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Community Services for Women War Workers

Special Bulletin No. 15

February 1944

U. S. DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director

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FOREWORD

Employment of women reached over 17 million in 1943. These are the women who are helping to build planes and ships and guns; who are working on farms and in factories making essential civilian goods; who are serving food in restaurants, working in offices, caring for the sick.

Unless these women are kept on the job, this war cannot be won; but if they are to be kept on the job, community services must be provided for them. Many of them carry a double load. When they leave the plant, they must serve on the home shift. These are the women whose burdens must be eased. It is essential, for example, that they have a place where children can be cared for, a time when shopping can be done, adequate housing, transportation, and recreation facilities. Problems such as these are the major cause of absenteeism and turn-over in industry.

During the past year the Women's Bureau, which more than 25 years ago was authorized by Congress to investigate and report on all matters concerning the employment of women, surveyed 37 war-industry communities in an effort to find out how well such communities were meeting the needs of women workers. Not only did the Bureau study the special problems just mentioned, but it advised with both labor and management, as well as with local civic and other groups, on how they could be solved.

Reported on the following pages are typical living conditions found in war centers and the way in which some communities are improving them.

MARY ANDERSON, *Director,*
Women's Bureau.

(III)

FOREWORD

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If these women are kept on the job, this war cannot be won; but if they are to be kept on the job, community services must be provided for them. Many of them carry a double load. When they leave the plant, they must serve on the home shift. There are the women whose burdens must be eased. It is essential, for example, that they have a place where children can be cared for a few hours a day; that they have adequate housing, transportation, and recreation facilities. Problems such as these are the major ones of labor, man and man-over in industry.

During the past year the Women's Bureau, which grew from 25 cents ago was authorized by Congress to investigate and report on all matters concerning the employment of women. It was included in the effort to find out how well our communities were meeting the needs of women workers. Recently the Bureau study the special problems just mentioned, but it dealt with both labor and management, as well as with legislative and other groups, on how they could be solved.

Reported on the following pages are 12 pilot living conditions in war centers and the way in which some communities are improving them.

WILLIAMSON
Women's Bureau

Community Services for Women War Workers¹

"There ought to be a law," said Mrs. Tom Clark, wife of a marine, mother of four, as she pushed her way onto an already overflowing bus. Mrs. Clark, a welder in the big aircraft company 12 miles from town, had arrived at the grocery store just 3 minutes too late. The store was closed. It was the same old story. For a week Mrs. Clark hadn't been able to get to the store before it closed. The Clarks that night would dine on the one remaining can of peas—a nourishing meal for a woman welder and four growing children! Right then and there Mrs. Clark resolved that hereafter she'd stay away from the plant a day now and then to do her marketing.

In every industrial area in the United States, Women's Bureau agents in surveying and advising on community services have found not one but hundreds of women like Mrs. Clark. Almost a third of the total civilian working force is now women. Doing a double job, war work and home work, all may not have Mrs. Clark's shopping problem, but if not, you may be sure they have many others. Marketing, shopping, child care, transportation, housing, and recreation are some of the major problems with which Mrs. War Worker must cope. If war production is to be maintained the excessive burdens that now limit the effectiveness of these women must be removed. When community problems become too acute, either conditions are remedied or up zoom the absenteeism and turn-over rates.

In October 1943 quit rates for women ranged from 4.24 percent in sighting and fire-control equipment to 9.88 percent in aluminum and magnesium smelting and refining. In the aircraft industry 6.91 percent of the women quit, in shipbuilding and repairs 9.48 percent, and in ammunition (except small-arms) 7.36 percent. The major reason not only for turn-over but for absenteeism and loss of efficiency, the Women's Bureau finds, is the working environment, which includes community as well as plant conditions.

Every community has its share of problems which contribute to high absenteeism and turn-over rates. Every community has the responsibility of helping to provide the services essential to war production. No community is exempt. Production demands action—individual and collective.

COMMUNITY NEEDS

Workers.

To provide the community services so necessary to war production requires workers—waitresses, cooks, laundry workers, bus drivers, and other essential civilian workers. Many communities are urging unemployed housewives to take some of these jobs, on either a full- or a part-time basis.

¹ Prepared by Kathryn Blood.

