

NEWSPAPER CLIPPINGS

Health for Women Munitions Workers

Woman Supervisor Named by Ordnance Department Tells of Pressing Need and How Much May Be Accomplished—Adequate Rest and Quiet Add Much to Factory Output



Dr. Kristine Mann, health supervisor, women's branch, Ordnance Department, and girls finishing large calibre shells.

THOUSANDS of women are now employed in the munitions factories of America and are helping to maintain a high standard of output. The United States does not intend that the health of these women shall suffer as a result of the necessary war time activity.

For this reason Dr. Kristine Mann of New York has been appointed supervisor of health for the Woman's Branch of the Industrial Service Section of the Ordnance Department. This is an entirely new office. Dr. Mann was chosen to fill it because for the last three years she has been closely associated with industrial women in New York. Her special study has been to improve the health of industrial women through such means as proper exercise, change of diet, instruction in posture, advice on the importance of ventilation in sleeping rooms, recreation and rational clothing.

"With the employment of women in war plants England has had her experience," Dr. Mann said in outlining her plans. "At the beginning the women of England were overworked, for the plants started in with overtime, elimination of holidays and night labor. Suddenly the woman power decreased and it was found necessary to pass a law reinstating the holidays and regulating the hours of work. Steps have been taken to prevent a similar experience in the United States, and by September there will be forty women health officers ready to enter factories and look after the welfare of women workers.

Conditions Must Be Corrected,

"There are conditions in the industrial plants of the country that must be corrected if the health of women is to be maintained and the output of materials kept up to the necessary standard. Health and productivity go hand in hand and one may well be proud that our Government has recognized this fact in time to preserve its womanhood.

"Two examples of what I mean came recently to my attention while inspecting a plant. First, the chairs in which the girls sat for eight hours a day were not adapted to their purpose. The seats were too small, the backs were straight at the wrong point and in many instances the backs had been broken down, so that the worker might sit further back, thus depriving them of support. The chairs were all of a uniform height with no provision for the unusually short or tall girl. No footstools were provided and many of the girls had brought soap boxes for foot rests.

"Now the strain of having to sit all day is made worse by a wrong posture and the health of the women may be affected. The importance of having the right kind of chairs is manifest.

"In another factory I found girls weighing powder in such a way that physical strain and eye strain could not be avoided. Instead of being arranged so that the counter of the scale was at a level with the eyes, at the right distance for normal sight, the scale was so placed that each time the weigher wanted to see

the dial she had to bend down and scrutinize the counter closely. Outside of the amount of physical energy wasted and the damage done to the health of the worker, think of the loss of time resulting from this simple error. This is utter lack of efficiency, to say the least.

Placing of Help Important.

"One of the greatest wrongs done is placing women in positions for which they are physically unfit. In large corporations, where much brain work is needed, somebody, either a man or a woman, is paid a high salary to place people in departments for which they are best suited and where they will prove of the greatest value to the firm. Is it not just as important to fit the women in the munitions plants into the places where they will enable the Government to get war materials in the largest quantities?

"As conditions exist now the weak women may get the more laborious duty and the strong women the places that belong to the frail. The physical examination for right placement is one of the important duties of the health officer.

"I believe that if industry utilizes woman power in such a way as to cause physical deterioration it has harmed rather than benefited the community, no matter what may be its record for economic productivity. The most obvious measuring rod of the success with which industry is using women to maintain or to increase output will be their continued good physical condition.

"I do not believe there would be any difficulty in showing precise money losses to employers from ill health of employees. Absentee lists, bad time keeping, large turnover are all connected up with the factory's health problem, and all these things affect the factory's profits.

"Our standards of productivity are defined at present by low standards of health. If all industrial women maintained unbroken records of good health our day, I venture to say, could be shortened to seven hours and production kept up as high as under the present eight hour day if it was not higher. Instead of this, in New Jersey, for instance, there

is no eight hour law and the women are working nine hours at least.

"Seventy-five per cent. of the illness among women workers might be eliminated if their lives could be made more hygienic within and without the factory.

"Our first step to improve conditions is to find women suited to act as health officers. Four have already been physically examined and accepted for training. All of them must be trained, and it is for this purpose that a summer school is to be opened at Mount Holyoke College. The health officers after graduation will work under the Ordnance Department. The first course for health officers opens June 26 and will last eight weeks. It is planned to grant certificates to from thirty to forty women who will be trained to examine girls physically in order to estimate their capacity and to give them good advice.

"Of course the ideal plan would be to take women for training who have had two years or more experience in a medical college, but that is impossible, for this is an emergency work and all who have had such experience are needed in other places at present, and we must have our women ready by September. As this is the case our health officers will for the present be selected from two classes.

Must Have Additional Courses.

"First—Those who have already had successful experience as industrial supervisors or social workers, their practical knowledge to be supplemented by a course in physiology and hygiene, these courses centering about the question of health as it particularly affects industrial women.

"Second—Graduates from physical education colleges of four or five years standing, whose training will be supplemented by a study of labor problems and by practical work in factories.

"One young woman who will go into the work came to me some time ago in a bad condition. I found that her posture was wrong, her recreation ill advised and her diet anything but right. She came to our clinic and worked faithfully; today she is in good health and some time ago went to do war work in a munitions factory.

"She wished the experience. She had learned with us what the conditions should be for workers. This girl is already having a decided influence on the others in the factory where she is employed. She knows from experience that ill health results from unhygienic living and is capable of giving good advice. Such workers will prove invaluable as health officers.

"By good health the morale of the women is raised. By right housing conditions this is also accomplished. Proper recreation and enough of it is a great thing. To provide such conditions will be part of the work of the health officers of the Ordnance Department.

New Era of Womanhood On.

"We want the women munitions workers to be one of the finest bodies of women in the world, and with America's progressive methods there is no reason why we should not accomplish this end. We have entered on a new era of womanhood and we want the final result to be splendid.

"Women workers in industrial centres must not be made unfit for marriage by their activities, nor so worn out that their offspring will be weak. They must produce fine children that will be a credit to the nation, and it will be a credit to the nation if conditions are maintained at such a high standard that this will be possible.

"One of the greatest crimes against health that we have is undernourishment. Go through a place where hundreds of women are employed and you will find the majority of them ill nourished. This being so, how can you expect health and ability to work up to high standard?

"Employers can supply canteens for women, but they cannot govern diet. Here are some of the diets that I have found most common among industrial girls. Any thinking person can readily see that eight or more hours steady work cannot be done on such food. If the girls did absolutely nothing, good health could not result from such eating.

BREAKFAST.
Cocoa and Bread and Butter.
LUNCH.
Two Egg Sandwiches—Cake.
DINNER.
Soup—Meat—Mashed Potatoes.

BREAKFAST.
Oatmeal—Toast—Tea.
LUNCH.
Coffee—Lima Beans—Rolls—Pudding.
DINNER.
Soup—Hash—Pickles—Cake—Tea.

BREAKFAST.
Tea—Bread and Butter.
LUNCH.
Bread and Butter—Radishes.
DINNER.
Soup in which were Potatoes.

"In this last case the girl explained to me that the family was large and that none of them had meat save her father.

"It will also be the duty of the health officers to observe early signs of undue fatigue and to suggest ways of obviating strain and conserving power. This by no means deters work; it takes no time from the girl's business at hand, but, on the other side, it makes it possible to produce more at a steady standard of output instead of steady by jerks."

Valuable Scrap Heaps and Dumps

SCRAP HEAPS and dumps in recent years become sources of wealth. The chemical and dye industries of Germany were founded on the utilization of what was once thrown away.

A shrewd American bought a bog into which thousands of tons of tar had been dumped and made a fortune by recovering it. A miner in Butte became rich by extracting sulphate of copper dissolved in water pumped from the mines. By-products pay the dividends that oil companies disburse.

In one year alone metals valued at \$72,786,027 were recovered from scrap heaps in this country, not including gold, silver, platinum, iron and steel, to which attention has always been given. Of all the copper that figures in the metal trade of the country more than 22 per cent. was

recovered from scrap, of zinc 20 per cent., of lead 11 per cent. and of tin 26 per cent.

The recovery of tin from scrap is a comparatively new industry, the annual output of which now exceeds in value \$8,000,000, most of which would have been wasted a few years ago.

Shoddy is a commercial product of great value and usefulness. English mills consume three times as much shoddy as is used in American mills. The foreign demand for shoddy is very great.

We could use more shoddy in an honest way, but it cannot be obtained. Americans destroy or throw away rags and worn out garments in sufficient quantity almost to double the supply. Manufacturers have learned to utilize waste, but the masses of the people have not.

America's First Victory in

How Alan Winslow and Douglas Campbell Got Two Boche Planes in an Eight Minute Battle

By HERMAN WHITAKER,
Author of "The Planter," "The Settler,"
"Over the Border," &c.

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IT happened while we were bowling along a smooth French road that split innumerable red tiled villages in equal halves on its way to the American front.

A week before I had journeyed around our flying instruction stations in South France, where our lads were to be seen in training from their first ridiculous "hops" with wing-clipped "penguins" to the final dare-devil stunts on the acrobatic field. There I had watched performances that would have raised the hair of Lincoln Beachey or any other of the stunt fliers of five years ago.

For in the ordinary course of their flying our lads are taught the "virelle," or tail spin; the "reversement," a half loop and fall sideways; to "barrel," turning over and over sideways like a rolling cask; the "vertical virage," a ninety degree bank, said to be a most disagreeable first experience; to bank and side slip any distance required to elude a pursuer, a difficult operation which the beginner usually ends in a "barrel." While dropping from a height of 14,000 feet, I had seen one boy pull almost the whole bag of tricks. In fact he put his plane through every possible twist and gyration—and many impossible—in an actual fall.

Off to Visit United States Airmen.

With this knowledge stored away I was now on my way to visit an American squadrilla in actual service at the front.

As we approached the last town between us and the trenches I finished telling the Lieutenant from general headquarters about a submarine I had seen captured while cruising with our destroyer flotilla in English waters. He agreed that it was as fine a bit of luck as ever fell to a correspondent.

"But lightning never strikes twice in the same place," he added. "You have used up all the luck that is coming to you in this war. You won't get in on anything like that again."

He was, however, mistaken. Nature's laws are said to be without exceptions, but he had no more than said it before the lightning violated all precedents and struck again—through the raised hand of an American military policeman on the edge of the town.

"Pinched!" our sergeant chauffeur exclaimed when the hand went up.

The sergeant added as the car rolled on to a slow stop: "You can get by the French military police with any old thing—beer check, laundry bill, chewing gum, coupon, anything that's written in English and looks official. But when them iron-jaws of ours hold up a hand it means you!"

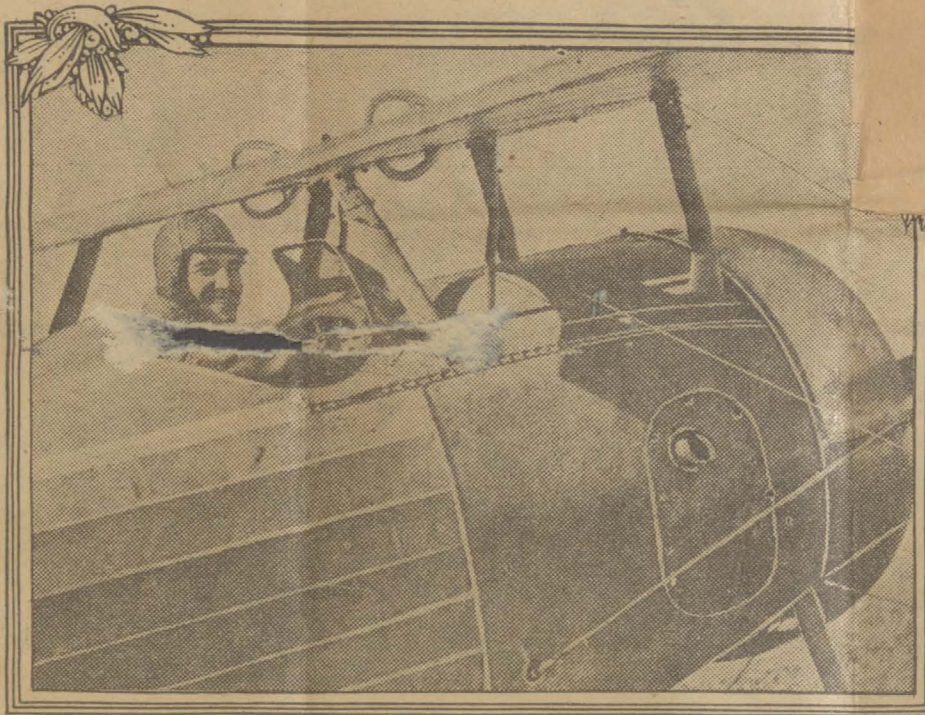
The "iron-jaw," however, was relaxed in a pleasant smile. Saluting, its owner informed us: "If you drive round by the public square you will see two Boche planes our boys have just shot down. It's worth your while, for these are the first planes brought down by home trained American aviators flying our own flag."

"First submarine—first plane!" the Lieutenant commented as we drove on. "You must be the luckiest man in the whole world!"

French Pleased by Our Victory.

It happened to be Sunday, and in the square we found dozens of women, children and pretty French girls, all in their go-to-meeting-best, elbowing through a mixed crowd of poilus, Tommies and Sammies to get a good view of the wrecks. Though the French have shot down German planes by the hundreds, these good people were glorying for us; could not have shown more genuine pleasure at their own first achievement.

The captured planes were Albatrosses, swiftest of German machines. But they had proved far too slow for the machines of the latest type flown by our lads. I would like to give you their name and the terrific speed at which they fly, but I know without asking that the censor



Douglas Campbell, one of the rapidly rising American aces, who scored Second for America.

would not consent, and he's right. Be content, therefore, to know that they can outfly anything Fritz has got.

Of the two Albatrosses, one had burned in midair and lay a charred wreck on the ground. The other could easily be fitted for flying again. Both their pilots had survived, though one was badly burned.

Their conquerors, we were told, could be found at the flying field outside the town, and a very few minutes thereafter it opened before our speeding car, a dead flat plain bounded on one side by long low barracks; on the other by camouflaged hangars. In front of one, surrounded by a mixed mob of mechanics and fliers, stood the victorious planes.

In the crowd we found two of our crack fliers who had recently transferred to us from the Lafayettees. One had just received the newly created American order for distinguished conduct. The other has no less than sixteen official "crashes" to his credit and twice as many that are unrecorded. It is said by his admirers that his total equals if it does not surpass that of Baron Richthoven, the German crack flier, whose death appeared in a late dispatch. [N. B.—This is undoubtedly Raoul Lufbery, killed since this was written].

Star Aviators in Background.

Usually the presence of this one man would be sufficient to set any hangar abuzz with excitement. But to-day he and his fellow star were "supeing" in a scene which in its general features strongly resembled that created in an average American household by the first visit of the stork. The same atmosphere of quiet joy, suppressed excitement, prevailed. In their pleased interest, indeed, the two stars might have acceptably filled the role of maiden aunts.

But though they were "supeing" to-day it was luck thrown on luck to have the chance to meet them. Undoubtedly the most spectacular figure in this most spectacular of wars is the great flier who conducts his duels to the death above the thunder and lightnings of the guns. His is a figure that stirs even the dullest imagination to wonder what manner of man this can be who sets at naught fears and tremors that govern most of us and goes forth daily to slap Death himself in the face.

I sought the secret in the star flier's face. Short and square, quiet and kind, burned and wrinkled by sun and wind, these quantities and qualities told nothing. Any farmer has them. But the eyes told the tale—bits of gray steel peering through narrowed lids as it were between the slits of his armored soul. They were the eyes of an eagle, unconsciously unafraid.

While I was talking with him they were softened by the reflection of his courteous smile. But when his face sets for combat I should not like to see them, as have half a hundred Germans, glinting behind the leveled sights of his flame-tipped gun. His success, as I read it, inheres in his superb confidence backed by superior skill. When that man goes after a German he knows that he is going to get him, and that is nine-tenths of the battle.

Just now, however, to repeat, his pleasure in the event left his face kind and soft and eager as that of a maiden aunt at a christening. For the matter of that, the two youths we presently rounded up and stood against the barrack wall to be

snapshotted might almost have played the leading role on such an occasion, for instead of the grim men their exploit seemed to demand, two lads with the peachbloom of early youth still on their cheeks came out to meet us at their Major's call.

They were as bashful about their age as girls—for the opposite reason. They would fain have been older. When pressed for the truth Douglas Campbell, a young Californian, admitted one and twenty. Alan Winslow, who hails from Chicago, went him one better. Babes! Just out of their legal infancy! Think of it! But then—this aerial war has been conducted from the first by babes. Their Major is only twenty-four.

Of course you want to know more about them. Alan Winslow, then, trained with the French; therefore must yield precedence to young Campbell, who was born and raised at the Lick Observatory on the top of Mount Hamilton in Central California—with its wooded gorges, deep ravines, cosmic outlook over foothills and plains, surely an ideal eyrie for a young eagle. He had taken his ground training at the Massachusetts Institute of Technology, and was completely American trained.

Your fighter is never a talker, and of all fighters the air men go the limit in slowness of speech. Even after Winslow, the hoary elder of two and twenty, was finally prodded on to talk, he left so much to the imagination that it is necessary to fill in between his wide lines.

He and Campbell had got out early for the first official flight and were playing cards in a tent near their hangar while the mechanics tuned up their machines. The morning was clear, sunlight streaming between soft clouds high over the flying field. From the sand bag targets, where a machine gun was being lined up and synchronized with the motor, came staccato bursts of firing. Everything was going on as usual when, in response to a telephone call from some far observation post, a bugle shrilled out the "Alerte!"

"I was already in my flying togs," Winslow explained, "and so got into the air at once. Campbell followed about a minute later. The Boche planes had just come into view, flying quite low, not higher than 1,000 feet. Their pilots said afterward that they were lost and mistook our station for their own, otherwise they would never have ventured into such a hornets' nest.

Couldn't Imagine They Were Boche.

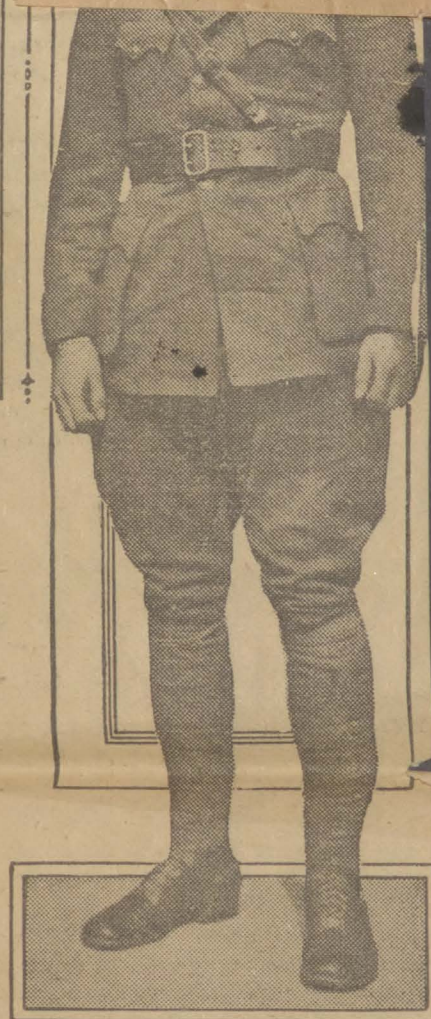
"To me it seemed impossible. I felt sure it must be some of our fellows coming in from another station. But the 'Alerte!' kept me ready. They were flying higher than we and the instant I sighted the German cross I let fly a burst from my gun.

"The Boche answered, but already I had banked steeply on a half loop that carried me above him; then describing a 'virelle,' that is, a tail spin, I came squarely behind and shot him down with my second burst.

"By that time Campbell was chasing his man like a hawk after a running chicken across the sky and I lit out after them. How that Boche did go! But he was too slow. Just as I caught up Campbell sent him down in flames."

He summed this remarkable contest in the following schedule:

"The 'Alerte!' sounded at 8:45. Eight fifty closed with the Boche. Eight fifty-



Lieut. Alan Winslow, who brought down first Hun machine.

one shot down my man. Eight fifty-two Campbell got his. Eight fifty-three back on the ground."

Eight minutes by the clock! Good work!

It remained for Campbell to add the touch of humor that crosscuts the most serious dramas, even like these of life and death:

"Our mechanics all came running out of the hangars to see the fun—fill one got shot through the ear. Then you should have seen them duck for the dug-outs. In ten seconds the field was as empty as if the dinner call had rung."

He added: "And Winslow's man? He wasn't hurt a bit. I don't think he knew just where he was going, but he was certainly on his way, for he ran like a hare; broke every record up to half a mile before they chased him down."

Only Chivalrous Germans.

We went into their rooms to view the trophies, guns, cartridge belts, clocks, and so forth that were laid out on their cots, and while we were looking them over Campbell added the last human touch to the story. In sky warfare alone it is said have the Germans displayed any chivalry, a thing that is quite understandable. The uttermost bravery called for in those desperate duels up there in the wide and lonely vault of heaven is always associated with chivalric spirit. The knightly tradition still obtains and this lad's utterance proved that our boys can be depended upon to uphold it.

"My fellow was wearing an Iron Cross. I wanted it badly, but the poor devil was suffering enough from his burns. I hadn't the heart to take it from him."

Fine feeling!

There is no such thing as defeat for men animated by such spirit backed up by the thorough, intensive training given at our fields. Flying has progressed since the days when Capt. von Boelke, the great German flier of 1914, invented the "loop the loop" attack. Happily he is now deceased. But were there resurrection for fliers and he tried to pull anything like that on our boys his shrift would be short indeed.

By a quick combination of aerobatics he had learned during instruction Winslow had got his man. And as I thought of the quick witted lads of ours that are now getting the same training not by the tens or twenties but by hundreds and thousands, I mentally echoed a favorite exclamation of the British Tommy:

"Poor old Fritz!"

Carbon Copies

WOMEN IN INDUSTRY IN U. S.

Notes from recent Newspaper Clippings.

Maher's Gathers
for Miss Sumner

New York Tribune. Dec.30, 1917.-

Women and the War.--- Answering a Kansas City railway's advertisement, eighty women applied for positions as street car conductors. They were told that if accepted they would be required to wear a gray coat, short khaki shirt and a conductor's cap. *** Women will fill vacancies in the ranks of the street car conductors in St. Louis as fast as they occur after January 1. *** The New Jersey Woman Suffrage Association is endeavoring to bring about the passage of legislation providing maternity insurance for married women of the state who, because of war conditions, are being forced into industrial pursuits.

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New York Evening World. Jan. 14, 1918.-

Pointing out "the moral hazards incurred by young girls working as messengers," the Women's Trade Union League of New York will recommend that the Consumer's League limit the age of women employed in such capacities to twenty-five years in the bill it proposes to introduce. The question was debated during the closing session of the Trade Union League on the maintenance of labor standards during the war*** The standards of industry for Government contracts as formulated by the National Women's Trade Union League Convention at Kansas City, including adult labor, the highest prevailing rate of wages in an industry, equal pay for equal work, the eight-hour day, prohibition of night work, and exemption of women having small children needing their care and of women two months before and after childbirth, were adopted. It was decided that legislation should be introduced at Albany for twenty-five additional factory inspectors, all to be women. Contending that at present there is no real shortage of women for men in industry and that the substitution of women for men in industry is "in most cases prompted by the desire for cheap labor," it was resolved that the conference upheld the principle of "the same pay for the same job, whether man or woman," and that a campaign of education on this basis be started among unorganized labor. Another resolution condemned the practice of employers who, under the guise of patriotism, appeal to women of the leisure class to volunteer in furthering the output of their particular businesses, thereby robbing working women of fair living wages. These well-meaning women were called upon to desist from that kind of service. *** A minority resolution declaring against the employment of women on subway and surface cars was tabled.

