

Memorandum on the Policy of the Eugenics Society with respect to the Professions and Trade Unions.

- (i) The Professions and the Trade Unions are selected groups of the population of ability superior to the average.
- (ii) The rate of reproduction of members of the Professions and Trade Unions is below that of the general population.
- (iii) The policy of the Professions and that of the Trade Unions is ~~restrict~~ ~~competition~~ to raise the standard of living and to increase individual liberty within a close corporation by means of restricting competition and controlling the conditions under which a particular form of skill may be practiced.

Such organisations are of eugenic value if

(a) they have power to exclude and to expel from practice types of lower morale and ability.

(b) they can give secure prospects and economic affluence to ability within the union.

It is recognized that such ^{corporations} ~~organisations~~ can only acquire and maintain the requisite powers and privileges by making their internal organisation an effective guarantee

that work done by members of the profession or union shall be superior to the work of amateurs, and shall be more honestly performed.

that members of a profession or union are actuated by a code of honour superior to that of the population at large, and do in fact enforce upon each other obligations beyond those required by law.

that such a corporation is conscious that its continued ~~success~~ status and affluence is entirely dependent upon the condition that the powers and privileges which it possesses are held in honourable trust for their country, and that its status will rise and fall according as that trust is fulfilled.

It is the duty of the Eugenics Education Society, to call attention to the fact that the superior standard of living aimed at by the Professions and Unions is being achieved, in fact, not wholly by ^{the} economic ^{advantages, of organization,} ~~improvements~~ ^{but} by the a lowered rate of reproduction. That this tendency is due to recognizable and to some extent controllable causes. And that by a sufficient strengthening of these influences, these causes could be almost wholly removed.

It is ~~farther~~ desirable that the Eugenics Education Society should exhibit the sympathy and support of the Professional Classes, and that it can best do this by advocating a policy to remove ^{these} ~~the~~ dysgenic agencies which are so widely felt as individual hardships.

It is further desirable that the Eugenics Education Society should not confine its advocacy to any one social stratum, but should apply its arguments with scientific impartiality. Eugenists can supply stronger evidence of the national value of the Trade Unions, than any which the advocates of organized labor can command, and ~~the cause of Eugenics would not suffer by association with interests which so powerfully influence the politician, and could do so without disadvantage to the political prospects of eugenic legislation.~~

It is in general highly important to gain the support for eugenics of the large and influential bodies which are controlling, and especially by realizing the common aims of the ^{E. S.} ~~E. S.~~ and of the Trade or professional associations, to lead them to make special applications of eugenic principles.

From the engine standpoint it is desirable that success in any craft or profession should be dependent upon the whole range of qualities that form the character rather than upon any particular and isolated trait.

It is the effect of protective associations to relieve their members from the necessity of justifying every detail of their lives, as achieving some immediate and apparent object. The physician fixes his own hours, but is not in consequence undisciplined. The master craftsman works without supervision, but is not on that account slovenly. Each is free in the details of his life, but is bound by the general nature of his position and character to take no undesirable advantage of his freedom. The slave, in a state of degradation, performs every action in response to the stimulus of immediate command, and the fear of immediate punishment. With greater freedom and responsibility the workman may perform his tasks in his own way, provided the result is satisfactory. He is the best judge of his methods and may be trusted to see his own best interests at a longer range. The lawyer and the physician are under no obligation to work ^{for} ~~with~~ ^{their} ~~a~~ ^{can} ~~in~~ ^{the} best of ^{their} patient. No one ~~outside~~ ^{outside} their profession can judge of their work. The client and the patient have no guarantee but the reputation of the man, and the honor of the profession.

In a specialized industry a man may make a living solely by his ability to cut pig's throats rapidly. If he has no other ability, he is of no engine value. If he has other ability, his work is ~~degradingly~~ degrading. If he is paid by piece work the conditions of his employment are degrading. Professional organization gives to the best men, the best conditions of living, and relieves a selected group from the pressure of economic necessity. It ensures that its members are men of skill and are fit for responsibility.

Those types who are not fit to be admitted to any association, should be encouraged to emigrate. If they are to be saved from starvation they should on no account be allowed to perpetuate their disability.

Any body of workers of whatever class may claim as a right to exclude from the practice of their craft persons of mental or physical infirmity. Inferior labour if allowed to compete can undercut the work of men of superior type to the detriment of the industry as a whole.