In a west coast city where there has been great difficulty in getting enough drivers and operators for the buses and streetcars, a bus is parked on one of the downtown streets bearing a sign that reads—

JUST ONE OF MANY BUSES IDLE FOR LACK OF DRIVERS. UNCLE SAM WANTS YOU TO DRIVE A BUS OR STREETCAR TO FIGHT THE BATTLE OF TRANSPORTATION.

In the same city, laundry also is a problem. Since those in the armed forces are given priorities in deliveries and the laundries are short of help, it sometimes takes as long as 3 weeks to get civilians' laundry back. It is also difficult for new customers to get service, as frequently laundries are unable to take additional work.

Emphasizing the vital need for laundry workers, the president of a large west coast aircraft corporation says, "We think every worker we can place in a laundry is worth three new workers in our own plants." This statement was made after a company survey revealed that most absenteeism was caused not by hangovers or other reasons of that type, but by a lack of such community services as laundries and restaurants. Bomber production was being affected because these workers could not get their washing done, nor their meals in restaurants. "The result was," says the president, "that we had to start an advertising campaign to urge people who are unemployed to take jobs in laundries and restaurants so our own people could stay on their jobs."

In a midwestern city, home of many vital war plants, patriotic members of the General Federation of Women's Clubs who nationally had been asked to help recruit workers for essential civilian industries did the unexpected—they recruited themselves. These women look upon their new jobs as an opportunity to serve their country. They are specializing in restaurant and hotel service because of the great need for help in these businesses. They are dishwashers, cooks, waitresses, chambermaids, hostesses, and parcel checkers. They are serving the men and women of this city's vast production army, who in turn are serving the men of the armed forces.

In another city women stopped talking about the shortage of clerks, waitresses, and office workers and did something about it. Calling themselves the War Helpers' Organization, they opened up employment headquarters in one of the hotels, where a retired personnel expert is on duty daily except Sunday, interviewing applicants and trying to fit their qualifications to the 1,130 jobs listed. Realizing that most people who want full-time jobs already have them, they are primarily working to recruit housewives for part-time jobs.

Many older women as well as younger housewives have taken jobs in restaurants, stores, laundries, and other such service industries in an eastern city in one of the tightest labor-shortage areas in the country. Some of these women have never worked; others have not worked for years. Yet many of them, mothers and grandmothers of men in our armed forces, are responding to the appeal for help.

To meet the labor demands, increasing daily, every unemployed woman without small children or other restrictive responsibilities should serve her country by taking an essential civilian job. Not every city needs women welders, riveters, or shipyard workers, but

every city does need such workers as waitresses, cooks, nurses, laundry workers, and bus and streetcar operators.

Shopping.

To correct conditions such as Mrs. War Worker often faces, local industries are cooperating in many places to provide night shopping hours for industrial workers. In one case a grocery store, meat market, and barber and beauty shop have been established at the plant. At another factory the local department store brings out a display of articles for selection and order placement at the plant during the lunch and off hours. Banking services also are available at this plant on pay days for deposit of checks.

In many cities, stores are readjusting shopping hours for the benefit of war workers. Some stores are staying open one or two nights a week. Various other methods have been adopted in an effort to solve the problem.

In Philadelphia some butchers hold back part of their meat supply until 6 p. m. to accommodate housewives who must do their shopping late. St. Louis volunteers collect last-minute information on the "best buys" at stores and markets, and get it to the war-plant workers before they leave their jobs, eliminating unnecessary shopping.

Several plants in New York and New Jersey have plans worked out by management and unions that are helping to solve the food problem. A representative from a grocery store comes to the plant every morning, takes food orders from the women workers, and brings the food at the end of the shift. A plant manufacturing electrical equipment has arranged with a local department store to open a branch in the plant. The items sold are selected to cover essentials, and a special extension service has been set up which will help workers solve their shopping problems without having to miss work.

When women war workers in the Niagara Frontier Area were not getting a fair shopping break, the Labor-Management Council decided to do something about it. Mrs. Stay-At-Home was buying up all the bargains; Mrs. War Worker found the stocks depleted. The council, composed of representatives of management, of the AFL, the CIO, and the International Association of Machinists from 28 war plants in this area, and representing more than 200,000 potential shoppers, sought the cooperation of the merchants in the Buffalo area. Merchants promised to keep back a certain part of their bargains until evening for women war workers.

