

COMMONWEALTH



OF AUSTRALIA.

42/110/25840?

DEPARTMENT OF LABOUR AND NATIONAL SERVICE.

TELEPHONE
CENTRAL 8684.

OFFICE OF DEPUTY DIRECTOR-GENERAL
OF MANPOWER, S.A.,
30 GRENFELL STREET,
ADELAIDE.
9th December, 1942.

IN REPLY QUOTE
GBW/MOS.
D.D.G. 69/42.

The Director General of Man Power,
Box 2715, G.P.O.
SYDNEY, N.S.W.

Dear Sir,

Adverting to previous correspondence I wish to submit the following report on the Industrial Section of the Women's Employment Organisation of this Department for the month of November, 1942.

The figures for this period do not compare favorably with the previous month's totals, but are in excess of those for September. During the month females between 19 and 26 years of age were called up from establishments generally classed as "Food Shops". The number of persons involved was considerably less than the number called in the first part of the disemployment order, therefore the respective figures are much lower than those for October.

The comparative figures for the previous two (2) months are as follow:

	<u>October</u>	<u>November</u>
Registrations	2729	1231
Placements	2466	1931

The placings are divided into three (3) groupings:-
(a) Protected. (b) Essential Non-Protected. (c) Non-essential.

October -	1351	624	491
November -	1021	297	614

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42/110/2906

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9th December, 1942.

I point out that the increase shown in the last section has been mainly caused by the number of married women engaged for retail shops. Every endeavour has been made by the Placement Section to induce these women to accept employment in more essential industries, but in most cases our efforts have been unsuccessful.

The situation regarding staffing of hospitals has deteriorated during November, and in one institution the staff is only about 40% of its usual strength. Most applicants for employment are not interested in hospital work and do not respond to persuasion to accept such engagement.

Requisitions for labor during November greatly exceeded the number of persons offering for placement.

Yours faithfully,

[Handwritten signature]

DEPUTY DIRECTOR GENERAL OF MAN POWER.

1. The Director General.

Do you think that the circumstances in S. A. are such as to require the adoption of a policy of refusal to permit acceptance of essential employment particularly in the case of retail stores, where an effective process has been undertaken? The likely result would be to force a proportion of women at least into more important employment. I understand that Mr. Coady has drawn attention to the allocation of female labour in S. A.

The same problem arises in V.A.

2. If you agree I shall do a circular to S. A. office. Mr. Coady to see.

D. G. MANPOWER 11 DEC 1942

[Handwritten notes]
I agree
submit draft
Mr Coady

42/110/2906

COMMONWEALTH OF AUSTRALIA.



DEPARTMENT OF LABOUR AND NATIONAL SERVICE.

TELEPHONE
CENTRAL 8684.

NATIONAL SERVICE OFFICE,
30 GRENFELL STREET,
ADELAIDE.

IN REPLY QUOTE

FKD/MOS.
D.D.G. 69/42.

29th January, 1943.

The Director General of Man Power,
Box 2715, G.P.O.
SYDNEY. N.S.W.

Dear Sir,

Control over Placement of Women.

Referring to your letter, 42/110/2906, of 11th instant, I point out that no single female is permitted to accept employment with non-essential undertakings unless it is a case of absolute inability to accept work of a higher priority.

The majority of engagements in priority 17 "commerce and finance" are with retail stores, but except in very few instances they are married women who are not prepared, and probably not able, to accept factory employment which will take them from their homes, even though day work is available, as it involves, in most cases, absence from their homes from about 7 a.m. to 5.30 p.m. They are also reluctant to enter an industry which is on the protected list, knowing that they will be "pegged" in such employment and will not be free to leave without securing a release.

In dealing with applications for releases submitted by married women I have been most considerate and sympathetic and have almost erred on the side of releasing them because of their home duties. Despite this the idea is very prevalent among women that once they enter a protected undertaking they are "pegged" irrevocably.

The position is that if married women are refused employment in retail shops they will remain at home and thus frustrate any attempt which might be made by this Directorate to extract other personnel from retail shops.

M. B. ...

*1. The Director General
2. Rev. 1573. H 9/2*

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had 9/2*

D. G.
MANPOWER
5 FEB 1943

29th January, 1943.

