

What to Read



Report of Sub-Committee on Post-War Problems of Women—The King's Printer, Ottawa (10c.).

Women in the Post-War World—Canadian Association for Adult Education, 198 College St., Toronto (10c.).

Women at Work in Wartime—by K. Glover—Institute of Public Affairs, Dalhousie University, Halifax, N.S. (15c.).

Women in Wartime And After (Behind the Headlines Series) Canadian Institute of International Affairs, 230 Bloor St. West, Toronto, Ont. (10c.).

Current Affairs (ABCA pamphlets) Nos. 20, 44 and 61.

You can secure the following books from the Library of the Canadian Legion Educational Services by applying through your Unit Education Officer:

Changing Political Economy as it Affects Women by M. Beard

Girl with a Pay Check.....by S. Maule

Help Wanted—Female.....by M. M. Byers

If Women Must Work.....by L. Brophy

New Worlds for Women.....by Dorise Nielsen, M.P.

Partnership Unlimited.....by V. Dengel

Post-War Woman.....by H. N. Ridley

The Lady Means Business.....by A. Buchanan

Why Women Cry (or Wenches with Wrenches)

.....by Elizabeth Hawes

Women at War.....by Hodgins and others

Women's Partnership in the New World.....by A. M. Royden



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OTTAWA: EDMOND CLOUTIER, PRINTER TO THE KING'S MOST EXCELLENT MAJESTY

PRINTED IN CANADA, 1945

CANADIAN AFFAIRS

NUMBER 4

CANADIAN EDITION

VOLUME 2



WOMEN AFTER THE WAR

By RENÉE MORIN

The Distaff Side

This article is NOT just a WRCNS, CWAC or RCAF(WD) supplement to *Canadian Affairs*. Because it is about women it demands the most careful consideration by men.

The topic is a controversial one. Opinions on it are varied and often violent. Perhaps the trouble with a lot of discussion on this subject is that people are inclined to argue in extreme and abstract terms. There is the "Woman's-Place-Is-In-The-Home" school and, at the opposite pole, the "Ultra-Feminist" school. Supporters of both tend to disregard what is actually taking place on the distaff side.

The question has to be discussed against a background of knowledge of what women are doing and saying in Canada today. Many of the basic facts are set out in our article. Great changes have taken place and even greater ones seem likely to follow. For instance, as we go to press, delegates from fifty Canadian women's organizations have just met in conference in Toronto and have gone on record in support of planned public health services, subsidized housing for low income families, sex education and a host of other nationally important items—including adequate financial recognition within the family for the woman's share in the partnership of marriage.

What do you and your group think?



CANADIAN AFFAIRS is produced as ammunition for good fighters and good citizens. Both know why they are fighting and what they want from victory. These pamphlets are designed for *discussion*. If they are not being discussed, they are being misused. Reading them by yourself is all right; but nothing takes the place of chewing over facts and ideas in open discussion. See the discussion notes on page 17 of this issue.

Canadian Affairs, Canadian Edition, Vol. 2, No. 4, March 1, 1945.

Women After the War

By RENÉE MORIN



DURING the war the pin-up girl has become an inter-service institution. She certainly gets around—from Chilliwack to Windsor to Aachen—on bulkheads, in bivouacs or in RCAF cabins in the sky. Even wives and sweethearts have to admit she brightens things up for the fighting man.

Yet, it can hardly be said that the pin-up is woman's major contribution to the war.

Women Are Working

In reality, women have been crowding into slacks and into factories—not to mention into uniforms—in the biggest job offensive their sex has yet mounted.

Returning veterans notice the change right away. Quite often they don't like it. They somehow can't get used to the idea of a woman in the home rolling out of bed earlier than a bugler, grabbing a lunch pail and march-

ing off to punch a clock. A certain idealism they have built up concerning women while overseas is shattered. Lurking in their minds, perhaps is the fear that the children are being neglected, domestic relations disturbed and, not least, their manly, breadwinning status whittled down.

Wartime Changes

But changes have taken place. You simply can't get away from the facts.

There are now about one million women gainfully employed in Canada.

This represents more than a quarter of the working force. It means that there are almost *twice* as many women working now as in 1939.

Nearly one worker in every three in Canadian industry is a woman.

In war industries, one worker in every four is a woman.

Women have taken all kinds of new jobs formerly done only by men. Veterans are still surprised to see women streetcar drivers in some Canadian cities, even if they have seen the same thing in England. Women have taken over from bank tellers. They are doing highly skilled work as machinists and technicians of all sorts. They are even working in railroad roundhouses.

These women are not all 'working girls' as we used to know the term. Working today are women of all ages and from all walks of life—from mere slips of girls to grandmothers.

More than a quarter of these

working women are married. Many of them are mothers, too.

