• Pre-1939: women sacked upon marriage (married women working in war was revolutionary); 1939: 19% females in engineering and munitions

• **Maintained family life:** there was loneliness, fear, rationing and a lack of money, yet women managed to handle jobs as well as keeping everything going at home.

• **Did the ‘men’s jobs’:** Engineering, munitions- move from work like hairdressing and domestic service to hands on work; WRENS, WAAF, ATS, uniformed jobs liked ARP wardens, nursing, **Land Girls** (working on the farms to increase food production); stenographers, clerks (like at Bletchley Park with Enigma machine)

• **Conscription:** Propaganda campaigns made the work seem glamorous and dutiful (in reality, it was dull and tedious); conscripted: 1941- unmarried 20 to 30 year olds, 1942- unmarried 19-40 year olds, 1943- married 19-40 year olds; in 1943, there were 1.5 million extra women in work compared to 1939= 1939: 4.8 million (already working); 1943: 6.7 million; 1945: 6.2million

• **The government needed women, for Churchill’s “planning, control and compulsion” ideas; Ministry of Labour and National Service under Bevin (a ladies man) convinced women to work and put as many women in the work they wanted to do; Emergency Powers Act 1940 gave Bevin the right to direct all workers**

The overall impact

• **Negatives:** Slow, especially under Chamberlain; there was propaganda (in engineering, women were paid 50% less); Trade Unions and Employers were in line with inequality; Led to extramarital affairs/drifting so increase in illegitimate children and divorces when the men got home, but still with double standards; Government saw no threat to social revolution or challenge tradition; women just left their jobs in 1945 when men came home, and the government encouraged this; by 1951: women in work fell to pre-1939 level; Trade Unionists and men (sometimes women too) didn’t think women deserved equal pay; women liked part time work, with no training but no pensions; Magazines supported the domestic, traditional role= “beauty as duty”; ’Baby boom’- 1million born in 1947 kept women out of work

• **Positives:** Women were in work! With state nurseries to keep the children; Arthur Marwick= “prejudice against the employment of married women was overcome” during the war; women had shown they were capable of men’s work, such as engineering; decline in low paid ‘women’s work’ like textiles, domestic service, and this continued to decline; surveys- some showed women wanted to work. there was a positive attitude, they liked socialising and increased confidence, they also wanted to earn their own money; it increased self-esteem for some women, self-awareness, confidence and equalised their role in marriage