It will be noted from the statistics supplied for the two weeks ended 19/12/42 that 523 females were engaged under the heading "commerce and finance". This represents 45% of actual placements, but again emphasis must be laid on the fact that these engagements were almost wholly married women, girls of 14 to 15 years of age, and even under 14, and many of the engagements were for part time work only. Young girls employed were engaged mainly during school vacations, and the women during the Christmas shopping period.

For the two weeks ended 16/1/43 there were 247 engagements, which represents 23% of female placements.

As an illustration of the willingness of married women to accept employment where they will not be "pegged" I quote the recent appeals for operatives for the fruit canning factories. During the two weeks ended 16/1/43 requisitions were lodged by the factories concerned with this class of work for 232 female workers. An 100 per cent result was obtained so far as placements were concerned, and the majority of these women were married.

Every woman dealt with by the Women's Placement Section of this Directorate is strongly urged to accept work in the higher priorities.

The question of part time employment of women in retail shops has been given considerable attention by me. I have had two conferences with representatives of the Chamber of Manufactures, Chamber of Commerce, and the Trades Unions concerned, in an endeavour to iron out difficulties in regard to the employment of women under award conditions.

Employers and employees have both agreed to co-operate and facilitate the employment of women, and the retail shops are now considering how many women can be employed. If there are any difficulties in connection with awards they will report same to me so that I can endeavour to overcome them, after conference with the Unions.

Yours faithfully,



DEPUTY DIRECTOR GENERAL OF MAN POWER.

42/110/2906

11th January, 1943.

42/110/2906

The Deputy Director General
of Man Power,
ADELAIDE.

CONTROL OVER PLACEMENT OF WOMEN:

I have given consideration to your report for the month of November on the industrial section of the Women's Employment Organisation in South Australia and also to the latest labour allocation returns supplied by you. I find that during the fortnight ended 21st November, 969 females were engaged through National Service Offices, 108 of whom were placed in Government munitions factories, and 134 with contractors and sub-contractors of the Munitions Department, i.e. about 29 per cent of the available female labour was diverted to munitions industries. During the fortnight ended 7th November, 1,354 females passed through the National Service Offices, 258 of whom went to Government factories, and 201 to contractors and sub-contractors, i.e. about 34 per cent was diverted into munitions industry. In the previous fortnight 40 per cent was diverted, and in the fortnight ended 10th October, 37 per cent.

What disturbs is that in the week ended 21st November, 315 women were placed in Commerce and Finance; in the previous fortnight, 362; in the fortnight ended 24th October, 215; and in the fortnight previous to that, 83, the percentages being respectively 32%, 27%, 20% and 15%. I do not doubt that your organisation is exerting the maximum possible degree of pressure on females to accept employment in munitions and other high priority industries. Many of the women placed in Commerce and Finance may have been in very high age groups; some may have been part-time workers; some of the demands may have been of high priority importance; many women may have been quite unsuitable for munitions work. It would, however, appear from your November report that the great proportion of the 677 women placed in Commerce and Finance for the 28-day period ended 21st November entered retail establishments, though, as you point out,

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... were married women, and every endeavour was made by the placement section to induce them to accept employment in more essential industries.

If the present process of permitting women to flow into retail stores continues then not only will there be a complete replacement of the women recently extracted as a result of the Disemployment of Retail Shop Assistants' Order, but this will run counter to the decisions already arrived at by the Department of War Organisation of Industry concerning the concentration etc. of retail stores' activities. That Department is proposing to introduce measures which will result in the extraction of approximately 40 per cent of retail shop assistants and already measures are in train in Melbourne for the withdrawal of something like 20 per cent, of the retail shop assistants.

The case of the retail shops is, of course, only an example of the larger question of diversion of women from low priority employment concerning which I am at present developing plans, but these depend entirely on the conferring on this Directorate of comprehensive powers of direction.

In the meantime, I desire that permission shall not be granted to women who are suitable for employment in essential industry to engage in inessential industry. In appropriate cases the present Regulation 15 could be invoked, and in other cases economic circumstances may force some of the women to whom you refuse permits to accept one of a selection of essential occupations which you may offer.

