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No. 11

WOMEN IN THE WAR

. . . for the final push to victory

Women needed in war plants,
in essential civilian jobs, and
in the Women's Reserves
of the armed forces

To Title.

(3) P. 9

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**U. S. ARMY • U. S. NAVY • U. S. MARINE CORPS
U. S. COAST GUARD • WAR MANPOWER COMMISSION**

FOREWORD

Never in history have American women played such an important part in wartime. Today, there are millions of women at work in war plants, essential civilian activities, and in the uniforms of the Armed Service. These are women who understand that everyone must march on the road to victory, each where she will contribute most.

But not all women understand this need. There are still millions of women who could give their time and efforts but have not done so because they do not realize the urgency of the need.

It is from this group that we must fill the requirements of the Armed Services and industry in 1944.



WOMEN IN THE WAR

There are approximately thirty-four million women in the United States between the ages of 18 and 49. Seventeen million of these women are working at the present time. Of the remaining 17 million, the most available group consists of single women and nonfarm housewives without children under 14. This group numbers approximately 5½ million. In 1944, hundreds of thousands of these women will have to be recruited to meet the needs of industry and the Women's Reserves of the Armed Services.

For the past 2 years there have been various programs telling women where and how they can help in the war effort. There have been patriotic, glamorous, and post-war appeals as well as those based on wages, community and plant adjustments, training and educational opportunities.

Millions of women have responded to these appeals and to the Nation's need. They have proven themselves to be capable and efficient in any number of jobs formerly filled by men only. A recent survey showed that 80 percent of all jobs done by men can be done as well by women. Thousands have voluntarily given their services for the duration to the Women's Reserves of the Armed Forces and have earned the respect and admiration of the Army, Navy, Marine, and Coast Guard.

Yet, as America enters the most critical phase of the war, the phase most destructive of life and matériel, there remain in this country millions of women who *could* work but are unmoved by feelings of personal responsibility in the war effort.

While the problems of recruiting for war production and essential civilian jobs differ from those of recruiting for women in uniform, *all* recruiting efforts face one common, basic problem: *APATHY* arising from lack of understanding. This element of indifference among women yet to be reached is the *greatest* and *most difficult* resistance to overcome.

Therefore, it has been agreed by the War Manpower Commission and the Joint Army-Navy Personnel Board, that in order to speed the solution of this primary problem, they will coordinate their efforts on a national basis by planning and conducting a common program the first objective of which will be to overcome this attitude of indifference and misunderstanding among women.

However, the program must first recognize the conditions responsible for this attitude and provide a rational explanation of why none of them should deter women from entering the war effort at this stage and doing all within their power to bring national unity and power to a driving climax.

Starting on or about March 1st, there will be an over-all program known as "WOMEN IN THE WAR." The program will use all major facilities: radio, movies, magazines, graphics, and news. In addition, the program will have the support of the Office of Civilian Defense in local activities.

It will have two divisions for specific recruitment—

1. Women in Production and in Essential Civilian Work;
2. Women in Uniform.

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Women in the War—Basic Appeal

Regardless of which division of the program is emphasized, each must first attack the primary problem: Lack of understanding which causes *APATHY*. The appeal employed and its method of presentation should be aimed at the common objective.

*Women Should Actively Get Into the War
for the Final Push to Victory*

It may be in a war production job, or wearing your nation's uniform in the

Women's Reserves of the Armed Service, or in a war-useful job in an essential civilian effort.

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No better example of the importance of this remaining pool of women can be cited than the fact that the Germans face defeat today primarily because of their exhaustion of reserves. *The reserves, in every war, decide the final issue.*

Womanpower is this country's reserve of industrial labor and military strength. The need for their assistance has not been reached and passed. On the contrary, the point has been reached where the need for additional women may well mark the difference between reserves and lack of reserves; between victory made possible by a fresh supply of labor and military strength, and exhaustion of the supply.

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WOMEN IN PRODUCTION AND IN ESSENTIAL CIVILIAN WORK

The War Manpower Commission estimates that there will need to be hundreds of thousands of additional women workers in 1944 to meet the requirements for war production and essential civilian jobs. Due to the present rate of turnover and the large number of part-time workers among applicants, hundreds of thousands of women must be recruited to maintain and increase the necessary net supply.