Why did they flock to war jobs outside their homes? There are many reasons, of course, but the most important is that they were desperately needed. Even as late as the summer of 1944, the Government was urging more and more women to take war jobs.

Compulsion was never resorted to, probably because Canadian women responded so freely to the call. But they did have to submit to the control of National Selective Service. To meet urgent needs for workers in areas of shortage, they often voluntarily moved hundreds of mile from their homes.

Amazons of 1945

Another forty thousand women have enlisted in the forces. They have been willing to sever home ties even more abruptly and pioneer in a brand new and untried field for women.

Everyone can remember the doubts and misgivings people had at first. Since then, the women's forces have consistently won more and more acceptance and respect for their adaptability and achievements.

They have officers of senior rank. Nursing sisters of a mobile field hospital attached to the Tactical Air Force of the RCAF were the first women ashore on D-day. Servicewomen are performing scores of important duties from heavy manual work to top secret operational tasks. Many of their assignments are of a nature never before attempted by women.

Voluntary Services

Another of women's activities in this war touches practically every home in Canada. This is the field of unpaid, voluntary war work. Sailors in fur vests, soldiers and airmen pulling on buckshoe cigarettes and certainly all casualties know about this home-front work.

A large number of women workers will undoubtedly have



Top Secret...

to leave their present jobs when war production is over. For one thing, there is no guarantee that war plants will immediately be able to swing into new kinds of peacetime production. For another, men from the forces will be coming back, many of them to their pre-war jobs, now held by women.

Also, a number of women workers, particularly married ones, will want to quit their jobs when their menfolk come home and the patriotic incentive to do their bit has disappeared.

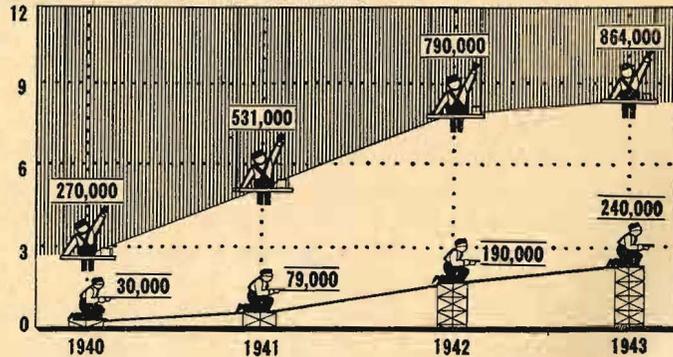
How Many Want To Quit?

The percentage of such women is not as high as you might think. Slightly less than half of the married women now working expect or hope to go back to housekeeping after the war. And only 5% of the unmarried women look forward to quitting. These figures, at least, hold true for the

WOMEN IN WAR INDUSTRY

00000's omitted

HAVE STEADILY GROWN BOTH IN NUMBERS AND IN PERCENTAGE OF TOTAL WORKERS



PAINTERS REPRESENT MALE WAR WORKERS; RIVETERS, FEMALES



Kitchens or Careers?

Whether a woman chooses to remain at a job after the war or stay at home may not be entirely her own choice. It will depend on the number of jobs to be had.

Long before the war, society had accepted the idea of single women working for a living. It is reasonable to suppose that our post-war employment plans should make room for these women.

Can't Live On Air

It is sometimes suggested that if employment becomes a problem all they have to do is go back home. This is just a little too optimistic. The home is scarcely a paradise where people, especially women, live on air, without worry or responsibilities.

The average Canadian home in the city or country is the unit that goes to make up the economic and social whole. Every adult living at home contributes to its upkeep,

either through gainful employment or through help in the house.

However, opportunities for essential, productive work are rather limited around the house. In a large family, not all the women can keep themselves busy at housework. At home, as well as in industry, an excess of manpower really amounts to unemployment. If too many members of the family are idle, the standard of living is brought down.

Can the father always be the breadwinner for his grown-up daughters? And when the father is gone, who else is to assume this responsibility?

We have to go back several years to get a picture of the normal job requirements of single women, since the latest census, in 1941, already reflected abnormal wartime conditions. What do we find? According to the census of 1931, two-thirds of the women between the ages of 20

woman suffragettes who threw themselves beneath the hooves of race horses to attract attention to the struggle of their sex for emancipation.

Women Under Fascism

We all know about the other extreme—the degrading of women under the boot of fascism. In Germany today we find the greatest expression of the idea that women are child-bearers and nothing else. There they belong to the kitchen whether they want to or not.

Somewhere between these two extremes, Canadian women and their male relatives will have to steer a path in the post-war. The course they take will cross at every turn with other paths leading us to rehabilitation, reconversion, full employment and the many other things we have promised ourselves when victory is ours.

The question of women will crop up in every discussion. It's not a problem for a few hardy females, but one that concerns all of us, and not least the men and women now in the forces.

city of Toronto where a survey was made by the Toronto Reconstruction Council. Whether or not they would be true of the whole country is not known.

