

Fact Sheet No. 8  
For Insertion in the War Information Manual  
Section IV - The Production Front

OFFICE OF WAR INFORMATION  
BUREAU OF MOTION PICTURES  
HOLLYWOOD OFFICE

NOTE: The following information is being sent to you as a supplement to the War Information Manual. Its purpose is to give further amplification to the Government's war program, and to provide material for short subjects and feature pictures. If more detailed information on the subject is desired, it will be furnished to you, on request, by the Office of War Information. Should you wish to use this material in your short subject or feature program, kindly communicate with this Office in order to avoid unnecessary duplication.

MANPOWER MOBILIZATION

THE PROBLEM: TEN MILLION WORKERS WANTED

The war has brought a second industrial revolution to America. Never before in our history has there been so vast and so urgent a demand for more factories and for multiplied production ... for more machines and for millions more men and women to operate them.

Today ten million additional workers are required in war industry ... exclusive of the tremendous seasonal requirement for agricultural workers. In some industries the need for skilled workers is so critical as to constitute a serious threat to the whole productive effort. For every skilled tool designer available, 51 are needed. For every tool maker, 25 are needed. The demand-and-supply ratio for ship

carpenters is 7 to 1 ... for marine machinists, 22 to 1 ... for aircraft riveters, 4 to 1.

America leads the world in the extent of its mechanization and the number of its skilled mechanical workers. Why, then, this great disparity on the labor market?

#### REASONS FOR THE SHORTAGE OF MANPOWER

Overnight Conversion to War. America had only a relatively small start on its war production program before Pearl Harbor. Abruptly hundreds of industries, thousands of factories, were converted from peace to war. The majority of them expanded, and at the same time great new factories and shipyards were built. American production capacity was enormously multiplied.

Over-all Speed-up. This increased capacity, operating under peacetime conditions, on an eight-hour-day, five-day-week basis, would have exhausted the supply of available labor. Yet after Pearl Harbor, industry began operating on a twenty-four-hour-day, seven-day-week basis, with a four-fold demand for labor. Employment on the war effort has jumped in eight months from 5,000,000 to 12,500,000. Under present schedule, 5,000,000 more will be added to war industry forces by the end of 1942.

The Draft. To make the problem more acute, thousands of skilled workers had been drafted or had enlisted. As many more have been drawn from the lists of available manpower since Pearl Harbor.

SOLVING THE PROBLEM OF MANPOWER SHORTAGE

President Roosevelt has appointed a War Manpower Commission, headed by Paul V. McNutt. Its primary purpose is to see that every worker in America shall apply his skill at that point which will most speed victory. But it will have a long range result, too. It is taking advantage of this unparalleled opportunity to develop, in millions of men and women, new skills which will afford them a better income and a better life in the New America we are fighting for ... skills which will make them abler and more productive members of society.

The plan devised by the Commission to overcome the manpower shortage is clear-cut and decisive. Its objectives are as follows:

- (1) To make a careful check of the man power and woman power required by the armed forces, by war industry, by agriculture, by transportation and by civilian production.
- (2) To obtain information on the occupational skills possessed by each worker, and to register the unemployed with the U. S. Employment Service.
- (3) To supply labor through the U. S. Employment Service to industry in accordance with the urgency of the need for the products each plant turns out.
- (4) To see that employers make the most efficient use of their skilled workers.
- (5) To obtain deferment for essential men in essential industries.
- (6) To insure wise geographical placement of war contracts in areas where there is a sufficient supply of labor.
- (7) To utilize women in industry where they are best fitted to serve.

- (8) To utilize all neglected sources of labor, such as Negroes, the loyal foreign-born, men over forty, and men with physical disabilities.
- (9) To expand the program of industrial training throughout the country, providing instruction for every man and woman who is able and willing to work.
- (10) To increase the number of mobile farm labor camps and to secure adequate transportation facilities for migrant agricultural workers in order to meet farm production quotas.

The War Manpower Commission is relying on the intelligence and the patriotic willingness of workers and management alike to comprehend the nature of the emergency and to make sacrifices in order to speed victory.