New York Evening Sun. Jan. 12, 1918.-

Now that ~~girls~~ the women have gone to work on the trolley car and have begun to run elevators in apartment houses, the same old questions of how long they shall work and how much they shall be paid present themselves. At this coming session of the Legislature at ~~New York~~ Albany the New York City Consumer's League will submit bills drafted to protect the new women workers who have taken jobs held formerly by men-occupations in which the working hours and wages are not regulated by legislation. These three bills, according to Miss Nellie Schwartz of the New York City Consumer's League, will be introduced before the Legislature to protect women workers in the three main occupations in which women are taking the places of men on a scale large enough to make such legislation necessary. "Women are going to work in the messenger service, on the transportation lines, and as elevator ~~conductors~~ runners in large numbers and evidently permanently," said Miss Schwartz. These three occupations which are not industrial and therefore not covered by the factory laws, are regulated by legislation applying only to men workers, *** This new bill which we are planning to introduce will prohibit the employment of any women under 21 as messengers and will also probably ask that all such women

2.(continued).

come under the fifty-four hour law.

***The employment of women as elevator conductors has not been found practicable on a large scale in commercial and business houses, but women are superseding men in large numbers in apartment houses . smaller hotels in Manhattan and up-State. There is absolutely no legislation which might prevent these women from working twelve hours a day and the Consumer's League wants to put them too on the fifty-four hour basis.

On the transportation lines***the officials of the elevated and surface lines which are beginning to employ women in such large numbers have made a careful study of the industrial field and are planning to employ as many women as they can gradually work into the particular capacities where they may be needed. Before the war masculine labor was regarded as the permanent and dependable source of labor, the employment of women being regarded as a hazardous investment. *** wise men in the transportation lines have decided that women after all may be the one stable unit left in the labor market. Therefore take her on and train her as fast as the men leave for the front or the munitions works. "Because women are probably going into transportation more and more generally," Miss Schwartz said, "steps must be taken to regulate the conditions under which they work if abuses are not to result. Most of the early strikes in England came from lack of ~~unwise~~ foresight, and the same laws which insure certain hours and rates of pay for men should be passed to protect the women who in a few months if the war goes on may be the backbone of the service, even as they are in England. Now these women are paid at the same rate- 28 cents an hour- and work approximately ten hours a day. And they are, according to the officials, completely satisfactory.

The difficulty in arousing any particular interest in their industrial welfare among the new women conductors and motormen is due to the fact that they are so much better paid now than in their former occupations that abstract arguments do not appeal to them. Girls who have stepped out of salesgirls' jobs paying \$8 or \$9 a week and out of \$10 clerkships into conductors' and motormens' uniforms cannot be convinced that there is anything that need be improved, now that they are earnign \$17 and \$18 a week. ...

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New York Journal. Jan. 11, 1918.-

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Philadelphia (Pa) North American. Jan. 13, 1918.

The women shown in this picture are operating machines in the Welsbach factory at Gloucester, N. J. Men held these jobs before the war. The work of the women is declared to be highly satisfactory. All are required to wear caps and baggy trousers to prevent accidents from contact with machinery.

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...Has completed organizations in 42 counties***
Under the direction of the department of industry investigations of industrial conditions in Denver and Pueblo, reported to be injurious to women and girl workers, and succeeded in having the conditions rectified. ***Thru the department of classes of instruction stimulated educational institutions to provide means for women to become proficient in many lines. Already large numbers of women have been trained in telegraphy, wireless telegraphy, stenography, motor driving, domestic science, office and general ~~affairs~~ business methods and in other occupations.***

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First Women's Machinists' Union protects
Lowell Munitionettes.*--

By J. H. Duckworth. Lowell, Mass. Jan.10.1918- Munitionettes
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men, so we decided that we would organize so as to get the same
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inspect work, gauge, sort and run presses, heading machines and
drawing shell machines. We are organized as specialists. Women
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the war, so we thought we would come in before it started to
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Topeka (Kansas) Journal. Jan.7,1918.-

Less than Half of Working Girls Self-supporting...

Only 47 per cent of the women and ~~white~~ girls employed
in miscellaneous industries in this state are self-supporting,
according to a sensational report on working conditions of
Kansas women by the state welfare commission. Miss Linna E.
Bresette, secretary of the commission, charged discrimination
against "home" girls by state employers. Her report- the
first biennial report of the state commission- shows 41 per cent
of the working girls have received eighth grade education, and
that 82.4 per cent of the girls work nine hours a day or longer.
The report of the state commission covers 64 printed pages and
reveals many unfavorable conditions for girls and women
employed in industrial activities in Kansas. ...Everything has
advanced for the girl except her salary. ...28.7 per cent of
the girls in miscellaneous industries leave their positions
in less than a year.

New York Journal. Jan.14,1918.-

New fields for employment for women constituted subjects
for discussion at the Women's Trade Union League conference.
It was asserted in a resolution that a certain class of men
in business under the guise of patriotism were getting women of
the leisure class to work. It was declared that this robbed
working women of their neighborhood. A resolution asserting that
"conductorettes" are brutalized by their work on cars was tabled.
It was admitted that women in the subway earned the same pay as
men. Many women took the stand that work on surface cars injured
a girl's health and brought her into undesirable public attention.
The league decided that the only way to protect girls in the
messenger service was Government control. The report asserted there
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L. L. Gerndon, First Deputy Commissioner of the New York State Industrial Commission, speaking...at the conference called by the Women's Trade Union League of New York to discuss the "Maintenance of Labor Standards During the War," said there was no actual necessity of women taking the places of men as laborers. So far, about 2,000 women have replaced men in New York State, "said Mr. Gerndon. "In one plant, 300 women have taken the place of men. ~~xxxxxxxxxx~~. The Curtiss Aeroplane Company has substituted more than 275 women for men, and another manufacturing company has 315 women working in the places of men. One shrapnel manufacturing company up the State employed 125 women, but there was so much opposition by the unions that some of the women were dismissed. The Department of Labor has found a number of women doing work for which they were ~~not fitted~~ totally unfitted. It is now making an investigation and will report soon. At present there are more men waiting for employment than are actually needed for the places the women have filled. Employers who are substituting women for men are those who are looking for cheap labor." ...

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Working women will hold an important meeting on Saturday at which a large part of the discussion will be on how to curb the profit-seeking corporations that are using women to underbid men in the labor market and are thereby coining money out of injustice both to the women who get lower pay and the men whom they displace. Practically every important union in the needle trades will be represented at the conference... Some of the skilled trades that are menaced by the invasion of women into their hitherto restricted spheres will be represented, notably the machinists...

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Washington.- Establishment of a clearing house for the woman labor of the nation under the supervision of Secretary Wilson was announced to-day. Mrs. Hilda Mulhauser Richards, named chief of the bureau, outlined as its principal function the task of recruiting women to fill the ranks of the industrial army wherever men are released for military duty.

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"It should be pointed out here that until steps have been taken to use all available skilled male labor in important war industries there can be no intelligent control of the entrance of women into industry. As yet there has been comparatively little substitution of women for men, but the frequency with which employers express their determination to make such substitutions is a strong argument for wise and watchful activity in so distributing labor as to secure such substitution as will result in sustained increased productivity, and will strengthen the army of both men and women workers."

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Says Men must Raise Women's Pay. Editor of American Machinist predicts Danger in Unequal Wage Scale. Class Feeling Gone.-Men must fight for equal wages for woman machinists who have been developed by the war or there will be a permanent lowering of wages in industry, according to Fred H. Colvin, editor of the American Machinist. "It matters not whether the man machinists want women in the shops," said Mr. Colvin. "They are here and we must squarely face what their entrance into fields formerly occupied by men will mean. The short-sighted man may be willing enough to work beside a woman who is doing the same work as he and receiving a lower wage; but the far-sighted laboring man cannot but realize that this underpaying of women may mean that he will soon be receiving no wage." Mr. Colvin has recently toured England and Canada and his observations of women in mechanical industries are interesting. "In one shop in Toronto, where fuses were being made, I found that out of a force of 3,000 persons, 2,100 were women. They were employed in three shifts of 1,000 persons each. Financially the women were averaging better than the men... (Three reasons given).. "In one factory in this country I found women learners were paid only \$24 while being taught, whereas the men received \$36. The manufacturers explained this by saying that they were protecting the life of the industry by paying the man more, since he would be permanent and the woman would not. 'The woman machinist,' say the company managers, 'will be a machinist for a few years only, whereas the man is in industry for life.' "There is no labor shortage at present, which demands the presence of women in the heavier forms of mechanical labor," said Mr. Colvin. "It may develop later if the war should last for years, but it hasn't come yet. There is, however, a great demand for the proper distribution of labor, and until this is remedied the factories and the workmen will both be handicapped.. Many manufacturers are taking advantage of the war to replace men with cheaper paid women. The wages in the mechanical industries are tempting many women away from employments in which they have made a success and where they would be more useful to their country. There is as yet no national crisis which justifies the employment of women in the heavier forms of mechanical labor for which they are unfitted. "In some instances they have been employed in handling scrap, which is physically too wearing for women. This is all wrong. There are some jobs which are decidedly not woman's jobs and never will be. On the other hand, there are many positions in the mechanical industries where women do better than men. The watchmakers, for instance, have employed them for years on the finer and more intricate work and their delicacy of touch has given them pre-eminence. More women should study drafting. There is a big field and a future for them in that. But, generally speaking, a woman is less interested in mechanics than a man, and, therefore, the mechanical industries do not offer her as attractive an opening. The activities of the British woman in munition making have given some women in this country the idea that it is the one form of war work most necessary for them to do. What a mistake! In Bridgeport, Conn., I found many school teachers and nurses making munitions. They felt that they wanted to do something tangible, something that they would see was helping directly to win the war, and they forgot that there are no two classes of women so essential just now as the school teacher and the nurse. In the nursing profession the opportunities at this moment are greater than they have ever been. Then, too, the women were tempted by the high wages, which in some instances reached six and seven dollars a day. This sort of thing will work a general displacement in industrial life and the withdrawal of women from what is

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Subject: U. S.— Women in Industry. (Agriculture).

Topeka State Journal. March 9, 1918.—

Women as Farm Laborers. By Frederic J. Haskin.

Washington, March 6.— A "Woman's Land Army" has recently been organized in New York State with a view of relieving the farm labor shortage anticipated this season. The women of this army are to be organized into gangs of about ten members each, which, under the direction of a supervising manager will go from farm to farm in the fruit-growing and truck-farming sections of the eastern states and help the farmers harvest their crops. There is one condition attached to this feminine aid however. The women must be guaranteed suitable living accommodations.

This is the first movement to substitute women for male laborers on the farms of this country, and has brought forth a wide diversity of opinion as to the merits of woman farm labor.

Inevitably, there will be a great scarcity of labor on the farms this year. No special exemptions from the draft have been made in the case of farmers, while the high wages prevailing in industry are drawing more and more men away from agriculture. Still, the popular tendency seems to be to solve the problem in some other way than by the substitution of women.

Prof. W. J. Spillman, formerly farm management expert of the department of agriculture, now at Cornell University is of the opinion that female labor could be used on the farms with good results. "This season I expect to see at least 30,000 women taking the places of men on farms," he predicted a short time ago. "It is estimated that nearly 40 per cent of the young men drafted will come from the farms. Male labor is already scarce. Women will be needed to help harvest the crops."

On the other hand, other authorities are emphatic in their opposition to such a measure. Miss Helen W. Atwater of the Department of Agriculture and a member of the Woman's Committee of the Council of National Defense declares that the substitution of women for men on the farms would not only be an unnecessary but a tremendously expensive answer to the labor scarcity problem.

"We have not yet reached the point where such a measure is essential," she asserts. "In England it is, even though it costs as much to place a woman in the agricultural field in England as it does to send a soldier to the front."

In the first place, Miss Atwater says, women are not born farm laborers—they have to be trained. In England, for instance, they have to be taught to milk cows, to handle farm implements, and to do the the special tedious work of the dairies— all of which takes some time. Six months of training are not enough, in some cases, to convert a woman urbanite into a farmer.

In the second place, living conditions on American farms are usually anything but compatible with the needs of women laborers. At most farms when the hired hands arrive in the busy farming season, they are compelled, in the popular phrase of the street, "to shift for themselves." The farmer's wife does not get out her best silverware and china and linen sheets to welcome them. She works from morning to night preparing their food, but that is about all she can do. The laborers sleep in the barn, in the hay mow or in hastily constructed beds of hay and blankets.

Ask the average farmer's wife to house a gang of ten women workers, and she would most likely collapse on the floor. "The only thing you could do," said Miss Atwater, "would be to build or rent temporary accommodations for the women workers, and one woman would have to be taken along as housekeeper, to take care of the cooking, laundry and other necessary factors of existence."

This is ~~something quite~~ somewhat the plan that the new women's land army of New York State has in mind. They believe that training women for agriculture is a more useful occupation than training them to shoot, and that when the time comes-when the actual scarcity of labor is being felt- suitable living conditions for the women workers will be forthcoming either from the farmers themselves or in the way of subscriptions to be used in the erection of sleeping quarters.

In Great Britain, where the employment of women on the farms has long since been accepted as a necessary war measure, classes in milking, cheese-making, poultry feeding and light farm work are a feature of every village, town and estate. Local farmers, as a matter of patriotic duty, have loaned their cows and horses for such instruction; the agricultural colleges board women farm students in their dormitories, and courses of farm instruction are now offered by numerous counties.

The United States at present is not in imminent danger of being reduced to the difficulties in which Great Britain found herself in the spring of 1916, but we should take care not to make the same mistake. Apparently, the German U-boat maneuvers were not anticipated at the beginning of the war, for England let her food production diminish to an alarmingly small output before she realized her danger. The whole country became aroused. The soil, much of which had lain idel, had to be treated and other remedies instituted before food production could be restored to a normal basis.

Since the majority of the nations farm hands had been sent to the trenches, there was nothing to do but ask the women to come to the rescue. Women of leisure, who had never done anything more ~~strenuous~~ strenuous than to knit stockings and caps for soldiers, enlisted for farm work along with women workers of the cities- milliners, shop girls, and domestics.

But, at first, this voluntary aid was not appreciated by English farmers. They were dubious about hiring girls who had never seen a cow, who did not know beets from carrots, and who could not handle horses. So the government offered to train the girls. A girl was sent to a certain farm, where she had to agree to remain for eight weeks. For the first four weeks, regarded as a period of instruction, she was paid ten shillings per week by the government. After that, the farmers paid the wages, since it was assumed that by that time the girl would begin to earn it.

The other plan adopted was that of the so-called farm gang, such as the Woman's Land Army of New York has in mind, in which several girls under a leader travel about the country from one farm to another helping with the various harvests. Sometimes they pick strawberries on one farm; milk cows on another; work in the fields of yet another; and then end the season by harvesting hops.

Many of the women in these gangs go from a life of gentle leisure to one of considerable hardship. A day's program is apt to consist of breakfast at half-past five in the morning; picking strawberries until noon; a short interval in which a small "snack" is eaten; then an afternoon of cleaning stables, churning butter, and milking cows, and bed immediately after supper.

Physically, it does not seem to hurt the women, according

to British reports, although this statement has been challenged by medical authorities who claim to have investigated the matter. Thousands of European women are suffering from injuries received in industrial occupations that are altogether beyond their strength, is the assertion of these investigators. Women farm laborers, for instance, have been injured by lifting heavy weights.

While light farm work would seem to be a healthy occupation for women, the tendency is to disparage it as a feminine pursuit in this country. A movement has already been started to prevent women from entering industries requiring a man's strength, and in the opinion of many people farm work is distinctly in this category. Let the women take the office jobs and release the men for the heavy work, is the plea of the experts.

(New York Sun, Oct. 9, 1918) For first time in the history of the pottery business women will be employed as mould runners. Heretofore they have only worked in warehouse and decorating department. Wages offered mould runners vary from \$2.50 to \$3.50 a day.

October 31, 1918.

(Lynn, Mass. Oct. 7-18) War Labor Policies Board, - takes a strong position against employing women in places where they are likely to suffer physically or morally, - as for example, in barrooms, poolrooms, mines, smelters and quarries, or on furnace work in glass work. Girls under 21 yrs. of age should not be employed for messenger service, as bell boys in hotels or clubs, for elevator operators, or in street car or elevated transportation service. The recruiting of mothers of young children for war industries is discouraged.

Note:

Women work on punch presses at Maywood, Ill.

Women in ind

Board of Trade Labour Gazette. Dec. 1916. (p.448)

Work of the Women's County Agriculture Committees. ...In Salisbury waste land near the city has been acquired, and is being entirely worked in part-time shifts by women and girls. This land, which was a wilderness in the spring of this year, is now producing a good crop of potatoes, cabbages, and other vegetables.

The Survey. 38: 526-527. Sept. 15, 1917.

British Women entering Agriculture.--- So large and important has been the increase of women on the land that the English Board of Agriculture found it necessary in January, 1917, to organize a Women's Labour Department.... At the last census, in 1911, there were 120,000 women doing agricultural work in the United Kingdom, including seasonal workers. Between April, 1914, and April, 1917, there has been an increase of 44,500.... The Government is now energetically promoting different methods of training women in agriculture. Besides agricultural colleges, comparatively few in number, there are 247 training centres and 140 farms registered as establishments for the instruction of women... The Agricultural Organization Society has created 125 farm women's clubs, misnamed "institutes," primarily for the purpose of cooperation in buying and in the use of modern appliances but incidentally also excellent means of mutual instruction and advice by lecturers sent on circuit. The Women's Labour Department of the Board of ~~Trade~~ Agriculture has organizing secretaries in each of ~~six~~ sixty counties and sixteen travelling inspectors...

Subject: New York State, Women in Industry.
New York Call, Mar. 11, 1918.

The Consumer's league of New York city has indorsed a bill to protect women elevator operators from night work and long hours that has been introduced by Assemblyman Bewley at the suggestion of the state industrial commission. The Consumers' league asks its affiliated organizations and members to give their support to this bill, which is the result of a careful investigation, that included interviews with the women operators and the superintendents of buildings where the women are employed.

According to Miss Newl Swartz, secy. of the New York City Consumers' league, there are between 350 and 400 women employed in Manhattan as elevator runners - most of them in apartment houses. The majority of the women have been taken on in this new field of work since the June draft. They have come from all walks of life, waitresses, domestic servants, and factory hands.

The hours of employment are very irregular. The investigation shows that in most apartment houses girls work on shifts, the day shift hours are usually 8 a.m. to 6 p.m.; the night shift from 6 p.m. to 8 a.m. Fifty-three per cent of the women are employed on night duty. Their weekly hours on the night shift run from 56 to 105 hours, the day shift from 54 to 70 hours. For those who work at night, there is in most houses, no provision made for sleeping.

Seventy-eight per cent of the girls employed in this service work more than 6 days a week. Practically none have the one day of rest in seven.

Most of the girls are young, practically all of them being under 24 years of age. Thirty per cent are 21 years of age or less, while 16 per cent are under 18 years of age. The majority of them are unmarried.

On the whole, the girls interviewed said, they liked their new work, except for the long hours and the night work. One girl said, "I enjoy my work here, but wish that some arrangement could be made to allow the us to have time off for lunch. ~~or as it is now, I have to either carry~~ my lunch or go without it. I also find that at the end of my 12-hour day I am very nervous and tired. All day long I have to jump from the switchboard to run the elevator, and then run back to the switchboard I wish we could have a shorter working day, and I also wish I did not have to work on the night shift. The big doors in the hall are open all night long, and I am often frightened, sitting here alone in the lobby."

The Bowley Bill, Assembly introductory No. 717, will prohibit the employment of women under 21 years of age in the elevator service, prohibit their working more than 6 hours days of 54 hours in any week, or before 7 o'clock in the morning or after 10 o'clock in the evening.

Subject:- U. S.- Women in Industry.
(The Boston Traveler. March 13, 1918.)

By Pauline Goldmark. Of the National Consumers' League.
(Fourth of a series of articles, copyrighted by the New York Evening Post, written from different points of view dealing with the new industrial opportunities for women in America brought about by the change in labor conditions resulting from the war. The first article gave the employer's viewpoint, the second was the viewpoint of a woman conductor, the third by a labor leader.)

"Our women are performing a genuine patriotic service," says Mr. Shonts in one of his recent homilies on efficiency and social manners. These exhortations, as the traveling public knows, have ranged from advising on the proper way to fold one's newspaper to the cost of a ten-car train. The employment of women on New York street cars, to which Mr. Shonts now calls attention, for the first time, is a new and important factor. Women as conductors are an innovation which may well interest the public. Whether, however, they are really performing a patriotic service in releasing man power for work on war supplies, or whether there are other reasons for the change, is a debatable subject.

Widening of women's sphere of usefulness is in itself a welcome sign. There are many lines of work eminently fitting but long denied to women in their competition with men. The new industrial dangers must, however, be realized and proper conditions of work made possible if we are now to reap the benefits of the new opportunities.

Wages Attract. Women are now working for the Interborough and Brooklyn Rapid Transit Companies as conductors on the surface cars and as guards in the subway. The companies assert that they work on equal terms with men, since the pay is the same- the starting wage being 24 cents an hour for guards and 27 cents an hour for conductors. Women are attracted by these wages, which are undeniably higher than in many other occupations employing women only, for women's pay is notoriously lower than men's.

This, indeed, is the reason why the laboring man views askance the introduction of women into new fields and fears the consequent undercutting of his wage scale. Hence the question at once arises: Does this rate which women are receiving for street-car work come up to the market rate for labor of this class?

Employers are now recognizing that wages even for unskilled labor have risen to a new high-water mark. In many parts of the country the rate has now reached 37 1/2 cents an hour. Pay on the street-car and subway service has long been conspicuously low, considering the degree of intelligence and skill required.

Shortage Questionable. Although an increase of one cent an hour was recently put into effect in New York city, wages have by no means caught up with the steadily climbing cost of living. After six years of service, a conductor of the Brooklyn Rapid Transit Company reaches the sum of 35 cents an hour.

The transportation companies say that they are engaging women on ~~the~~ account of the shortage of male labor. But the amount of this shortage is at present questionable. While there is undeniably a strong demand for highly skilled workers with technical training, it is coming to be recognized, so far as the unskilled or semi-unskilled are concerned that it is the distribution rather than the scarcity of labor that is at fault.

Women in Industry in the United States.

Albany (New York)- Knickerbocker Press, Jan. 20, 1918.)

(By Dorothy Craigie) *** In connection with the Department of Labor the Government has created a Woman's Division of Employment Service whose principal work will be to obtain women to fill positions vacated by men, owing to the war, and these women are to receive the same wages as their predecessors.***the division has subagencies in seven of the largest cities *** Registration of women skilled in the various occupations is being made and as fast as vacancies occur they are offered positions. Clerical positions with attractive salaries are now available for women in the civilian division of the army ordnance department. *** Who would have believed ten years ago that the ability to run a sewing machine would bring an income of \$3 a day and more. The Government is paying this.*** The Internal Revenue now has a dozen women deputy collectors in Albany. *** The Post Office Department is under Civil Service and the examinations in most cases are open to both men and women. *** But there is really nothing about the duties of a mail clerk which makes the position unsuitable to women and in the near future it is expected they will enter this branch also *** Railways, factories, machine shops, electrical works, and munition plants have been thrown wide open to women. At the railroad shops in Port Jervis women skilled in running the delicate machines are earning from \$0.40 to \$1 an hour. Heretofore it has been considered a man's work but when compelled by prevailing conditions to accept women employees, it was found that their facile fingers and adaptability fitted them for the work even more rapidly than men. Women have been employed at the push Terminal in Brooklyn for the last nine months in loading freight cars, round-house duties and general freight work. The General Electric Company at Schenectady has hundreds of women employed in the shops as well as in clerical positions. Ticket sellers and conductors on the subway road and elevated railroads in New York are now mainly women. Some of the surface lines also have women conductors. In the offices of many corporations women who have been employed as clerks, stenographers or secretaries are rapidly filling the positions of department managers, formerly occupied by men who are now in the service. Their value has been proven in a very short time and as a result their salaries have increased with their advancement until the highest standards have been reached. Furthermore as a result of the passage of the suffrage amendment it is confidently expected that women will hold those positions now considered by men as their prerogative and welcome for their additional income, namely, the political jobs of pole and ballot clerks, and the election inspector which women may now claim at the next election.

New York Herald, Jan. 20, 1918. There are nearly three times as many women employed in factories and workshops now in Detroit, Michigan as there were before the war, according to statistics gathered recently by the committee on Public Information Division of Women's War Work ***

The
New York World, Jan. 22, 1918. The Public Service Commission has received the first formal protest against the employment of women on sub-way cars and surface cars. Chairman Straus has answered the complaint with the statement that the commission is without power to do anything in that regard. ***

Baltimore, Md. News, Jan. 17, 1918. Women to sew on soldier's uniforms is the crying need of the government at the present time. Miss Nannie Irvine, Chief of the Government Employment Bureau for Women contends that the shortage of women workers in uniform factories is to a large extent responsible for conditions in some of the cantonments recently revealed in the Congressional Investigation *** In these clothing factories working on Government contracts, salaries are fairly good, the pay for a beginner ranging from \$8 to \$10, and in a number of factories totally inexperienced hands are taken on and paid \$7 a week while learning, while a woman who has had some experience in home sewing can soon make \$15 to \$18 a week.

