1943 Guide to Hiring Women

(The following is an excerpt from the July 1943 issue of transportation Magazine. This was written for male supervisors of women in the work force during World War II.)

There is no longer any question whether transit companies should hire women for jobs formerly held by men. The draft and manpower shortage due to World War II, has settled that point. The important things now, are to select the most efficient women available and how to use them to the best advantage. Here are 8 helpful tips on the subject.

1. Pick young married women. They usually have more of a sense of responsibilities than their married sisters, they’re less likely to be flirtatious. They need the work of they wouldn’t be doing it. They still have the pep and interest to work hard.

2. When you have to use older women, try to get ones who have worked outside the home. Older women who have never contacted the public have a hard time adapting themselves and are inclined to be cantankerous and fussy.

3. Retain a physician to give each woman you hire a special physical exam – one covering female conditions. This reveals whether the employee-to-be has any female weaknesses which would make her mentally or physically unfit for the job.

4. Give the female employee a definite day-long schedule of duties so that they will keep busy without bothering the management for instructions every few minutes.
5. Give every girl an adequate number of rest periods during the day. You have to make some allowance for feminine psychology. A girl has more confidence and is more efficient if she keep her hair tidies, apply fresh lipstick and wash her hands several times a day.

6. Be tactful when issuing instructions of making criticisms. Women are often sensitive, they can’t shrug off harsh words the way men do. Never ridicule a woman – it breaks her spirit and cuts off her efficiency.

7. Get enough size variety in operator’s uniforms so that each girl can have a proper fit. This point cannot be stressed too much in keeping women happy.

And my personal favorite.....

8. General experience indicates that “husky” girls – those who are just a little on the heavy side – are more even tempered and efficient than their underweight sisters.

Which should explain to all of you why I make such an effort to keep an extra 20 or so pounds on my frame at all times!

Celene Post, Chairman
GFWC Public Issues