There is no very clear indication as yet how the women in the services feel about the matter. However, homemaking does not rank first in the post-war wishes of the Women of the RCAF(WD), to judge from a recent survey. Stenography was the most highly favoured post-war job, with many other occupations, including some professions, occurring often as preferences.

So it isn't by any means decided just what women are going to do. You can look at this state of affairs with satisfaction or with horror, according to what side of the fence you are on; but you cannot ignore it.

Many women (and a growing number of men, for that matter) who espouse the feminist cause find hope for the future in what is now taking place in the ranks of women. Many men (and a surprising number of women) wonder where it's all going to lead us.

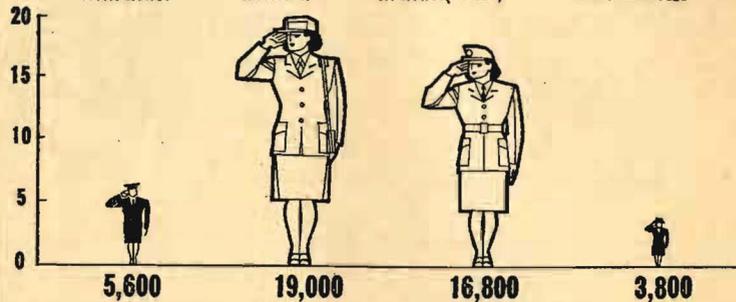
In the past, there have been

Published for use in discussion groups in the Canadian Armed Forces. Distributed to civilian groups through the Canadian Council of Education for Citizenship. May be reprinted for similar purposes, with or without acknowledgment.

AMAZONS OF 1945

ENLISTMENT FIGURES FROM CANADA AT WAR No. 42

W.R.C.N.S. C.W.A.C. R.C.A.F. (W.D.) MED. SERVICES



and 24 years old were unmarried. One-quarter of those between 25 and 34 were unmarried. In these peacetime years, women were marrying around the age of 25. We have to conclude that a great number of women between the ages of 20 and 35 must work for a living.

What About Working Wives?

The main controversy on kitchens or careers for women really centres on married women.

Many are working now. Many, as we have seen, apparently want to go on working. Will they be able to, without infringing on the needs of men and single girls? Also—an important practical consideration—how will their husbands feel about it?

Undoubtedly, the woman has the greatest responsibility between the two sexes in the early upbringing of children, in housework and in organizing the comfort and care of the family. To this extent, few would deny that her place is in the home. But many are asking if this need be, in fact, a full-time job. Tending a home these days is not the back-breaking chore it was for our grandmothers, who hewed their own wood, drew their own water and baked their own bread. Nearly every home, at least in the city, has benefited in some way from labour-saving devices. Planned kitchens and home and community services are new targets for the future. They will be designed to give the housewife more

leisure. And if they give her leisure, could they not also give her time to work if she so chose?

Even without these modern amenities, many women have somehow managed both to work and keep house during the war. They have found many inducements to work—the little extra on the budget that provides more for the children, the paying up of old debts, the occasional luxury. Also, working women have enjoyed the company of others in plants and offices. They like the feeling of having a hand in the war. Why not in the peace, too?

Part-time work for married women—a wartime compromise—might be one way of doing this.

Community Services

Other opportunities for working wives and mothers will depend largely on how homes and communities are organized after the war. Several possibilities have already been suggested. Day nurseries are one. They have been started during the war, but they have not as yet been developed on a big enough scale for us to judge their potentialities.

Crowded stores and buses, skimpy wartime services in cleaning and laundry and the absence of husbands themselves have all added to the difficulties of the

wartime working wife.

It is possible that women will insist on a much louder voice after the war in the planning of home and community services. Day nurseries, kindergarten and nursery schools on an adequate scale, and diaper services—not to mention the various health, welfare and rehabilitation services we are promising ourselves—would all give extra opportunities for female employment. At the same time, they would make house-keeping and child care easier and enable mothers to spend at least part of their time in paid jobs outside the home if they so wished.

When we come to think of it, wealthy families have always been able to afford these facilities on an individual basis. Nobody thinks it wicked. Perhaps the time is coming when average mothers will have them on a community basis.

What Farm Women Have Done

The war emergency has produced another important trend in female employment. This is the movement of women from farming and rural communities into industrial centres. One hundred thousand women have moved from rural areas into cities.

The life of women on farms is a hard and heavy one. Those who

have stayed on the land during the war have performed miracles in increasing food production, in spite of a general shortage of farm help. A quarter of a million women, the largest number in Canadian history, are reported now working on farms.

Surely these women, too, are entitled to all the living improvements and labour-saving aids that we can give them. The girls now in industry who return to the farms after the war will no doubt miss the amenities of city life.