Seattle Washington Post-Intelligencer, Jan. 8, 1918. Women will not be employed as street car conductors in Seattle according to a decision reached last night by the Public Service Commission following a public hearing *** The Commission ruled in effect that the health of women would be endangered in undertaking such work ***

Kansas City, Mo. Star, Jan. 11, 1918. -- E. P. Michael, President of the local Street Car Men's union stated on the witness stand at noon today, testifying before the Missouri public Service Commission, he would call a strike if women conductors were placed on the cars as the Metropolitan has said it expected to do. Michael said he would not oppose the employment of women if the progress of the war should make such employment necessary at any time in the next year or two. He said he would even go so far as to recommend such employment to fill vacancies if it were really impossible to get enough men to man the cars. But such a condition here insisted does not exist now.

New York Times, Jan. 20, 1918. -- By Richard Barry: (Quotations from interview with James M. Lynch, Labor Leader, member of the New York State Industrial Commission. Female labor arouses hostility. Union leader asserts that men workers regard such substitutions as exploitation of the weaker sex, unnecessary as yet and tending to cause industrial unrest. Coming down on the train from Buffalo I saw a section gang composed intirely of women in overalls. They were working I was told for \$1.50 a day, now the basic pay rate for common labor for men in this State is \$0.30 an hour, and there the women are working for less than .20 an hour while the employment offices are filled with men unable to find work. Or take a big airplane factory up State, one that advertises each day for men and receives more than 500 applicants a day, from who it seldom chooses more than 50 and usually only 20 or 30. It is choosing women wherever possible at 20 cents an hour while the least men will take is 30 cents. In New York City the Interborough have announced that the can not get men and are compelled to employ women. However, there are two big employment offices, one in Brooklyn managed by the State, and one in Manhattan managed by the City. Both are constantly filled by male applicants for work, yet neither has ever received an application from the Inter Borough for men. How do you thing a man will feel who unable to find a job boards a car and is ab-

liged to hand his nickel to a woman? This is the problem in a nutshell. There is dynamite in it. It must be recalled that the New York Transit Companies have announced a policy of paying their new women employees the same wages paid to men for similar jobs, but Mr. Lynch was firmly of the opinion that in most lines of industry the women substitutes were drawing lower pay than men in whose places they had been substituted. It seems to me that our problem is to put the unemployed men to work, not to seize the defenseless women and impress them into industrial pursuits for which neither nature nor training has fitted them, thus demoralizing our entire moral and social structure. In New York the companies are now employing women street car conductors but have you heard of a motor woman? And do you imagine that the Brotherhood of Locomotive Engineers would for a moment ensure the training and employment of women to drive street cars in this city?

Memphis Tennessee Commercial-Appeal, Jan. 13, 1918.-- Tuscum-
bia, Alabama, Jan. 12. Positions at the Southern Railway shops near this city and Sheffield are being vacated so rapidly by the call of young men to arms and by the strong competition in wages brought about by the nitrate plant that the places are being offered to young women. Miss *** daughter of engineer *** is now holding down the position of turn-table operator at the shops at a salary of \$65 a month and doing the work as well as the young man she succeeded.

Albany, N. Y. Argus, Jan. 13, 1918.--While the labor shortage in one direction by the advent of women in work never before attempted by them, their defection from household service is being severely felt. Their latest field of endeavor embraces hard work, work never before deemed suitable for them. A short time ago it was announced that the New York Central was employing 100 women as section hands in the Western part of the State. Since then it has developed that hundreds of women are now employed in railroad and machine shops doing work which hitherto has only been performed by men. Those who have watched the progress made by women predict that shortly they will be found doing kinds of the heavier kinds of work. Among the railroads that have introduced women into the mechanical departments are the Baltimore and Ohio, Erie, New York Central, Minneapolis, St. Paul, and Sault Ste. Marie, Burlington, Northern Pacific Union Pacific, Oregon Short line, and the Chicago, Milwaukee and St. Paul. On most of these roads the employment of women is no longer an experiment *** The question of clothes was settled by the women themselves when they found there was danger of their skirts being caught in the machinery. They adopted loose overalls, and caps to obviate any injury to their hair. Rooms where they could change from street to working clothes, and rest rooms have been provided and these were all the changes necessary in shifting from men to women workers. *** At the Havelock, Nebr. shops of the Burlington women operate lathes milling machines, and gear-cutters, and shapers. Their work has been found satisfactory and although slower than men they do accurate work. In the Havelock shops women are also employed to distribute blueprints, a work that requires considerable knowledge of the make-up of a locomotive. A young woman graduate of a university and teacher of science in a Nebraska High School obtained a position in the

Havelock shops for the experience to help her in teaching. She became proficient as a machinist, was assigned to lathe work in the tool room, and liked it so much that she resigned her teaching position. At the end of three months a vacancy occurred in the general offices of the mechanical department and she is now holding a responsible position in the office of the Superintendent of Motive Power, for the Burlington.

At the pocotello, Idaho, shops of the Oregon Short Line women are handling a large part of the machinery operation in the repair and car shops where formerly only men were employed. No special training is given to the women other than that given to men apprentices. The same instructors teach both men and women apprentices. All the women at Pocotello are in charge of men, but at the Salt Lake shops of the same road where a number of women are employed as coach cleaners a woman is in charge. In machine shops where women are employed they operate engine lathes, boring mills, planes, drill presses, and brass lathes. Most of the women are on specialized work. Those who show special ability, however, are trained on machines of all kinds to give them a general knowledge to fit them for advanced positions. The reclaiming and repairing of globe valves, boiler checks, and miscellaneous valves has been found a work for which women are well fitted. In the tin shop of one road they repair lanterns and do general repair work. Stay bolts are finished in one boiler shop by two women. All parts of locomotives in several shops are painted by women. At other shops women are employed on general box work, and in cleaning yards and shops. One road has suggested the employment of women as tracers in the drafting room which suggests a way to relieve the shortage of draftsmen. The general experience of railroads with the employment of women in shops has been found so satisfactory that they believe it will be one of the means of solving the war-labor shortage. This has been the experience of England, France, and Italy.

New York Tribune, Jan. 20, 1918. Coal-mining companies in the Lehigh Valley District of Pennsylvania will employ women in positions out side of the shops.

Brooklyn, New York Eagle.-Jan. 16, 1918.-- About 200 young women are now employed at the Leather Belting Plant of the E. E. Ladew Inc. on the stitching horses. They wear bloomers and overalls. To provide for their comfort a dressing and rest room costing ~~\$35,000~~ \$3,500 has been added to the plant. Up to a few months ago this plant had always employed men only.

2. (continued)

emphatically women's work will be a disadvantage. The war has broken down the class feeling among wage-earning women and the idea that it was not 'ladylike' to work in a shop has been dispelled. It is 'unladylike' not to do the thing one should be doing, whatever it may be. Fine distinctions, by idleness and leisure, have disappeared. I noticed this constantly in England. This is one of the best 'by-products' of the war and is going to benefit England immeasurably."

Cincinnati (O) Enquirer. Jan. 2, 1918.--

Filling Men's Places.-- There is much newspaper space filled these days with eloquent descriptions and artistic photographs of women who have been secured to take men's places in various occupations hitherto filled by members of the male sex exclusively. ...Only within a fortnight eight "lady letter-carriers," as they were termed, resigned to the Superintendent of Mails in a large city because the work of carrying a mail bag was too exhausting. This conclusion was reached after weary trudging through the snow amid chilling winds and climbing unending flights of stairs. "It is a man's job," said the leader as she laid down her pretty gray cap and slipped the heavy bag over her head. The lady track-walker, the lady engine hostler and the lady depot guard have gone their way satisfied that the old division of labor was in the main correct. In New York, the experiment of having women in charge of the elevated railway stations at all times continues. Some of the new officials complain of the loneliness in the late watches of the night, and of their misgivings concerning the solitary traveler who turns up at 3 a.m. and seems to slink about the platform meditating mischief. ...The experiment with women conductors is also being carried on, but without any report as to success or failure being announced. It will be wise for all of us to await final action by the managers.

Albany (N.Y.) Knickerbocker Press. Jan. 8, 1918.--

Industrial Plants hire more Women. Commission Urges Definite Plan in Utilizing new Employes.--- Women in increasing numbers are being drawn into war work, although in many instances this action is not necessitated by shortage of men, according to the report yesterday of the State industrial commission. The commission urges that some definite plan be followed in putting women to work in industrial plants, pointing out that this is now being done in haphazard fashion. There are certain occupations in which men are engaged now which could profitably employ women. "Some industries are hiring women," says the report, "on the plea that sooner or later it will become necessary because of the draft. If the war continues there will be a gradual increase. This will come about not only because of necessity, but because women themselves are desirous of entering industry. Realizing that women must sooner or later enter industry in numbers, we should intelligently prepare for this change, rather than have women go into the various lines of work in haphazard fashion. There are many occupations now held by men which apparently afford possibilities for women. These possibilities can only be made definite by an intensive and practical study."

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2. Women in Industry in U.S.

Balt Lake (Utah) Tribune. Dec.31,1917.--- By Gertrude M'Cheyne, Extension Division, Utah Agricultural College.--

Nothing has shown more clearly the change in the status of women than her part in the present world war. To meet the need for securing workers in industrial lines, the committee on women's defense work has been organized as a part of the national council of defense; the national league for woman's service has been established, reaching out into the watside country places as well as the cities, and turning every inch of woman power to account, and there is no doubt but that by next year women will be employed in agricultural pursuits to a much greater extent than ever before....

Cumberland (Md) News. Jan.3, 1918. (International Syndicate article).--
Mobilizing Women for War Service.-- ...There are few branches of industry into which women have not been called to replace men summoned to military service. In this, as in other countries, women have taken their places as chauffeurs, as car drivers, even as expressmen, stepping automatically into the breach made by departure of men workers into the Army. As automobile operators they are applying themselves not only to driving cars, but are studying the mechanism from the scientific and mechanical point of view and are making good at their task. Throughout the United States railroads are employing women in many capacities, and in the interest of efficiency they are opening schools of instructions in connection with the various branches in which there is need for woman labor. Women are rapidly replacing men as ticket agents, as freight clerks and as package checkers, and are performing their work with satisfaction to their employers. In the yards and shops women have already demonstrated themselves as the equals, and in many cases as the superiors, of men as car cleaners. A note of warning has been issued in connection with the employment of women in railroad labor in the United States. In their eagerness to take work abandoned by the men who have gone into military service they have overlooked the limit placed on feminine strength. It was found by investigators that in some of the railroad yards women were being employed to ~~manually~~ sort scrap metal, in the operation of which they were compelled to lift loads far beyond their strength. Committees on Women in Industry are taking an active interest in this feature of women in war work. The policeman of the United States largely a product of the war emergency has come to stay, and it is readily understood that this is a beneficial innovation. In connection with the increase to women laborers, statistics recently sent out from Detroit show that within late months the increase in women service employed in factories and workshops is almost ~~five~~ ~~times~~ ~~three~~ times ~~as~~ greater than that of men.

To the women in the agricultural districts the farm offers an exceptional opportunity for service. Women in the States of New York and New Jersey last summer demonstrated their ability to perform profitable work in the market garden, orchards and even in the grain fields. Their work was done by the day, and in a few cases, groups of women formed farming units and established camps in the agricultural neighborhoods where there was a shortage of man power. At the beginning of the season the farmers treated the feminine offers with some scorn, but before the harvest the women had become a valuable agricultural asset in the farming sections of New York and New Jersey. This phase of woman's work has been deemed especially well fitted to geminine hands, and many delicate women have found themselves growing ~~stronger~~ strong in their open air tasks.

Openings for women in the less arduous lines of city work are to be found in the elevator, messenger, and kindred forms of unskilled labor left

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Cumberland (Md) News. Jan. 3, 1918. (International Syndicate article).--
Mobilizing Women for War Service.-- ...There are few branches of industry into which women have not been called to replace men summoned to military service. ...In this, as in other countries, women have taken their places as chauffeurs, as car drivers, even as expressmen, stepping automatically into the breach made by departure of men workers into the Army. As automobile operators they are applying themselves not only to driving cars, but are studying the mechanism from the scientific and mechanical point of view and are making good at their task. Throughout the United States railroads are employing women in many capacities, and in the interest of efficiency they are opening schools of instructions in connection with the various branches in which there is need for woman labor. Women are rapidly replacing men as ticket agents, as freight clerks and as package checkers, and are performing their work with satisfaction to their employers. In the yards and shops women have already demonstrated themselves as the equals, and in many cases as the superiors, of men as car cleaners. A note of warning has been issued in connection with the employment of women in railroad labor in the United States. In their eagerness to take work abandoned by the men who have gone into military service they have overlooked the limit placed on feminine strength. It was found by investigators that in some of the railroad yards women were being employed to ~~manipulate~~ sort scrap metal, in the operation of which they were compelled to lift loads far beyond their strength. Committees on "Women in Industry" are taking an active interest in this feature of women in war work. The policeman of the United States largely a product of the war emergency has come to stay, and it is readily understood that this is a beneficial innovation. In connection with the increase to women laborers, statistics recently sent out from Detroit show that within late months the increase in women service employed in factories and workshops is almost ~~five times~~ three times ~~as~~ greater than that of men. To the women in the agricultural districts the farm offers an exceptional opportunity for service. Women in the States of New York and New Jersey last summer demonstrated their ability to perform profitable work in the market garden, orchards and even in the grain fields. Their work was done by the day, and in a few cases, groups of women formed farming units and established camps in the agricultural neighborhoods where there was a shortage of man power. At the beginning of the season the farmers treated the feminine offers with some scorn, but before the harvest the women had become a valuable agricultural asset in the farming sections of New York and New Jersey. This phase of women's work has been deemed especially well fitted to feminine hands, and many delicate women have found themselves growing ~~stronger~~ strong in their open air tasks.

Openings for women in the less arduous lines of city work are to be found in the elevator, messenger, and kindred forms of unskilled labor left

3. (continued).

open by the men and boys called to military duty. The telephone and telegraph companies are calling for women to aid them in their extending services, and the banks are admitting women to their offices.

With women crowding into industry, the Government realizes the necessity for the exercise of protective measures in the matter of safeguarding the health of the women, limiting their hours of labor and setting a wage standard for them. It believes that to save wastage of woman strength is even more essential than to avoid waste of materials. Measures are being taken by the Department of Labor and by the Council of National Defense to set standards for women in industry not only to meet the present need but to take care of the situation after the war is over.

To bring about a maximum of effectiveness of the woman power of the country, the Council of National Defense has created a woman's organization which will provide accurate information upon labor conditions as they relate to women in all parts of the country. The organization is known as the Committee on Women in Industry of the Advisory Commission of the Council of National Defense. This is practically a sub-committee of the Committee on Labor of the Council of National Defense, which is headed by the labor leader, Samuel Gompers. This Committee has a membership of 84 women, 35 of whom are representatives of labor. The remainder are experts on labor problems and representatives of the employers and the general public. The executive committee, consisting of thirteen members, has its office in the headquarters of the Council of National Defense at Washington, where it is in close touch with the Government agencies interested in women in industry. The officers and executive committee of this Committee on Women in Industry are Mrs. J. Borden Harriman, chairman; Miss Edith Campbell, vice-chairman; Mrs. V. Everit Macy, treasurer; Miss Pauline Goldmark, secretary; Miss Amy Hughes, executive secretary; Miss Grace Abbott, Miss Mary Anderson, Mrs. Frances C. Axtell, Mrs. Sara A. Conboy, Mrs. Gifford Pinchot, Miss Melinda Scott, Miss Florence C. Thorne, and Miss Mary Van Kleeck.

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WOMEN IN INDUSTRY IN UNITED STATES. Press Clippings from Lucas Bureau.

Little Rock (Ark) Gazette. Nov. 20, 1917. -- In some factories in Arkansas women have already begun to take the places of men, according to E. I. McKinley, deputy commissioner of labor, who returned yesterday from a tour of the state. Their work has been very satisfactory, he said. One factory where several women have been employed is at a Camden plant engaged in the manufacture of screen doors. The women are used mostly for light work...

Denver (Colo) Post. Sun., Oct. 14, 1917. How to Safeguard War Work for Mothers. By Miss Julia C. Lathrop. -- In all the warring countries women have necessarily replaced men in industry when men have been called to the colors. It cannot be otherwise in the United States. The only choice we have is in the class of women whose labor shall be exempted. According to reliable estimates, there are now about five million single women in the United States between twenty and forty-five years of age. From this multitude women should be selected for service before we permit the mothers of nursing babies or of young children to be drawn into any sort of war industry which interferes with the care of their children. Above all, the hardship of night work is intolerable for women who have young children and many cares by day. Look at the infant mortality in cities studied by the Children's Bureau. In one city some mothers worked away from home while their babies were less than four months old; others were able to stay at home and take care of their babies. The figures show that babies taken care of by their mothers at home had twice as good a chance of life as the babies of the mothers who went out to work. No system of mothers' allowances can be so costly for this country as the unnecessary death of large numbers of infants or the injury to health and morals which comes to older children deprived of a mother's care. Can it not be a fundamental maxim in the national plans for war industry that the nation will not imperil the lives, the health or the morals of its children by the improper employment of their mothers in industry? Once this principle admitted, the putting it into effect will not be impossible.

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Everywhere, health experts and sociologists are lifting up their voices against such a practice. It must be recognized, say the health experts, that women are physically incapable of heavy manual labor, and they should be prevented from attempting it. And the social dangers incurred in many of the new jobs accepted by women, sociologists assert, demand serious public consideration.

There is the elevator service, for example- an occupation that recently has been opened to women throughout the country. In hotels, department stores, apartment houses and public buildings, women may now be found operating elevators that formerly were run by men. The work itself appears harmless enough, but Miss Josephine Goldmark of the National Consumers' League points out that the hours of duty are often excessive.

In New York City, she says, girls may be found operating elevators in apartment houses fifteen hours at a stretch, and occasionally eighteen hours. Day and night work is alternated each week between two girls, and when the shifts change it is necessary for one girl to remain at her post from 6 p.m. to 12 o'clock the next noon-eighteen hours of continuous duty.

"One of the most serious abuses of this employment is the exposure of young girls to insult or danger on the all-night shift," Miss Goldmark asserts. "In some instances no provision whatever is made for getting rest at night; in other cases an army cot is provided in the hall alcove. In another instance, one young elevator ~~operator~~ attendant sought safety by running the elevator between the first and second landing to obtain sleep between the summons."

Another field to which women are turning- and one that presents undeniable danger, according to social authorities- is the messenger service. In all the large cities now women may be found carrying messages, both day and night. The hazards involved in this occupation have already been admitted to be so great that most states have enacted laws raising the age limit of messenger boys to 21 years and prohibiting their employment at night. That similar legislation is needed in regard to girls is evident, but so far it has not come. Girls only 14 and 16 years old are employed as messengers in large numbers.

The National Consumers' League is now attempting to get a bill through the New York Legislature prohibiting the employment of women under 25 years old as messengers, and requiring night work for women in this occupation to cease at 10 o'clock. Other leagues and committees are taking the question up in other states.

Another form of night work that women have recently undertaken in the cities is automobile cleaning. In New York city, women are said to be working twelve and a half hours a night in local garages, where they each clean from 30 to 35 cars a night.

There are some women for whom protection is being sought. There are many others. Women street car conductors, railroad employees,

boot-blacks, barbers, chauffers and factory workers are all to be taken under the protecting wing of many women's committees investigating their welfare. Legislation will be urged to limit the number of hours in a woman's working day. Night work for women is already prohibited in six states; an eight-hour day is specified by four, and thirty-four states put a limit of ten hours on a woman's working day.

Since the war, efforts have been made to set aside even these legal limitations. Within the past year the state of Massachusetts- a pioneer in generous labor legislation- has made the emergency of war an excuse to abrogate its former standards and issue permits to certain establishments for the employment of women in night work and overtime. Women's organizations are now mobilizing their members in Massachusetts to fight this new issue of licenses.

The women of Massachusetts, indeed, are coming nobly to the rescue of their sex. In addition to forcing the issue of a minimum working day, a committee of the Women's Educational and Industrial Union in cooperation with a committee from the Association of Collegiate Alumnae is conducting an investigation into the opportunities now afforded working women. A canvass of firms in Boston is being made to ascertain just how many women have taken the places of drafted men; what salaries these women are getting, and what sort of technical training is offered women with good general education but no special technical knowledge.

In Illinois, the women have also succeeded in making themselves heard. By order of the State legislature, an industrial survey commission has been formed to study the conditions of working women, including their state of health and hours of work.

But, according to health authorities, there is still much investigation and legislation to be desired. Some legal restriction should be placed upon the lifting of heavy weights by women, for example. This has long been recognized as a cause of serious injury to women, but while many warnings have been issued they have made little impression. In factories and laundries women may still be found lifting loads weighing a hundred pounds or more, not in an occasional instance, but as the chief part of their work. In one railroad yard, one woman investigator found small women, weighing not more than 115 pounds themselves, wheeling metal castings in wheelbarrows up and down inclined planks and loading them into cars.

No woman should be permitted to engage in any occupation requiring the lifting of heavy weights unless she has been found physically able by a medical examination. Occasionally, a woman might be discovered so strongly built that the lifting of heavy weights would not hurt her. One such appears in the records of a British factory manager. One of the men in his factory was always complaining about the weight of the loads he was compelled to lift, until one day his wife, a tall, robust woman, brought his lunch in and stood watching him. As usual, he was groaning under a heavy load. With a swift movement, his wife stooped down, lifted the load, and threw it on the waiting car.

Few women have the strength of this particular British woman, however. For some women even twenty-five pounds is too great a load. Hence, the factory or corporation that wishes to avoid a long invalid list is advised by medical authorities to take this factor into consideration in replacing its men workers with women.

This country is now going through the same stage of experiment and investigation that Europe went through a couple of years ago. The European woman worker came through that early period of study and research a happier and healthier woman. For her government came to know her as she really was- a willing, loyal, and enthusiastic human being, not merely a machine.

It discovered that she could turn out better and greater quantities of work in ten hours than she could in twelve, because the rest supplied her with that much more energy to draw from, and it went back to its pre-war standards of hours and little night work. Her government also discovered that she did not deliberately shirk and waste the time of her employers, but that her output was largely dependent on her health, and that her health was largely dependent on things she could not always control- such as food and ventilation and rest.

And upon these discoveries her government acted, instituting medical inspection, sanitary precautions, and the factory canteen. All these things came by way of recommendation, of course. The factories tried them and found that they increased their output, and so they kept them.

When the United States comes out of the present experimental stage, the American woman worker will doubtless be healthier and happier, too, protected by an army of committees of her own sex, vigilantly clearing the path for her.

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Another field to which women are turning- and one that presents undeniable danger, according to social authorities- is the messenger service. In all the large cities now women may be found carrying messages, both day and night. The hazards involved in this occupation have already been admitted to be so great that most states have enacted laws raising the age limit of messenger boys to 21 years and prohibiting their employment at night. That similar legislation is needed in regard to girls is evident, but so far it has not come. Girls only 14 and 16 years old are employed as messengers in large numbers.

The National Consumers' League is now attempting to get a bill through the New York Legislature prohibiting the employment of women under 25 years old as messengers, and requiring night work for women in this occupation to cease at 10 o'clock. Other leagues and committees are taking the question up in other states.

Another form of night work that women have recently undertaken in the cities is automobile cleaning. In New York city, women are said to be working twelve and a half hours a night in local garages, where they each clean from 30 to 35 cars a night.

There are many others. These are some women for whom protection is being sought. Women street car conductors, railroad employees,

boot-blacks, barbers, chauffers and factory workers are all to be taken under the protecting wing of many women's committees investigating their welfare. Legislation will be urged to limit the number of hours in a woman's working day. Night work for women is already prohibited in six states; an eight-hour day is specified by four, and thirty-four states put a limit of ten hours on a woman's working day.