There will be a continuing need for women in war plants, in essential civilian jobs. Since these needs can only be determined locally, the national program should accordingly emphasize the basic message:

Your Local United States Employment Service Office Will Tell You Where Your Work Will Be Most Helpful.

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Regional and area directors of the War Manpower Commission are responsible for determining when and where it is necessary to take action for the recruitment of workers. There are 3,450 USES offices throughout the country which are maintained for the sole purpose of recruiting personnel for war production jobs and essential civilian services.

The manpower problem is not solved in many of its aspects. It will change in some cities, but the national picture is tight. Workers needed, compared with turn-over or "quits," make the necessary goal a hard one to reach. Labor requirements cannot be met unless hundreds of thousands of new workers are added to the labor force.

Appeals should therefore:

(1) Dramatize the vital role of the 17,000,000 women now helping to speed victory in war plants, in essential civilian jobs, and in the armed services.

(2) Advise women that when the Nation is at war, women must work as men must fight.

(3) Stress the fact that women are urgently needed in some areas and in some plants—and not in others. Women must be directed to their local USES office to find out local needs.

(4) Create a sense of urgency in the appeal by relating it to the final push to victory.

(5) Tell women that war jobs are not always immediately available in every community—but that it is up to them to find their war jobs through their local USES instead of waiting for a war job to find them.

The resistances of women to war jobs should be met as directly as possible

Some of the resistances to war jobs

1. "I read in the paper that they are letting women go in some factories. Does that mean that the war is nearly over and that it is no longer urgent for women to leave their homes and go to work?"
2. The work is too tiring.
3. The jobs are monotonous, boring.
4. I have never worked in a factory. I know nothing about machines.

Some of the answers

Frequent adjustments in production schedules result from changing battle front conditions. These cause sharp rises in production in some localities and reductions in others. The local USES can advise best on the local situations.

For a few weeks, yes. But war jobs are matched to physical capacities wherever possible. War work is not easy, but necessary and satisfying.

So are many household jobs. In most plants, talking on the job is not prohibited. In many plants, music entertains workers at their machines. Rest periods, lunch hours, cafeterias and restroom facilities have been planned on a scientific basis.

Many war factory jobs are very similar to running a sewing machine or vacuum cleaner, assembling a meat grinder, sewing by hand, and other familiar household tasks. War jobs for women are easy to pick up. Most use skills already acquired. Besides, war plants and government-sponsored vocational schools give free training. In some cases women are paid while learning.



Some of the resistances to essential civilian jobs

1. How do I know it's a job that will help the war effort?
2. I am doing volunteer work. Isn't that enough?
3. I don't need the money. What will my friends think?
4. How can I handle the responsibilities of a job and my home and family, too?

Any job that helps maintain essential civilian production or services—or any job that releases a man or another woman for military service or war plant work, is a war job.

Volunteer war work is fine—but it's not enough if a woman can take a full-time war job. The final push to victory calls for an 8-hour day for every woman who can manage it. Volunteer work should be supplementary to, not instead of, a job.

A pay check for the woman who doesn't need it is honorable recognition for her help in the final push to victory—in a job that may not be pleasant or easy, but which someone must do. The pay check can be turned into war bonds and so help the country both with work and money.

The Nation owes a special debt of gratitude to the thousands of women who have rearranged their household duties to spend eight hours a day on the war production line or in essential civilian work. Many communities have also made adjustments—to meet the needs of workers and help to keep them on their jobs, shopping hours have been rearranged, transportation, banking hours, etc.

WOMEN IN UNIFORM

The over-all strength of the Women's Reserves of the Armed Service is approximately 130,000. Although their quotas for 1944 are much less than the need for women in the civilian war effort, it is a much more difficult requirement to meet because women of America have not responded in sufficient numbers to the many appeals for Women in Uniform.

This division of the program must therefore not only be equal in scope and weight to that of the civilian division, but in many instances it must have special emphasis.

In contrast to the other Women's Services, the Marines are not recruiting through a national information campaign at the present time because they have succeeded in enlisting 15,500 women. While it is to be noted that their total quota is only 18,000 (much smaller than that of the Wacs and Waves), it is also worthy of note that they have had the least difficulty in obtaining women for service. They will, however, be kept active to a degree in this over-all program because of the need of new members to replace discharges, etc.

Surveys made by the Services show that the resistances toward interest in the Women's Reserves are basic and common to all branches of the service. For this reason, all appeals should attempt to overcome one or all of the common reasons why women do not "join up" regardless of the particular service mentioned in any one program.

