LABOR

Women—Now!

How badly they're needed in industry; what they can do. WMC emphasizes the facts, is worried about the glamour.

Deglamorizing the woman-in-industry campaign is the War Manpower Commission's first big job for 1943. For WMC believes that the Hollywood-type of publicity that has so far attended female replacement of male labor is blinding the women themselves to the opportunity and desperate need for them. Surveys tell of women who have stuck to housework because the publicity stunts had convinced them that it had all been exaggerated.

• **The Cold Facts**—The real situation is highlighted by figures revealing that, unless industry hires 200,000 women now unemployed and draws 2,800,000 more away from household or school duties in 1943 (against 1,800,000 in 1942, which took the most easily employable group), production quotas will have to be revised downward for lack of labor.

To convince the women—and their prospective employers—how much women are needed in industry in 1943, the commission is distributing the cold facts in the Employment Security Review going to thousands of United States Employment Service offices, spearhead of the recruiting drive.

• **How Many?**—Big statistical fact is that industry must dip deep into the pool of 22,700,000 married women between the ages of 18 and 64 (1940 Census). Of this total, 5,300,000 must be counted out as being on the farm and likely to stay there. And of the 17,400,000 left in urban and rural nonfarm areas, an estimated one-fifth is crossed off as having children under ten. That leaves, as of 1940 and probably today, about 13,900,000 married women in the potential labor force. Add 2,600,000 single women able to work and not in the labor force and 1,900,000 widowed, separated, or divorced and you get a total of just over 18,000,000.

However, many temporary and permanent factors scale that total way down. Housework and child care may be unforsakable. Other obstacles listed by WMC are lack of purely local job opportunities, conventional disapproval of working wives, lack of incentives for those of adequate family income. And the commission knows that women who say "yes" to a poll's hypothetical question as to whether they would take a factory job are often thinking of a hypo-

thetical job, such as nearby congenial employment that may not turn up in a real job opportunity.

• **Selling Job Needed**—The scaling-down to date (without a national registration of women) has been done on the basis of Bureau of Employment Security estimates, which have stood up under a WPA survey, and a broad sampling conducted by the Employment Stabilization Research Institute of St. Paul, Minn. From the figures thus supplied, WMC comes out with an estimate of 7,000,000 women prepared to take factory work, but it knows that to count on anything remotely like that number it must do a big selling job.

To answer the question, what kinds of jobs for women? the commission cites a survey made by the Occupational Analysis Section of the Bureau of Employment Security, which is now a section in WMC. That survey revealed that, out of 1,900 war occupations, 1,468 are wholly suitable for women, and 376 more are partially suitable.

• **What They Can Do**—To show the diversity of traditionally men's jobs now being satisfactorily handled by women, though they call for an unusual amount of strength or dexterity—even for a man—the commission cites these illuminating examples (several of them previously reported, with names and places, in Business Week):

• **Crane Operator**—At an Army proving ground an 18-year-old girl operates a 15-ton crane. One of the largest midwestern steel plants has started a training class in crane operation for women, to train them in the handling of mill and machine shop cranes.

• **Ordnance Tester**—At an Eastern proving ground an all-girl crew fires and cleans a 90-millimeter anti-aircraft gun. On the same proving ground more than 1,000 women have replaced men in testing all types of war material—tanks, machine guns, trucks, and aircraft cannon.

• **Miner**—In Arizona and Colorado mines, women are employed as ore-sorters, machine greasers and cleaners, aerial-team operators, sledgers. In one mine women wield an 8-pound sledge in the best of manlike tradition.

• **Watchwomen**—Women guards watch for fires, accidents, and sabotage at an aircraft plant and are trained to handle potential saboteurs with the gentle art of ju-jitsu.

• **Foundry Coremaker**—This job involves the handling of heavy materials in heat and fumes, using shovel and tamping tools.

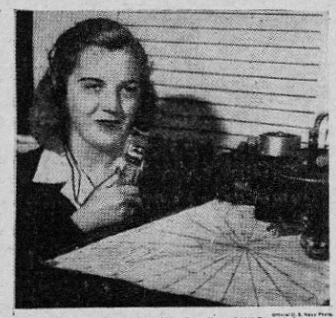
• **Forming-Press Operator**—This operator sets up templates or molds for huge hydraulic presses; the presses are used for stamping metal parts.

• **Fire-Fighters**—An entire squad of eight girls supplements the men's volunteer organization employed by a Western plant for industrial protection. Completely equipped, they are ready for any fire emergency.

• **Instrument Makers**—Gyro-Horizon and Direction-Indication instruments, necessary for safe, accurate navigation of our Army aircraft, are so delicate that all work must be done in washed-air, pressure-controlled rooms. Women have proved themselves especially adaptable for this type of work.