Ex. If unqualified persons were allowed to practice as physicians, many skilled and qualified men would lose their livelihood; few if any students could afford the time and expense of a long and thorough course; and the public would fall more and more in the hands of pretentious ignorance. The legislation protecting the medical profession was passed long after the profession itself by a policy of exclusion had established its superiority ~~in~~ both in skill and in honour.

As a preliminary guarantee of character ~~of~~ ^{special training,} nomination, ~~and~~ examination as required. The ~~teaching~~ modern and reactionary tendency to put the whole weight upon examination is to be deprecated.

^{sons in law,} Nomination seems to the inside the right to nominate his own ^{sons and} children and so ~~relieves~~ relieves a higher type of work ~~as to~~ their prospects. This nomination (i) encourages the higher type to marry young (ii) gives a social advantage to members of large families (iii) relieves the nominee of a task which he cannot properly fulfill.

It is widely recognized that those engaged in teaching and training are in a very much better position to judge of aptitude and ability than the examiners.

The examiners function is to enforce a minimum ~~equivalent~~ requirement. ^{more than a few} ~~culpable~~ oversight has been shown if ~~any~~ ^{more than a few} are unable to attain to this minimum ~~are~~ ^{are} allowed to complete the full course of training.

The professional association or trade union must ~~control~~ ^{have} complete control of the numbers admitted to membership, and of their selection.

Pled with
Nat. Union of Scientific Workers

the of the Rothamsted with Union
to be held on Mar 12, 1911

It is only fitting that in venturing to put resolutions before this meeting I should first thank
Dr Evans for ~~his great kindness in putting before us, simply and lucidly~~ ^{offering to visit Rothamsted and give us further information as to} the aims of the Union
of Scientific Workers. If in what I shall say, that body is subjected to criticism it is only because
its existence cannot not draw not obscure us from the duty of making up our own minds, and of
deciding what kind of professional organization would be in real agreement with the nature of scientific
work, and with the aspirations of scientific workers.

First, as to the need of professional organization I take and think that we are all in perfect agreement
with what has been said: A body of men whose value depends on the quality of knowledge and skill
can hope to raise, or even maintain, the status of their profession without organization, without action
and progressive organization. We may be told that the wages earned by men of science were never
higher; it may be true, but as economists have long pointed out real wages are measured by their
purchasing power. The ~~price~~ cost of necessities has doubled or more than doubled, and the real wages
of scientific workers have fallen during the last few years. This is a very serious fact. In modern
conditions no class of persons can maintain their status, their self respect, or the quality of their
work without adequate remuneration. Again, we may be told that the State has never spent so
much on scientific research as is spent at present; that the war has taught our rulers
something of the importance of science. But the fact remains that in comparison with the proposed
expenditure in other directions, in national education for example, the proportion spent on scientific research
is less, not more, than before. Judged by the relative expenditure, science is regarded as of less
and of greater importance than before the war. *Quote Soddy. (Phil 5)*

Now these facts emphasize the need of professional organization; and they justify the demand that
we should individually give up a portion of our liberty in order to unite and strengthen the ^{profession} organization
to which we belong. That we should submit to discipline is ^{to} state the matter in its proper aspect;
I should rather say that we should be eager to uphold and maintain whatever standards of professional
dignity it may be advantageous to establish. Now this point of dignity makes the first
difference between a professional body and an ordinary trade union. It presupposes a certain traditional
or instinctive of duty or social service which is not found in everyone; and this traditional or instinctive
attitude - call it honor, self respect or what you will - precludes certain forms of action. It
precludes action of an impatient nature; there can be no doubt that even during the war the allied
nations were severely hampered, and in one case paralyzed, by national disaffection - hatred and distrust
between different classes. We can take no part in a movement which subordinates the interests of the nation
to the aims of a class. In the same place it precludes action of the nature of a modern strike. To refuse
professional services is ~~of course~~ when the work conditions offered are improper or degrading is of course
the right of every self respecting man, and must be within his power; but the modern strike is

a weapon, a weapon intended to inflict damage. Its strength lies in the loss which it causes. I suggest that it is not our part, least of all at the present time, to do damage to industry, or to hinder the advancement of science. It would not be our nature to do so.

If we look at existing organised professions we see that their organisation is not only of very great benefit to themselves but to the general public also. The legal privileges of the medical profession were given to them in the interests of the public after they had established their reputation, and now the confidence of the public in their standard of qualification. The brokers of the Stock Exchange enjoy the valuable monopoly of their business, without legal privilege, simply because the public recognises membership of the Stock Exchange as a ~~general~~ ^{general} ~~mark~~ ^{mark} of integrity, and that the Committee will suspend members guilty of malpractice. In the same way the hall-marking of Men of Science would enable the employer to estimate the value of the services he is receiving, and would enable the worker to claim a salary commensurate with his worth.