Here again, we can see how closely the question of women after the war ties in with other post-war questions. The long hours of heavy work that farm women put in can only be lightened by raising the rural standard of living, through electrification and other modern improvements. This higher standard of living, involving better educational, health and social services, would itself create vital jobs for country women.

Other opportunities for rural women or for those returning to the country from industrial jobs will call for imagination, enterprise and a little courage. Poul-

try farming, bee-keeping, fur-farming and vegetable gardening all offer as great a chance of success as millinery, dressmaking and handicrafts.

Of course, special knowledge and training will be needed. Both the Dominion and Provincial Departments of Agriculture put out detailed information which can be had free on request. Several provinces are also offering special course in farming and stock breeding. Women as well as men can take advantage of this training.

Full Employment The Answer

In short, whether women are able to choose between kitchens or careers will depend on whether we have full employment after the war, and on the efficient way in which we organize our homes and our community services.

One fact stands out. Women evidently don't think it right to take jobs away from men, according to a Gallup Poll in 1943. In the event of competition for jobs, men should have the first chance, according to 68% of women asked. Only 27% thought that both sexes should have an equal chance in competing for jobs.

★

SHE'S IN BUSINESS FOR HERSELF

A WOMAN discharged from the services who wants to start in business for herself can rely on a number of features of the rehabilitation program to help her get the project going. She can get assistance in raising the capital, training to improve her chances of succeeding in business, and maintenance income to get by while waiting for the profits to come in.

For example, here's what Betty Stuart did. After serving about a year in Canada and two years overseas, she found herself discharged on medical grounds. In "real life" she had been a competent operator in a beauty parlor. Now she wanted to have her own outfit. But the first thing that occurred to her was that she was rusty on the technique of the business. To be sure that all her prospective customers would be satisfied and send her more business, she took a course under the vocational training scheme. The Veterans' Affairs Department approved the course, paid the fees and gave her a maintenance grant of \$60 a month for living expenses.

When she had finished the course, she bought her beauty

parlor equipment on the strength of her monthly gratuity cheques, plus the balance of her re-establishment credit. The shop was opened. The customers rolled in but not fast enough at the start to cover even her low overhead costs.

Her nearest Veterans' Welfare Counsellor solved the problem. She was granted \$50 a month benefits while waiting for returns from the enterprise. Two months later the situation was still not good enough, so the benefits were extended another two months. By that time the beauty parlor was doing fine and the benefits ceased.

The rule under the Post-Discharge Re-establishment Order is that such benefits may be paid for a period equal to length of service, but not for more than 12 months. The idea is that any business proposition that is sound should prove self-supporting within a year.

The maximum grant, \$50 a month, with appropriate allowances for dependents, may be reduced if the person is receiving a pension, wages or other income.

Replying to your Inquiry...

NEW REGULATION ON ARMY CALL-UP

I have just read your No. 2 issue of "Civvy Street News" in the January 15 issue of Canadian Affairs. I notice you say in reply to a letter from an F/O overseas that

RCAF personnel with three years' service in Canada or overseas would not be called up under the NRMA regulations when discharged from the RCAF. I have been serving as an Accountant Officer in the RCAF in Canada since June 1941, and am about to receive my honourable discharge, with the understanding that under a new regulation I am subject to call-up in the Army. Is this correct or not?

—F/L, No. 1 AIR COMMAND, RCAF, TRENTON, ONTARIO.

Just after our January 15 issue went to press the Minister of Labour announced that all men discharged from the armed forces and who have not had service outside Canada will be made subject to army draft regulations. This affects particularly RCAF ground crew and administrative staff personnel who will be discharged between now and March 31 when the British Commonwealth Air Training Plan closes. However, graduates of the BCATP and flying personnel engaged as instructors are exempt from the call-up, as are air force and navy personnel with operational experience from either coast. Previously only "dischargees" with less than three years' service in Canada could be recalled for military service.

PENSION POSSIBLE FOR VET OF TWO WARS

I was recently discharged after serving 228 days in the Veterans' Guard in Canada. I also served over three years in the Imperial Army during the last war. How much gratuity will I get and am I eligible for benefits under the Veterans' Land Act.

—EX-IMPERIAL

You would appear to be eligible for a basic gratuity of approximately \$50.00, but you are not eligible for benefits under the Veterans' Land Act, as the minimum service requirement for this Act, is one year. You might, however, be interested to know that if you were domiciled in Canada when you enlisted in the Imperial Army for the last war, you may be eligible under the Dual Service Pension Act.

HOW DOES "ABSENTEEISM" AFFECT BENEFITS?