Since the war, efforts have been made to set aside even these legal limitations. Within the past year the state of Massachusetts- a pioneer in generous labor legislation- has made the emergency of war an excuse to abrogate its former standards and issue permits to certain establishments for the employment of women in night work and overtime. Women's organizations are now mobilizing their members in Massachusetts to fight this new issue of licenses.

The women of Massachusetts, indeed, are coming nobly to the rescue of their sex. In addition to forcing the issue of a minimum working day, a committee of the Women's Educational and Industrial Union in cooperation with a committee from the Association of Collegiate Alumnae is conducting an investigation into the opportunities now afforded working women. A canvass of firms in Boston is being made to ascertain just how many women have taken the places of drafted men; what salaries these women are getting, and what sort of technical training is offered women with good general education but no special technical knowledge.

In Illinois, the women have also succeeded in making themselves heard. By order of the State legislature, an industrial survey commission has been formed to study the conditions of working women, including their state of health and hours of work.

But, according to health authorities, there is still much investigation and legislation to be desired. Some legal restriction should be placed upon the lifting of heavy weights by women, for example. This has long been recognized as a cause of serious injury to women, but while many warnings have been issued they have made little impression. In factories and laundries women may still be found lifting loads weighing a hundred pounds or more, not in an occasional instance, but as the chief part of their work. In one railroad yard, one woman investigator found small women, weighing not more than 115 pounds themselves, wheeling metal castings in wheelbarrows up and down inclined planks and loading them into cars.

No woman should be permitted to engage in any occupation requiring the lifting of heavy weights unless she has been found physically able by a medical examination. Occasionally, a woman might be discovered so strongly built that the lifting of heavy weights would not hurt her. One such appears in the records of a British factory manager. One of the men in his factory was always complaining about the weight of the loads he was compelled to lift, until one day his wife, a tall, robust woman, brought his lunch in and stood watching him. As usual, he was groaning under a heavy load. With a swift movement, his wife stooped down, lifted the load, and threw it on the waiting car.

Few women have the strength of this particular British woman, however. For some women even twenty-five pounds is too great a load. Hence, the factory or corporation that wishes to avoid a long invalid list is advised by medical authorities to take this factor into consideration in replacing its men workers with women.

This country is now going through the same stage of experiment and investigation that Europe went through a couple of years ago. The European woman worker came through that early period of study and research a happier and healthier woman. For her government came to know her as she really was- a willing, loyal, and enthusiastic human being, not merely a machine.

It discovered that she could turn out better and greater quantities of work in ten hours than she could in twelve, because the rest supplied her with that much more energy to draw from, and it went back to its pre-war standards of hours and little night work. Her government also discovered that she did not deliberately shirk and waste the time of her employers, but that her output was largely dependent on her health, and that her health was largely dependent on things she could not always control- such as food and ventilation and rest.

And upon these discoveries her government acted, instituting medical inspection, sanitary precautions, and the factory canteen. All these things came by way of recommendation, of course. The factories tried them and found that they increased their output, and so they kept them.

When the United States comes out of the present experimental stage, the American woman worker will doubtless be healthier and happier, too, protected by an army of committees of her own sex, vigilantly clearing the path for her.

Subject: Women in Industry.

New York Herald, Feb. 8, 1918.

corsets
Daniel Kops who has had 30 years of experiences in creating corsets for every type and figure has invented a war emergency device which he says will support the spine and supply brace to muscles unaccustomed to physical strain. Mr. Kops believes that women can enter almost any field of work hitherto occupied exclusively by men if they are properly corseted. Women street car conductors, subway guards, workers in munition factories, elevator operators, in fact any who have entered the new trades - will be able to stand hour after hour, lift heavy articles, and perform other arduous tasks if their bodies are properly supported is his theory.

Subject: New York City. Women in Industry.
New York Herald, Mar. 14, 1918.

In some of the down town luncheon clubs waitresses are now holding part of the line in financial and business districts formerly held by waiters who are out on a strike and are confident of increasing their gains before the end of the week. Two hours work a day, \$44 a month in wages, and an equal average in tips looked pretty good to a great many waitresses when they read about the strike of the men. The machinery club and the railroad club gave employment to the women.

Subject: Los Angeles, Women in Industry.
Los Angeles, Cal., Tribune. Mar. 6, 1918.

Sister Susie now sews shirts for soldiers. For the war, broadening Los Angeles' field of industries and women's field of endeavor, has made Los Angeles the headquarters for Southern California in the manufacture of uniforms for soldiers.

Incidentally it is adding a great deal of money to the incomes of Los Angeles clothiers and also a great deal to their payrolls.

Scores of machines and hundreds of women are employed daily. Many men tailors having gone to war, it has become the patriotic duty as well as a good paying occupation for the women to cut and alter the uniforms, in addition to sewing them.

The difficult art of cutting accurately by machinery, a field of work seldom entered successfully by women in Los Angeles before the United States entered the war, now has been invaded with great satisfaction by workers who formerly worked at the sewing machines.

Of course, the orders given out by the quartermaster's bureaus stipulate that the uniforms must be of high quality and neat fit and of course the suits meet those requirements.

If they didn't they would not be permitted to leave the workshops, and, furthermore, they would not be accepted by the government. And, anyway, if you don't think they fit perfectly, "size up" every soldier you see today and figure if you ever saw as many civilians wearing their clothes with equal style and jauntiness.

Subject: U. S.- Women in industry. (Transportation)

New York Telegram, March 9, 1918.- These are Miss Pauline Goldmark's objections to laborious work for women:- Women's moral welfare is in danger in vocations that are essentially masculine. Women are being put to tasks beyond their strength. They are unsuited to laborious work. Women's health is being impaired by long hours and night work. There is no wartime necessity for women in the unsuitable occupations. There is no war emergency for women to work at night. Women conductors face a distinct risk by working after midnight. Equal pay for equal work irrespective of sex.

That the women of this country who have been called to manual labor on the railroads may not endure many of the hardships which befell their sister workers in the munition factories in England, the Consumers' League of New York is conducting a vigorous campaign in their behalf, particularly with a view of requiring that all laws governing health be enforced.

The Consumers' League has been effecting, through States' legislation, an improvement in working hours and conditions of labor for women, but at this time is exerting its efforts to remove certain adverse conditions that have become evident recently by the employment of women in railroad work.

The employment of women for railroad work has increased tremendously within the last few months and has extended to the most trying kind of employment, much being of a character that would tax the strength of hardy men. Under it, the women so engaged are beginning to show the strain, combined with the long hours they are called upon to give in this service.

It was for this reason that Miss Pauline Goldmark who is research secretary for the Consumers' League appeared before the Railroad Wage Commission in Washington, where she presented figures to show that women are being hired in increasing numbers for heavy work and that the labor laws for the protection of women do not cover many of their occupations.

(In another clipping- on which notes were taken- Miss Goldmark's statements were reported. A.V.P).

Subject: U. S.- Women in Industry.

New York American. March 7, 1918.- Miss Helen Varick Boswell, president of the Women's Forum and chairman of the Women's Organization Committee of the Republican County Committee, sees danger in thrusting women indiscriminately into the many phases of industrial work. There should be some method adopted by which women will be permitted to enter only those fields best suited for them. Furthermore, Miss Boswell said, it is imperative they stand together and demand equal pay for equal work, so that the men when they return to their tasks will not find labor cheapened.

"Women in many industrial fields are proving themselves capable of handling the work imposed on them. Yet I think they are going into some lines where as yet the need is not great enough to warrant them taking up such tasks. I mean work like they are doing in the railroad shops and in the roundhouses. There are enough men above the draft age to perform this more laborious work, while women can be assimilated in other fields."

"Neither do I want to see women used in industrial tasks just because their labor is a cheaper commodity than the labor of men. They should stand firmly together for equal pay for equal work, so when the men come back from the war they can assume their old places without finding the wage scale lowered."

"While many women who are now taking the places of men will return to their homes when the war is over, there will be some employers who will try to persuade them to continue if they fail to maintain the wage standard set by men."

Miss Boswell is of the opinion that the employer will be much closer to the employee after the war. ~~We have seen the biggest~~
~~INDEX~~

Subject:U.S.- Women in Industry.

Charleston (. S. C.). American.-March 4, 1918.-

Miss E. Gertrude Storer delivered a lecture on "A Challenge to Womanhood" at the Forum last night. Imagine a big army of girls walking back of the boys, stepping into factories, fields, and railroad yards all through the country. That army is now 2,000,000 strong and increasing upward. The speaker also told of the possibility of an industrial draft, where every girls would be listed and classified and wherever there is need for a certain kind of work, girls shifted for it. She also spoke of the call into public life of the older women. Looking at it from an industrial side, she said she believed the day of the older women into industry must come, that America is destined to become a great industrial country, on account of its iron and coal fields, which means machinery and power. Miss Storer also spoke of the stability that the presence of older women will give in the business world, and of the necessity for wholesome recreation for the girl working all day behind machinery and other nerve-racking industries.

Subject: Elimira, N. Y.-- Women in industry.

Elimira (N. Y.) Herald. March 6, 1918.-

Although there are many advantages to women obtaining positions at the morrow plant and other manufacturing plants in the city, it has been learned today that there are many disadvantages for some married women, especially those having children working in these places.

The number of juvenile cases has been growing each month, and partly because of mothers and children working in the factories. The children coming home from school in the afternoon have no one to care for them properly, and this leaves the children exposed to harmful environment. In the month of January, 11 cases were brought in the Recorder's Court, while in February the number of juvenile cases rose to 15.

Subject: Women in Industry in U. S., Bloomfield, N. J.

New York Sun, March 10, 1918.

The munition factory of the International Fuse and Arms Co., in Bloomfield, N. J., through the Mayor's Committee of Women on National Defense (N. Y. City), has called for 14,000 women workers. The age limit is supposed to be 35. The work is not dangerous. The worst thing about it is the long hours - from 7 in the morning till 5.30 at night with an hour off for lunch. Piece work is the rule and a good worker can make ~~\$.12x~~ 1.98 a day at the start. They earn more as they improve and frequently those who show ability are picked for clerical work. The Y. W. C. A. has a lunch room near the factory and facilities for recreation, and undertakes to find rooms for workers. The training of a worker costs the factory \$100 so they are careful to insist on the right ~~kind-of~~ combination of patriotism, physical strength, nimbleness of fingers, etc. Some were rejected yesterday because they have small children who need their care, some because they lacked strength and stamina.

Subject: Women in Industry in U. S.

New York American, Mar. 11, 1918.

The decision of the Government to call out 800,000 men of draft age in 1918 will present a new problem to employers of labor. The difficulties that already attend the securing of male help are so great that the next levy will undoubtedly mean the greatly increased employment of female help. There will be consequent demands upon the employer from his women workers for higher salaries, because of their assumption of positions formerly held by men and the quite natural feeling that they should be paid very nearly the man's salary for the work. Department stores and manufacturers will feel the effects of the second draft very severely for they have many men still on their pay rolls who are effect- ed by the next call. The opposition that has just developed in the House of Representatives may have the effect of delaying the sending of men to the cantonments, but the best the employer can hope for is a temporary respite. He might well use this time for preparation for the time his men are actually taken into the service. a/

Subject:

Women in Industry:in U. S. On Farms.

Jacksonville, Fla. Metropolis, Mar. 1, 1918.

20,000 women volunteers to drive farm tractors this year is the appeal being made by Mrs. Florence King, Pres. of the Women's Association of Commerce of the U. S. And as a result of this nation-wide campaign women as well as men were instructed in this work at the gas tractor school at Riverside, Cal. Training and tractor operations will be taken up at many points and there is every indication that women are eager for this war work. *** The tractor has really proved a life-saver so-to-speak for the farmer, if he did not have the tractor ~~of-the~~ ~~rap~~ to take the place of the rapidly increased cost of horses he would be under a very serious handicap. Instead of plowing two or three horse a day he now plows an acre or more an hour as long as he runs a tractor and if he is crowded for time he puts on a head light and with a night force runs a tractor all night if necessary. The tractor is answering the labor problem. When sons and hired hands leave the farm for the training camp, the tractor makes up in a measure for the loss of the help and in many localities this year it will be driven by the women of the household. "It is real easy" said one fair driver. "We must have have all the crops we can raise, and I for one consider driving the tractor and helping in the field a healthful vacation from in door work."

Subject: Women in Industry in U. S. Massachusetts.

Atlanta, Ga. Journal. Mar. 3, 1918.

The status of the women wage earners is being considered by the welfare workers throughout the nation. Her hours of labor and the amount of her pay are demanding the thoughtful attention of thinking people. Mr. Sterling of the American Federation of Labor made the statement that more than 68,000 women in Massachusetts alone were working in factories or mills and receiving less than \$9 a week. It was suggested that the only remedy for this condition was the enfranchisement of women who would vote for protective legislation. Any man, law maker or just an ordinary human being will say that he believes in "equal pay for equal work" but where does such a condition exist except in equal suffrage States? "The industrial development of women can be accomplished only by political equality," so the men of Canada say. r/

Subject: Women in Industry in U. S.

New York Herald, Mar. 9, 1918.

"American Women and the World War." By Ida Clyde Clarke. (D. Appleton & Co.) is a very full collection of more or less statistical data of the work done so far by women all over the U. S. in their various activities to help in the winning of the war. In a foreword the author says " The purpose of this book is two fold: First to discover to American women themselves their tremendous opportunities and responsibilities in present world conflict. 2nd, to record in a form that is in some degree permanent the actual beginnings of the ~~pre~~ greatest effort of women the world has ever known. If this book shall serve as an inspiration or shall form the ground work of a future history of woman's part in the war one of its chief purposes shall have been accomplished."

The author has done her work well, and with great thoroughness. The chapter on food conservation and the gigantic task assigned to women to help win the war by well directed economy in their households is of especial value and is filled with suggestions of a highly practical kind. Every woman who reads the book will be made proud that her sisters in America have done what they have done and they will be stirred to emulate them in the same practical, basic patriotism.

Subject: New York State. ^Women in Industry.
N. Y. Times, Mar. 15, 1918.

Delegations from women from organizations and clubs from all parts of the State including hundreds of women will take Albany by train on next Tuesday and hold a women's field day on which they will seek support for bills before the Legislature on bills effecting the women and children. *af*

Senators and assemblymen will be asked to support the Wagner living Wage Bill for women and minor's, the Bewley Bill protecting women elevator runners, the Meyer Bill, protecting girls acting as messengers, the Nicoll measure protecting women in the railroad centers and to oppose the Brown Bill which aims to suspend the labor laws of the State for the period of the war.

The main event of the day will be the hearing on the Wagner minimum wage Bill which has the support of practically all the women's organizations of the State. *** Investigations made by the consumers League which has arranged a hearing on this bill show that the lowest weekly wage on which a woman can live decently in N. Y. City, with the present high cost of living is \$11.70. The Wagner Bill proposes a State wage commission of 3 members with the State Industrial Commission acting ex officio. This commission after investigating wages on its own volition or on petition can where wages are found too low appoint a wage board found of employers and employees and recommend a living wage for the industry of the city.

Subject:

Milwaukee - Women in Industry.

Milwaukee Leader. March 8, 1918.

A claim that men are being discharged and women put at their work in certain factories was included in a report Mrs. Elsie Essman, superintendent of the women's department, made at the annual meeting of the committee on unemployment at the public employment office.

It led to a statement by State Industrial Commissioner Geo. P. Hamprecht, that the commission is making a study of the entrance of women into industry during the war and would take up the matter of their employment in order to displace men.

George Mutter, Machinists union, stated some of the big concerns were discharging men and putting women in their places. On being pressed for names by Supervisor Geo. Moerschel and others, he said the Harvester Company and the Briggs & Stratton company were two of them. A. T. Can Scoy, Harvester Company official, said he wanted to explain that his company had lost 1600 men through *war* ~~was~~ and expected to lose more in subsequent calls, and that while it was true women had been given work in some departments, it was the policy of the company to pay them the same rate as men, "based on their relative efficiency". He intimated women took the places of men gone to war, but this was disputed.

Van-

Subject: Wisconsin - Women in Industry.
Milwaukee, Wis., News. Mar. 7, 1918.

Federated Trades councils all over the State will soon unite in a petition to the Wisconsin industrial commission for an order barring women from heavy and fatiguing manual labor such as foundry work, driving teams and handling lumber in mill yards. The attention of the industrial commission already has been called to the employment of women on electric cars as conductors through a petition filed with the commission when an attempt was made to employ women as conductors on street cars in Madison and their employment on Kenosha cars and a ruling of the commission is expected in the near future on the question. Now the scope of the request is to be broadened and a ruling is to be asked from the commission which will bar women from all heavy labor of the character mentioned and, in fact, from practically all trades in which they were not customarily employed before the war began. It is said by labor leaders that under the claim of war stress women are being employed in many classes of work in which there is no necessity for their being employed and which in the belief of the labor men, is an injury to the women as being of too strenuous a character for them.

The direction of the presentation of the petition to the industrial commission will be in charge of Jos. H. Brown of the Madison Trades council, and it is said that the Industrial commission will give a careful hearing to the question and will have as many as possible of the employers of labor in the classes now for the first time employing women before the commission and gain from them statements as to the reasons which have caused them to hire women workers. Opinions will also be obtained from experts in work for women as to the effect on women of their employment in the trades in which women have recently for the first time been employed since the war began.

Mr. Brown will also call the attention of the labor committee of the State Council of Defense to this question of the employment of women in new trades and will ask the state council to take action on the question and file with the labor commission and protest against this employment of women. The hearing will be followed with interest all over the state as it will be a thorough review of the question as to what the war necessities in this state are as regards the employment of women in the so-called heavier trades in the State. The hearing will also be of interest outside the State.

Subject: Baltimore Women in Industry (Marguerite E. Harrison)
Baltimore, Md., Sun. Mar. 14, 1918.

This is the story of a woman who went out to look for a job in Baltimore, and the experiences she met with in trying to find a position that would pay her enough to live on.

It is not a sociological survey; it does not pretend to solve any problems or expose any conditions. It is simply a statement of the things that happened to one woman, and it is no doubt typical of the experiences of many.

I know it to be a true story, for I was the woman, and every incident that I am about to relate actually happened to me. The idea of finding out for myself just what opportunities there are in Baltimore for the woman who is suddenly thrown upon her own resources was suggested to me by a conversation I heard a few days ago. Three women were discussing the new problem of women in industry.

"My dear", said one of them, "I'm just crazy to go downtown and get a position. They say that any woman can get a job at a fabulous salary nowadays."

"What can you do?" said another.

"Well, I'm not trained, of course, but I could answer the telephone, take orders, make out bills, and I'm sure I could soon pick up typewriting. The I hear that the stores will pay almost anything for saleswomen. Of course, I wouldn't take anything but a position as buyer, beginning around \$30 a week; but it would be rather fun. I think I'll try."

"Fiddlesticks", said the third woman. "There isn't anything in that kind of work. The thing to do is to get work in a munitions factory or some big industrial plant. They'll pay you good wages while you're learning, and after you're put on piecework you get from \$18 to \$30 a week, with bonuses, free lunch and all sorts of inducements."

I had been listening, but at this point in the conversation I broke in.

"Have any of you tried to get a job?" said I.

"No, but everyone is saying that women are taking the places of men in industrial and clerical work; there is a tremendous demand for women in labor, and we've all heard tales of the wonderful positions to be had for the asking." said the first speaker.

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Subject: New York, Women in Industry.
Mar. 11, 1918. Pittsburgh, Pa. Chron. & Telegraph.

Every morning at 6.45 o'clock Mrs. Howard C. McCrady, young, rich, and handsome, of Briar Cliff road, drives up to the door of a Swiss-vale garage and alighting from a big green touring car, turns it over to the proprietor of the garage. She then walks to the aircraft department of the Union Switch & Signal Co.,m nearby, where she dons a uniform of blouse, overalls and cap. Then she goes to work at a shining new lathe making cylinders for Liberty motors.

Mrs. McCrady works at the lathe all day until 5.30 o'clock, with the exception of the lunch hour and a 15-minute period of rest morning and afternoon. Then she washes off the grease, doffs her uniform and drives away in her car to her home overlooking Fern hollow. The wages she earns she gives to a poor family in which she is interested.

While Mrs. McCrady is doing her bit to win the war her husband, Howard C. McCrady, is an officer in the ordnance corps at San Antonio, Tex. Following his call in the first draft he took a preliminary course of instruction at the Carnegie Institute of Technology.

After her husband entered military service, according to her friends, Mrs. McCrady found life dull. Teas and parties bored her. One day a friend jokingly said, "Why don't you go into the switch works and help Uncle Sam? The idea appealed to her and she applied for work as one of the hundreds of women engaged to make motors for airplanes. She was accepted. A wager was made, it is said, she would tire of the work in a week. She worked one day and was ill the next. "That will be enough - she won't go back," a friend declared. But she went back. She has gone back every day for three months.

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While Mrs. McCrady is doing her bit to win the war her husband, Howard C. McCrady, is an officer in the ordnance corps at San Antonio, Tex. Following his call in the first draft he took a preliminary course of instruction at the Carnegie Institute of Technology.

After her husband entered military service, according to her friends, Mrs. McCrady found life dull. Teas and parties bored her. One day a friend jokingly said, "Why don't you go into the switch works and help Uncle Sam? The idea appealed to her and she applied for work as one of the hundreds of women engaged to make motors for airplanes. She was accepted. A wager was made, it is said, she would tire of the work in a week. She worked one day and was ill the next. "That will be enough - she won't go back," a friend declared. But she went back. She has gone back every day for three months.

Subject: Women in Industry in U. S.
New York American, Mar. 11, 1918.

The decision of the Government to call out 800,000 men of draft age in 1918 will present a new problem to employers of labor. The difficulties that already attend the securing of male help are so great that the next levy will undoubtedly mean the greatly increased employment of female help. There will be consequent demands upon the employer from his women workers for higher salaries, because of their assumption of positions formerly held by men and the quite natural feeling that they should be paid very nearly the man's salary for the work. Department stores and manufacturers will feel the effects of the second draft very severely for they have many men still on their pay rolls who are effect-
ed by the next call. The opposition that has just developed in the House of Representatives may have the effect of delaying the sending of men to the cantonments, but the best the employer can hope for is a temporary respite. He might well use this time for preparation for the time his men are actually taken into the service.

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Subject: Women in Industry in U. S., Bloomfield, N. J.
New York Sun, March 10, 1918.

The munition factory of the International Fuse and Arms Co., in Bloomfield, N. J., through the Mayor's Committee of Women on National Defense (N. Y. City), has called for 1,000 women workers. The age limit is supposed to be 35. The work is not dangerous. The worst thing about it is the long hours - from 7 in the morning till 5.30 at night with an hour off for lunch. Piece work is the rule and a good worker can make ~~\$.12x~~ 1.98 a day at the start. They earn more as they improve and frequently those who show ability are picked for clerical work. The Y. W. C. A. has a lunch room near the factory and facilities for recreation, and undertakes to find rooms for workers. The training of a worker costs the factory \$100 so they are careful to insist on the right ~~kind-of~~ combination of patriotism, physical strength, nimbleness of fingers, etc. Some were rejected yesterday because they have small children who need their care, some because they lacked strength and stamina.

Subject: Elmira, N. Y.-- Women in industry.

Elmira (N. Y.) Herald. March 6, 1918.-

Although there are many advantages to women obtaining positions at the morrow plant and other manufacturing plants in the city, it has been learned today that there are many disadvantages for some married women, especially those having children working in these places.

The number of juvenile cases has been growing each month, and partly because of mothers and children working in the factories. The children coming home from school in the afternoon have no one to care for them properly, and this leaves the children exposed to harmful environment. In the month of January, 11 cases were brought in the Recorder's Court, while in February the number of juvenile cases rose to 15.

Subject: Women in industry- Rhode Island.

Providence (R. I.) Bulletin, Feb. 28, 1918.- Child welfare work was discussed yesterday afternoon at Churchill House by the section child welfare chairmen of the woman's committee of the Council of National Defense representing the State, city, ward, and town sections.

Miss Alice W. Hunt, chairman of women in industry department of the Woman's Committee in Rhode Island spoke on the need for "conserving folks." Methods Germany has used to protect her women in industrial situations were taken up by Miss Hunt, and the vital need for work for women in industry in Rhode Island was also brought up. "Night work for women is the most dangerous thing for the workers. England got rid of night work in 1840, and Rhode Island still permits night work. We cannot use up our women and expect to replace them as quickly as we can replace machines or guns. Women, you are all asked to help to work to pass the bill before the Legislature preventing night work among women."