One essential difference distinguishes these professional bodies, and the trade guilds of the Middle Ages on the one hand, from the modern Trade Unions on the other; and this difference depends on the development by the modern Trade Unions of two new weapons, the strike and the vote. Both these weapons are favourable to a inclusive policy, by which all workers are drawn or forced into the Union, irrespective of qualification; the professions on the other hand, like the old Trade Guilds, are jealously exclusive because their power lies not in the strike and the vote, but in the Hall Mark. They rely upon fixing and maintaining the qualifications of their members, until the public knows to recognise these qualifications and is willing to remunerate them adequately. The University does not graduate an initial salary of £450 to a young medical man, nor would they graduate a higher salary to the far higher level of ability needed for successful research. They do not graduate proper salaries to their accountants and actuaries, because the accountants and actuaries having organised and qualified professional men ^{establish their right} have ~~the~~ ^{the} ~~right~~ ^{the} to earn such salaries from private employers.

Another consideration which shows the necessity of an exclusive policy is that only so is it an advantage to join the society. Unless it is an honour to be a member of a professional body, the besting man may not join, so damaging its reputation, and it will be impossible to exercise discipline even in the case of gross malpractices. To exercise power a professional body must be able to offer an honour and distinction in membership, or to inflict dishonour and loss by expulsion. To do credit to all ranks of multiple workers distinction or grades of different value must be recognised. I notice that the rules require that members shall have a degree of some sort, in mathematics or science, at some reputable University; that is the qualification of membership. I do not criticise it, but I do say that such a qualification can only be regarded as the first step in multiple distinction. There must be higher steps if the Union is to be of any use to the majority of multiple workers.

In no respect the profession of Science is more fortunate than any other profession. There exists a standard of scientific achievement widely recognized both within and outside the profession. I refer to the Royal Society. Any body representing British Science must surely comprise the majority of the Fellows of the Royal Society. I believe the Union has made great progress in this respect, and I trust it will succeed in gaining the position of the professional body par excellence for British men of Science. Fellows of the Royal Society are the natural leaders of our profession, and I do not doubt that, once the principle of grades is recognized, they will cooperate as actively and loyally for the benefit of the Union as a whole, as do the leaders of other professions, such as the Fellows of the Institute of Actuaries. And let me point here to the effect of professional organization. Fellows of the Institute of Actuaries earn salaries from £700 - £1200 a year in the course of business transactions, besides the ~~at~~ much more lucrative posts in the business management, which fall naturally to this body of men. Their prestige outside their profession is certainly lower than that of Fellows of the Royal Society, and yet I doubt if the latter, belonging to an unorganized profession, can ^{at present} command higher salaries. On the other hand if our rules were to describe a body of men of Science who could not look at less than £1200, their opinion of Science would go up. They might perhaps realize that the chief assistants of such men were not worthy of less than £600. No suggestion could be more false than that the interests of one grade of men of Science are at variance with other grades. Complete unity of interest may be attained, as in other professions by recognizing a series of steps in professional distinction.

Now it is not my business to draw up a constitution, but because the principle of grades is of the first importance, and because what I have said may seem a little vague, I will mention 3 ways which occur to me in which Hall Marks may be established between the F.R.S, the Hall Mark for gold, and the simple degree which qualifies for apprenticeship in our profession. First the Royal Society could if it thought fit establish an inferior class of Associates among the second rank of scientific workers, and from men who might subsequently aspire to a Fellowship. In the second place the Union might recognize certain Doctorates as qualifying a man to claim the second rank. In the 3rd place learned societies concerned with special branches of science might be induced to draw a distinction between Fellows who had attained ^{some degree of eminence} distinction, and members of the public who ~~do~~ ^{choose} to take in their publications and attend their meetings. All these methods seem capable of useful application, but could only be used by a body really representative of all elements of our profession.

Finally let me press the ~~importance~~ need of unity, the avoidance of an ungenerous spirit towards the industrial worker; his interests are our interests. For the sake of unity I urge

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Socially Nation Feb 26 1920

"Unless they band together and take action, the ranks of field of research workers throughout the Empire will not be able to retain the position they occupied before the war in the national life," ~~and their interests~~
will