.
"While he is writin' the big chief steps outen his tepee and walks over and sets down beside the young reporter. The chief wears the latest style o' moid order clothes, and a gambler's size d'mond ring in his starched shirt bosom. All this the reporter notes down in his book, sayin' in the clothes and the d'mond has doubtless been stole 'm the body of some white victim. Then he looks at the chief and says:
"I wish you could talk United States, old boy, but as it is I guess I'll have to pipe up a bloodthirsty interview with you."
"But the chief, who has been lookin' at the notes as they have been wrote, says: "Pardon me, my super-enthusiastic young friend. I see you have but a faint idea of the achievements and aims of the modern red man. Every man in our expedition has a college education, and, in addition kin mix any drink found in the Bar-Tenders Manual. Speakin' for myself, I have been through Carlisle and have had the exquisite joy of breakin' the ribs and gougin' out the eyes of some of your star football players. I have assimilated all the art atmosphere there is lyin' around loose in the great European galleries—picters, not shootin' galleries. I haven't globe-trotted with Buffalo Bill's show for nothin'. Every lady with us— we s'imon-pure Americans no longer use the term squaw—has been educated in domestic science, basket-ball, and how to button a shirtwaist down the back, and

kin juggle a chafing dish in a way to make a white girl green with envy.
"Our object in leavin' our reservation," continues the chief, "is to seek some more ideal place of abode. The white man has separated us 'm everything but a little strip o' barren land, where he would never live himself, yet he cannot understand why it is impossible for us to remain there and be happy. We wish to found a community in a place better adapted to the pursuit of happiness. This community will be found along the lines laid down by Edward Bellamy, Upton Sinclair, and other natural born reformers, who even in childhood couldn't drop into a doze without dreamin' a dream of a rose-lined Utopia. Set, this before my white brothers if you will, and ask them to aid, not hinder us in our great work."
"This leaves the cub reporter summat dazed, but by the time he reaches the telegraph office he recovers his journalistic bearings.
"I've been sent out here to write up an 'Injun scare,' he says to himself, "and to be a brother to the red man just so far, and then he turns around and treats the 'Injun like a stepfather. He'll give him a football education, but 'I never give him a job; and he'll cut off the 'Injun's rations and hair, jest for discipline, but he'll never cut him loose 'm the bad influences of the reservation."
"What do you think will be the future of the 'Injun?" asked the Tenderfoot.
"Well, unless the white man changes his incubator system radical, the 'Injun is goin' to have about as much future as a billiard ball in a hatchin' o' hen's eggs."

able to assimilate the civilization they had been a thousand years in accumulating. The story that he tells is full of human interest from start to finish.
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Flour Sold for \$20,000 a Pound

American Patriotism Aroused in a Nevada Mining Camp.

THE costliest flour that St. Louis ever baked into cakes brought \$20,000 a pound, and granger analysts that it produced sold for \$1 each. Even at that high price people bought them by the dozen, says the Globe Democrat. It was one of the rare instances when the high price of foodstuffs comes as a blessing, for every cent of the money went to swell the fund of the sanitary commission organized by Dr. Henry W. Bellows of Boston, during the Civil War, which furnished more than \$15,000,000 in supplies and \$5,000,000 in money to relieve the sufferings of the Federal troops.
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Candle Light

Mrs. G. R. Durston.
When summer comes to bed I go
While yet the moon is low,
And when my mother leaves, I say,
"Don't take the candle quite away."
My mother laughs and says, "Good-night,
You have the stars for candle-light."
And then I play from every tree
The singing crickets sing to me—
I play the moon's a silver dish
Filled with goodies if I wish.
I hear the night hawk's funny cry
And play a fairy riddle by.
And then—and then I seem to hear
The crickets' song sound very queer,
The moon grows dim and dips and wings,
As if it wore some silver wings.
And then I sleep—all through the night
With just the stars for candle-light.

When Statesmen Go to Jail

Washington Herald.
The days have come, my worthy friends,
When statesmen go to jail.
You're apt to see some any time hauled up
before the rail.
What fun to step into a court where other
felons gaze.
And see a Senator sent down to serve his 30
days!
They few quite high for many years, but
times are altered now.
They greet us common people with a low
and cringing bow.
They dare not look us in the eye, lest we
a sop should fall:
The time has come, my worthy friends,
When statesmen go to jail!