The appeals *heretofore* have tended to stress *only* such points as: the jobs done by women in uniform are vital to the war effort; that skills learned in the Service will have post-war advantage; that women will work side by side with men; that they will release a man to fight; that

they will learn to drill and live in barracks and accustom themselves to Spartan comforts as men do.

While any and all of these appeals have their place and are useful in a recruitment program, they should first be supported by information that will overcome the resistances towards "joining up."

The basic reasons why women do not enter the Armed Forces indicate that they believe that such a life will change their fundamental ways of living as women. The essential error, however, has *not* been one of commission, but of omission.

Women have *not* been told in national publicity that military service does not destroy their femininity nor detract from it. There has *not* been sufficient emphasis on the fact that women in the Armed Forces are respected as women, and that they are not remolded into some other kind of half-male, half-female hybrid.

Women have been educated and continually encouraged not only to remain feminine, but to try and become "more so." They accordingly cannot be expected to respond to appeals which, through misplaced emphasis on uniforms and on comparisons with soldiers and sailors, suggest that they are regarded and treated as other than feminine. It is impossible to try to persuade them to adopt a life in which they believe that masculine instead of feminine customs will control their temperament and actions.

While the primary motive for enlistment should be the patriotic one—to help in the war effort—the Reserves not only encourage but provide feminine interests and comforts to be enjoyed in leisure hours.



Here are the five basic resistances with some of the answers which this program should try to overcome:

1. Resistances

1. Men disapprove of women in uniform.

Some of the answers

Women in uniform are no less feminine than before they enlisted. Feminine interests are encouraged among women in the services. Their work is of the kind that women do in civilian life. They "date," dance, and go to parties,

and have opportunities for feminine comforts and diversions in leisure hours.

Women in uniform have won the approval of their communities, the respect of their commanding officers, the friendship of the men they work with, and the admiration of men who knew them in civilian life.

In the service they gain a sympathetic understanding of the attitudes of the men who are fighting this war today and will build the homes of tomorrow. This understanding goes hand in hand with a femininity that remains unchanged. Actually they develop new poise and charm.

2. I don't want to be regimented.

The women's military services are vastly different from military service for men. Training periods are really indoctrination periods in which women learn the policies of the service branch, and are much like getting acquainted with any new job. Military drills provide the women with poise and a feeling of "belonging."

3. My parents won't let me join.

Parents of girls in uniform have learned that the services give invaluable training in skills useful in peacetime occupations, that special provisions have been made for the women's well-being and comfort, that organized recreation is provided. Most parents are proud of their daughters in uniform.

4. Adjustments would be too difficult.

Like a group of girls entering school or college, women in the armed services almost invariably find their new life interesting and stimulating. They see "new faces and new places" and associate with other women. They make friends quickly. And those who have been lonely in their home towns, with so many friends away, gain new companionships and absorbing interests that make life more worth living than ever before.

5. The pay is low compared with civilian jobs.

This is not true when food and quarters are taken into account in addition to base pay. When a girl is enlisted into the armed services, she gets approximately \$50 a month base pay plus a food and quarters allowance if she provides her own room and board. This totals about \$142.00 per month or a total "salary" of \$32 per week in the lowest rank. Promotions can increase this to above \$200 per month in an enlisted status.

In addition, clothing, medical and dental care and special training are free.

What actually happens when you join one of the Women's Reserves of the armed service:

1. After a personal interview with an officer at your local recruiting station, and acceptance of your application, you are given a classification test and a physical checkup by Army or Navy doctors. Any woman in sound health should be able to pass it. Requirements are thorough but not too difficult.

2. Your full transportation expenses are paid en route from home town to "boot" camp or training school.

3. At training school, you are fitted to your trim, attractive uniform. Complete outfit is furnished free.

4. "Boot" camp is an indoctrination course into the Army, Navy, Marine, or Coast Guard. It's an interesting schedule that includes athletics, games, recreation with friendly companions, and valuable training under expert teachers.

5. A friendly interview determines your aptitudes, so that you are assigned where you can do the most for your country—and for yourself.

6. As a full-fledged member of one of the Reserves, you will go on duty and will be in the thick of all that's exciting and important in America at war.

7. With few exceptions, your leisure time is your own. Usually there is planned recreation for you—dances, theaters, sports, (tennis, swimming, bowling, etc.) informal get-togethers. There are plenty of friendly folks who enjoy the same things you do—and plenty of fun, too.