Subject:U.S.- Women in Industry.

Charleston (. S. C.). American.-March 4, 1918.-

Miss E. Gertrude Storer delivered a lecture on "A Challenge to Womanhood" at the Forum last night. Imagine a big army of girls walking back of the boys, stepping into factories, fields, and railroad yards all through the country. That army is now 2,000,000 strong and increasing upward. The speaker also told of the possibility of an industrial draft, where every girls would be listed and classified and wherever there is need for a certain kind of work, girls shifted for it. She also spoke of the call into public life of the older women. Looking at it from an industrial side, she said she believed the day of the older women into industry must come, that America is destined to become a great industrial country, on account of its iron and coal fields, which means machinery and power. Miss Storer also spoke of the stability that the presence of older women will give in the business world, and of the necessity for wholesome recreation for the girl working all day behind machinery and other nerve-racking industries.!

(Newark, N.J. News) Mentions a report on "operations in the manufacture of explosives which women might carry on without undue risk to health" to be prepared by John Roach, chief of bureau of hygiene and sanitation of the state department of labor. (Might be noted and secured when ready)

The War Industries Board, section on employment management offers women employment managers in plants where there are a large number of woman workers.

Subject: U. S.- Women in Industry.

New York American. March 7, 1918.- Miss Helen Varick Boswell,
president of the Women's Forum and chairman of the Women's Organization
Committee of the Republican County Committee, sees danger in thrusting
women indiscriminately into the many phases of industrial work. There
should be some method adopted by which women will be permitted to
enter only those fields best suited for them. Furthermore, Miss Boswell
said, it is imperative they stand together and demand equal pay for
equal work, so that the men when they return to their tasks will not
find labor cheapened.

"Women in many industrial fields are proving themselves
capable of handling the work imposed on them. Yet I think they are
going into some lines where as yet the need is not great enough to
warrant them taking up such tasks. I mean work like they are doing
in the railroad shops and in the roundhouses. There are enough men
above the draft age to perform this more laborious work, while women can
be assimilated in other fields."

"Neither do I want to see women used in industrial tasks
just because their labor is a cheaper commodity than the labor of men.
They should stand firmly together for equal pay for equal work, so when
the men come back from the war they can assume their old places without
finding the wage scale lowered."

"While many women who are now taking the places of men
will return to their homes when the war is over, there will be some
employers who will try to persuade them to continue if they fail to
maintain the wage standard set by men."

Miss Boswell is of the opinion that the employer will be
much closer to the employee after the war. ~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXX~~

Subject: U. S.- Women in industry. (Transportation)

New York Telegram. March 9, 1918.- These are Miss Pauline Goldmark's objections to laborious work for women:- Women's moral welfare is in danger in vocations that are essentially masculine. Women are being put to tasks beyond their strength. They are unsuited to laborious work. Women's health is being impaired by long hours and night work. There is no wartime necessity for women in the unsuitable occupations. There is no war emergency for women to work at night. Women conductors face a distinct risk by working after midnight. Equal pay for equal work irrespective of sex.

That the women of this country who have been called to manual labor on the railroads may not endure many of the hardships which befell their sister workers in the munition factories in England, the Consumers' League of New York is conducting a vigorous campaign in their behalf, particularly with a view of requiring that all laws governing health be enforced.

The Consumers' League has been effecting, through States' legislation, an improvement in working hours and conditions of labor for women, but at this time is exerting its efforts to remove certain adverse conditions that have become evident recently by the employment of women in railroad work.

The employment of women for railroad work has increased tremendously within the last few months and has extended to the most trying kind of employment, much being of a character that would tax the strength of hardy men. Under it, the women so engaged are beginning to show the strain, combined with the long hours they are called upon to give in this service.

It was for this reason that Miss Pauline Goldmark who is research secretary for the Consumers' League appeared before the Railroad Wage Commission in Washington, where she presented figures to show that women are being hired in increasing numbers for heavy work and that the labor laws for the protection of women do not cover many of their occupations.

(In another clipping- on which notes were taken- Miss Goldmark's statements were reported. A.V.P).

Subject: New York City. Women in Industry.
New York Herald, Mar. 14, 1918.

In some of the down town luncheon clubs waitresses are now holding part of the line in financial and business districts formerly held by waiters who are out on a strike and are confident of increasing their gains before the end of the week. Two hours work a day, \$44 a month in wages, and an equal average in tips looked pretty good to a great many waitresses when they read about the strike of the men. The machinery club and the railroad club gave employment to the woman.

Subject: Los Angeles, Women in Industry.
Los Angeles, Cal., Tribune. Mar. 6, 1918.

Sister Susie now sews shirts for soldiers. For the war, broadening Los Angeles' field of industries and women's field of endeavor, has made Los Angeles the headquarters for Southern California in the manufacture of uniforms for soldiers.

Incidentally it is adding a great deal of money to the incomes of Los Angeles clothiers and also a great deal to their payrolls.

Scores of machines and hundreds of women are employed daily. Many men tailors having gone to war, it has become the patriotic duty as well as a good paying occupation for the women to cut and alter the uniforms, in addition to sewing them.

The difficult art of cutting accurately by machinery, a field of work seldom entered successfully by women in Los Angeles before the United States entered the war, now has been invaded with great satisfaction by workers who formerly worked at the sewing machines.

Of course, the orders given out by the quartermaster's bureaus stipulate that the uniforms must be of high quality and neat fit and of course the suits meet those requirements.

If they didn't they would not be permitted to leave the workshops, and, furthermore, they would not be accepted by the government. And, anyway, if you don't think they fit perfectly, "size up" every soldier you see today and figure if you ever saw as many civilians wearing their clothes with equal style and jauntiness.

Subject: New York State, Women in Industry.
New York Call, Mar. 11, 1918.

The Consumer's league of New York city has indorsed a bill to protect women elevator operators from night work and long hours that has been introduced by Assemblyman Bewley at the suggestion of the state industrial commission. The Consumers' league asks its affiliated organizations and members to give their support to this bill, which is the result of a careful investigation, that included interviews with the women operators and the superintendents of buildings where the women are employed.

According to Miss Nevl Swartz, secy. of the New York City Consumers' league, there are between 350 and 400 women employed in Manhattan as elevator runners - most of them in apartment houses. The majority of the women have been taken on in this new field of work since the June draft. They have come from all walks of life, waitresses, domestic servants, and factory hands.

The hours of employment are very irregular. The investigation shows that in most apartment houses girls work on shifts, the day shift hours are usually 8 a.m. to 6 p.m.; the night shift from 6 p.m. to 8 a.m. Fifty-three per cent of the women are employed on night duty. Their weekly hours on the night shift run from 56 to 105 hours, the day shift from 54 to 70 hours. For those who work at night, there is in most houses, no provision made for sleeping.

Seventy-eight per cent of the girls employed in this service work more than 6 days a week. Practically none have the one day of rest in seven.

Most of the girls are young, practically all of them being under 24 years of age. Thirty per cent are 21 years of age or less, while 16 per cent are under 18 years of age. The majority of them are unmarried.

On the whole, the girls interviewed said, they liked their new work, except for the long hours and the night work. One girl said, "I enjoy my work here, but wish that some arrangement could be made to allow me to have time off for lunch. As it is now, I have to either carry my lunch or go without it. I also find that at the end of my 13-hour day I am very nervous and tired. All day long I have to jump from the switchboard to run the elevator, and then run back to the switchboard. I wish we could have a shorter working day, and I also wish I did not have to work on the night shift. The big doors in the hall are open all night long, and I am often frightened, sitting here alone in the lobby."

The Bowley Bill, Assembly introduction No. 17, will prohibit the employment of women under 21 years of age in the elevator service, prohibit their working more than 6 hours days of 54 hours in any week, or before 7 o'clock in the morning or after 10 o'clock in the evening.

Subject: Women in Industry in U. S. Massachusetts.

Atlanta, Ga. Journal. Mar. 3, 1918.

The status of the women wage earners is being considered by the welfare workers throughout the nation. Her hours of labor and the amount of her pay are demanding the thoughtful attention of thinking people. Mr. Sterling of the American Federation of Labor made the statement that more than 68,000 women in Massachusetts alone were working in factories or mills and receiving less than \$9 a week. It was suggested that the only remedy for this condition was the enfranchisement of women who would vote for protective legislation. Any man, law maker or just an ordinary human being will say that he believes in "equal pay for equal work" but where does such a condition exist except in equal suffrage States? "The industrial development of women can be accomplished only by political equality," so the men of Canada say.

Subject: Wisconsin - Women in Industry.
Milwaukee, Wis., News. Mar. 7, 1918.

Federated Trades councils all over the State will soon unite in a petition to the Wisconsin industrial commission for an order barring women from heavy and fatiguing manual labor such as foundry work, driving teams and handling lumber in mill yards. The attention of the industrial commission already has been called to the employment of women on electric cars as conductors through a petition filed with the commission when an attempt was made to employ women as conductors on street cars in Madison and their employment on Kenosha cars and a ruling of the commission is expected in the near future on the question. Now the scope of the request is to be broadened and a ruling is to be asked from the commission which will bar women from all heavy labor of the character mentioned and, in fact, from practically all trades in which they were not customarily employed before the war began. It is said by labor leaders that under the claim of war stress women are being employed in many classes of work in which there is no necessity for their being employed and which in the belief of the labor men, is an injury to the women as being of too strenuous a character for them.

The direction of the presentation of the petition to the industrial commission will be in charge of Jos. H. Brown of the Madison Trades council, and it is said that the Industrial commission will give a careful hearing to the question and will have as many as possible of the employers of labor in the classes now for the first time employing women before the commission and gain from them statements as to the reasons which have caused them to hire women workers. Opinions will also be obtained from experts in work for women as to the effect on women of their employment in the trades in which women have recently for the first time been employed since the war began.

Mr. Brown will also call the attention of the labor committee of the State Council of Defense to this question of the employment of women in new trades and will ask the state council to take action on the question and file with the labor commission and protest against this employment of women. The hearing will be followed with interest all over the state as it will be a thorough review of the question as to what the war necessities in this state are as regards the employment of women in the so-called heavier trades in the State. The hearing will also be of interest outside the State.

Subject:

Milwaukee - Women in Industry.

Milwaukee Leader. March 8, 1918.

A claim that men are being discharged and women put at their work in certain factories was included in a report Mrs. Elsie Essman, superintendent of the women's department, made at the annual meeting of the committee on unemployed at the public employment office.

It led to a statement by State Industrial Commissioner Geo. P. Hamprecht, that the commission is making a study of the entrance of women into industry during the war and would take up the matter of their employment in order to displace men.

George Mutter, Machinists union, stated some of the big concerns were discharging men and putting women in their places. On being pressed for names by Supervisor Geo. Moerschel and others, he said the Harvester Company and the Briggs & Stratton company were two of them. A. T. Can Scoy, Harvester Company official, said he wanted to explain that his company had lost 1600 men through war and expected to lose more in subsequent calls, and that while it was true women had been given work in some departments, it was the policy of the company to pay them the same rate as men, "based on their relative efficiency". He intimated women took the places of men gone to war, but this was disputed.

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Subject: New York State. ⁰Women in Industry.
N. Y. Times, Mar. 15, 1918.

Delegations from women from organizations and clubs from all parts of the State including hundreds of women will take Albany by train on next Tuesday and hold a women's field day on which they will seek support for bills before the Legislature on bills affecting the women and children. a/

Senators and assemblymen will be asked to support the Wagner living Wage Bill for women and minor's, the Bewley Bill protecting women elevator runners, the Meyer Bill, protecting girls acting as messengers, the Nicoll measure protecting women in the railroad centers and to oppose the Brown Bill which aims to suspend the labor laws of the State for the period of the war.

The main event of the day will be the hearing on the Wagner minimum wage Bill which has the support of practically all the women's organizations of the State. *** Investigations made by the consumers League which has arranged a hearing on this bill show that the lowest weekly wage on which a woman can live decently in N. Y. City, with the present high cost of living is \$11.70. The Wagner Bill proposes a State wage commission of 3 members with the State Industrial Commission acting ex officio. This commission after investigating wages on its own volition or on petition can where wages are found too low appoint a wage board found of employers and employees and recommend a living wage for the industry of the city.

Subject: Women in Industry in U. S.

New York Herald, Mar. 9, 1918.

"American Women and the World War." By Ida Clyde Clarke. (D. Appleton & Co.) is a very full collection of more or less statistical data of the work done so far by women all over the U. S. in their various activities to help in the winning of the war. In a foreword the author says " The purpose of this book is two fold: First to discover to American women themselves their tremendous opportunities and responsibilities in present world conflict. 2nd, to record in a form that is in some degree permanent the actual beginnings of the free greatest effort of women the world has ever known. If this book shall serve as an inspiration or shall form the ground work of a future history of woman's part in the war one of its chief purposes shall have been accomplished."

The author has done her work well, and with great thoroughness. The chapter on food conservation and the gigantic task assigned to women to help win the war by well directed economy in their households is of especial value and is filled with suggestions of a highly practical kind. Every woman who reads the book will be made proud that her sisters in America have done what they have done and they will be stirred to emulate them in the same practical basis patriotism.

Subject:

Women in Industry: in U. S. On Farms.

Jacksonville, Fla. Metropolis, Mar. 1, 1918.

20,000 women volunteers to drive farm tractors this year is the appeal being made by Mrs. Florence King, Pres. of the Women's Association of Commerce of the U. S. And as a result of this nation-wide campaign women as well as men were instructed in this work at the gas tractor school at Riverside, Cal. Training and tractor operations will be taken up at many points and there is every indication that women are eager for this war work. *** The tractor has really proved a life-saver so-to-speak for the farmer, if he did not have the tractor ~~of-the~~ ~~rap~~ to take the place of the rapidly increased cost of horses he would be under a very serious handicap. Instead of plowing two or three horse a day he now plows an acre or more an hour as long as he runs a tractor and if he is crowded for time he puts on a head light and with a night force runs a tractor all night if necessary. The tractor is answering the labor problem. When sons and hired hands leave the farm for the training camp, the tractor makes up in a measure for the loss of the help and in many localities this year it will be driven by the women of the household. "It is real easy" said one fair driver. We must have have all the crops we can raise, and I for one consider driving the tractor and helping in the field a healthful vaction from in door work."

SUBJECT: Women in industry in U. S.-- New Jersey (Bloomfield).

New York Journal, March 4, 1918.-

The Women's Employment Committee of the Mayor's Committee of Women on National Defense has been commissioned by the International Fuse and Arms Company of Bloomfield, N. J., to supply a large number of women workers. This factory is filling Government contracts.

A statement issued yesterday from the office of the Committee said: "In the International Fuse and Arms Company's factory untrained workers are guaranteed \$2 a day while learning. After a short time they are given higher wages, according to output. A worker may earn from five to seven dollars a day. This is piece work to which the unskilled worker is quickly advanced, according to her ability. The higher the order of intelligence, the better the work, and in munition conditions this rule works as in other lines of endeavor. Dressmakers, musicians, and artists, who have had some technical training are in demand. Indeed, the professions have supplied the munition factories in other countries and are welcomed by munition employers here. At Bloomfield, the conditions have been fully investigated as to housing the women who will be sent there through the Women's Employment Committee. The Y. W. C. A. of New York is arranging for comfortable living quarters. The Women's Employment Committee has a large sign displayed in its rooms asking for women munition workers. That there will be a ready response to this national necessity is the firm belief of Mrs. Gabriel and her assistant."

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Subject: Women in industry in U. S. -New Jersey.

Newark (N. J.) News. March 2, 1918--.

Rev. John J. Moment, pastor of the High Street Presbyterian Church at a meeting of the civics department of the State Federation of Women's Clubs, favored a women's movement to create a public sentiment to press a bill at the next session of the legislature to restrict the hours of labor for women in New Jersey. Regulative measures were before the legislature, but he said that they were allowed to slumber in committee for want of a majority endorsement. It was his argument that all women, individually and organized, should immediately concentrate in an effort to compel a change in the labor laws.

A point of interest to his hearers was that a Delaware munition factory had been established at Carney's Point, Salem County, for the only reason that the law of the home state prohibited the working of women at night. All the surrounding states, he contended, employed similar restrictions, and he considered it a reflection upon the commonwealth that New Jersey should permit a practice which he termed deleterious and dangerous to the future health of womanhood and the welfare of the State.

Mr. Moment chose as his subject conditions of woman and child labor in the State, and laid stress upon the multiplication of women's occupations because of war conditions. He deplored the attitude of employers for fewer labor restrictions, so as to promote greater production, and gave illustrations to demonstrate that undue and unwarranted employment of even men had brought about a decimation in production.

Because of the labor gaps occasioned by war and munition service, the pastor recognized the need for female and child employment. He saw the evils to women ~~of~~ from heavier and unaccustomed work, poisonous contact, immorality, dangerous machinery, and night work, and he questioned the ethics of letting down the bars as a possible means of winning the war. The wasting of the energies of women he considered an extremely bad policy when the future of American generations is considered.

Subject: Women in industry in U. S. New Jersey.

Newark (N. J.) News, March 2, 1918--.

Rev. John J. Momen, pastor of the High Street Presbyterian Church at a meeting of the civics department of the State Federation of Women's Clubs, favored a women's movement to create a public sentiment to press a bill at the next session of the legislature to restrict the hours of labor for women in New Jersey. Regulative measures were before the legislature, but he said that they were allowed to slumber in committee for want of a majority endorsement. It was his argument that all women, individually and organized, should immediately concentrate in an effort to compel a change in the labor laws.

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Subject: Women in industry in United States;- Railroads.

Cincinnati (Ohio) Enquirer. March 1, 1918.-

Washington, Feb. 28, 1918.- A special session of the Railroad Wage Commission was held to-day to hear Miss Pauline Goldmark *** tell of the employment of women on railroads. She gave figures to show that women are being hired in increasing numbers for heavy work, her statement contradicting in some instances the testimony of the railroad executives.

Miss Goldmark appeared as representative of the Consumers' League of New York and other organizations. Her testimony was given informally and will not be included in the record until she has incorporated it in a formal statement.

*** Women were first employed in any number by the railroads about a year ago, Miss Goldmark said, at the instance of the Railroad War Board. They were put in clerical positions experimentally, but their use has been extended until now they are in the freight yards, section gangs, shops and roundhouses. While much of the work is suitable to them, many occupations involve heavy physical strain and other hazards. Miss Goldmark doubted the advisability of employing women on section gangs for work out of doors in all conditions of weather and without proper attention to their physical welfare.

"In order that there shall be no wasteful use of labor and to reduce the turnover," she recommended, "it is important to make an investigation and standardize the work for which women may be employed before their numbers increase. One railroad employs 400 on one division and another has a total of 1,517 women workers."

"Miss Goldmark declared white women were lifting weights of as much as 50 pounds in work as drill press operators. She gave a long list of occupations filled by women.

"Are they used in England in the same operations or in harder work?" asked Secretary Lane.

"They are used in England in the operation of street railways and also as station agents, and in other work in connection with the operation of trains and in shops," Miss Goldmark said. She added that the English were using increasing care to provide mechanical equipment for relieving the women from lifting heavy weights.

She told of investigating conditions at a factory in Zanesville, Ohio, where many women are employed.

"The majority of women at this plant," she said, "are engaged at hard labor, such as loading scrap iron, sorting scrap iron, wheeling iron castings in wheelbarrows, etc. The women loading scrap and sorting some work out in the yards, with no protection from intense rays of sun or weather. These women wear overalls and large brim hats. They hand the iron up from the ground to others in the cars who pile it. The hours are nine a day, 54 a week, with one half hour for lunch; wages, 20 cents an hour, and \$1.50 deducted each month for relief purposes. Men are given 21 cents an hour for labor of the same class."

Miss Goldmark said a recommendation had been made that the railroads observe the labor laws in protection of women, but that these laws did not cover many occupations. "For instance, there is no law affecting women employed on the street cars and therefore it is necessary this year to put in a bill for their benefit. There is great confusion as to the classification of women working on the railroads, for in Minnesota the law applies to all establishments where power-driven machines are used, yet railroads claim that the roundhouses are not under the law.

In New York State, the shops are considered under the Federal law , but the roundhouses , where the women are employed as engine dispatchers, are not so included."

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"Are they used in England in the same operations or in harder work?" asked Secretary Lane.

"They are used in England in the operation of street railways and also as station agents, and in other work in connection with the operation of trains and in shops," Miss Goldmark said. She added that the English were using increasing care to provide mechanical equipment for relieving the women from lifting heavy weights.

She told of investigating conditions at a factory in Zanesville, Ohio, where many women are employed.

"The majority of women at this plant," she said, "are engaged at hard labor, such as loading scrap iron, sorting scrap iron, wheeling iron castings in wheelbarrows, etc. The women loading scrap and sorting some work out in the yards, with no protection from intense rays of sun or weather. These women wear overalls and large brim hats. They hand the iron up from the ground to others in the cars who pile it. The hours are nine a day, 54 a week, with one half hour for lunch; wages, 20 cents an hour, and \$1.50 deducted each month for relief purposes. Men are given 21 cents an hour for labor of the same class."

Miss Goldmark said a recommendation had been made that the railroads observe the labor laws in protection of women, but that these laws did not cover many occupations. "For instance, there is no law affecting women employed on the street cars and therefore it is necessary this year to put in a bill for their benefit. There is great confusion as to the classification of women working on the railroads, for in Minnesota the law applies to all establishments where power-driven machines are used, yet railroads claim that the roundhouses are not under the law.

In New York State, the shops are considered under the Federal law, but the roundhouses, where the women are employed as engine dispatchers, are not so included."

Women in Industry

5. England

Trade union advisory committee.

Manchester Guardian, November 19, 1917, p. 8. c.

"A Woman's Trade Union Advisory Committee, consisting of representatives of the trade union which comprise women members, has been formed at the request of the Ministry of Munitions. The Committee is analogous to the Committee set up by Mr. Churchill some months ago to advise on matters concerning men at work, and it is proposed to refer to it all questions affecting the employment of women on the production of munitions. It is to be understood, however, that the work of the new Committee will not overlap that already done by the "Women's Wages Tribunal."

1/29/18 A. K.

Women's Wage

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Viestuik Vremennago Pravitelstva. Apr. 13, (26), 1917.

New openings to women.

Women will now be allowed to occupy, whether under civil service or on contract, the positions of superintendent of telephone stations, of post and telegraphy offices, their assistants, etc.

(Note. In Russia the telephone and telegraph lines are owned by the gov't.)
10/19/17 A. K.

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Women in Ind.

5. Russia.

Substitution of men by women.

Rietch, Aug. 26, (Sept. 8) 1917, p. 4g.

The Provisional Gov't decided to employ women volunteers for guarding the railroads instead of men called to military service. (Practically all the railroads in Russia belong to the government) These women will have the same rights and privileges given to gov't servants as the men.

The gov't also decided to use women volunteers as attendants in hospitals in the army and in military schools instead of men called to military service. The women will have the same right as men called to service.

11/16/18 A. K.

Women in Industry

5. Great Britain.

Equal Pay for Equal Work in Scotland.

Christian Science Monitor, sept. 20, 1917.

The "Special Tribunal, appointed under the Munitions of War Amendment Act, 1916, "found that the "women replacing men as crane drivers in Messrs. W. Beardmore's Forge, can, after a fortnight's experience, undertake the whole of the work formerly done by men, and perform it "equally well, and it, therefore, granted to women the wages paid to men for the same work.

10/23/17 A. K.

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10/23/17 A. K.

Women in Industry

5. Great Britain.

Advance of women's wages.

Christain Schence Monitor, Sept. 6, 1917, p. 7 C.

The Ministry of Munitions has announced advances in the wages of all women and girls employed on munitions work in "controlled establishments" and in uncontrolled establishments to which orders of the Ministry regulating women's wages have already been applied." Women of 18 years and over will receive an advance of 2s. 6d. per week and girls under 18 an advance of 1s. 3d. per week. Both time and piece workers are included. Controlled establishments in Ireland also come under the order. The Ministry is considering the case of "uncontrolled establishments" employing women on munitions work, with a view to seeing whether its powers with respect to wages of women can be exercised there.

