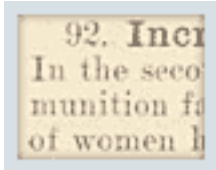
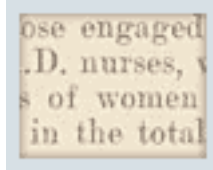


SOURCE 9

Extracts from the Report of the War Cabinet committee on Women In Industry, published in 1919
(PRO ref: MUN 5/88/342/18)



SOURCE 9A



SOURCE 9B

HOW TO USE THIS SOURCE TO HELP YOU ANSWER THE BIG QUESTION :

Look carefully at this source and consider what it tells you about how women's work in the Great War helped to achieve the vote for women in 1918. You should consider:

ASK YOURSELF:

- What new occupations are women doing?
- Where are women no longer working?
- Why is this?
- What does source 9a suggest about attitudes towards women working?
- Does source 9b confirm or contradict the impression given by source 9a?

SOURCE 9A

92. Increased Employment of Women during the War.—

In the second half of 1915 unemployed women were rapidly absorbed in munition factories, and in January, 1916, in industry proper the number of women had already increased by over a quarter of a million, of whom about one-half were employed in the Metal and Chemical trades. From this time onwards the figure of female employment rose steadily until in July, 1918, the total number of occupied women had, according to Board of Trade figures, increased by $22\frac{1}{2}$ per cent. or from just under 6 million to nearly $7\frac{1}{2}$ million as shown in the following table:—

Numbers of Women Working.	In July, 1914.	In July, 1918.	In July, 1918, over (+) or under (—) numbers in July, 1914.
On their own account or as Employers	430,000	470,000	+ 40,000
In Industry	2,178,600	2,970,600	+ 792,000
In Domestic Service	1,658,000	1,258,000	— 400,000
In Commerce, etc.	505,500	934,500	+ 429,000
In National and Local Government, including			
Education	262,200	460,200	+ 198,000
In Agriculture	190,000	228,000	+ 38,000
In employment of Hotels, Public Houses, Theatres, etc.	181,000	220,000	+ 39,000
In Transport	18,200	117,200	+ 99,000
In other, including Professional employment and as home workers	542,500	652,500	+ 110,000
Altogether in occupations	5,966,000	7,311,000	+1,345,000

This table includes among the unoccupied those engaged in domestic work at home and other unpaid work except V.A.D. nurses, who with the various naval, military and air organised corps of women (numbering some 61,000 in September, 1918), are comprised in the total for “other, including professional employment.”

SOURCE 9B

Exact comparisons were therefore hard to make. The Engineering and National Employers' Federation submitted, however, the following general statement as to the comparative quality and quantity of men's and women's output and other factors affecting productive value in the trades represented by them:—

“OUTPUT.

Quality.

Sheet Metal.—Better than men's work.

Engineering.—Women's work fair, equal to boys. Men far superior.

Repetition Light Work.—Women and girls equal to men and boys.

Aircraft Woodwork.—Equal in most branches.

Cartridges.—Equal.

Shells.—Men, then boys, women last.

Quantity.

Sheet Metal.—Women 90 per cent. of men's output.

Engineering.—Women fair. If work varies, women not so good as men. Approximate, two-thirds of men.

Repetition Work.—Nearly same.

Aircraft Woodwork.—Equal.

Cartridges.—Generally equal, and in some cases as much as 20 per cent. more than men.

Shells.—Boys, then men, and women last.