8. You are permitted to use cosmetics and are encouraged to look your best at all times.

9. Your living quarters, where you are permitted to wear lounging clothes, are cheerful and feminine. Some of the quarters are especially built for the Women's Reserves and others are converted—but they are always as pleasant and as homelike as possible.

10. You live a full, interesting life and at the same time help your Nation in its crisis in the final push to victory.

Who can join?

Applicants for enlistment in the WAC must be between 20 and 49 (inclusive) years of age with no children under 14. Applicants for enlistment in the other three services, Waves, Spars, Marines, must be between 20 and 36 years of age with no children under 18.



BRIEF HISTORY OF THE WOMEN'S RESERVES

Women's Army Corps

On May 15, 1942, President Roosevelt signed the bill creating a Women's Army Auxiliary Corps with a quota of 25,000 for "service with the Army of the U. S." Mrs. Oveta Culp Hobby, Texas newspaper executive, was named head and Director of the Corps. She was given the silver eagles of a Colonel, but the title of Director.

On May 27, American women between the ages of 21 and 45 rushed to enlist and within a short time the quota of 25,000 was obtained.

On July 20, 1942, the First WAAC Training Center opened at Fort Des Moines, Iowa. Girls with unmilitary corsages pinned to their shoulders trooped into the stand, a century-old Army post.

On November 19 the President authorized a full strength Corps of 150,000 officers and enlisted

personnel. In response to demands from Army Officers in this country and overseas, this figure was later raised to 200,000 by Executive order.

On July 1, 1943, an act creating the Women's Army Corps (superseding the Women's Army Auxiliary Corps) and making it an integral part of the Army of the United States was approved. The act expanded the age bracket from 20 to 50 and subjected members of the Corps to both Army discipline and Army benefits. By September 30, 1943, conversion of WAAC to WAC was completed. More than three quarters of the women enrolled in the WAAC reenlisted in the WAC.

The strength of the Corps at the present time is between 60,000 and 65,000. The Women's Army Corps is the only women's reserve which does not limit service within the continental U. S.—their women are permitted to serve overseas.

Waves

On July 30, 1942, the President signed the bill establishing the Women's Reserve, U. S. Naval Reserve which was unofficially christened the WAVES.

Four days later Miss Mildred H. McAfee, president-on-leave of Wellesley College, was sworn in as lieutenant commander, becoming Director of the Women's Reserve and first woman officer in the history of the United States Navy.

As a result of Congressional legislation she was promoted to the rank of captain corresponding with that of the WAC's Colonel Hobby. Original plans called for 10,000 enlisted women with 1,000 officers. However, this figure was later raised and at the end of 1943, the strength of the Reserve was 47,000.

They now number over 50,000 with a present goal of not less than 1,200 enlistments per week.

Spars

On November 23, 1943, the Women's Reserve, U. S. Coast Guard Reserve, was authorized and given the quasi-official name of SPARS, a combination of the first letters of the Coast Guard motto: "Semper Paratus" and its English translation "Always Ready."

The following day Dorothy C. Stratton, formerly Dean of Women at Purdue University, was sworn in as Director, with the rank of lieutenant commander. Legislation is pending which will permit her elevation to the rank of captain.

The U. S. Coast Guard, smallest of the Armed Forces, has raised the sights on SPAR recruiting several times and each time the new goal has been met.

The Corps' original objective was 3,000, raised to 4,000, then to 5,000, and at the end of the first year, November 23, 1943, their total strength was 5,500 enlisted women and 500 officers.

The present limit set for the Corps is 12,000 enlisted women and 1,200 officers. The total strength of the Corps on February 1, 1944, was 7,000 enlisted women and 600 officers.

Marines

On February 13, 1943, the "U. S. Marine Corps Women's Reserve" was authorized. This is the only one of the Women's Services which has no more-or-less official nickname. On official charts they are listed as Class 6, A or B. For all other purposes they are called Marines.

Their director is Ruth Cheney Streeter, aviatrix and welfare worker, who was sworn in as a major, but who was recently made a colonel.

More than 2,000 women joined up in the first eight weeks. Today the Reserve numbers approximately 15,500, with a present total goal of 18,000.