SOME OUTSTANDING ACHIEVEMENTS TO DATE

- (1) The foresight of the U. S. Employment Service was ably demonstrated in the training of workers for the newly-constructed North American Aircraft factory in Dallas, Texas. While the factory was being built, workers were recruited and trained through the cooperation of the Employment Service, the U. S. Office of Education, and the local school system of Dallas. As soon as the buildings were finished and the machinery installed, the workers were on the job.
- (2) The nation's 2,500 vocational schools now have over 357,000 students enrolled in war production training courses. Colleges are furnishing technical and scientific instruction to 110,000. NYA and CCC are training close to 125,000. Rural schools are training 65,000 more. By June, 1943, it is estimated that 3,000,000 men and women will have been trained in these industrial classes. Five million more will have to be trained to meet eventual demands.
- (3) The tremendous training program within private industry is supplying instruction to workers in 3,000 plants. Already, 76,000 "lead men", supervisors and foremen, have been trained to pass on their knowledge to new workers

and old among over 3,000,000 employees. The Fisher Body Company is a first-rate example of industry's initiative and resourcefulness in converting peacetime labor skills to wartime needs. Heretofore a manufacturer of automobile bodies, the company is now turning out war materials ranging from airplanes and tanks to tools and precision instruments. All these operations were new when the plant was converted. Scarcely any workers, no matter how experienced, were at first qualified. So the company set up a vast training program and educated large numbers of instructors, who in turn passed on their newly-acquired skills and techniques to the workers themselves. All this in a relatively short space of time and with a phenomenally high degree of success.

- (4) The vast supply of untapped labor is being used at last. Women, Negroes, the loyal foreign-born, men over forty, and men with physical disabilities are today taking their place on the production line, proving themselves equal to the best in efficiency.

#### RESERVOIR OF WOMANPOWER

Already close to two million women are at work on war industry jobs.

Two million more will be hired during 1942, and at least another 2,000,000 during 1943. In addition, women are being recruited to help harvest this year's crops in rural communities.

One of the biggest jobs now being faced -- and ultimately the greatest in size -- is the training and placement of these millions of women who will be needed on the factory front.

The United States has a backlog of 10,000,000 women in the home, without children under 16, from whom workers may be drawn for war industries and essential service trades. Another 4,000,000 in rural areas are available for farm work.

Women with children under 16 are a potentiality of some 9,000,000, if facilities are provided for proper care of these children while the mothers work.

Prejudice against the idea of women working outside the home, and prejudice of employers against them as a laboring class, must be broken down. English experience, as well as our own, has proved women can do the job.

Women form the largest part of "local labor" for war plant employers if disastrous migration, crowded housing, and pirating of workers are to be avoided.

Specific areas such as Southern California and Michigan report industrial plants, particularly airplane factories, are using more and more women in place of men called to the services. One plane company anticipates that two-thirds of its labor force eventually will be women.

Survey of 21 key war industries indicates that women can do 80 per cent of the jobs.

The problems of wholeheartedly bringing women into industry present a continuing challenge to government, to management, to labor, and to women themselves.

American women must be educated as to the changes which are taking place about them and what they must do to readjust their home life, their social environment, and their community status in order to prepare for the added responsibilities which are bound to come.

If five million additional women are needed by the end of 1943 for war industry jobs, one out of every three or four housewives between

the ages of 18 and 44 would have to accept employment to keep factories, institutions, stores and farms operating at full capacity. This means one out of every six women 18 years of age or over.

MANPOWER'S MOST PRESSING PROBLEMS IN THE FUTURE

Urgent as it is today, the problem of manpower utilization will increase in magnitude with every new working week.

Fatigue brought about by long hours and insufficient rest will be cutting down the efficiency of those workers on the job, and maldistribution of labor will create serious housing, transportation and health difficulties.

In six months a general shortage of male labor may be expected. Employers will then begin to demand the women workers, and they must be trained for specialized industrial jobs. At the same time, provision must be made to care for their homes and their children while they are replacing men on the assembly line. This will be the moment for moving quickly to utilize other reserves, as well -- Negroes, older workers, the handicapped, aliens and others who are and can be qualified for war jobs.

But the most striking developments will be in perhaps a year. A plan is now being studied to register women to classify their skills and availability. There may be orders forbidding men in necessary jobs to volunteer for the army and navy. Virtual drafting of women in some classifications might eventually result under pressure of a growing armed force which must be supplied with the implements of war.

DRAMATIZING THE MANPOWER MOBILIZATION PROGRAM

There is widespread ignorance of the existence of a manpower shortage, of the reasons for the shortage, of the means by which the shortage is being overcome, of the necessity for every man and woman to help lick the problem in order to win the war of production. This constitutes a tremendous job in education. It is the kind of job that moving pictures, with their singular knack for making education not only palatable but exciting, are best suited to perform. Manpower Mobilization is the biggest thing in civilian America today. To the same extent it constitutes a challenge to the motion picture industry.

We have enough manpower and machine power and electric power to overwhelm the Axis. The problem is to get it to the right job at the right time and equipped with the needed skills. Workers must be shown the necessity for their willingness to go where they are needed, even if it means "pulling up stakes" after many years in one community. Winning the war is more important than personal convenience.