In an attempt to ease the shopping problem for its thousands of employees who work in the Pentagon, world's largest office building, in Arlington, Va., just across the Potomac from Washington, the War Department has set up various shopping facilities within the building. Among the most popular of these services is a shoe-repair shop, which reports a flourishing business. Many hundreds of pairs of shoes a week are rejuvenated here. Employees may also order articles from the Washington stores through personal shoppers stationed in the building.

In 4 big war plants, the personnel workers accept lists of wanted articles culled from the advertisements in a nearby city's newspapers. Department-store representatives call at the plants with samples, from which the employees may order. Deliveries are made to the workers at the plants.

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Even the most ideal shopping conditions, however, will not solve the food problem. Consider the case of Jean Smith, who is all too typical. She works in a west coast aircraft factory and likes her job. But she's not getting enough to eat. In order to make the 8 a.m. shift she must leave her home at 6 o'clock, which means that she very often eats no breakfast. (In another west coast plant it was found that of 293 workers interviewed 84 percent of the women factory workers were eating poor breakfasts and 40 percent of the men had insufficient breakfasts.) The company provides a good hot lunch, but dinner is a problem. Mrs. Smith, tired, hot, and dirty after a day in the plant, must either stand in line at some restaurant or shop for food when she finishes work. Then the chances are that the butcher and the grocer are out of nearly everything. As a result she is suffering from malnutrition.

It is for people like Mrs. Smith that a Detroit food company has begun a prepared-food service for carry-out orders in its 21 stores. The carry-out line thus far worked out includes such items as macaroni and cheese, spaghetti, chile con carne, codfish balls, chicken a la king, chicken pies, potato salad, and creamed spinach.

Mrs. Dorothy Roosevelt, specialist on women's problems in war industries for the War Production Board in the Detroit area, in urging that such a program be set up on a mass basis said, "Through such a set-up we figure we could save a woman 3 hours a day—a minimum for shopping and preparing and cooking food."

Since the early days of the war the Women's Bureau has recommended that community kitchens be established where women war workers might purchase hot, nutritious food at prices within the means of working people, which they could take home.

"British restaurants" are serving daily over 10 million nourishing meals in some 2,000 restaurants and canteens. These meals are priced at about 23 cents.

Child Care.

Where community child-care problems remain unsolved, such things as these result:

Mrs. Nellie Jones, a worker in an eastern ammunition plant, quit last week. Mrs. Jones told them at the plant she'd "just have to go home to keep Junior out of devilment." Her Aunt Sara had been taking care of Junior, she explained, but "Auntie at her age just can't keep up with a 5-year-old scamp."

In a midwestern community an accident emphasized tragically the need for child-care centers. Three children and their grandmother, who cared for them while the two mothers (sisters) were at work in an aircraft factory, were burned to death. Fifteen working mothers with children quit during the week of the accident and others have followed.

The director of the Family Service Association in one war community reports the following case as typical of those found by her organization:

In a small frame house on the edge of town, 12-year-old Sally does her best to care for her three younger brothers, twins of 4 years and a 3-month-old baby. At the time of my visit Sally was sitting by the stove trying to rock the baby to sleep. The twins were out in the kitchen, and when I went to see what they were doing, I found them whittling at a table leg with a sharp butcher knife.

Sally's mother works at a defense plant that has rotating shifts. One week she works from 6 to 4, the following week from 4 to midnight, and the next week from midnight to 8 o'clock. Sally is left in charge and says she does not mind the work but she hates to have to miss school.

The mother has not been able to hire anyone to look after the home in the daytime, much less at night. She states that she has to work because they cannot live on the \$20 a week that she receives from her husband, and she insists she will not accept charity.

Three children, ranging in age from 5 to 10, were seen by a neighbor hanging around the streets of a west coast city whose population has skyrocketed since the war began. Learning that the children's parents were at work in the shipyards, and that their mother kept the house locked until she got home at night, this woman invited the children to come to her home every afternoon after school and stay until their mother came home. This is one of the answers to child-care problems. But we cannot afford to leave child protection to chance.