I first enlisted on the 13th of January, 1940 and I first went absent on the 20th May 1941 and stayed absent till I re-enlisted a second time on Sept. 1, 1942. I haven't gone absent since I was court-martialled in January 1943 and awarded seven months' detention. I served this time—I should say I got remission of sentence for 35 days,—and now I have been overseas for six months. What amount would I get if they sent me back to Canada now. My good behaviour since this absenteeism tells me I should be honorably discharged.

PRIVATE, 6 CIRU, CANADIAN ARMY OVERSEAS.

Any period of service for which you were paid will count towards your War Service Gratuity. For instance, you were not paid during the time you were A.W.L. or during the time you were in detention. If you have been overseas for six months and in receipt of pay during that time, that also would count. For every month of service in Canada you will be entitled to \$7.50; for every month of service overseas, \$15.00 (this means paid service). This amount is an actual gratuity. Over and above that,

for every six months overseas, you will get one week's pay and allowances. That is a sort of bonus for overseas service. These two amounts will be paid in cash by instalments. There is a third amount called the Re-establishment Credit, which can only be used for a number of specified purposes. It is equal in amount to the actual gratuity (not including the overseas bonus). This credit can be used any time within 10 years after discharge.

FUR FARMERS MUST PROVE EXPERIENCE

Before the War I did a considerable amount of trapping. May I have a Fur Farm under the Veterans' Land Act.

—PTE, ROYAL 22ND, CDN ARMY OVERSEAS.

Fur farms and similarly specialized and relatively hazardous enterprises should only be engaged in by Veterans who are thoroughly experienced. Advances will not normally be made for the purchase of fur-bearing animals, but will be confined to Land and Buildings. Cases such as your own should be discussed with the regional supervisor of the Department of Veterans' Affairs, so that the extent of your experience and your chance of success can be determined.

WHAT GRATUITIES FOR REGULAR SOLDIERS?

Does the scheme of gratuities, etc. apply to regular soldiers of the Canadian Army, who in the normal course of events will continue in service after the war?

—H/CAPTAIN, 2 CCS, RCAMC, CANADIAN ARMY OVERSEAS.

Obviously, if a man remains in the service he is not in need of re-establishment and does not come under the training provisions and so forth until discharge. However, he is eligible for the War Service Gratuity and also for the Re-establishment Credit, and may make application for these when he ceases to be on active service.

UNIVERSITY TRAINING AS WELL AS V.L.A. ASSISTANCE?

I have lived on a farm practically all my life and am very interested in all aspects of agriculture. I would like to go to University and take a degree in agriculture. Now the question arises, will I be able to get a loan under the V.L.A. also, with which to start farming?

F/S, 2 ANS, CHARLOTTETOWN, P.E.I.

Rights under the Veterans' Land Act are not affected by training and if an agricultural course will assist in your re-establishment, you are certainly eligible both for that course and for assistance under the V.L.A.

RE AMERICAN UNIVERSITIES

Would grants be paid if a student wished to do post-graduate work at an American University after, say, one year in a Canadian one? LIEUTENANT, 22 AA REGT, RCA, ST. JOHN, N.B.

Grants will be paid to students taking post-graduate work at an American University under certain circumstances. Generally, these conditions are that the man must be an outstanding student and that it is in the national interest for him to do this post-graduate work.

FURTHER clarification of the attitude of at least one trade union on the matter of seniority for returned service men and women was given recently in a statement to the press made by George Burt, Canadian Director of the United Automobile Workers, CIO. He said Canadian UAW-CIO contracts in process of negotiation and those up for renewal from now on will provide that any worker discharged from the armed forces shall be credited with full seniority from the day of his enlistment, even though he had not previously been employed.

(Where an agreement between employer and union grants the right to "seniority" it means that those with the longest service in the plant have first claim to promotion. When men are laid off, except for cause, the last to be hired are the first to go. In rehiring, those with the longest service are given precedence.)

Under the plan announced by the UAW, veterans who enlisted at the start of the war will have greater seniority than those who have been absorbed into industry

during the war period. This goes much beyond existing legislation providing that servicemen may be returned to the jobs they held on enlistment.

"However," Mr. Burt's statement went on, "it must be remembered that seniority in itself never made a job for anyone. It has been developed as orderly procedure for collective bargaining relations. Only a policy of full employment can guarantee jobs for all, and with proper planning this can be achieved.

"International representatives of the UAW-CIO in Canada have for some time been instructed to place union offices in every city at the disposal of servicemen in assisting them to re-establish themselves with a minimum of delay."

CIVVY STREET NEWS is published by the Wartime Information Board as an insert to CANADIAN AFFAIRS. While it has no official status, the information contained in CIVVY STREET NEWS is as authoritative as it is possible to make it by consulting official sources. Extra copies of the insert are available on request. Its contents may be quoted without the formality of obtaining permission.

What Is Woman's Work ?



