

Staff members of the Women's Bureau have conferred personally with the leading advisers and experts on women's work in England, such as Caroline Haslett and Margaret Bondfield; regular exchanges of information between this Bureau and these officials are maintained. In these countries, longer in the war than the United States, many valuable details are being gleaned as to technical woman-power problems that are beginning to face this country.



EMPLOYMENT IN WAR WORK OF WOMEN WITH YOUNG CHILDREN

THE maximum utilization of our labor resources in the war-production program means the recruitment and training of large numbers of women for gainful employment in occupations useful to the war effort. In order that this may be done in the most effective manner, the War Manpower Commission has declared the following basic policies as regards the employment of women with young children:

I. The first responsibility of women with young children, in war as in peace, is to give suitable care in their own homes to their children.

II. In order that established family life may not be unnecessarily disrupted, special efforts to secure the employment in industry of women with young children should be deferred until full use has been made of all other sources of labor supply.

III. Barriers against the employment of women with young children should not be set up by employers. The decision as to gainful employment should in all cases be an individual decision made by the woman herself in the light of the particular conditions prevailing in her home.

IV. Whenever it is found that women with young children are gainfully employed in essential activities, or that the labor requirements of essential activities have not been met after the exhaustion of all other sources of labor supply and that to meet such requirements women with young children must be recruited, it is essential that:

(a) Such women be employed at such hours and on such shifts as will cause the least disruption in their family life; and

(b) If any such women are unable to arrange for the satisfactory care of their children at home during their working hours, adequate facilities be provided for the day care of their children during working hours. Such facilities should be developed as community projects and not under the auspices of individual employers or employer groups.

In order to facilitate putting this policy into effect, the War Manpower Commission issued a directive on August 12, 1942, to certain Government departments and agencies, to develop, integrate, and coordinate Federal programs for the day care of children of working mothers.

The Office of Defense Health and Welfare Services of the Federal Security Agency, in consultation with such Federal departments and agencies as it may deem advisable, is directed to—

(a) Promote and coordinate the development of necessary programs for the day care of children of mothers employed in essential activities;

(b) Determine, either directly or through such Federal departments as it may designate, areas in which such programs of day care should be promoted, and the respective responsibilities of the Federal departments and agencies concerned in the development of such programs; and

(c) Take such action as may be necessary or appropriate to assure the effectuation of all such programs.

Estimates of the number of working mothers with young children and the expected requirements of essential activities for the em-

ployment of such mothers, by periods and areas, are to be prepared and kept current by the United States Employment Service for the use of the Office of Defense Health and Welfare Services.

Child day-care programs or programs related thereto, carried on by any Federal department or agency such as the WPA, the Children's Bureau, the Office of Education, the Bureau of Public Assistance of the Social Security Board, the Farm Security Administration, the Federal Public Housing Authority, etc., are to be made available to the Office of Defense Health and Welfare Services. These departments and agencies are directed to take such action as may be necessary to insure the integration and coordination, through the Office of Defense Health and Welfare Services, of all Federal programs for the care of children of working mothers.

On August 28, 1942, the President of the United States allocated the sum of \$400,000 from his emergency funds to the Office of Defense Health and Welfare Services for the care of children of working mothers. The fund is to be used for administrative services necessary for ascertaining needs, developing and coordinating day-care services, and administering State and local day-care programs. Grants in aid are to be made to States which submit plans showing that no other State or local funds are available for the purpose. These grants are to be administered through the State department of welfare under plans approved by the United States Children's Bureau or through the State department of education under plans approved by the United States Office of Education.

The Children's Bureau is preparing statements of policy and procedure for the use of directors of State public-welfare departments and has made available the services of child-welfare field consultants for joint planning and application for allotments.

The Office of Education has made plans for advisory and supervisory services to aid States in making provision for schooling for two groups of children of working mothers. These include children between 2 and 4 or 5 years of age who need provision for kindergartens, junior primaries, or nursery schools; and children between 5 and 14 years who need all-day school programs of 10 to 12 hours every day in the week instead of the regular 5 or 6 hours now provided 5 days in the week. The services of a staff of specialists have been made available to the States, and where local or State funds are not available for operation of all-day school programs, applications for funds under the Lanham Act, if found to be justified, will be certified by the Office of Education to the Federal Works Agency for final action. *The extended school services will, it is hoped, provide safety, protection, and desirable experience to such children while their mothers are at work.*