

## Resource Sheet#11

### Document J-*Secondary Commentary on the War Labor Boards 1942 Resolution*

During the war, women who worked in heavy industry received an average of 40 percent less pay than did men. Women did not receive the same opportunity to advance to higher positions, and most companies awarded men seniority much quicker than women. In November 1942, the War Labor Board did issue an order that permitted employers to raise women's wages to the same level as men's, but few complied with the order, and the federal government did not enforce it.

Kurtz, M. L. (1986). *The challenging of America: 1920-1945*. Arlington Heights, Illinois: The Forum Press, Inc.

Background Information: The War Labor Board was created by the federal government to settle disputes between workers and business owners during the war years. In this case, the War Labor Board is requesting that companies pay workers performing the same work equally.

#### Guiding Questions:

1. How much more did men earn in wartime industries when compared to women workers?
2. What evidence is there that women were not given equal opportunity in the workforce?
3. How did the War Labor Board (WLB) value women workers? What is the date of the WLB's order?