Women often *have* to work for economical reasons. Often they *want* to work for career reasons. Post-war developments may increase their opportunities. The question still occurs to many—what kinds of work should women do?

Many classifications of "women's work" are often based on nothing definite, except perhaps the low rate of wages usually paid to women workers. Perhaps the question should be: What work *can* they do?

At one time or another, women have usually had to face hostility and distrust in all the jobs they now hold as a matter of course. The war has again upset conventional ideas.

Who Said "Weaker" Sex?

Today there are women engineers, woman accountants, women mechanics and transport drivers,

women fliers and parachutists. We seem to have exploded the old notion that women possess certain aptitudes inherent to their nature. Modern psychology, backed by modern experience, has shown that mental capacity doesn't depend on sex.

Filling shells is a simple task, requiring much patience. It is said that women excel at this kind of monotonous work. But that does not prove that they necessarily like it, nor that it is the only work they can do.

Cannot Generalize

Every man and woman has some special personal capabilities. Because one person has them is not to say that they are possessed also by every member of that sex.

There is more to Rosie the Rivetter than slacks and a turban. She has been showing all kinds of unsuspected technical skills.

In a Montreal plant I saw a young girl teaching an old worker who wanted a promotion how to handle a complicated lathe. I was told that this girl was a most conscientious and satisfactory worker. Because of her special knowledge and aptitude she had been chosen to teach her fellow workers.

Before the war, in the textile, clothing and shoe industries, where women have been employed for years, they showed they could grasp skilled trades just as easily as men could. The war has simply widened the scope of possible work.

According to a survey conducted by the Toronto Reconstruction Council, about half the women working in Toronto are skilled workers. Before the war only a little more than a tenth of these were skilled.

Quick, Rosie, the Smelling Salts!

The industrial employment of women has been closely observed both in Britain and the United States. The general conclusions are that physical strength and fitness are the only differences between men's and women's ability to work. Surprisingly, many men workers proved weaker and more susceptible to strain than



their women co-workers. It is true, however, that poisoning by chemical substances is more frequent among women.

About 1,900 war occupations are listed in a pamphlet "Occupations Suitable for Women" issued in February, 1942 by the U.S. Women's Bureau. Of these jobs, 1,468 may be wholly done by women, and 376 partly done by women. Very few should definitely be beyond a woman's powers.

Strangely enough, employment of the "weaker sex" in industry has resulted in a general improvement in working conditions for all workers in some plants. Employers have often had to modify methods of handling materials—increasing the use of levers and mechanical transports for heavy units in order to reduce physical strain. This has resulted in a larger amount of work being done than before. Such improvements are here to stay. Both management and workers benefit.

Equal Pay For Equal Work

The idea that women's wages should be lower than men's has also had to be revised. A Gallup Poll in 1942 showed 79% of Canadians as favouring equal pay for equal work. The percentage of women favouring a single standard was understandingly higher—86%.

The principle "equal pay for equal work" has been admitted by the National War Labour Board. Support for the idea also came from the International Labour Conference held at Philadelphia in May, 1944. This body, on which Canada is represented, gave as its opinion that the qualified authorities should take whatever action is necessary to protect women against "sweated" forms of labour. The Conference favoured fair treatment for women workers on the same basis as men as far as wages and conditions of work are concerned.

Union Support

The principle of equal pay for equal work has the support of the majority of the organized labour movement. During the war, women have joined trade unions as never before. They are using their influence in unions, side by side with male workers, to have the principle of equal pay put

into effect. Several union contracts already contain this clause. As a Montreal machinist put it: "You can't have a democracy by discriminating against 52% of the population."

There is still a long way to go, of course. Employers do not agree about the general ability of women workers. Some claim that women can never turn out more than 80 or 85% of the work done by men. But some say that women are much better than men on piece work production, especially if the work is delicate.

There is still a tendency to fix a scale of earnings lower for women than for men. This principle is supposed to be based on social justice—that people should be paid according to their needs rather than their output.

The principle is hardly consistent with the facts. And in practice it is not carried out. Salaries are affected by the supply



and demand of labour. The head of a family may be receiving a small salary, or he may even be unemployed, simply because his services are not needed in a certain trade at a certain time.

Women Also Breadwinners

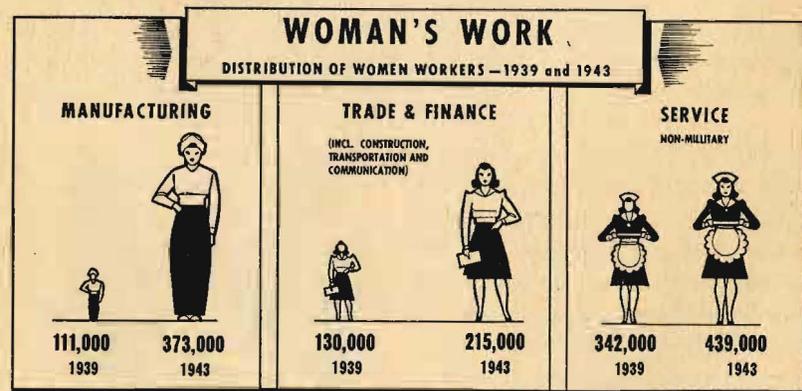
The principle also ignores the fact that many women, whether married or single, also have dependents to support.