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Women in uniform have been highly praised for their efforts. Here are a few of the many commendations they have received for their accomplishments:

Women's Army Corps

"To me, one of the most stimulating aspects of our war effort has been the amazing development of the WAC organization in quality, discipline, capacity for performing a wide variety of jobs, and the fine attitude of the women themselves. Commanders to whom the WAC's have been assigned have spoken in the highest terms of their efficiency and value * * *."—General George C. Marshall, Chief of Staff of the United States Army. From a letter written to Colonel Oveta Culp Hobby, Director of the WAC.

"Where the WAC is, there is a job well done. The women of the Corps are more than fulfilling the hopes of the Army. Their work is splendid; their service is of great value. The Army needs them more and more, and looks on them with pride."—Brehon B. Somervell, Lieutenant General, Commanding General, Army Service Forces.

"I believe the WAC is an indispensable service to our Army in the present emergency. There are innumerable tasks now being performed and which I have observed WAC personnel performing in the Air Forces with remarkable efficiency and in a highly creditable manner. They have a capacity for many specialized duties essential to the Air Forces to a greater extent perhaps than any Air Force soldier."—Ira C. Eaker, Lieutenant General, Commander in Chief, Mediterranean Allied Air Forces. From a letter written to Colonel Oveta Culp Hobby, Director of the WAC.

HEADQUARTERS, A BOMBER COMMAND,
OFFICE OF THE COMMANDING GENERAL.

"The WAC's have made a unique and valuable contribution to our work here. They have won our respect by showing great interest and conscientiousness in their work. They are well trained, capable, and handle both routine and

highly important assignments smoothly and efficiently.

I am as proud of them as I am of any unit in the IX Bomber Command. If these are typical WACs, and I believe they are, the United States has reason to be proud of its women soldiers.”—*Samuel E. Anderson, Brigadier General, Commanding General, A Bomber Command.* From a letter written to Colonel Oveta Culp Hobby, Director of the WAC.

U. S. Navy Women's Reserve

“The WAVES have proved they are capable of accepting the highest responsibility in the service of their country. On behalf of a grateful nation, I offer * * * ‘a hearty-well-done’.”—*Franklin D. Roosevelt, President of the United States.*

“This is total war—a war in which every woman as well as every man must play a part. The men in the Navy are in for one reason alone—to fight * * * but to keep them fighting, there are important service jobs that must be carried on at home—mansize, full-time jobs which you, the women of America, can fill—jobs in which you can serve your country * * * that is what you as a member of the WAVES—can do to help win this war.”—*Frank Knox, Secretary of the Navy.*

“As Commander in Chief of the United States Fleet, I congratulate the WAVES in the Naval Service. The expectations of the Navy in you have been justified by your hard work and sincere dedication to duty. You who are members of the Women's Reserve have won the respect of the Naval Service by your acceptance of military requirements, readiness for responsibility and already valuable contribution to the work of winning the war. You will share the gratitude of a nation when victory is ours.”—*E. J. King, Admiral, U. S. N. Commander in Chief U. S. Fleet and Chief of Naval Operations.*

“At the Naval Air Station in Jacksonville, something over fifty different types of duties are being performed by the WAVES. WAVES have taken on these shore billets with enthusiasm and intelligence, resulting in splendid cooperation and notable efficiency in almost every instance. The WAVES have become an integral part of the Navy. We have great respect for them and pride in their achievements.”—*A. B. Cook, Vice Admiral, U. S. N., Commandant TENTH Naval District and Commander Caribbean Sea Frontier.*

“Having recommended many of our Texas young women for service in the WAVES, and having heard first-hand from these and others of their experiences in the Navy, I am convinced that this is a wonderful branch of the service and commend it heartily to other young women looking for a way to serve our country in this time of need.”—*Bishop Clinton S. Quin, Bishop of Texas.*

“To me it is not surprising that the personnel of the WAVES is deserving of respect and admiration. For the WAVES is a strictly voluntary service and, as such, would be expected to appeal to the loyal, high-minded, and self-sacrificing portion of our American womanhood.”—*Raphael C. McCarthy, S. J., President, Marquette University, Milwaukee, Wis.*

“The Presbytery is proud of its members who are serving in the Women's Reserve, and taking an active part in this great fight for Victory.