In an ordnance plant in the midwest, it is reported, women applicants with children under 12 years are referred by the employment division to the child-care-plan worker, who refers them to the local committee handling child-care problems in the various sections of the city. When an applicant goes to the agency for her interview, the plans for the care of her children are reviewed by an experienced worker who is familiar with the resources in her community. This worker gives counsel and advice and frequently assists in making the plans. No applicant with a child under 12 is hired by the company until her plan for the care of the child has been approved by an authorized agency.

Boarding homes for mother and child together have been a rather successful method of solving the child-care problem in one community, but not enough homes are available to fill the need. The Family Service Agency is advertising for more of these homes. The head of this service estimated that about 50 working mothers with one child, and a few with two children, have been placed in this type of boarding home. The minimum charge has been \$50 a month for mother and child; the average fee is around \$75 a month for both.

In Connecticut the State Department of Welfare assigns a full-time worker to an area for service of children in their own homes, and to develop public foster-home service. Family-security interests on a State-wide basis have been undertaken by the Connecticut State Defense Council, Division of Welfare and Community Service.

A Kansas aircraft company, which was losing many mothers with small children after a few days or a week of work, decided that lack of child care was a major cause of such quitting. Consequently, a woman counselor was hired to solve the child-care problem. This woman contacts the child-care agencies and endeavors to find care for children of employed mothers. The company holds community meetings in the city and surrounding towns to promote a better relationship between the company and the community.

Since the parents' response to child care had been rather poor, a Women's Bureau agent suggested that the company use these meetings to promote child-care facilities. The company was agreeable to the suggestion and invited the woman in charge of the Lanham Act nurseries and school-age centers to speak at the next meeting. A movie of one of the nurseries is to be made and will be shown. A

Women's Bureau agent also was invited to speak at a meeting on the relation of adequate child care to the efficiency of women workers.

Five thousand or more communities now have organized welfare committees to care for the children of mother war workers, but much yet remains to be done. A little more than half of the 3,385 child-care centers approved under the Lanham Act have actually been opened, and not all of those now open are filled. This does not mean that they are not needed. Some, for example, are in out-of-the-way places that are difficult for the mothers to reach.

Where adequate and well located child-care centers exist, the community can assist in publicizing them. Through educational programs, mothers can be informed of their purpose, their availability, and the way in which they operate. In those areas where child-care centers are either nonexistent or inadequate, direct community action should be taken to relieve the problem.

Housing.

In recruiting women, one large firm told them among other things that there was a nice housing project near the plant. The recruiters failed to add that the nice housing project was already filled. Needless to say, such tactics worked havoc with the morale of the company's new employees. Fortunately for war production such false promises are rare.

Women looking for rooms face problems just as difficult, for all too often only men are wanted by the renters. Landladies report that women are "more bother," "more trouble around the house," "always under foot," "always using the one bathroom in the house to do personal laundry," "women want to wash and iron and cook, and they think the telephone is their private property."

In a small North Carolina town a survey showed that only 6 percent of the housing listed was available to women.

The room-registry office of the war housing center in another city reported that persons having rooms for rent show preference for tenants in this order: Traveling men, men working in the city, couples if both husband and wife are working, couples with no children, single women. Many will not take single women at all.

In a town near a large ordnance plant both the city manager and the head of the rooms-registration office said there were rooms available at the present time but at least 80 percent of the private homes do not want women. The housing situation has been somewhat relieved since the completion of one Defense Housing project and the opening of another Government trailer camp. In some localities defense dormitories have been built for unattached girls, but in others the housing situation is still acute.

In a few places, probably where men had departed in large numbers for the services or for war industries in other areas, householders were reported to be eager to house women.

In one city a Mrs. A. turned her small grocery store and most of her house, which is attached, into a dormitory and several large sleeping rooms. At first she had men roomers, but she changed to women roomers after a girl who was unable to find lodgings came to her one night and pleaded for a place to stay. She is now furnishing accommodations for industrial women who work at an airfield and the two shipyards. These girls have the use of the kitchen, which was turned

over to them. Unfortunately there is no living room in which the girls may entertain.

United community planning and action are essential if women are to find desirable living quarters in war centers. Some communities have demonstrated amazing reserves in their ability to care for new workers. For example, a town whose former population was 6,000 has managed to take care of another 6,000 through the united action of church groups, officials in industry, and the local USO. In another town the YWCA placed some 2,500 girls in living quarters in 8 or 9 months.