These advances are intended to meet the increased cost of living, and are the result of representations made by trade unions to the special arbitration tribunal constituted under the 1916 Munitions Act. The weekly wages of women munitions workers range from a minimum of 22s. 6d. up to £4 and £5 in a few exceptional cases.

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10/27/17 A. K.

Women in Industry

5. Great Britain.

Extension of the employment of women.

The Labour Gazette, August, 1917, p. 274.

"The following figures are based on returns made by employers to the Industrial (War Inquirer) Branch of the Board of Trade; they relate to employed persons only, excluding home workers."

Since the war about 1,240,000 additional females, or 37.6 % of the number employed in July, 1914, have been drawn into various occupations. These figures do not represent the net increase, since casual agricultural laborers, domestic servants, and women employed in very small workshops and workrooms in the dressmaking trade are excluded, as well as women at work in the military, naval and Red Cross Hospitals. In the last class there has been an increase equal to 36,000 full-time workers.

(See next sheet.)

Women in Industry

C

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1/29/48. A. K.

✓ Women in Industry - Delaware.

Wilmington, Del., News. Feb. 14, 1918.

Miss Isabel Stevenson inspector under the 10-hour law for women has submitted to the Delaware State Board of Health the Annual report of the consumer's league of Delaware. "The great industrial changes wrought by the war have necessarily come to our state and there is an element of unrest and uncertainty among many of the women workers. The changes here however have been moderate when compared with many of the neighboring States. It has been the policy of the inspectors to maintain the standards existing before the declaration of war. The increase in the number of women employed exclusive of the increase due to the new establishments of the amended law is not appreciable. *** Women are gradually assuming men's places *** in some instances they are receiving equal pay for so called equal work. But in the majority of cases the pay is less, so based by the employer because their potential ability to produce equal work is less. In many cases the work now being done by women differs little from the kind of work to which they are accustomed. There are exceptions however, where women are engaged in work which was formally done by men only and where they are supplementing men in skilled labor, such as operating circular saws, drilled machines and boiler shops, sharpening tools, and clerical work of all kinds for the railroads."

"Women have always taken boys' places as the boys have followed to more remunerative trades at the ship building plants, as for example folding down cloth in a bleaching vat in cotton mills."

"Realizing that the war will make greater demands on our women in industry certain resolutions were passed by the commission with the hope of preventing unnecessary strain, illness, or accidents to our women during these abnormal times. A letter was sent to our manufacturers urging the use of tight caps and bloomers or overalls in cases where the women employees were working near or at running machinery and exposed belts. Another letter was sent to the physicians of the State asking their cooperation by notifying the commission of any cases of illness among their women patients which they considered due to industrial conditions or strain."

Subject: Women in Industry.

New York Herald, Feb. 8, 1918.

corsets
Daniel Kops who has had 30 years of experiences in creating ~~corsets~~ for every type and figure has invented a war emergency device which he says will support the spine and supply brace to muscles unaccustomed to physical strain. Mr. Kops believes that women can enter almost any field of work hitherto occupied exclusively by men if they are properly corseted. Women street car conductors, subway guards, workers in munition factories, elevator operators, in fact any who have entered the new trades - will be able to stand hour after hour, lift heavy articles, and perform other arduous tasks if their bodies are properly supported is his theory.

Subject: United States, Women in Industry.

Patterson, N. J. Call. Jan. 26, 1918.

There are approximately 1,266,061 women in the United States engaged in industrial work which is either directly or indirectly necessary to carry on the war, according to an estimate based on surveys made in 15 states for the National League of Women's Service by Miss Marie L. Obenauer, with the sanction and assistance of the Dept. of Labor. It is estimated that the normal increase in the number of women employed in the industrial survey since the census of 1910 was 20 per cent. There were approximately 3,500 women employed in the munitions factories in 1910. By a conservative-estimate the number is now 100,000. The women employed in industries necessary to the winning of the war are for the most part weaving, sewing and preserving food. As a way to help relieve the clothing shortage in the army the establishment in-the-army-the of community sewing places under government supervision is suggested.

Women in industry

Subject: New York State proposed 8-hour law for women and minors.

New York American, Feb. 18, 1918.

Women and minors are prohibited from working more than 8 hours a day or 48 hours a week by a bill to be introduced at Albany today by Senator Lockwood. Discussing the bill Sen. Lockwood said: "I regard this bill as an essential patriotic measure to keep our output and to safeguard our women during these war times when they are entering industry in such unparalleled numbers. The bill is distinctly a war measure and is in direct opposition to the bill introduced by senator Brown. The purpose of this bill is three fold: To maintain output in both quality and quantity; to protect women workers against illness and undue fatigue resulting from long hours; and to avoid the disorganizing effects of long hours on the family and home life of the workers and on the executive forces of the plants. We must not overlook the fact that we are dependent on the health and vigor of these women to replenish our manhood, depletion of which must be a tragic result of this war. Senator Brown's bill would enable the unpatriotic profiteers of this country to use these very women for their own selfish purposes, Regardlessly."

Women in industry

Subject: Massachusetts proposed 8-hour day. T
Springfield, Mass. Union. Feb. 14, 1918.

Henry B. Endicott, appearing as an employer of 15,000 persons in the shoe factories operated by him strongly endorsed the 8-hour working day in a hearing before the social welfare committee on bills to restrict the hours of women and children under 18 years, to 48 a week. This is a proposition that the textile industries have succeeded in fighting off for several years. But for the attitude taken by legislators in 1917, that war conditions did not warrant the step then, it would have prevailed, and came near it. Mr. Endicott said that after his factories had voluntarily put the 8-hour day into effect greater efficiency was shown by the workmen.

Women in industry

Subject: U.S.- Government training camps to train women for farm work.

Baltimore (Md.) Sun. Feb. 25, 1918.-

Washington, Feb. 25.- The United States may be forced to follow the example successfully worked out by England and establish large government controlled farm work training camps for women as an emergency plan for tilling every available acre to increase the food supply. Three government agencies are at work on the project.- the Department of Agriculture, Department of Labor, and the Council of National Defense. It has been decided to impose on the 2,000 county agents of the Department of Agriculture the task of ascertaining from farmers just how many women could be used for speeding up the food production. Mrs. Hilda M. Richards was placed in charge of the enrollment and distribution of voluntary women workers, and the women's committee of the Defense Council was placed in charge of the subsequent location of the prospective training camps with their state representatives allotted the task of supervising the conditions under which the women might work.

Bethlehem, Pa.-
Subject: / Women in industry.

Philadelphia Press. Feb. 23, 1918.- Stanley Zweibel, director of industrial education in the shops at Bethlehem, in address before the National Society for the Promotion of Industrial Education at the Chamber of Commerce (Philadelphia) stated that woman is an indispensable factor in the industries of to-day. "The woman in industry has been a ceritable revelation to me. It is necessary to employ women because the men whom the ~~complex companies~~ employment officers are furnishing at present seem to think that they have no responsibility except that of keeping the saloons and breweries from going out of business, and have gathered up enough money to enable them to contribute towards the support of these institutions contribute more than liberally and go somewhere else. Another reason why the employment of women has been so necessary is because they live in the neighborhood and the housing conditions are inadequate for a larhe influx of labor from outside." The speaker felt that the women were particularly adapted because of the delicacy of their touch to the making of certain classes of munitions."

The women are in groups of twelve ,with a forewoman, and no man is allowed to speak to a woman except in the presence of a forewoman.

Women in Industry

Board of Trade Labour Gazette. Dec. 1916. (p.448)

Work of the Women's County Agriculture Committees. ...In Salisbury waste land near the city has been acquired, and is being entirely worked in part-time shifts by women and girls. This land, which was a wilderness in the spring of this year, is now producing a good crop of potatoes, cabbages, and other vegetables.

The Survey. 38: 526-527. Sept. 15, 1917.

British Women entering Agriculture.--- So large and important has been the increase of women on the land that the English Board of Agriculture found it necessary in January, 1917, to organise a Women's Labour Department.... At the last census, in 1911, there were 120,000 women doing agricultural work in the United Kingdom, including seasonal workers. Between April, 1914, and April, 1917, there has been an increase of 44,500... The Government is now energetically promoting different methods of training women in agriculture. Besides agricultural colleges, comparatively few in number, there are 247 training centres and 140 farms registered as establishments for the instruction of women... The Agricultural Organization Society has created 125 farm women's clubs, misnamed "institutes," primarily for the purpose of cooperation in buying and in the use of modern appliances but incidentally also excellent means of mutual instruction and advice by lecturers sent on circuit. The Women's Labour Department of the Board of ~~Trade~~ Agriculture has organizing secretaries in each of ~~the~~ sixty counties and sixteen travelling inspectors...

Subject: Norfolk- Women and girls in industry- survey.

Norfolk (Va.) Virginian. Feb.14, 1918.-

Mrs. Paula Fuller Smith, cooperating with the Girls' and Women's Committee of the Camp Community Service of Norfolk, has begun a survey of the girls living in Norfolk. The city has been divided into districts, and two weeks allowed to make the classification. War conditions will govern largely the procedure that will immediately follow the survey. If conditions necessitate trade extension rooms where girls may perfect themselves during hours not employed will be provided.

Questionnaires sent to all employers of girls and every school in Norfolk. How many girls holding positions of enlisted men? How many girls holding positions created by war's demands on industry? How many more girls are employed now than were regularly employed in 1916? How many girls not living at their own homes? What positions are most difficult to fill? Etc.etc..etc.

Subject: Brooklyn- Women in industry- Brooklyn Rapid Transit Co.

New York Post. Feb. 8, 1918.- Article (second in series)
by a Woman Conductor.

Girls are in the transportation service chiefly for three reasons- because of the novelty, because of the high wages, and because of the "fresh air" claim. It pays more than most work for girls. You can make \$21 a week working seven days and overtime. We get 27 cents an hour. A run is ten hours, but you never get away with ten hours- never. For overtime you get the regular hourly rate, not time and a half. A lot of the girls come from the factories- box factories and clothing factories, and from the laundries. They imagine they are in the fresh air all day in this; they don't realize it is other people's breath they are breathing.

As a matter of fact, while we are getting the wage rate the men get here, men are leaving the service to go into other work where they can get higher pay now. There are so many extra girls that many of them only get two days a week. They report at 11 a.m., hang about until 3 p.m., then are told to go home, or have a short run. But no bonus.

The work is no work for any girl- it's a man's job. I don't mean because of the actual work. It's the conditions, the life, the hours, and the days. To be exact, I work from one o'clock in the afternoon until 3.35, and from 7.19 in the evening to 2.29 in the morning. More likely, I work until 6 with no more food. You must work overtime or be suspended.

The rest-room is not a fit place to spend your free time- not a clean place,

I go to bed at 4.30 in the morning, sleep six and one half hours, up again at 11, breakfast and go to work. This is the life seven days a week. You must appear for the seventh day. When you want to get off you write your request early in the week, but you don't always get off.

We pay \$4.50 for our uniforms, \$1.25 for the hats, and about \$2 for the shirts. Furnish our own top coats.

When I get home I feel as though I had no bones. It wracks you up so. I fall asleep oversupper most of the time.

I'd rather get \$11 a week and some home and social life. I never see my family. I never see my friends. I'm too tired to eat and I'm too tired to sleep. So what is the use of the money? The first girls to go into the service are now leaving- tired of it.

Of course the girls should organize- but they won't. They are afraid to say a word. Everything gets to the boss. And the company is mighty independent- there are so many girls.

Subject: Brooklyn- Women in industry- Brooklyn Rapid Transit

New York Call. Feb. 21, 1918.- (Article by the Call B. RT.
Investigator).

B. R. T. hires women because men fight wrong conditions. Labor unions protest and federal employment agencies charge ~~company~~ company with deliberately refusing men- investigator says women work 14 hours.

According to Mrs. Richards, of the U.S. Department of Labor, "New York women street car conductors are working 12 to 14 hours a day, undergoing a heavy strain, and under very unfavorable moral conditions."

"There is no need of women in men's places, in whatever capacity," Morris L. Ernst, head of the clearing house of employment bureaus said recently. "There is considerable unemployment among men who could well be used. Of course, there is to be considered the men themselves. The B. R. T. has earned sufficient bad will among them to justify them in refusing the jobs if they were asked."

(Replies given by company's officials are also presented in this article).

Subject: New York. Women in Industry. ✓

New York Herald. Feb. 20, 1918.

Two thousand women representing the Council of Jewish Women and the New York City Federation of Women's Clubs sent a telegram to Governor Whitman protesting against the Brown and Johnson Bills, which provide for the suspension during the war of all laws enacted for the protection of women employees.

Women in industry.

5. Russia.

Viestnik Vremennago Pravitelstva. Apr. 13, (26), 1917.

New openings to women.

Women will now be allowed to occupy, whether under civil service or on contract, the positions of superintendent of telephone stations, of post and telegraphy offices, their assistants, etc.

(Note. In Russia the telephone and telegraph lines are owned by the gov't.)
10/19/17 A. K.

Women in military

57 Russia.

Drafting of women physicians.

Russkii Viedomosti, May 9 (22), 1917, p. 46.

The Provisional Gov't decided

(1) To draft into military service all women physicians who were under 45 years of age on Jan. 1, 1917, and who are physically fit for service; those in a state of pregnancy and having children under 3 years old, whether these children come from a church or a civil marriage, are exempted.

(2) To appoint to service in gov't institutions of all kinds in the places of their residence those women-physicians who have children 3 to 16 years old.

(3) Women thus called to service are to receive the same rights, privileges and remuneration as men. Women teaching at medical schools are to be exempted if in the opinion of the faculty their absence may disturb the regular course of instruction.

(It is not stated what is to be done with women who have no children or whose children are over 16 years old.)

Women in Italy

5. Italy.

Women in agriculture.

Gazzetta Ufficiale, July 31, 1917, ministerial decreep. 3443.

Each woman who during the season of 1917 will show special industry or productivity in agriculture or in directing the agricultural work of others, and will be in this way substituting a man taken to the army, will be given by the minister of agriculture, a premium, consisting of a medal or money and a diploma.

Premiums will also be given to organizations which will make conspicuously good use of feminine labor in agriculture.

12/26/17 A. K.

Brookly, N. Y.-

Subject: / Women in industry- Brooklyn Rapid Transit Co.

New York Post, Feb. 27, 1918.- Article by Col. T. S. Williams, President of the Brooklyn Rapid Transit Company. (First of a series of five articles, written from five different points of view, dealing with the new industrial opportunities for women in America brought about by the change in labor conditions resulting from the war. The articles following will be (2) By a girl conductor, herself, as conductor; (3) By Peter J. Brady, president of the New York State Allied Printing Trades Council, as representative of union labor; (4) By Pauline Goldmark, of the National Consumers' League, as an authority on health in industries; (5) By Mary Van Kleeck, in charge of the Women's Division, Industrial Service Section, Ordnance Department, as a representative of the Federal Government.

Brooklyn Rapid Transit Co. was first transportation company in U. S. to employ women as guards on subway trains. Duties of this work are not onerous. In nearly all of the qualifications for the work the women were found to be the equal of men, and in some instances surpassed men-especially the type of men now seeking these positions. The initial experiment was so successful that it was extended to the position of conductors on surface cars, and to positions of porter ~~xxx~~ at stations and of car cleaners. Of course, women have been employed as ticket agents successfully for a great many years.

After three months experinece we are prepared to say that these women employees have absolutely made good. We have now 525 women so employed. Of this number, 300 are subway guards and 175 are surface railroad conductors. The consensus of opinion of the operating officers is that they are quicker in "breaking-in" than the average man; that they are not so anxious for days off; that they attend to their duties more faithfully and have fewer accidents; that they are anxious to learn and to hold their positions; that in collecting fares and passing signals they are on equality with the best male conductors; that they are more conscientious in registering fares, and that the rank and file of male employees are doing their best to help the women in making a success as train employees.

Female applicants for the positions must be over 21 years old, and preferably between 24 and 35; must be in good physical condition, weighing not more than 150 pounds; not under 5 feet 5 inches in height; have good eyesight and color sense*** Women employees are paid at exactly the same rates as the men- all of our rates being on a seniority basis. ~~xxx~~ On the surface lines they start at 27 cents an hour, are raised to 30 cents an hour in the second year, with increasingly larger rates to a maximum of 35 cents an hour. As subway guards, where the work is easier, they start at 24 cents an hour. with an increase each year to a maximum of 30 cents an hour. ***

Special accomodations for their comfort are provided at the car depots. The privileges of group insurance are open to women, and free medical service.

Women in army

5. Russia.

Substitution of men by women.

Rietch, Aug. 26, (Sept. 8) 1917, p. 4g.

The Provisional Gov't decided to employ women volunteers for guarding the railroads instead of men called to military service. (Practically all the railroads in Russia belong to the government) These women will have the same rights and privileges given to gov't servants as the men.

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11/16/18 A. K.

Subject: Women in industry.

New York Post, March 4, 1918. (Article by Pauline Goldmark of the National Consumers' League on Health, Women, and War Work. Conditions which obtain in the transportation, elevator, and messenger services and in the munition factories - The necessity for new legal safeguards becoming apparent)

Women are now working for the Interboro and Brooklyn Rapid Transit Co. as conductors on the surface cars and as guards in the subway. The pay is the same as that for men - the starting wage being 24 cents an hour and 27 cents an hour for conductors. Does this rate which women are receiving for street car work come up to the market rate for labor of this class. Pay on the street car and subway service has been conspicuously low considering the degree of intelligence and skill required. Wages have by no means caught up with the cost of living.

Although the transportation companies say that they are engaging women on account of the shortage of male labor the present shortage is questionable. It is the distribution rather than the scarcity of labor that is at fault. Objections to the employment of women on street cars are offered on the grounds of danger to health and morals. Constant standing necessary on the cars is injurious. The extension of working hours caused by the lay-offs between runs is a hardship. The legislature should pass new laws similar to those for women's work in factories and stores. So long as overcrowding of cars is permitted a car platform is undesirable place for a woman to work.

Hundreds of women are being recruited for munitions work. In the manufacture of smokeless powder in one important process women must inhale strong ether fumes for 8 hours a day, since adequate ventilation is impracticable. We have yet to work out the extraordinary health precautions which Great Britain has adopted.

As district messengers and elevator employees women are beginning. Both callings are altogether unsuitable for young girls on account of the impossibility of supervision. Girls under 16 are actually delivering telegrams, messages, and packages at houses of all kinds - some of these inevitably of doubtful character. It is horrifying that young girls should now be exposed to these influences when older men are available to act as messengers.

While women are operating elevators satisfactorily there are moral dangers in allowing young girls to remain on duty all night. Women have been found working 90 or 100 hours in a week and for an unbroken period of 18 hours once a fortnight, when the day and night shifts change - a record equalled only by the scandalously long hours of the canneries. Bills have been framed and should be passed to bar girls under 21 years of age from these occupations and to limit the hours of adult women.

Subject: Women in Industry.

Philadelphia Inquirer, Jan. 20, 1918.

An estimate which has been made based on surveys of fifteen States shows that 1,266,061 women are now engaged in essentially war industrial work. At the time the figures were compiled not less than 100,000 women were employed in munition factories alone.

United States: Women in Industry.

Fresno, Cal., Republican: Feb. 19, 1918. (Article on Many Women taking up man's work as patriotic duty)

Today in many American cities women street car conductors, flagmen, electricians, and others skilled laborers, baggage handlers, porters, and messengers are to be seen.

In Boston women motor cops are now on regular duty. In New York women letter carriers have been employed. In several Chicago department stores women floor walkers are at work. Throughout the United States women have enlisted in the Navy as clerks, while many railroads have made preparation for using them as clerks at such time as they will be needed. Several railroads now have women flagmen in service, the first to take the step being the Baltimore and Ohio. Women farmers have become numerous since the United States entered the war. In Hurst, Ill., the greater number of young men are now in France and the women are keeping the community running. The U. S. Internal Revenue Service has opened the way to women to become tax collectors.

Exclusive of the United States it is estimated that more than 13,000,000 are now engaged in war work. Of this number England alone furnishes 4,783,000 and France almost as many. Italy has already awarded 12,713 prizes to women workers on farms. Japan likewise is furnishing women war workers.

(Features of employment of women in European nations at war are given.)

United States-
Subject: / Women in industry.

Washington (D.C.) Star, Feb. 14, 1918.

The State of Massachusetts alone has from 8,000 to 10,000 more women workers than were employed before the war. The heaviest increase is reported in women textile workers.

Approximately 2,000 Oregon women are working in men's places, according to estimates by social workers. A majority of these women are in clerical positions, although the State has one woman blacksmith. Two brass finishers and many workers in gas filling stations are helping win the war for Oregon. Wooden box factories have drawn a large number of woman workers.

Montana has woman "News butchers" on trains, and they are making quite a success.

The State of Washington has a woman lineman.

In Pennsylvania, over 50,000 women have responded to the call to work. Besides these, the State officials estimate there are over 100,000 women in the State doing women's work who were not heretofore employed. ~~Several sections of the Pennsylvania railroad employ~~

Several sections of the Pennsylvania railroad employ women as track walkers. Railroad work has called many women in San Francisco, women practically replacing men as passenger coach cleaners, while many are working in the ~~St. Louis~~ Burlington shops at machine mending. Attempts to employ women on street cars in Kansas City were defeated.

From 3,000 to 5,000 women in St. Louis are doing work which before the war was done by men. They act as mail carriers, drive trucks, and work as conductors on street cars.

Dallas reports many woman postal clerks have taken the places of men. ~~Five hundred girls are working in the Cleveland and~~

Five hundred girls are working in the Cleveland and Loraine roundhouses, cleaning and mending locomotives.

Chicago's Council of Defense reports that the number of women doing men's work in that city is surprisingly small.

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Albany has 25 women working on bolt-cutting machines and sorting metals.

The District of Columbia has woman conductors, elevator operators, messengers and machinists. This does not include the thousands of women doing government work who have been lately called from all sections of the country.

Subject: New Jersey- Employment of women and girls in glass factories.

New Philadelphia (Ohio) Times.- Feb. 18, 1918.- For the first time in South Jersey where glass factories have flourished for more than a century, women and girls are being employed in this season's fire. One of the big companies at Bridgeton, N. J. was the first company to employ girls on an extended scale in its warehouse; now they are being employed at other big glass factories at Millville and Salem. Glassblowing is to be reserved entirely for the men and the automatic machines. Women are barred from it by rules of the Glassworkers' Union, besides several years of apprenticeship and considerable skill are required to make expert glassblowers. But women and girls are not debarred from taking the jobs formerly held by boys who snap-up and carry-in the bottles as they come from the blowers' molds. They also grind and polish the bottles. Both white and colored girls are employed.

Night +
day
runs

William Waddington, superintendent of the Bridgeton plant, says his company now employs 28 girls. Those on the day run work 8 1/2 hours a day and six hours a week, while those on the night run work five nights and are paid for a full week. The girls who work as "snappers-up" receive \$ 13 a week, while those who "carry-in" get \$ 11.50. The snapping-up and carrying-in are the principal tasks for the girls at this factory. They wear ~~blowmer~~ overalls. The carry-in girls take the bottles, hot from the molds, on ~~long-handled~~ long-handled carriers and place them in the lehrs, where they are tempered. In the course of a day a carrying-in girl handles thousands of bottles and walks several miles.

"I laughed at the idea of employing girls in a glass factory at first," said Superintendent Waddington. "Now that I have seen how it works out I believe it is a good thing. It is surprising, the difference that it has made in our shops. With the girls around, the men are more careful about their language. There is a lot of rough talk in most glass factories, but here the men are more careful."

Women in Industry

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Subject: United States, Women in Industry.

Patterson, N. J. Call. Jan. 26, 1918.

There are approximately 1,266,061 women in the United States engaged in industrial work which is either directly or indirectly necessary to carry on the war, according to an estimate based on surveys made in 15 states for the National League of Women's Service by Miss Marie L. Obexauer, with the sanction and assistance of the Dept. of Labor. It is estimated that the normal increase in the number of women employed in the industrial survey since the census of 1910 was 20 per cent. There were approximately 3,500 women employed in the munitions factories in 1910. By a conservative-conservative estimate the number is now 100,000. The women employed in industries necessary to the winning of the war are for the most part weaving, sewing and preserving food. As a way to help relieve the clothing shortage in the army the establishment in-the-army-the of community sewing places under government supervision is suggested.

Bethlehem, Pa.-
Subject: / Women in industry.