• **Engraving-Machine Operator**—While men who are skilled in this type of work say

Women Workers Replace Men in Many Vital Civilian Jobs



WATCH IT, MISTER—The eagle eyes of Miss Betty Hurt, of 1655 Ponce de Leon avenue, are watching carefully while a Link trainer goes through his paces at the Naval Aviation Station here. The devices used in this advanced course make possible "flights" of any distance and at any altitude without ever leaving the ground.

LADYBIRD—Mrs. Roberta Finney, formerly of Sarasota, Fla., and now of Hapeville, is a full-fledged flight instructor with Southern Airways at the airport.

THEY LEAD, TWO TO ONE—Mrs. Elsie Ray Gelt), is working in the public relations office at Fort McPherson, while Mrs. Ruby W. Schroeder (right), keeps records on the civilian personnel. The "mere man" who managed to sneak into this shot is Sergeant C. C. Buck, of 388 McKenzie drive, who is connected with the Signal Corps.

Type of glamour publicity (in this instance from a newspaper) that the War Manpower Commission believes has muted the call for women workers.

By frowning on Hollywood tactics and emphasizing feminine efficiency rather than face value, WMC aims to "sell" jobs to 7,000,000 women.

that they have never previously heard of women operating such machine, a woman does operate one today—and very efficiently.

• **Turret Lathe Operator**—From her husband, who is now serving with the armed forces, a woman has learned the basic mechanical principles that have made her the first woman turret lathe operator in a wellknown plant.

• **Pattern Maker**—The job of making plaster molds for dies, an operation so delicate that the tiniest variation means ruin, is handled by women with previous experience as artists, sculptors, and pottery makers.

• **Milling Machine Operator**—Operating a milling machine to shape impulse blades for steam turbines on merchant ships was once a man's job; today there is at least one instance of a woman—a former pianist—performing the task.

While the U. S. Employment Service has prepared for employers a list of occupations suitable for women, it cautions that this list should serve only as a rough guide. The real test lies in the job specification and the applicant available.

• **Who's Better?**—Summaries of results of the more scientific tests and analyses boil down to the following generalizations about women workers:

• **Dexterity**—There is no proof that women are more patient in their work than men, or that women excel men in close, accurate work. There is some evidence that women are faster in working with the fingers and hands in routine performance. Women have, on the average, smaller fingers, which might be of advantage in cer-

Yorkshirewoman Anne Loughlin is the new president of the British Trades Union Congress, England's powerful labor federation. With Sir Walter Citrine (right), T.U.C.'s secretary, she will administer the affairs of the organization in 1943. Her election to Britain's highest honorary labor office signifies the importance of womanpower in British industry.

tain types of work. Women excel somewhat in tests of finger dexterity and manual dexterity.

● **Supervision**—There is no conclusive evidence that men are better or worse supervisors than women.

● **Mechanical Ability**—Custom is probably women's greatest handicap to making their maximum contribution to the war effort. It just isn't customary for women to study engineering, mechanics, machine design, or to become apprentices. Because of their background, women are said to possess less native mechanical ability than men. But there is considerable evidence to show that less understanding of mechanical devices is due to a lack of experience and not to a lack of native aptitude.

● **Job Changes**—Because of women's lesser strength, the employer may have to modify certain aspects of the work he is assigning to women. He may have to make greater use of powered vehicles or conveyor belts to move materials; cranes, chain hoists, and other lifting paraphernalia may have to be installed. Sometimes, not always of course, whole jobs may have to be re-engineered.

● **Call to Employers**—To prepare the way for the great invasion of industry by women in 1943, WMC is asking employers to analyze all occupations within the plant, determine the types of work that women could do, consult with supervisory staffs and representatives of employees' organizations in order to promote acceptance of women as coworkers. Manning tables (BW—Nov.7'42,p19) are recommended as a handy device for making the necessary job analyses.

NWLB Talks Tough

Board seeks to head off union rebellion by hard words and threats of its own. F. D. R. takes a hand, too.

Facing predictions of an increasing union rebellion against its rulings in 1943, the National War Labor Board has started the year with a sterner policy towards those that engage in strikes to influence or speed up its action. Three times in the last week, it has cracked down, each time by unanimous vote.

The first case involved the Mechanics Educational Society of America (independent union, not affiliated with A.F.L. or C.I.O.), which called a strike in the Briggs Manufacturing Co.'s Connor Avenue Plant in Detroit on Nov. 4 and a general sympathy strike of 9,000 workers in 18 other Detroit war plants Nov. 7 because seven of its members had been discharged. NWLB refused to reinstate the seven and condemned Matthew Smith, union president, for "highly irresponsible and reprehensible" actions. Smith admitted the strike had been called to get the NWLB to act on demands of his union for bargaining rights despite a C.I.O. United Automobile Workers' exclusive contract with the company.

When an independent union struck