An association of professional women, individually and as groups, has been active in helping to solve women's housing problems. Members have served at room-registry and hospitality desks, have helped to conduct door-to-door canvasses of housing facilities and conditions, and many have opened their own homes to women war workers. In one city the social-studies chairman organized a local committee to plan for a room-inspection and supervision service for new women workers. A committee of this branch also works with a local war-housing committee.

In another city a housing committee, established by a labor organization, took a number of very graphic pictures of extremely poor housing conditions in trailer camps, shacks, and tents, which they used to publicize the need for housing. The Council of Social Agencies in the city now has a housing committee that is concerning itself particularly with the problems of women's housing. In addition to working with this committee, the YWCA has worked independently to compile information on the housing problem. Under the leadership of the USO director in the area the YWCA also made an extensive survey of Negro housing. Very poor housing was found in a great many instances, particularly as to sanitation. As a result of the survey some improvements have been made. The Civilian Defense Council and a women's organization, independently and in conjunction with other organizations, have taken an active interest in the housing situation. By now, extensive housing projects of all types have been planned for this vicinity.

Houses and apartments generally are even more difficult to find than rooms, and their lack is often a big factor in preventing more recruitment from surplus labor areas. One city had no houses for rent under \$100 a month. In a midwestern city where housing is a serious problem, plant records show that a number of employees have quit because of their inability to find houses. In another place where the housing situation is critical, the grounds behind the plant are being cleared and box cars are being placed there to house families. In other places tents and trailers are used as houses.

In a west coast city where the housing situation is very acute many people in advertising for a place to live offer a "reward" of from \$15 to \$25 or more for help in finding a home. This actually means that they will pay such an amount each month over and above the listed rental rate, rather than a lump-sum payment. One advertisement reads: \$50 reward—2-bedroom unfurnished house for responsible party; within 10-mile radius destroyer base. Another advertisement asks: Do you need a painter? We need a house. Couple to be evicted because of coming baby. Will redecorate your house for privilege of renting a 1- or 2-bedroom, furnished or unfurnished.

Transportation.

A Detroit woman war worker in appearing at hearings on transportation problems held by the Women's Advisory Council, War Production Board, complained that shifts were changed so frequently that workers were unable to keep a place in a car pool. "For a while we're working days and we're shifted to afternoons and then to midnight—naturally we lose our driver," she explained. She stated further that they were not able to get management's cooperation in solving the transportation problem or in reducing the frequency with which shifts were changed. Bus service also was described by her as being poor. "The bus goes as far as Eccles Road, and then many people have to walk a good six or seven blocks from Eccles Road up to the factory. When they get there the women seem to be tired."

One eastern war town has no bus service from the town to the plant, which is about 2 miles away. Since women work on all three shifts, and live in the town, they must walk this distance unless they are lucky enough to get a ride. One of the girls who roomed in the town said, "Believe me I'm plenty scared to walk home when I work the shift that gets out at midnight." Taxi fare from town to plant is 35 cents, but it is not always available at midnight, as one private car provides the only taxi service.

Transportation to a shipbuilding yard in the South became so tangled that it led to a strike. The main part of the yard is on an island across the river from the city. The yard can be reached in only two ways—by ferry boat or by cars or buses running through the tunnel, with only one lane for traffic each way. The regular fee for the tunnel is 25 cents but shipyard workers are eligible for a special rate of 10 cents. The ferry service, however, has caused more dissatisfaction than the tunnel. At first, when the shipyard employed relatively few workers, it operated a small ferry. Employees were given this service free. Later, as the number of employees increased, arrangements were made for the city to operate a ferry service, for which it charged 5 cents. The process of getting across the river was likely to take workers an hour or more, as one ferry with a maximum capacity of 500 was attempting to furnish transportation to thousands of workers. Because of the general dissatisfaction with the transportation conditions, the new charge led to a strike, and a number of the workers left the plant. Later, another company took over the ferry service and it is reported that five ferries are to be operated, and that some new landings are to be built.

Lack of transportation has kept the dormitories at another war center from being fully occupied. Women tried to live in these dormitories, but this was unsuccessful because of transportation difficulties. The nearest bus service was 5 blocks away and women leaving work at night had to walk along a dark road through a poor part of town to get to the dormitory.