Philadelphia Press. Feb. 23, 1918.- Stanley Zweibel, director of industrial education in the shops at Bethlehem, in address before the National Society for the Promotion of Industrial Education at the Chamber of Commerce (Philadelphia) stated that woman is an indispensable factor in the industries of to-day. "The woman in industry has been a certible revelation to me. It is necessary to employ women because the men whom the ~~companies~~ employment officers are furnishing at present seem to think that they have no responsibility except that of keeping the saloons and breweries from going out of business, and have gathered up enough money to enable them to contribute towards the support of these institutions contribute more than liberally and go somewhere else. Another reason why the employment of women has been so necessary is because they live in the neighborhood and the housing conditions are inadequate for a large influx of labor from outside." The speaker felt that the women were particularly adapted because of the delicacy of their touch to the making of certain classes of munitions."

The women are in groups of twelve, with a forewoman, and no man is allowed to speak to a woman except in the presence of a forewoman.

Women in Industry

Subject: U.S.- Government training camps to train women for farm work.

Baltimore (Md.) Sun, Feb. 25, 1918.-

Washington, Feb. 25.- The United States may be forced to follow the example successfully worked out by England and establish large government controlled farm work training camps for women as an emergency plan for tilling every available acre to increase the food supply. Three government agencies are at work on the project.- the Department of Agriculture, Department of Labor, and the Council of National Defense. It has been decided to impose on the 2,000 county agents of the Department of Agriculture the task of ascertaining from farmers just how many women could be used for speeding up the food production. Mrs. Hilda M. Richards was placed in charge of the enrollment and distribution of voluntary women workers, and the women's committee of the Defense Council was placed in charge of the subsequent location of the prospective training camps with their state representatives allotted the task of supervising the conditions under which the women might work.

Brooklyn, N. Y.-

Subject: / Women in industry- Brooklyn Rapid Transit Co.

New York Post. Feb. 27. 1918.- Article by Col. T. S. Williams, President of the Brooklyn Rapid Transit Company. (First of a series of five articles, written from five different points of view, dealing with the new industrial opportunities for women in America brought about by the change in labor conditions resulting from the war. The articles following will be (2) By a girl conductor, herself, as conductor; (3) By Peter J. Brady, president of the New York State Allied Printing Trades Council, as representative of union labor; (4) By Pauline Goldmark, of the National Consumers' League, as an authority on health in industries; (5) By Mary Van Kleeck, in charge of the Women's Division, Industrial Service Section, Ordnance Department, as a representative of the Federal Government.

Brooklyn Rapid Transit Co. was first transportation company in U. S. to employ women as guards on subway trains. Duties of this work are not onerous. In nearly all of the qualifications for the work the women were found to be the equal of men, and in some instances surpassed men-especially the type of men now seeking these positions. The initial experiment was so successful that it was extended to the position of conductors on surface cars, and to positions of porter ~~xxx~~ at stations and of car cleaners. Of course, women have been employed as ticket agents successfully for a great many years.

After three months experience we are prepared to say that these women employees have absolutely made good. We have now 525 women so employed. Of this number, 300 are subway guards and 175 are surface railroad conductors. The consensus of opinion of the operating officers is that they are quicker in "breaking-in" than the average man; that they are not so anxious for days off; that they attend to their duties more faithfully and have fewer accidents; that they are anxious to learn and to hold their positions; that in collecting fares and passing signals they are on equality with the best male conductors; that they are more conscientious in registering fares, and that the rank and file of male employees are doing their best to help the women in making a success as train employees.

Female applicants for the positions must be over 21 years old, and preferably between 24 and 35; must be in good physical condition, weighing not more than 150 pounds; not under 5 feet 5 inches in height; have good eyesight and color sense*** Women employees are paid at exactly the same rates as the men- all of our rates being on a seniority basis. ~~xxx~~ On the surface lines they start at 27 cents an hour, are raised to 30 cents an hour in the second year, with increasingly larger rates to a maximum of 35 cents an hour. As subway guards, where the work is easier, they start at 24 cents an hour, with an increase each year to a maximum of 30 cents an hour. ***

Special accommodations for their comfort are provided at the car depots. The privileges of group insurance are open to women, and free medical service.

Subject: Brooklyn- Women in industry- Brooklyn Rapid Transit Co.

New York Post. Feb. 28, 1918.- Article (second in series)
by a Woman Conductor.

Girls are in the transportation service chiefly for three reasons- because of the novelty, because of the high wages, and because of the "fresh air" claim. It pays more than most work for girls. You can make \$21 a week working seven days and overtime. We get 27 cents an hour. A run is ten hours, but you never get away with ten hours- never. For overtime you get the regular hourly rate, not time and a half. A lot of the girls come from the factories- box factories and clothing factories, and from the laundries. They imagine they are in the fresh air all day in this; they don't realize it is other people's breath they are breathing.

As a matter of fact, while we are getting the wage rate the men get here, men are leaving the service to go into other work where they can get higher pay now. There are so many extra girls that many of them only get two days a week. They report at 11 a.m., hang about until 3 p.m., then are told to go home, or have a short run. But no bonus.

The work is no work for any girl- it's a man's job. I don't mean because of the actual work. It's the conditions, the life, the hours, and the days. To be exact, I work from one o'clock in the afternoon until 3.35, and from 7.19 in the evening to 2.29 in the morning. More likely, I work until 6 with no more food. You must work overtime or be suspended.

The rest-room is not a fit place to spend your free time- not a clean place.

I go to bed at 4.30 in the morning, sleep six and one half hours, up again at 11, breakfast and go to work. This is the life seven days a week. You must appear for the seventh day. When you want to get off you write your request early in the week, but you don't always get off.

We pay \$4.50 for our uniforms, \$1.25 for the hats, and about \$2 for the shirts. Furnish our own top coats.

When I get home I feel as though I had no bones. It wracks you up so. I fall asleep oversupper most of the time.

I'd rather get \$11 a week and some home and social life. I never see my family. I never see my friends. I'm too tired to eat and I'm too tired to sleep. So what is the use of the money? The first girls to go into the service are now leaving- tired of it.

Of course the girls should organize- but they won't. They are afraid to say a word. Everything gets to the boss. And the company is mighty independent- there are so many girls.

Subject: Brooklyn- Women in industry- Brooklyn Rapid Transit

New York Call. Feb. 21, 1918. (Article by the Call B. R. T. Investigator).

B. R. T. hires women because men fight wrong conditions. Labor unions protest and federal employment agencies charge company with deliberately refusing men- investigator says women work 14 hours.

According to Mrs. Richards, of the U.S. Department of Labor, "New York women street car conductors are working 12 to 14 hours a day, undergoing a heavy strain, and under very unfavorable moral conditions."

"There is no need of women in men's places, in whatever capacity," Morris L. Ernst, head of the clearing house of employment bureaus said recently. "There is considerable unemployment among men who could well be used. Of course, there is to be considered the men themselves. The B. R. T. has earned sufficient bad will among them to justify them in refusing the jobs if they were asked."

(Replies given by company's officials are also presented in this article).

Subject: Norfolk- Women and girls in industry- survey.

Norfolk (Va.) Virginian. Feb.14, 1918.-

Mrs. Paula Fuller Smith, cooperating with the Girls' and Women's Committee of the Camp Community Service of Norfolk, has begun a survey of the girls living in Norfolk. The city has been divided into districts, and two weeks allowed to make the classification. War conditions will govern largely the procedure that will immediately follow the survey. If conditions necessitate trade extension rooms where girls may perfect themselves during hours not employed will be provided.

Questionnaires sent to all employers of girls and every school in Norfolk. How many girls holding positions of enlisted men? How many girls holding positions created by war's demands on industry? How many more girls are employed now than were regularly employed in 1916? How many girls not living at their own homes? What positions are most difficult to fill? Etc.etc..etc.

United States-
Subject: / Women in industry.

Washington (D.C.) Star, Feb. 14, 1918.

The State of Massachusetts alone has from 8,000 to 10,000 more women workers than were employed before the war. The heaviest increase is reported in women textile workers.

Approximately 2,000 Oregon women are working in men's places, according to estimates by social workers. A majority of these women are in clerical positions, although the State has one woman blacksmith. Two brass finishers and many workers in gas filling stations are helping win the war for Oregon. Wooden box factories have drawn a large number of woman workers.

Montana has woman "News butchers" on trains, and they are making quite a success.

The State of Washington has a woman lineman.

In Pennsylvania, over 50,000 women have responded to the call to work. Besides these, the State officials estimate there are over 100,000 women in the State doing women's work who were not heretofore employed. ~~Some of these~~

Several sections of the Pennsylvania railroad employ women as track walkers. Railroad work has called many women in San Francisco, women practically replacing men as passenger coach cleaners, while many are working in the ~~Birmingham~~ Burlington shops at machine mending. Attempts to employ women on street cars in Kansas City were defeated.

From 3,000 to 5,000 women in St. Louis are doing work which before the war was done by men. They act as mail carriers, drive trucks, and work as conductors on street cars.

Dallas reports many woman postal clerks have taken the places of men. ~~Some of these~~

Five hundred girls are working in the Cleveland and Loraine roundhouses, cleaning and mending locomotives.

Chicago's Council of Defense reports that the number of women doing men's work in that city is surprisingly small.

New York has thousands of woman conductors, bell-hoppers, and elevator operators.

Albany has 25 women working on bolt-cutting machines and sorting metals.

The District of Columbia has woman conductors, elevator operators, messengers and machinists. This does not include the thousands of women doing government work who have been lately called from all sections of the country.

Subject: New York. Women in Industry.

New York Herald. Feb. 20, 1918.

Two thousand women representing the Council of Jewish Women and the New York City Federation of Women's Clubs sent a telegram to Governor Whitman protesting against the Brown and Johnson Bills, which provide for the suspension during the war of all laws enacted for the protection of women employees.

Subject: Women in industry.

New York Post, March 4, 1918. (Article by Pauline Goldmark of the National Consumers' League on Health, Women, and War Work. Conditions which obtain in the transportation, elevator, and messenger services and in the munition factories - The necessity for new legal safeguards becoming apparent)

Women are now working for the Interboro and Brooklyn Rapid Transit Co. as conductors on the surface cars and as guards in the subway. The pay is the same as that for men - the starting wage being 24 cents an hour and 27 cents an hour for conductors. Does this rate which women are receiving for street car work come up to the market rate for labor of this class. Pay on the street car and subway service has been conspicuously low considering the degree of intelligence and skill required. Wages have by no means caught up with the cost of living.

Although the transportation companies say that they are engaging women on account of the shortage of male labor the present shortage is questionable. It is the distribution rather than the scarcity of labor that is at fault. Objections to the employment of women on street cars are offered on the grounds of danger to health and morals. Constant standing necessary on the cars is injurious. The extension of working hours caused by the lay-offs between runs is a hardship. The legislature should pass new laws similar to those for women's work in factories and stores. So long as overcrowding of cars is permitted a car platform is undesirable place for a woman to work.

Hundreds of women are being recruited for munitions work. In the manufacture of smokeless powder in one important process women must inhale strong ether fumes for 8 hours a day, since adequate ventilation is impracticable. We have yet to work out the extraordinary health precautions which Great Britain has adopted.

As district messengers and elevator employees women are beginning. Both callings are altogether unsuitable for young girls on account of the impossibility of supervision. Girls under 16 are actually delivering telegrams, messages, and packages at houses of all kinds - some of these inevitably of doubtful character. It is horrifying that young girls should now be exposed to these influences when older men are available to act as messengers.

While women are operating elevators satisfactorily there are moral dangers in allowing young girls to remain on duty all night. Women have been found working 90 or 100 hours in a week and for an unbroken period of 18 hours once a fortnight, when the day and night shifts change - a record equalled only by the scandalously long hours of the canneries. Bills have been framed and should be passed to bar girls under 21 years of age from these occupations and to limit the hours of adult women.

Women in Industry.

Subject: Women in Industry.

Philadelphia Inquirer, Jan. 20, 1918.

An estimate which has been made based on surveys of fifteen States shows that 1,266,061 women are now engaged in essentially war industrial work. At the time the figures were compiled not less than 100,000 women were employed in munition factories alone.

United States: Women in Industry.

Fresno, Cal., Republican: Feb. 19, 1918. (Article on Many Women taking up man's work as patriotic duty)

Today in many American cities women street car conductors, flagmen, electricians, and others skilled laborers, baggage handlers, porters, and messengers are to be seen.

In Boston women motor cops are now on regular duty. In New York women letter carriers have been employed. In several Chicago department stores women floor walkers are at work. Throughout the United States women have enlisted in the Navy as clerks, while many railroads have made preparation for using them as clerks at such time as they will be needed. Several railroads now have women flagmen in service, the first to take the step being the Baltimore and Ohio. Women farmers have become numerous since the United States entered the war. In Hurst, Ill., the greater number of young men are now in France and the women are keeping the community running. The U. S. Internal Revenue Service has opened the way to women to become tax collectors.

Exclusive of the United States it is estimated that more than 13,000,000 are now engaged in war work. Of this number England alone furnishes 4,783,000 and France almost as many. Italy has already awarded 12,713 prizes to women workers on farms. Japan likewise is furnishing women war workers.

(Features of employment of women in European nations at war are given.)

Women in Industry - Delaware.

Wilmington, Del., News. Feb. 14, 1918.

Miss Isabel Stevenson inspector under the 10-hour law for women has submitted to the Delaware State Board of Health the Annual report of the consumer's league of Delaware. "The great industrial changes wrought by the war have necessarily come to our state and there is an element of unrest and uncertainty among many of the women workers. The changes here however have been moderate when compared with many of the neighboring States. It has been the policy of the inspectors to maintain the standards existing before the declaration of war. The increase in the number of women employed exclusive of the increase due to the new establishments of the amended law is not appreciable. *** Women are gradually assuming men's places *** in some instances they are receiving equal pay for so called equal work. But in the majority of cases the pay is less, so based by the employer because their potential ability to produce equal work is less. In many cases the work now being done by women differs little from the kind of work to which they are accustomed. There are exceptions however, where women are engaged in work which was formally done by men only and where they are supplementing men in skilled labor, such as operating circular saws, drilled machines and boiler shops, sharpening tools, and clerical work of all kinds for the railroads."

"Women have always taken boys' places as the boys have followed to more remunerative trades at the ship building plants, as for example folding down cloth in a bleaching vat in cotton mills."

"Realizing that the war will make greater demands on our women in industry certain resolutions were passed by the commission with the hope of preventing unnecessary strain, illness, or accidents to our women during these abnormal times. A letter was sent to our manufacturers urging the use of tight caps and bloomers or overalls in cases where the women employees were working near or at running machinery and exposed belts. Another letter was sent to the physicians of the State asking their cooperation by notifying the commission of any cases of illness among their women patients which they considered due to industrial conditions or strain."

Women's Hour in Industry

Subject: New York State proposed 8-hour law for women and minors.

New York American, Feb. 18, 1918.

Women and minors are prohibited from working more than 8 hours a day or 48 hours a week by a bill to be introduced at Albany today by Senator Lockwood. Discussing the bill Sen. Lockwood said: "I regard this bill as an essential patriotic measure to keep our output and to safeguard our women during these war times when they are entering industry in such unparalleled numbers. The bill is distinctly a war measure and is in direct opposition to the bill introduced by senator Brown. The purpose of this bill is three fold: To maintain output in both quality and quantity; to protect women workers against illness and undue fatigue resulting from long hours; and to avoid the disorganizing effects of long hours on the family and home life of the workers and on the executive forces of the plants. We must not overlook the fact that we are dependent on the health and vigor of these women to replenish our manhood, depletion of which must be a tragic result of this war. Senator Brown's bill would enable the unpatriotic profiteers of this country to use these very women for their own selfish purposes. Regardlessly."

Women in Industry

5. A.

Occupation	:No. of females: :employed in :July, 1914	:Increase(+) :or decrease(-) :in employ- :ment of females :since July, 1914.	:Direct replacement of men :by women
	: Numbers	:% of those :empl.in :July, '14:	: Numbers : % of those 1/ :employed in :July, 1914
Industries, excl. gov't establish.	: 2,184,000	:+ 453,000	:+ 20.7: 438,000 : 20.1
Gov't establishments	: 2,000	:+ 198,000	:+ 9,404.9: 187,000 : 8,926.0
Agriculture in Gr. Britain permanent	: 80,000	: ----	:+ 0.2: 32,000 : 40.3
Transport	: 19,000	:+ 62,000	:+ 325.4: 64,000 : 338.7
Finance and banking	: 9,500	:+ 50,000	:+ 526.2: 48,000 : 505.5
Commerce	: 496,000	:+ 307,000	:+ 61.9: 308,000 : 62.0
Professions	: 67,500	:+ 21,000	:+ 31.2: 20,000 : 29.4
Hotels, public houses, theatres, etc.	: 176,000	:+ 13,000	:+ 7.4: 35,000 : 19.8
Civil Service	: 66,000	:+ 89,000	:+ 134.9: 83,000 : 126.5
Local Govt	: 198,000	:+ 47,000	:+ 23.9: 41,000 : 20.7
Totals	: 3,298,000	: 1,240,000	:+ 37.6: 1,256,000 : 38.1

These figures show the situation in April, 1917.

1/ Women.

10/30/17 A. K.

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Gov't establishments	: 2,000	:+ 198,000	:+ 9,404.9:	187,000	: 8,926.0
Agriculture in Gr. Britain permanent	: 80,000	: ----	:+ 0.2:	32,000	: 40.3
Transport	: 19,000	:+ 62,000	:+ 325.4:	64,000	: 338.7
Finance and banking	: 9,500	:+ 50,000	:+ 526.2:	48,000	: 505.5
Commerce	: 496,000	:+ 307,000	:+ 61.9:	308,000	: 62.0
Professions	: 67,500	:+ 21,000	:+ 31.2:	20,000	: 29.4
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Local Govt	: 198,000	:+ 47,000	:+ 23.9:	41,000 ^π	: 20.7
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1/ Women.

10/30/17 A. K.

Women in Industry

U

5. Great Britain.

Equal pay for equal work in Scotland.

Christian Science Monitor, Sept. 20, 1917.

The "Special Tribunal, appointed under the Munitions of War Amendment Act., 1916, found that the "women replacing men as crane drivers in Messers W. Beardmore's Forge, can, after a fortnight's experience, undertake the whole of the work formerly done by men and perform it" equally well, and it, therefore, granted to women the wages paid to men for the same work.

10/23/17 A. K.

Subject:- U. S. Women in Industry.
(The Boston Traveler. March 13, 1918.)

By Pauline Goldmark. Of the National Consumers' League.
(Fourth of a series of articles, copyrighted by the New York Evening Post, written from different points of view dealing with the new industrial opportunities for women in America brought about by the change in labor conditions resulting from the war. The first article gave the employer's viewpoint, the second was the viewpoint of a woman conductor, the third by a labor leader.)

"Our women are performing a genuine patriotic service," says Mr. Shonts in one of his recent homilies on efficiency and social manners. These exhortations, as the traveling public knows, have ranged from advising on the proper way to fold one's newspaper to the cost of a ten-car train. The employment of women on New York street cars, to which Mr. Shonts now calls attention, for the first time, is a new and important factor. Women as conductors are an innovation which may well interest the public. Whether, however, they are really performing a patriotic service in releasing man power for work on war supplies, or whether there are other reasons for the change, is a debatable subject.

Widening of women's sphere of usefulness is in itself a welcome sign. There are many lines of work eminently fitting but long denied to women in their competition with men. The new industrial dangers must, however, be realized and proper conditions of work made possible if we are now to reap the benefits of the new opportunities.

Wages Attract. Women are now working for the Interborough and Brooklyn Rapid Transit Companies as conductors on the surface cars and as guards in the subway. The companies assert that they work on equal terms with men, since the pay is the same- the starting wage being 24 cents an hour for guards and 27 cents an hour for conductors. Women are attracted by these wages, which are undeniably higher than in many other occupations employing women only, for women's pay is notoriously lower than men's.

This, indeed, is the reason why the laboring man views askance the introduction of women into new fields and fears the consequent undercutting of his wage scale. Hence the question at once arises: Does this rate which women are receiving for street-car work come up to the market rate for labor of this class?

Employers are now recognizing that wages even for unskilled labor have risen to a new high-water mark. In many parts of the country the rate has now reached 37 1/2 cents an hour. Pay on the street-car and subway service has long been conspicuously low, considering the degree of intelligence and skill required.

Shortage Questionable. Although an increase of one cent an hour was recently put into effect in New York city, wages have by no means caught up with the steadily climbing cost of living. After six years of service, a conductor of the Brooklyn Rapid Transit Company reaches the sum of 35 cents an hour.

The transportation companies say that they are engaging women on ~~an~~ account of the shortage of male labor. But the amount of this shortage is at present questionable. While there is undeniably a strong demand for highly skilled workers with technical training, it is coming to be recognized, so far as the unskilled or semi-unskilled are concerned that it is the distribution rather than the scarcity of labor that is at fault.

At the recent industrial safety conference at Syracuse, Mr. Charles Barnes, director of the New York State Employment Bureau, warned against the tendency among some manufacturers to replace their male employees to cover so-called shortage of labor, stating that "there are in this country enough human beings potentially capable of doing all the work required without materially increasing our number of women workers."

Upon investigating the alleged labor scarcity, Mr. Barnes found that it was due in part to the difficulty of obtaining "trained workers in technical lines," or "husky laborers to do work calling for strong physique and endurance," but that, on the other hand, some employers were unable to secure help because they "are offering too low wages, often coupled with long hours and bad working conditions."

As Mr. Barnes indicates ~~at~~ at the close, it is exploitation of women, in place of men, that should be prevented. Women should not be allowed, solely because they are cheaper workers, to undercut men's wages and crowd them out of an occupation. By accepting such conditions, we will lower standards of living with evil effects both for ourselves and all other wage-earners.

Thus in considering women in the transportation service, it is obviously important to make clear the reasons for employing them. If the companies find them more amenable to their management and likely in the long run to accept a lower wage, let us face this economic change, and let us not confuse the issue by invoking the fine name of patriotism.

Work on the cars, apart from the extreme cold and exposure of the winter months, has certain obvious advantages over employment in factories and stores, and the novelty and excitement of this new opportunity, as well as the higher pay, are an attraction to the women. But from the point of view of health, it is necessary to inquire carefully into the possible risks or dangers. The transportation facilities must be kept in continuous operation, and women are found on the night runs.

One of the recent cold winter nights, when the thermometer hovered about zero, a woman conductor on one of the suburban lines - a slight girl barely 21 years old - explained that her run ended at one of the barns near Fiftieth Street at 2 o'clock in the morning. She would then start for her home in the upper Bronx region, several blocks distant from any car line. This girl is not an isolated example. All the women in the service have to take their turn on these runs.

Night work for women, owing to the lack of sleep and sunlight which it entails, has long been recognized as detrimental to health. Night work in New York factories has been forbidden by law for years. Exactly the same reasons which led to prohibiting night work in factories hold good for the transportation service. In fact, the danger to morals, which was one reason for adopting the law, is probably far greater for girls in this service than in any other occupation. They have charge of the city at times when the restraints of society are most relaxed. They are exposed to risk of insult and assault in returning to their homes during the small hours of the night.

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complaint, is the extension of working hours caused by the lay-offs between runs. While a woman may actually be on the cars only nine hours a day, yet the period between beginning work and ending work is often 14 hours. It is easy to say that the time off should not be counted as work, but, as everyone knows, an hour's or two hours' lay-off at a barn can hardly be used for anything but waiting for the next run.

It is not strange that the labor laws do not cover women on the street cars where they have so recently appeared. But even this brief experience shows the need of securing new laws at the present session of the legislature paralleling the provisions regulating women's work in factories and stores, which assure a weekly day of rest, daily or weekly limitation of hours and prohibition of night work.

By such restrictions the advantages afforded in the service may be secured and the more obvious risks to health lessened. But it can never be made desirable so long as the present dangerous overcrowding of cars is permitted. To see the women conductors trying to cope with the crowds at rush hours may dispell the idea that this new work is a release from nerve-wearing industrial occupations. The public service commission has never taken any effective steps to stop the overcrowding of the cars, although it is empowered by law to make the companies provide proper service. So long as it allows this nuisance to continue it is hardly conceivable that a car platform will be a desirable place for a woman to work.