I suggest, too, that you might find retail store managements and employers in other sections of the Commerce and Finance field amenable to the adoption of arrangements which would secure that for every married or other woman suitable only for that type of employment there would be released for diversion to more essential employment one single woman. We would have less compunction about exercising powers of direction under present Regulation 15 in relation to these women.

At a recent conference with representatives of the Melbourne Retail Stores it was stated by the Stores' representatives that for every ten part-time workers employed for the hours 11.45 a.m. to 3.45 p.m. five or six full-time assistants could be released. The conference considered a request by the Retail Stores that they might be permitted to advertise direct for part-time labour. In the result I agreed to the grant of temporary permits to Melbourne Metropolitan Retail Stores to advertise for and engage part-time employees, subject to the following conditions:-

- (a) that the women to be engaged should be married women or women over 45 who had not been gainfully employed within the previous three months;

- (b) that detailed returns of the labour engaged and of the applicants for part-time employment, not accepted, should be furnished weekly to the Deputy Director General;
- (c) that retailers should notify the Deputy Director General one week in advance of their intention to dismiss, whether because part-time labour were available for replacement or for any other reason;
- (d) particulars of employees to be dismissed to be supplied at the same time enabling interview and arrangements for their transfer to suitable employment. If for any reason the employees were not suitable for essential employment the retailer to be informed that the employees must be retained and others made available;
- (e) the retail stores to permit inspection and interview of newly-engaged part-time employees in order to check the accuracy of the returns being furnished;
- (f) breaches of any of the conditions of the permit to be penalised by withdrawal of the permit.

So far the Deputy Director General has only granted permits to two retail stores along the lines indicated.

Arrangements have been made whereby if the Deputy Director General finds it impossible to place casuals or women over 45, or, in fact, any employee proposed to be dismissed as a result of the employment of part-time women the shopkeeper will retain the services of such persons and release an equivalent number of employable persons. To the extent that this cannot be done, the shopkeeper would be prohibited from employing part-time women.

I do not suggest that the circumstances in Adelaide are such as to make it desirable that retail stores should be given permits on similar lines; but you might consider the matter. In any event you should, if you have not already done so, test the possibility of the retail stores employing part-time labour and releasing 50 to 60 per cent of the full-time labour replaced, if needs be, by refusing any new full-time labour.

I am not suggesting at this stage an extension of the group of single women engaged in retail shops in Adelaide who might be disemployed because I feel that the more comprehensive plans which I am now preparing, and which depend on the promulgation of the new Regulation 15, would prove, administratively, more practicable of application and productive of much greater results.

pr
DIRECTOR GENERAL.



42/110/2906

DEPARTMENT OF LABOUR AND NATIONAL SERVICE.

TELEPHONE
CENTRAL 8684.OFFICE OF DEPUTY DIRECTOR-GENERAL
OF MANPOWER, S.A.,
23 CURRIE STREET, ~~GREENFELL STREET~~

ADELAIDE.

9th April, 1943.

IN REPLY QUOTE

FKD/MOS.
D.D.G. 69/42.The Director General of Man Power,
Box 2715, G.P.O.
SYDNEY. N.S.W.

Dear Sir,

I beg to submit the following report on the Industrial Section of the Women's Organisation of this Department for the month of March, 1943.

Registrations slumped by approximately 300 when compared with February - the relative figures being 1149 as against 1445. The registrations were the lowest since September, 1942 (the total for that month being 1016).

The processing of the pear and tomato crops in the canning factories resulted in continued appeals for labour and an additional 108 women were despatched to the various firms. This brought the number of women operatives actually sent through this office on food processing work during the period December 1942 to March 1943 to a total of 688. During the month 1849 engagement papers were issued to female registrees, which number was a decrease on the month of February (2086).

An outstanding feature of the period under review was the cancellation of requisitions for operatives at the Penfield Factory. This move allowed additional efforts to be made to secure labour for the tools and gauges project at the Islington Workshops, which particular requirement is 170 females. This requisition has now been made No. 1 priority, and is being given urgent attention.