Now that Family Allowances are to be paid by the Dominion Government there is even less reason to stick to the principle of a double standard of wages. Heads of families will receive special con-

sideration, graded according to their needs and irrespective of their special skills.

Career Women

Career women in the strictest sense—doctors, teachers, lawyers, writers and those in the scientific professions—have also broken new ground during the war. Canadians already recognize most of these occupations as women's work, if they can make them so. If, after the war, we are to build up our country as we have often promised ourselves, the new opportunities for women in these fields should indeed be unlimited.



Straws in The Wind



What Canadian women actually will do after the war remains to be seen. The war is still to be won. The reconversion period and the post-war years pose many problems and many questions.

But we can point to several trends regarding women in these years.

Since 1939, thousands of women have taken jobs for the first time. Relatively few women now working want to give up their jobs.

In the services, in industry and in public life women have been doing valuable and responsible work. Naturally, the re-establishment of all these women in normal civilian life will be no easy problem. This is the inevitable result of the social and industrial changes the war has forced on our country.

Training for Service Women

Service women, equally with servicemen, will have gratuities, rehabilitation grants and opportunities for training. They must have the chance to prepare for a career, if they so wish.

Let us hope that the Canadian Vocational Training Act, which in April 1944 replaced the Rehabilitation Program, will make technical training available to women as well as to men.

The more we consider the question, the more we are forced to the one conclusion—that opportunities for women after the war are interlocked with every other post-war question.

Jobs For All—Women Too

Both the Beveridge plan for social security in Great Britain and the Marsh plan in Canada presuppose full employment. This must be interpreted to mean jobs for women also who can and wish to work. But the establishment of social security measures will in themselves create new jobs and new fields of endeavour for women.

If we succeed in these two aims—full employment and extensive plans for social security—and if we also set out to develop our country as we have promised ourselves, women will surely fit into

the general scheme of things without difficulty. They will not be inclined to choose trades where employment is scarce, so that a fairly good national balance should be maintained.

In the event of a shortage of jobs, they will evidently be content to give preference in jobs to men. But to refuse women paying jobs in order to keep those jobs for men merely shifts the burden of unemployment and is no real solution.



THE AUTHOR: Renée Morin is a native Montrealer who was educated at the University of Montreal and Columbia University, New York. No "feminist", by her own description, she nevertheless carefully follows feminine progress in all fields, both in and out of the home. Her present position as Welfare Officer with National Selective Service has given her a first-hand understanding of the problems of working women. Miss Morin writes as a private citizen with a special experience in social and economic questions.



Articles which appear in Canadian Affairs should be regarded as expressing the views of the individual Canadians who write them. These are not necessarily the views of the Defence Departments, the Wartime Information Board, or any other Government Authority. Indeed, occasions will arise when in order to complete the picture of some aspect of wartime life an issue will present opposing views of different authors on one subject.



Women's position after the war is not a one-sided question to be settled by one sex or the other. What will benefit the women—in or out of the home—will benefit the entire family.

Perhaps the fairest attitude all Canadians can take is to support the rights of women to work if they so desire—even if we take the position of defending a person's right to support an idea which we do not hold for ourselves or our families.

March 1, 1945.

Questions for Discussion



CANADIAN AFFAIRS does not attempt to lay down any detailed method or program for discussion. Group leaders and groups should develop their own techniques. Their general approach will depend on several imponderables—whether the discussion takes place in or out of parade hours, the size of the group, continuity of meetings, opportunities for obtaining additional information and specialist speakers, and many other factors.

Neither are C. A. articles presented as gospel. Do not feel that you are duty-bound to ram the general findings of the articles down the collective throats of your group. On a topic such as "Women After The War" you are sure to find violent disagreement. The value of this article lies in its presentation and interpretation of some basic facts concerning Canadian women—what they themselves are doing and saying about their own affairs.

Try to establish these facts right at the start. Keep the discussion off purely facetious lines. Some of the men who have already returned to Canada have found that things have changed more than they had bargained for, and that the question of women and their place in the family and in the world is one to be taken in all seriousness.

Some thought-provoking questions for discussion are listed below. For further valuable suggestions, try to obtain ABCA pamphlets No. 44 (May 22, 1943) and No. 61 (January 29, 1944). These pamphlets have both been reprinted in Canadian editions.