“Never has there been so unique a challenge to young women of Christian character; never has the need for their help been so urgent.”—*Rev. R. North, The Cincinnati Presbyterian, Cincinnati, Ohio.*

STATEMENTS FROM TWO PARENTS OF WAVES

“I've never seen my daughter look or feel so well in her life. Her WAVES training has done wonders for her, and her Dad and I are mighty proud.”—*Mrs. Douglas McGinnis, Stockton, Calif.*

“Personally I think it is a perfectly splendid opportunity for any young woman and I am proud that Margaret wanted to join the Navy and serve as a WAVE to do her part in time of war.”—*Mrs. H. L. Lucas, Richmond, Va.*

U. S. Coast Guard Women's Reserve

“The United States Coast Guard is proud of its women who wear the shield. Coast Guard SPARS are helping to make it possible for the Service to carry out tasks which challenge every energy and resource and call for the utmost use of trained personnel.”—*Vice Admiral Russell R. Waesche, Commandant, U. S. C. G.*

“It was a fine day for the Coast Guard when the SPARS were authorized. They are a splendid group of serious-minded young women doing a serious job. We like them and hope they like us.”—*Rear Admiral Robert Donohue, Chief Personnel Officer, U. S. Coast Guard.*

"The more SPARS the better, I say. I would probably be in my third continuous year of overseas service had I not been relieved by a man who was in turn relieved by a SPAR in the United States. I'll be able to return to combat duty soon because a SPAR will take over."—*Carter Barber Y 2/c, USCG, survivor of the torpedoed Navy PC 496 and 22 year old veteran of North African and Sicilian invasions.*

Marine Corps Women's Reserve

"The Nation is as proud of Marine women as it is of their fellow Marines—for they are upholding the brilliant traditions of the Corps with a spirit of loyalty and diligence worthy of the highest admiration of all Americans. * * * The Marine Corps Women's Reserve is an outstanding example of the dynamic way in which American women are meeting * * * the solemn responsibility, and the solemn privilege, of taking a most vital part in the Nation's march to victory.—*Franklin Roosevelt, The President of the United States.*

"Since returning to the States, I have noted with great pride and satisfaction the many outstanding services being rendered by our women Marines. * * * With quiet assurance, and without fanfare, they have learned quickly all tasks assigned to them. In doing so, they have proved themselves so versatile and so adept that thousands of men were released earlier than had been hoped, to take part in the great Pacific drive which will continue on its relentless way. * * * I have been equally impressed with the manner in which they have taken the traditions of the Corps to heart. They have developed an *esprit* worthy of the admiration of the most thorough-going veteran in our ranks. * * * We go forward with added confidence in the assurance that the women of the Corps will continue to make their substantial contribution to our progress until final victory is won."—*Lt. General Alexander A. Vandegrift Commandant of the Marine Corps.*

"When the women of the Marine Corps took the same oath of enlistment as the fighting Marines—they signified their indication to serve

their country wherever it could best use them. I know that nothing but a deep and genuine patriotic spirit could have carried them through the great change from civil to military life. But today they can be happy in the thought that they have won the respect and approval of their commanding officers and of the Navy as a whole.

"By relieving the "fightin'est" men from routine administrative jobs here in the United States—they have added greatly to the defensive and offensive power of the Marine Corps itself. Fighting members of the Marine Corps took them in as *fellow* Marines. The women Marines have not disappointed them and today they are to be congratulated on the inspiring manner in which they have fulfilled every expectation. They have proved that they are good Marines.

"We shall all be called upon—during the year that lies ahead—for even greater sacrifices—greater exertion in the discharge of our duties—and for a quickening in the pace with which we keep our fighting men at the scattered fronts supplied with tools of war. * * * When final victory comes the Marine women will be able to derive much personal satisfaction—individually and as a group—in the realization that their contribution to victory has been great—and that their country is proud of them for what they have done."—*Assistant Secretary of the Navy, The Hon. Ralph Bard.*

"Like most other Marines, when the matter first came up I didn't believe women could serve any useful purpose in the Marine Corps. * * * Since then I've changed my mind. The Marine Corps Women's Reserve are doing an excellent job. I'm glad we have them! They are freeing men for the front. There's hardly any work at our Marine stations that women can't do as well as men. They do some work far better than men. * * * What is more, they're real *Marines*. They don't have a nickname, and they don't need one. They get their basic training in Marine atmosphere, at a Marine post. They inherit the traditions of the Marines. They are Marines."—*General Thomas Holcomb, U. S. Marine Corps, Ret., Former Commandant of the Marine Corps.*