In a southern town aircraft workers ride in buses that are left-overs of the State Exposition of 1936-37, a trailer-type of sight-seeing coach without glass, carrying 110 and sometimes more passengers. In bad weather the sides are curtained with canvas. They have been dubbed the "CCC's"—"Company Cattle Cars."

Many communities, realizing that poor transportation cuts production, are working to improve it. At one Government arsenal in the

midwest, if there is not adequate transportation for the girls on the 3-to-11 evening shift they are taken home in Government cars. Another company gets city police to escort each night shift in groups to and from the nearest streetcar and bus stops.

The transportation committee, a subcommittee of the labor-management committee of a plant in a midwestern town, designed a travel questionnaire and distributed and collected the cards to discover what their transportation needs were. After listing the present transportation methods of all employees they made an official map, spotting workers' homes in relation to the plant and their routes of travel. This showed a need for more trolley and bus service, particularly for night-shift workers, with the result that a labor-management delegation was sent to the Public Service Commission. It also showed a need for more parking space, which resulted in delegations visiting the mayor and the city alderman to request parking privileges in an unused lot near the plant. The survey revealed a need for car-pooling. As a result the committee began a "share-your-car" program, set up a "V" fleet of drivers, and with materials and pamphlets supplied by a large tire-repair company conducted a tire-conservation program. Another subcommittee had the job of posting notices and placards on bulletin boards throughout the plant.

A labor-management transportation subcommittee in another plant made a large map of the city and put on it, in the form of tags on hooks grouped according to locality, the names of persons willing to share their cars and of persons desiring transportation. The map enables the employee interested to know what is available in his and surrounding zones, because each tag represents an employee in the zone who (1) wishes to swap trips with another driver, (2) has space for riders, or (3) needs a ride. The color of the tag, white, green, or yellow, indicates the shift on which employed.

Recreation.

"Just working and sleeping, or trying to sleep while the kids keep romping around, is driving me batty," Jerry Stokes was telling the foreman at the bomber plant. "Take the men on my swing shift, for example," Stokes went on, "many of them get punch-card drunk. I mean that day after day they punch the time clock, going in and coming out; they've nothing to look forward to. The result is that after 2 or 3 weeks they take a day or so off and have a fling.

"Then, too, our wives get trailer-wacky, living in cramped quarters. The people in town here aren't too friendly. We don't belong. The movie theater is packed every night. You have to fight your way into an eating place or a bowling alley. My wife's getting pretty fed up and needling me to move to a bigger town where there's something to do. I guess it would be just as patriotic.

"We don't need something to do every night. Don't ask for it. We'd be satisfied with one party to look forward to each week," Stokes said hopefully.

Luckily, in the Stokes's case the community woke up and started things rolling. The mayor formed a war-recreation committee with representatives from churches, civic and women's clubs, and commercial entertainment houses, as well as labor and management. A survey was made to find out where the people lived and what kinds of recreation they wanted. A visiting committee welcomed newcomers,

invited them to churches and to homes. The first big event was a dance. High-school students volunteered to take care of the children so that the wives of the workers could attend.

At another trailer camp a woman worker became increasingly dependent over what she called being "imprisoned." The only other nearby building to which she could go was the camp laundry. Though a demountable recreation building had been proposed, it had not been established. One of the men came home from work one night and found his wife gone. He left the next day, thus causing another gap in the plant.

Throughout the United States there are thousands of war workers, uprooted from their homes, who must live in trailers, crowded rooming houses, or other temporary quarters. These people need relief from the monotony of work and sleep. Unless recreation is provided nearby they are likely to take a day off now and then to go in search of a little fun.

Some communities are now becoming aware of the need to provide recreational facilities, but there still are many dreary places where war workers must exist "without even one spot of fun."

In an attempt to solve this problem, a southern town set up a recreational council, and through donations from local townspeople furnished a recreation club for women trainees at the local ordnance plant. Facilities are provided for games, reading, writing, lounging, music, as well as for such domestic chores as cooking, ironing, and sewing.

Another city, also in the South, held a downtown street dance. A number of streets were roped off for the occasion. Folk musicians and entertainers appeared on the show, and a hillbilly band furnished music for the dancing and variety acts. No charge was made for the entertainment.