Despite repeated calls by employers, supported by the Contracts Board, very few operatives have been secured for the textile, clothing, and allied trades, the main reason being the unattractive rates of pay in comparison with industries covered by decisions of the Women's Employment Board. Unless some remedy is found in this regard the position so far as the supply of labour to these particular classes of factories will worsen in the future.

(1) Director General to see
(2) Mr. Board.

✓ File ✓

Director General of Man Power.

2.

Hospitals, institutions, boarding houses, and the like, are in a parlous condition so far as a sufficiency of labour is concerned. Again, the main underlying reason for this position is the advent of much higher wages in other callings.

The requisitions for part time workers only touch the fringe of the numbers who are available and willing to accept such part time engagement. I intend giving this fact publicity in an endeavour to prevail on employers to accept this type of labour.

Females contacted by means of questionnaires issued through the various Areas are in the process of being called up for interview at the Central Office, but there is little hope of large numbers being made available from this source.

Yours faithfully,



A handwritten signature in cursive script, appearing to read "W. B. Henderson".

DEPUTY DIRECTOR GENERAL OF MAN POWER.



43/110/2100

DEPARTMENT OF LABOUR AND NATIONAL SERVICE.

TELEPHONE
CENTRAL 8684.OFFICE OF DEPUTY DIRECTOR-GENERAL
OF MANPOWER, S.A.,
23 CURRIE STREET,
ADELAIDE.IN REPLY QUOTE
FKD:GJ

17th September, 1943.

The Director General of Man Power,
Box 2715. G.P.O.,
SYDNEY. N.S.W.

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Dear Sir,

I beg to submit the following report on the Industrial Section of the Women's Organisation of this Department, for the month of August, 1943.

Registrations were 200 fewer than those recorded during July, the respective figures being 770 and 970. This figure is the smallest monthly total since July, 1942. The continued decline in registrations since May of this year indicates that the supply of new labour for allocation is rapidly becoming exhausted.

Food processing and canning factories are more active and additional requisitions were filed. Increased egg and butter production, with the subsequent increase in handling and processing the products, has greatly augmented the requisitions for additional labour. Approximately 120 vacancies were unfilled in the section generally at the end of the month.

Private factories engaged on munitions production were busily engaged throughout the period under review and difficulty was experienced in obtaining sufficient labour. At least 200 more operatives are required.

* Labour for the Hendon Small Arms Ammunition Factory is becoming more difficult to obtain every day, and although the requisition for 250 operatives, lodged in June last, has been filled, another large call has been recorded. The possibility of filling such calls quickly, together with replacement of large wastage, is remote. Owing to a restriction of output from the Munitions Annexe at Port Pirie, a number of operatives were interviewed by a representative from Hendon, with a view to transfer to Adelaide, but with a negative result; only two transfers arranged. Another officer also spent several days in the town and interviewed 225 females for the same purpose, but only 16 engagements were effected. A great number of reasons and excuses were advanced by the women

W. Coady to ... 2/9 - Sec. Ab. 27/9.



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OFFICE OF DEPUTY DIRECTOR-GENERAL
OF MANPOWER, S.A.,
23 CURRIE STREET,
ADELAIDE.

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cumulative

and girls who declined the offer of employment in the Metropolitan Area. After careful consideration the excuses of 60 persons were deemed unsatisfactory. There were 54 girls under the age of 19 years who, unless helped financially by parents, or being able to obtain board for nominal amounts, would be hard pressed to make it a payable proposition. Seasonal work, such as pea picking, was about to begin in the district and as the remuneration for such work is fairly high, many persons signified their intention of accepting this work in preference to removal to the City.

The Inspection Branch, Department of the Army, have placed demands for extra staff to cope with wastage and the increased production at Hendon. These requisitions have been accorded the same priority as for that factory, but insufficient numbers are being obtained to keep pace with the wastage.

The position in Hospitals and Institutions is satisfactory so far as trained nursing staff is concerned, but the domestic division is seriously under-staffed.

Enlistments to the Auxiliary Forces approved during August totalled 99. Of these 64 were W.A.A.A.F., 25 A.W.A.S., 7 A.A.M.W.S., and 3 W.R.A.N.S.

Yours faithfully,

G. F. Seaman

DEPUTY DIRECTOR GENERAL OF MAN POWER.