The war industries are most in need of women's labor at the present time. In some of the smaller centres it is proving very difficult to secure the needed thousands since there are no housing facilities for new workers even if they could be imported. In some places an interesting effort is being made to call out the hitherto unused woman power of the community. Hundreds are being recruited in this fashion from among school teachers, governesses and farmers' daughters, and given an opportunity in this way to earn higher wages than they ever had before. They are well fitted to act as inspectors, as the work consists chiefly of careful measurement and the detection of blemishes.

Replacement by women during recent months has been going on steadily in two other fields, the district messengers and elevator service. Both callings are altogether unsuitable for young girls on account of the impossibility of supervision while they are on duty. Girls under 16 years of age are actually delivering telegrams, messages, and packages at houses of all kinds - some of these inevitably of doubtful character. The deteriorating effects of life in messenger service has long been known in the case of messenger boys. There is undoubted evidence that their standards of morality are the lowest found in any set of industrial workers. It is horrifying that young girls should now be exposed to these influences, when older men who are superannuated for other work are available in every locality to act as messengers.

The avenues of woman's activity above described are only a few of the recent changes. While so far the substitution for men has been largely experimental and preparatory for future needs, it is believed in many quarters that the changes will now come with kaleidoscopic rapidity.

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chinery if a skilled machinist is at hand to set the gauges, make repaired, etc. In England this so-called "dilution" of skilled labor has been a stern necessity of the war not only for making munitions, but in every process of modern manufacture.

Here in the United States not more than 5 per cent of the male wage-earning populations has been withdrawn from industry by the draft and has left possible for us to act wisely in the use of the new labor supply provided by the women and to save the waste which follows overwork and exploitation. On account of New York's importance as an industrial State, the new legislation which is now being sought here is of more than local importance in promoting the industrial efficiency of the nation.

Subject:- U. S. Women in Industry.
(The Boston Traveler. March 13, 1918.)

By Pauline Goldmark. Of the National Consumers' League.
(Fourth of a series of articles, copyrighted by the New York Evening Post, written from different points of view dealing with the new industrial opportunities for women in America brought about by the change in labor conditions resulting from the war. The first article gave the employer's viewpoint, the second was the viewpoint of a woman conductor, the third by a labor leader.)

"Our women are performing a genuine patriotic service," says Mr. Shonts in one of his recent homilies on efficiency and social manners. These exhortations, as the traveling public knows, have ranged from advising on the proper way to fold one's newspaper to the cost of a ten-car train. The employment of women on New York street cars, to which Mr. Shonts now calls attention, for the first time, is a new and important factor. Women as conductors are an innovation which may well interest the public. Whether, however, they are really performing a patriotic service in releasing man power for work on war supplies, or whether there are other reasons for the change, is a debatable subject.

Widening of women's sphere of usefulness is in itself a welcome sign. There are many lines of work eminently fitting but long denied to women in their competition with men. The new industrial dangers must, however, be realized and proper conditions of work made possible if we are now to reap the benefits of the new opportunities.

Wages Attract. Women are now working for the Interborough and Brooklyn Rapid Transit Companies as conductors on the surface cars and as guards in the subway. The companies assert that they work on equal terms with men, since the pay is the same- the starting wage being 24 cents an hour for guards and 27 cents an hour for conductors. Women are attracted by these wages, which are undeniably higher than in many other occupations employing women only, for women's pay is notoriously lower than men's.

This, indeed, is the reason why the laboring man views askance the introduction of women into new fields and fears the consequent undercutting of his wage scale. Hence the question at once arises: Does this rate which women are receiving for street-car work come up to the market rate for labor of this class?

Employers are now recognizing that wages even for unskilled labor have risen to a new high-water mark. In many parts of the country the rate has now reached 37 1/2 cents an hour. Pay on the street-car and subway service has long been conspicuously low, considering the degree of intelligence and skill required.

Shortage Questionable. Although an increase of one cent an hour was recently put into effect in New York city, wages have by no means caught up with the steadily climbing cost of living. After six years of service, a conductor of the Brooklyn Rapid Transit Company reaches the sum of 35 cents an hour.

The transportation companies say that they are engaging women on account of the shortage of male labor. But the amount of this shortage is at present questionable. While there is undeniably a strong demand for highly skilled workers with technical training, it is coming to be recognized, so far as the unskilled or semi-unskilled are concerned that it is the distribution rather than the scarcity of labor that is at fault.

At the recent industrial safety conference at Syracuse, Mr. Charles Barnes, director of the New York State Employment Bureau, warned against the tendency among some manufacturers to replace their male employees to cover so-called shortage of labor, stating that "there are in this country enough human beings potentially capable of doing all the work required without materially increasing our number of women workers."

Upon investigating the alleged labor scarcity, Mr. Barnes found that it was due in part to the difficulty of obtaining "trained workers in technical lines," or "husky laborers to do work calling for strong physique and endurance," but that, on the other hand, some employers were unable to secure help because they "are offering too low wages, often coupled with long hours and bad working conditions."

As Mr. Barnes indicates at the close, it is exploitation of women, in place of men, that should be prevented. Women should not be allowed, solely because they are cheaper workers, to undercut men's wages and crowd them out of an occupation. By accepting such conditions, they will lower standards of living with evil effects both for themselves and all other wage-earners.

Thus in considering women in the transportation service, it is obviously important to make clear the reasons for employing them. If the companies find them more amenable to their management and likely in the long run to accept a lower wage, let us face this economic change, and let us not confuse the issue by invoking the fine name of patriotism.

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Subject: U. S.-- Women in Industry. (Agriculture).

Topeka State Journal. March 9, 1918.--

Women as Farm Laborers. By Frederic J. Haskin.

Washington, March 6.-- A "Woman's Land Army" has recently been organized in New York State with a view of relieving the farm labor shortage anticipated this season. The women of this army are to be organized into gangs of about ten members each, which, under the direction of a supervising manager will go from farm to farm in the fruit-growing and truck-farming sections of the eastern states and help the farmers harvest their crops. There is one condition attached to this feminine aid however. The women must be guaranteed suitable living accommodations.

This is the first movement to substitute women for male laborers on the farms of this country, and has brought forth a wide diversity of opinion as to the merits of woman farm labor.

Inevitably, there will be a great scarcity of labor on the farms this year. No special exemptions from the draft have been made in the case of farmers, while the high wages prevailing in industry are drawing more and more men away from agriculture. Still, the popular tendency seems to be to solve the problem in some other way than by the substitution of women.

Prof. W. J. Spillman, formerly farm management expert of the department of agriculture, now at Cornell University is of the opinion that female labor could be used on the farms with good results. "This season I expect to see at least 30,000 women taking the places of men on farms," he predicted a short time ago. "It is estimated that nearly 40 per cent of the young men drafted will come from the farms. Male labor is already scarce. Women will be needed to help harvest the crops."

On the other hand, other authorities are emphatic in their opposition to such a measure. Miss Helen W. Atwater of the Department of Agriculture and a member of the Woman's Committee of the Council of National Defense declares that the substitution of women for men on the farms would not only be an unnecessary but a tremendously expensive answer to the labor scarcity problem.

"We have not yet reached the point where such a measure is essential," she asserts. "In England it is, even though it costs as much to place a woman in the agricultural field in England as it does to send a soldier to the front."

In the first place, Miss Atwater says, women are not born farm laborers--they have to be trained. In England, for instance, they have to be taught to milk cows, to handle farm implements, and to do the the special tedious work of the dairies-- all of which takes some time. Six months of training are not enough, in some cases, to convert a woman urbanite into a farmer.

In the second place, living conditions on American farms are usually anything but compatible with the needs of women laborers. At most farms when the hired hands arrive in the busy farming season, they are compelled, in the popular phrase of the street, "to shift for themselves." The farmer's wife does not get out her best silverware and china and linen sheets to welcome them. She works from morning to night preparing their food, but that is about all she can do. The laborers sleep in the barn, in the hay mow or in hastily constructed beds of hay and blankets.

Ask the average farmer's wife to house a gang of ten women workers, and she would most likely collapse on the floor. "The only thing you could do," said Miss Atwater, "would be to build or rent temporary accommodations for the women workers, and one woman would have to be taken along as housekeeper, to take care of the cooking, laundry and other necessary factors of existence."

This is ~~unusually~~ somewhat the plan that the new women's land army of New York State has in mind. They believe that training women for agriculture is a more useful occupation than training them to shoot, and that when the time comes—when the actual scarcity of labor is being felt—suitable living conditions for the women workers will be forthcoming either from the farmers themselves or in the way of subscriptions to be used in the erection of sleeping quarters.

In Great Britain, where the employment of women on the farms has long since been accepted as a necessary war measure, classes in milking, cheese-making, poultry feeding and light farm work are a feature of every village, town and estate. Local farmers, as a matter of patriotic duty, have loaned their cows and horses for such instruction; the agricultural colleges board women farm students in their dormitories, and courses of farm instruction are now offered by numerous counties.

The United States at present is not in imminent danger of being reduced to the difficulties in which Great Britain found herself in the spring of 1916, but we should take care not to make the same mistake. Apparently, the German U-boat maneuvers were not anticipated at the beginning of the war, for England let her food production diminish to an alarmingly small output before she realized her danger. The whole country became aroused. The soil, much of which had lain idle, had to be treated and other remedies instituted before food production could be restored to a normal basis.

Since the majority of the nation's farm hands had been sent to the trenches, there was nothing to do but ask the women to come to the rescue. Women of leisure, who had never done anything more strenuous than to knit stockings and caps for soldiers, enlisted for farm work along with women workers of the cities—milliners, shop girls, and domestics.

But, at first, this voluntary aid was not appreciated by English farmers. They were dubious about hiring girls who had never seen a cow, who did not know beets from carrots, and who could not handle horses. So the government offered to train the girls. A girl was sent to a certain farm, where she had to agree to remain for eight weeks. For the first four weeks, regarded as a period of instruction, she was paid ten shillings per week by the government. After that, the farmers paid the wages, since it was assumed that by that time the girl would begin to earn it.

The other plan adopted was that of the so-called farm gang, such as the Woman's Land Army of New York has in mind, in which several girls under a leader travel about the country from one farm to another helping with the various harvests. Sometimes they pick strawberries on one farm; milk cows on another; work in the fields of yet another; and then end the season by harvesting hops.

Many of the women in these gangs go from a life of gentle leisure to one of considerable hardship. A day's program is apt to consist of breakfast at half-past five in the morning; picking strawberries until noon; a short interval in which a small "snack" is eaten; then an afternoon of cleaning stables, churning butter, and milking cows, and bed immediately after supper.

Physically, it does not seem to hurt the women, according

to British reports, although this statement has been challenged by medical authorities who claim to have investigated the matter. Thousands of European women are suffering from injuries received in industrial occupations that are altogether beyond their strength, is the assertion of these investigators. Women farm laborers, for instance, have been injured by lifting heavy weights.

While light farm work would seem to be a healthy occupation for women, the tendency is to disparage it as a feminine pursuit in this country. A movement has already been started to prevent women from entering industries requiring a man's strength, and in the opinion of many people farm work is distinctly in this category. Let the women take the office jobs and release the men for the heavy work, is the plea of the experts.

Subject:- U. S.- Women In Industry.

Jamestown (N. Y). Journal. March 11, 1918.-

How She has Changed. Amazing Results of the Demand for Women Workers in the Mechanical Trades and Occupations, and Some of the Actual War-time Signs of Eve's quick Adjustment to Change. By Ethel Thurston. (Newspaper Feature Service, 1917).

With one great, decisive blow, war has struck off the fetters of tradition which have bound woman and has cast her bodily into the ocean of life to sink or swim. That she is not going to sink, but has boldly struck out for ~~the~~ country and for self, is clearly shown in the fine, patriotic example ~~that~~ set by American women in their enthusiastic response given everywhere when the United States entered the war.

As the war clouds were gathering, and even months before the actual declaration of war against Germany, 10,000,000 American women had offered their services to the Government in case of sudden national need. And, now that America is actually at war, woman's ability and feminine preparedness may be looked upon as the country's first line of defense.

"The women of America," says Secretary Lane, "can and are doing a good 50 per cent in fighting the war by conserving food and encouraging patriotism among the men." But American women evidently are not satisfied with working on such a 50 per cent basis as suggested by Secretary Lane. They are not limiting themselves to conserving food and inspiring patriotism among men. No indeed. For they are now not only mobilized and trained, millions of them, to take the places of men in any occupation, but even are ready actually to FIGHT.

If you wish evidence to what extent war is enlarging woman's sphere, consult the records of the National Aid Society, whose headquarters are in New York City. On the society's lists are women who have taken the places of men called to the colors, and are working as farmers, printers, engineers, telegraphers, and policewomen. Under the head of "Agriculture," the society has listed women who do gardening, farming, dairy work, orchard and nursery work, and poultry raising. For transportation service, there are women who act as ticket agents, conductors, station masters, operators of motor boats, motorcycles, motor cars, and drivers of horses. Other women have turned bakers, cooks, tailors, painters, munition makers, managers and superintendents, munitions and factory workers, and even railroad women and blacksmiths,

Under "personal and domestic service," the feminine reserve includes women who care for children, do housework, laundry work, act as janitrasses, as hotel keepers and managers, readers, letter writers, instructors of the blind and maimed and make surgical dressings. Still other women are nurses, physicians, pharmacists, teachers, engineers, lecturers, dietitians, chiropradists, dentists, photographers, postmistresses, mail carriers, chauffers, aviators, and wireless operators.

An organization of a different character is the International Order of Military Women, of which Gen. J. Hungerford Milbank, who is a woman, is founder and commanding officer. Its membership is country-wide. Its women have received military training calculated to fit them for actual home defense.

***The change that war has brought about has been to turn adie millions of women from being wives and mothers and give them interesting and worth-while labor, with which they have heretofore had no connection, especially in the mechanical trades and occupations.

Their feailer bodies have successfully resisted the strain of iron works. Their tender hands have become calloused with the rough work of making munitions, farming, blacksmithing and railroading. Truly, the American woman in war is a type of feminine efficiency and willingness.

American women are not only doing the work of men called away to war, but they are doing it in the same kind of clothes, working in factories, munitions plants, railroad yards and wharves.

Girls from the different clerical departments of the Bush Terminal in New York City, for example, are working as long-shoremen. They wear blue overalls, jumpers and black caps and look very fit. Stenographers in the traffic department are also trained to run electric engines and trucks.

The railroads and street car systems are utilizing the services of women in men's positions, even in manual labor of the heaviest sort in the repair shops and roundhouses. Women are also acting as engineers, firemen, and "flagmen" at street crossings.

Subject: Women in Industry.
(Washington Star, March 21, 1918).

**Tinker Will Employ Girls
at Columbus Base Ball Park**

COLUMBUS, Ohio, March 21.—
Joe Tinker, manager of the local club of the American Association, has decided to set a real patriotic pace for promoters of this sport. The old shortstop star of the famous Cubs announced today that male help would be dispensed with at the ball park this year. Ticket takers, change makers, ushers, peanut vendors, score card sellers, sandwich makers, scoreboard operators and the like will all be recruited from the fair sex. Women and girls will take the places formerly held by men and boys, so that the man labor of Columbus may be spared to sterner work relative to winning the war.

Women in Industry

5. Italy.

Women in agriculture.

Gazetta Ufficiale, July 31, 1917, ministerial decree p. 3443. Each woman who during the season of 1917 will show special industry or productivity in agriculture or in directing the agricultural work of others, and will be in this way substituting a man taken to the army, will be given by the ministry of agriculture, a premium, consisting of a medal or money, and a diploma.

Premiums will also be given to organizations which will make conspicuously good use of feminine labor in agriculture.

12/26/17 A. K.

Women in Essex

C

5. Gr. Britain.

Women in agriculture, Christian Science Monitor, Sept. 29, 1917, p. 6, C.

The Essex War Agricultural Ass'n apparently has for its purpose to train women for farm work and to place them on farms. In spite of many difficulties 5,000 women had been placed on the land (apparently since the formation of the ass'n) and had proved themselves equal to the task.

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10/22/17. A. K.

women munitions

5. England.

Trade union advisory committee.

Manchester Guardian, November, 19, 1917, p. 8 c.

"A Woman's Trade Union Advisory Committee, consisting of representatives of the trade unions which comprise women members, has been formed at the request of the Ministry of Munitions. The Committee is analogous to the Committee set up by Mr. Churchill some months ago to advise on matters concerning men and work, and it is proposed to refer to it all questions affecting the employment of women on the production of munitions. It is to be understood, however, that the work of the new Committee will not overlap that already done by the Women's Wages' Tribunal."

1/29/48. A. K.

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Women in Industry

5. Great Britain.

Extension of the employment of women.

The Labour Gazette, August, 1917, p. 274.

"The following figures are based on returns made by employers to the Industrial (War Inquirer) Branch of the Board of Trade; they relate to employed persons only, excluding home workers."

Since the war about 1,240,000 additional females, or 37.6 % of the number employed in July, 1914, have been drawn into various occupations. These figures do not represent the net increase, since casual agricultural laborers, domestic servants, and women employed in very small workshops and workrooms in the dressmaking trade are excluded, as well as women at work in the military, naval and Red Cross Hospitals. In the last class there has been an increase equal to 36,000 full-time workers.

~~(See next sheet.)~~

Women in ind

5. Great Britain.

Advance of women's wages.

Christian Science Monitor, ESept. 6, 1917, p. 7 C.

The Ministry of Munitions has announced advances in the wages of all women and girls employed on munitions work in "controlled establishments" and in uncontrolled establishments to which orders of the ministry regulating women's wages have already been applied." Women of 18 yrs. and over will receive an advance of 2s. 6d. per week and girls under 18 an advance of 1s. 3d. per week. Both time and piece workers are included. Controlled establishments in Ireland also come under the order. The Ministry is considering the case of "uncontrolled establishments" employing women on munition work, with a view to seeing whether its powers with respect to wages of women can be exercised there.

These advances are intended to meet the increased cost of livings, and are the result of representations made by trade unions to the special arbitration tribunal constituted under the 1916 munitions Act. The weekly wages of women munition workers range from a minimum of 22s. 6d. up to 4 and 5 pounds in a few exceptional cases.

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10/27/18 A. K.

Women's Work

5? Russia.

Drafting of women physicians.

Russkiiia Viedomosti, May 9 (22), 1917, p. 46.

The Provisional Gov't decided

(1) To draft into military service all women physicians who were under 45 years of age on Jan. 1, 1917, and who are physically fit for service; those in a state of pregnancy and having children under 3 years old, whether these children come from a church or a civil marriage, are exempted.

(2) To appoint to service in gov't institutions of all kinds in the places of their residence those women-physicians who have children 3 to 16 years old.

(3) Women thus called to service are to receive the same rights, privileges and remuneration as men. Women teaching at medical schools are to be exempted if in the opinion of the faculty their absence may disturb the regular course of instruction.

(It is not stated what is to be done with women who have no children or whose children are over 16 years old.)

Women in land

5. Gr. Britain

Women in agriculture, Christian Science Monitor, Sep. 29, 1917, p. 6 C.

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... The demand for female labour in agriculture during 1915 was not very great and a large number of girls who offered to take up such work failed to find employment. ... and the women who received short training were able, as a rule, to secure work. But the too prevalent idea that girls had only to signify their willingness to work on the land to be eagerly snapped up by farmers was not in accordance with facts.... The increased shortage of male labour during the present year (1916) and the new Military Service Act have produced a different state of affairs.... Signs are not wanting of attempts to improve the agricultural education of our village girls. The Agricultural Education Conference which was constituted by the Board of Agriculture in November 1913 published a Report in August, 1915, in which the adoption is advocated of some system in our village schools which "will bring home to every country girl the advantages of agricultural education." It further recommends that "a regular ladder should be provided by which girls of exceptional ability can proceed to farm schools and institutes." If such schemes were put into practice it may be hoped that the girls thus taught from an early age the importance and advantages of agriculture may grow up into useful and efficient helpmates to their husbands and brothers engaged in farming, even if they do not become small-holders themselves.

...(Recommendation). 5. That the wives and daughters of farmers should be trained to take their share in the professional responsibilities of agriculture.

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Yorkshire Observer - 9/28/18

DR. SALEEBY'S STRONG WORDS ON
BRADFORD MOTHERS.

Speaking at a baby week conference at Preston yesterday, Dr. Saleeby had some strong words to say about Bradford mothers. He said that even in a poor house a good mother could make a healthy home for her child, for in county Roscommon, in poverty and comparative ignorance, the infantile death-rate was only 36 per thousand, while in Bradford, passing through a boom time of unprecedented prosperity and with a municipality which lavished money on infant welfare and mothercraft, the infantile mortality reached the disgraceful figure of 132 per thousand, and the general death-rate was higher than the birth-rate. The reason for this was that the healthy mothers of Roscommon fed their children naturally, while in Bradford they were mothers only in the physical sense, who were too busy earning high wages in the woollen mills to look after their own health, to nurture their children in nature's way, or to make their houses into homes. The fundamental principle of motherhood was that the place for the mother was in the home.

Subject:- U. S.- Women In Industry.

Jamestown (N. Y). Journal. March 11, 1918.-

How She has Changed. Amazing Results of the Demand for Women Workers in the Mechanical Trades and Occupations, and Some of the Actual War-time Signs of Eve's quick Adjustment to Change. By Ethel Thurston. (Newspaper Feature Service, 1917).

With one great, decisive blow, war has struck off the fetters of tradition which have bound woman and has cast her bodily into the ocean of life to sink or swim. That she is not going to sink, but has boldly struck out for ~~the~~ country and for self, is clearly shown in the fine, patriotic example ~~set~~ set by American women in their enthusiastic response given everywhere when the United States entered the war.

As the war clouds were gathering, and even months before the actual declaration of war against Germany, 10,000,000 American women had offered their services to the Government in case of sudden national need. And, now that America is actually at war, woman's ability and feminine preparedness may be looked upon as the country's first line of defense.

"The women of America," says Secretary Lane, "can and are doing a good 50 per cent in fighting the war by conserving food and encouraging patriotism among the men." But American women evidently are not satisfied with working on such a 50 per cent basis as suggested by Secretary Lane. They are not limiting themselves to conserving food and inspiring patriotism among men. No indeed. For they are now not only mobilized and trained, millions of them, to take the places of men in any occupation, but even are ready actually to FIGHT.

If you wish evidence to what extent war is enlarging woman's sphere, consult the records of the National Aid Society, whose headquarters are in New York City. On the society's lists are women who have taken the places of men called to the colors, and are working as farmers, printers, engineers, telegraphers, and policewomen. Under the head of "Agriculture," the society has listed women who do gardening, farming, dairy work, orchard and nursery work, and poultry raising. For transportation service, there are women who act as ticket agents, conductors, station masters, operators of motor boats, motorcycles, motor cars, and drivers of horses. Other women have turned bakers, cooks, tailors, painters, munition makers, managers and superintendents, munitions and factory workers, and even railroad women and blacksmiths,

Under "personal and domestic service," the feminine reserve includes women who care for children, do housework, laundry work, act as janitrasses, as hotel keepers and managers, readers, letter writers, instructors of the blind and maimed and make surgical dressings. Still other women are nurses, physicians, pharmacists, teachers, engineers, lecturers, dietitians, chiropedists, dentists, photographers, postmistresses, mail carriers, chauffers, aviators, and wireless operators.

An organization of a different character is the International Order of Military Women, of which Gen. J. Hungerford Milbank, who is a woman, is founder and commanding officer. Its membership is country-wide. Its women have received military training calculated to fit them for actual home defense.

***The change that war has brought about has been to turn adie millions of women from being wives and mothers and give them interesting and worth-while labor, with which they have heretofore had no connection, especially in the mechanical trades and occupations.

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Their sparer bodies have successfully resisted the strain of iron works. Their tender hands have become calloused with the rough work of making munitions, farming, blacksmithing and railroading. Truly, the American woman in war is a type of feminine efficiency and willingness.

American women are not only doing the work of men called away to war, but they are doing it in the same kind of clothes, working in factories, munitions plants, railroad yards and wharves.

Girls from the different clerical departments of the Bush Terminal in New York City, for example, are working as long-shoremen. They wear blue overalls, jumpers and black caps and look very fit. Stenographers in the traffic department are also trained to run electric engines and trucks.

The railroads and street car systems are utilizing the services of women in men's positions, even in manual labor of the heaviest sort in the repair shops and roundhouses. Women are also acting as engineers, firemen, and "flagmen" at street crossings.