In an eastern city the YMCA set up a young people's social club for nightshift workers employed on the 4-to-12 "swing" shift. It started with 35 young residents and now includes over 100 women, known as associate members.

One community holds regular swing-shift dances for aircraft workers every Sunday morning from 2 to 6.

In a midwestern town the Council of Social Agencies once each week sponsors a dark-to-dawn dance. Dancing begins at 9 p. m. and lasts until 4 in the morning. Night workers are invited to come in their everyday clothes, and there is no admission fee.

At a west coast public-housing project the occupants have formed a volunteer recreation corps that does everything from teaching bridge to getting together an orchestra. A welder from a nearby shipyard trains choruses; another organizes basketball teams; a shipwright gets together horseshoe teams, building the pits himself. Some of the women shipyard workers, assisted by a school teacher, are developing a Little Theater group.

Recreational facilities are provided in the dormitory of a midwestern town. A large recreation room with games, piano, jukebox, and ample space for parties is provided. Out of doors, workers have the use of baseball diamonds, tennis courts, and horseshoe pits. A full-time director is in charge.

The Recreation and Welfare Department of another midwestern town has a monthly dance with an average attendance of about 1,000. All money for recreational purposes comes from revenue made on the sale of such things as soft drinks, peanuts, and candy.

In another city the movie house agreed to operate on a 24-hour schedule once a week. A second theater is changing its opening hour in the morning from 11 to 10.

In some cases where there are recreational facilities they are too far away from the workers' homes or there is inadequate transportation. For example, in one midwestern town the YWCA has a large modern building with swimming pool, gymnasium, and various club rooms with kitchen facilities for club suppers. Yet few of the girls from the war plants make use of these facilities and they give as their reasons (1) Group riding in private cars. Girls can't stop at YWCA very easily when riding with other persons who are not interested or need to go home immediately after work; (2) Public transportation. Workers are reluctant to take bus downtown to YW after they ride the crowded buses home; (3) Rotation of shifts every week. Girls lose place and interest in activities in which they have been taking part.

The USO in an Iowa town rented an old family mansion for a club building. Situated in the best residential section of the city, it not only is several blocks from a bus line but is in the opposite direction from the defense housing and trailer camps and the ordnance plant, making it very difficult for workers to reach.

An industrial secretary of the YWCA in another city, when asked why they failed to interest the girls in their program, said that many of the girls were too worn out after their shift at the plant to go home, change their clothes, get on another bus, and come to the recreation center. She said that it was not at all uncommon for girls to fall asleep on davenport between dances.

An analysis of recreational facilities now available and of the complaints made by women workers indicates a need for more neighborhood parties and activities that women could attend without taking another tiring bus trip. Further, there are many women who are reluctant to go to big parties and meetings.



The location and building of another neighborhood town has a population of about 1000. All money for recreational purposes comes from various sources on the sale of such things as soft drinks, peanuts, and candy. In addition, the movie house is scheduled to operate on a 24-hour schedule over a week. A second theater is changing its opening hour in the morning from 11 to 10.

In some cases, where there are recreational facilities they are too far away from the workers' homes or there is inadequate transportation. For example, in one neighborhood town the YWCA has a large modern building with swimming pool, gymnasium, and various club rooms with kitchen facilities for club members. The law of the girls from the neighborhood use of these facilities and they give as their reasons: (1) Group riding in private cars. Girls can't stop at YWCA very easily when riding with other persons who are not interested and I do not want immediately after work; (2) Public transportation. Workers are reluctant to take bus downtown to YWCA after they ride the crowded buses home; (3) Location of clubs is very near Josephine and interest in activities in which they have been taking part. The YWCA in an area town had an old family mansion for a club building situated in the best residential section of the city. It not only is several blocks from a main highway and the ordinance from the business housing program and the ordinance making it very difficult for work.



An industrial secretary, who they failed to interest in the program, said that many of the girls were too worn out after their shift at the plant to go home, change their clothes, and on another day and come to the recreation center. She said that it was not an all-around program for girls to fall asleep on daydreams before their eyes. An analysis of recreational facilities now available out of the community made by women workers indicates a need for more neighborhood parties and activities that women could attend without taking another tiring bus trip. Further, there are many women who are reluctant to go to big parties and socialings.