cause at stake, and they aid us with help, advice and support in every way.
"Altogether, there is no shadow of doubt that women have come into industrial and political life to stay. In spite of the sentimental ideal of woman's place being the home, woman has to be reckoned with in modern industrialism. This being the case, her only hope of effective accomplishment is along the lines of trade unionism. There are more women trade unionists today than there were men represented at the first trade union congress held at Sheffield 40 years ago.
"By hereditary training and environment women have been left far behind men in development, and yet it is a fact that there are now in Great Britain about 135,000 women organized out of a possible 5,000,000, while there are but 2,000,000 men trade unionists out of a possible 11,000,000. The figures are anything but discouraging.
"I would like to refute one or two fallacious statements concerning women generally in these matters. First there is no inherent sex inability to recognize the necessity for combination. Secondly, the probability of marriage is not the insurmountable obstacle we are often led to believe that it is. Of course, we are forced to recognize that, indirectly, the consequent lack of permanence in women's employment militates against the facility of their organization, because it discourages the acquiring of technical instruction and lowers the standard of women's work.
"Forcing Up Wages.
"The cause and consequence of women's lack of organization is the low wages

for women workers. These wages, in unskilled trades, average \$1.50 a week; and we cannot get efficient organization until the wage-standard is raised. While protective industrial legislation will do much in this direction, much can also be done to raise the low wages of women workers in unskilled trades by effectively organizing the higher grades of woman's labor. This is seen in Lancashire, where the strong organization of women textile workers has indirectly raised the wages paid to many other classes of women workers.
"In attempting to organize women there is, as in everything else, a psychological moment—a tide which must be taken at the flood. It is significant that many of the successful organizations recently formed have been the result of some sudden encroachment on the rights of women workers. Women are often incapable of grasping anything which does not administer to their immediate wants; and it needs the practical object lesson of a real grievance to appeal to them. It is then that the lesson of permanent unity can be presented to them, and it is then that the opportunity of forming them into a union may be taken. A strike of organized workers should always be utilized to form a trade union among them.
"New recruits to the army of organized labor among women must learn that a union is not an automatic machine into which they can drop their pennies and from which they can immediately draw out good conditions, and higher wages without any further trouble. They must learn that trade unionism is not magic; that it entails loyalty, self-sacrifice, self-control; that it stands for the greatest good for the greatest number; and that the interests of the individual must always be subservient to the common interests of all.
"Women's trade unions are developing in their members the faculties of observation and deduction, and the capacity for administrative work. Trade unions are bringing new and wider interests to women workers and educating them to be better citizens, so that, living a fuller life, they need no longer look to marriage as a way of escape from the monotony and drudgery of existence. By such interests they are better able to undertake life's responsibilities—they become better fitted physically and mentally to be the mothers of the coming race."

price reached \$6, when it was raised by \$2.50 bids which got to \$30.
At this juncture, granger proposals that the crowd march to Main and Cedar streets, the principal corner of the town; that the bread should go along and play "Dixie" just as the other bidders were in good humor. The situation was announced to a still larger crowd, when Gridley started the ball rolling by bidding \$300 for the flour, a better bid than five and ten until a butcher bid \$450. He flunked on his bid, but another citizen named John Brown, who had been waiting to take the butcher's bid, and he paid the money for the flour. Noyes offered it to Gridley for \$300 and he took it. Then the latter put it up again and the bidding continued until at the close of the day the sack brought \$900.
Gridley then offered to take the sack and sell it in all of the Western localities and cities in Nevada and California, his expenses only to be deducted from the proceeds. He said he would give three months of his time free of charge.
On this basis the enterprise was started. Most of the towns had got wind of what was being done and the information spread to distant Western localities. Wells, Fargo & Co. gave Gridley a pass that carried him and his sack of flour over the Nevada and California railroads, and the Overland Telegraph Company agreed to frank all the messages that he cared to send to carry out his programme. One day, carrying the sack of flour on his shoulder, he left Austin by the overland stage to arrive in Virginia City by 5 P. M. the next day. A hand had been engaged and prominent citizens met him in Flonery canyon and escorted him to Virginia City. A platform had been erected and Gridley carried his burden up in plain sight of a great concourse of people. That evening the bidding reached \$300.
By this time a great rivalry had arisen among the towns in boosting the 50 pounds of breadstuff to an unheard-of price.
From Virginia City, with a brass band at his heels, Gridley marched over to Gold Hill, where the flour brought a total of \$300. Silver City promptly raised this sum by \$50 and Dayton climbed up to \$600. Then Silver City tried to outbid its neighbor, but failed. Gold Hill raised its figure to \$625. Virginia City gave the sack over to the town of Esmeralda, which raised \$2000. Ophir \$1000. Washoe City \$500.
The great American staple in this way was sold over and over again until an aggregate of more than \$200,000 in gold was gathered in and turned over to Dr. Bellows' commission. Sales were made in all of the towns of Nevada and California, until an enormous sum had been realized for the good cause.
Finally the flour was put into a buckskin sack and shipped to the sanitary commission at St. Louis. It was placed on special exhibition and thousands paid liberally to get a look at it. After the close of the fair, the product of a Civil War wheat field that mixed with a great quantity of every-day flour and baked into ginger snaps that readily sold for 10 cents, it has been estimated that upward of \$1,000,000 was realized from the hundreds of sales and its final disposition.