WOMEN DURING THE WAR

What has women's contribution to the war effort been — in the Services, in industry, in agriculture, in auxiliary, home-front services? Have men and women proved able to work together on jobs and in surroundings that formerly were man's preserve? What conditions made for harmony, and what caused bad feeling, if and

when it existed? Have women taken advantage of their sex in their new jobs? Do you think women's gains in the war are like a panzer spearhead that will be nipped off after hostilities? Or will they consolidate in the new fields they have conquered? If they do, is this a good thing or a bad thing for Canada?

Philip Wylie in *Generation of Vipers*, writes about the American housewife as "the candy-craving class" of "spiritual parasites". She has given us our "national saga" (the soap opera) and while contributing to the materialism of the '20s, her slogan, directed at her husband, was "Everybody makes money but you!"

Strong words! Do you think there is any

justification for them? Do housewives, through their honoured work in the home, make their fullest possible contribution to Canadian life? If not, what other avenues are open to them? In what ways can a community lighten the housewife's work and put her talents and spare time to work for her own enjoyment and the community's gain?

WORKING WIVES

Do you think it right for wives and mothers to work if they want to? When they do, does someone suffer—the husband, children, or the woman herself? If so, what are the difficulties? How might they be solved? Part-time work for women has become a common solution during the war.

Do you think this might be established as a recognized peace-time scheme? Do the extra dollars on the budget offset the absence of the woman from the home during the day? Is all this a question for the individual, or do you think the government and the community have a share of responsibility?

EFFECTS ON OUR BIRTH-RATE

Some say that the greater emancipation of women will have a bad effect on our homes and on our birth-rate. In England, the Married Women's Association canvassed 20,000 women and found that the 13 reforms women most wanted if they were to have larger families were: Family Allowances; no fear of destitution through widowhood or desertion; the wife to have legal right to a share of the home and family income; free education; no fear of

poverty through unemployment, illness or old age; national health service; home help; relief from pain in childbirth; nurseries and nursery schools available to all; no fear of detriment to or loss of career; lower rents; ability to have children when wanted by means of safe contraception; and no fear of want.

Are these reforms desirable for Canada? What effect would they be likely to have on family life and on our birth-rate?

WILL WOMEN HAVE THE LAST WORD?

Our editorial on page 2 mentions one conference of women and what they are demanding. Canadian papers are full of such reports. Montreal's Business and Professional Women's Club, for instance, wants women to vote in the federal elec-

tion, to have a "great representation" on government bodies and equal pay for equal work. Will women decide the outcome of these questions by themselves? Or is it in the interests of husbands, fathers, sons and brothers to take sides in the controversy?



What's on Your Mind?

What's on your mind? We invite your comments and your suggestions for improving Canadian Affairs. Write to: The Editor Canadian Affairs, Wartime Information Board, Ottawa. Your name will not be published.

MORE ON REHABILITATION REQUESTED

Please accept my congratulations for your most noble effort in the Number One edition of "Civvy Street News", also my best wishes for its continued success. To my mind this is the first publication of your Board which has supplied a "need" to us over here. True, you have had some excellent publications, I mention only one "Canada's Constitution"* which was excellently presented but which only has an appeal to a minority. Might I suggest that your future editions (to follow "So You Want to be a Farmer") likewise be based on various phases of the Rehabilitation Programme? The "National Housing Act", "Veterans' Insurance", "Post-War Education Plans" I bring forward as possibilities.

—PRIVATE, NO. 3 CA CRU, CANADIAN ARMY OVERSEAS.

*Overseas Edition—Vol. 2 No. 1, May 1, 1944; Canadian Edition—Vol. 1 No. 8, May 1, 1944.

BOOST FOR "CIVVY STREET NEWS"

"So You Want to be a Farmer" is, in my opinion, the best to date. It answers a good many questions that men in the services are thinking about to-day. Moreover it is not academic in the treatment of the subject. "Civvy Street News" is a distinct advantage. Your question and answer department in this connection should prove very helpful. How about an issue devoted to the benefits to be obtained when continuing education or whilst undergoing training in a trade? Possibly you could present material on various professional courses available for men and women that would assist them in deciding what they will do after the war.

—LIEUTENANT, RCNVR, ESQUIMALT, B.C.

RESUMÉ OF "BIG FOUR" DECISIONS

It is suggested that a copy of your publication might most profitably be devoted to a resumé of the points of agreement in the various conferences between the 'Big Four' of the United Nations leaders. e.g. The Atlantic Charter, The Moscow Conference, Cairo, Teheran etc., with the moral drawn of course as to how these affect Canadians.

—SERGEANT, CWAC, OTTAWA.

All suggestions for topics for Canadian Affairs receive careful consideration. C.A. and "Civvy Street News" will continue to present and interpret new aspects of rehabilitation as further details become known.—EDITOR.