EMPLOYMENT OF WOMEN IN DEFENSE PRODUCTION*

I. Women in the Labor Market


Includes a group of articles concerned with "Adaptation to changing economic patterns" which contain much useful information on women in the labor force, reasons why women work, the equal pay issue, economic contributions of homemakers, and women in labor unions.


The chapters cited deal with past and future labor force trends, changing customs relating to the employment of women, and wartime expansion and postwar contraction of the labor force. The author points out the effect of customs in the increasing influx of women into the labor force and also its economic and social consequences.


Points out that "the major labor reserve continues to be women, of whom only about one-third are in the labor force." Statistics given in the article are for April 1951.


Argues for increased employment of the married college graduate on a part-time basis as a means of maintaining the individual's vocational continuity and of utilizing her skills for the benefit of the community. Weighs the advantages and disadvantages of part-time work and outlines information needed and practical considerations in promoting a campaign for part-time jobs.


* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
Reviews recent developments and past experience and discusses the role of women in military and civil defense as well as the special problems connected with their utilization in industry.


A comprehensive analysis of trends in the occupations held by women during the period 1870-1940.


A survey of the extent to which women were found in the better positions in department stores, insurance companies, banks, and manufacturing in the Boston-Hartford area, Chicago, and Philadelphia. Also gives the opinions of management and of the women themselves regarding the opportunities for women in these fields and the factors which contribute to their success.


A compilation of data covering employment, wages and salaries, economic responsibilities of women, industrial injuries, standards for employment, and summary of state legislation affecting industrial and household workers. Also includes information on the political and civil status of women, women's education and vocational training, and a selected list of basic bibliographic sources.

2. COMPANY EXPERIENCE AND PROBLEMS


Summarizes the faults which foremen find with women workers in two large industrial plants and advocates group discussion to assist foremen in meeting the special problems involved in supervising women.


Covers briefly the special physiological and psychological factors to be considered in the employment of women and suggests the nature of management policies needed to meet these problems.

A broad survey of company experience and problems during the early months of the war which is still pertinent for companies newly faced with the necessity for employing women in production jobs. Covers selection and placement, induction and training, hours, wages, health and safety, and community facilities.


Survey of experience with women workers in 54 war plants with special emphasis on medical and health programs, and absenteeism, accidents, and other special problems.


Points to check before training starts suggested by the training director of the Glenn L. Martin Company.


A study of the work performance of women in 13 war plants under a variety of hours schedules with a view to determining optimum hours for women employees. Notes that “Individual productivity seemed little affected by hours worked, when weekly hours were limited to around 48 and 50” and that the majority of women never worked more than this regardless of the factory’s work schedule.


 Discusses wartime experience with women workers, and the factors of recruiting, placement, training, working conditions, and community facilities which need to be considered in the interests of optimum utilization of women in the present emergency.


Practical suggestions to management on “how to get ready for Rosie.”


Increased employment of women brings the question of equal pay into prominence. This article summarizes federal and state legislative
developments and discusses some of the administrative problems which have arisen in connection with state laws.


These two articles report on measures taken in a number of countries which assist “women to enter or remain in employment in spite of marriage and home responsibilities.”


Summarizes the recommendations made at a conference sponsored by the Children’s Bureau and the Office of Education. Points out the growing need for day-care planning, suggests criteria for adequate facilities, and advocates that funds for providing day-care services be made available through existing agencies.


Senate, Committee on Labor and Public Welfare. *Women’s Equal Pay Act of 1950;* report ... on S. 706, together with the individual views of Mr. Taft, Mr. Smith of New Jersey, and Mr. Donnell, respectively. 1950. 18 pp. [Senate Report No. 2263.] Available from Senate Document Room, Washington 25.

These documents present the arguments for and against federal legislation.


A convenient analysis, in chart form, of laws regulating hours of work. Supplementary information with special reference to night work by women was published in the April 1951 *Monthly Labor Review* (Government Printing Office, Washington 25, 40 cents) on pages 414-416.


Outlines “the broad basic recommendations for any program concerned with the health and efficiency of women employees” and indicates “the direction in which the development of good standards should move.”