

IAC-L158d

Children bear the promise  
of a better world . . . . .

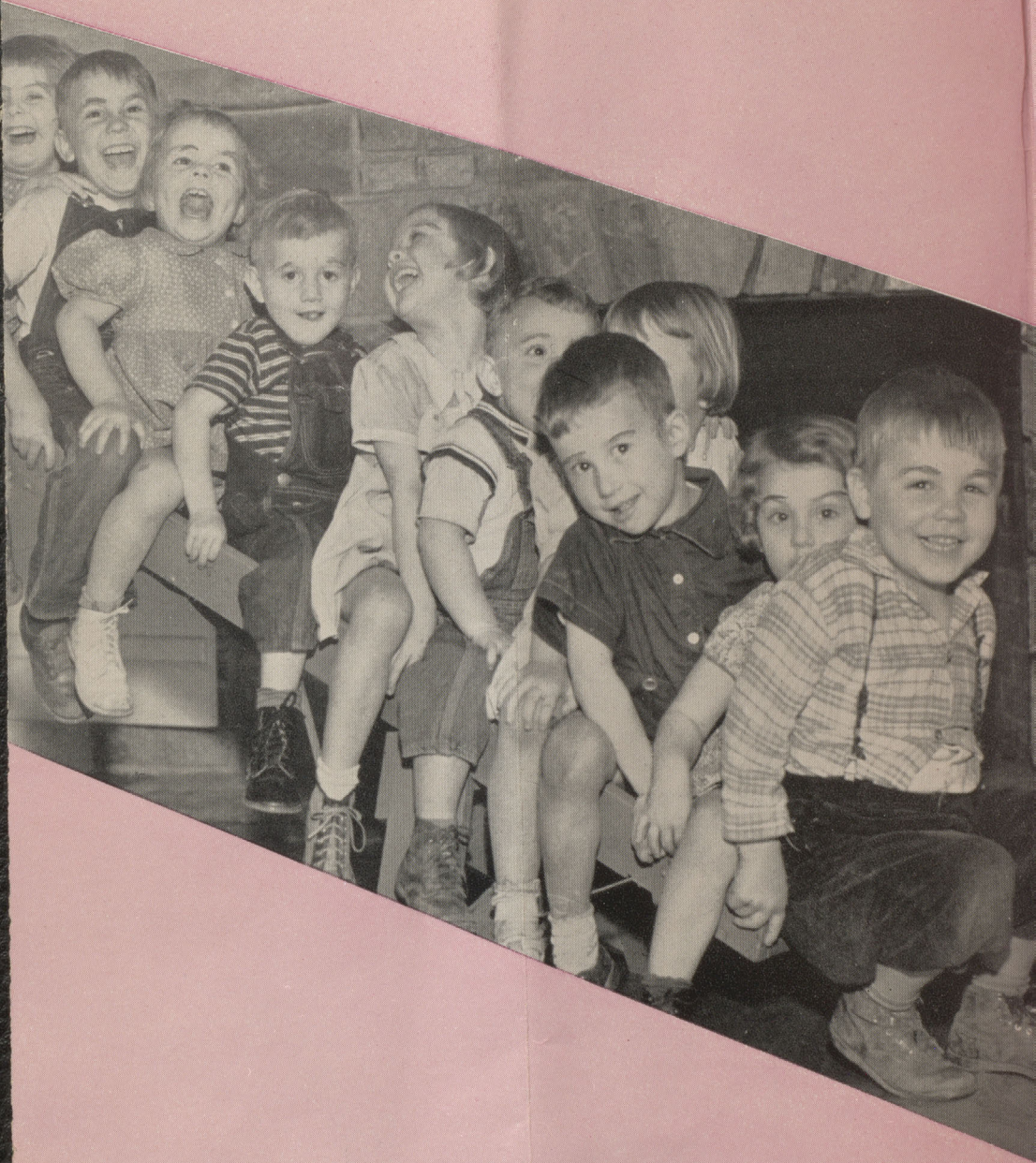
REDP  
STORE  
23661  
no. 2

Are we safeguarding

those whose mothers work?

McGILL U. LIBRARY  
Feb. 4 1942  
PERIODICALS







IN recent years there has been much discussion over employment of married women—much has been done and said to prevent them from working in offices, stores, and factories. Since the defense program started, however, we find more employers hiring married women, some of them contrary to their past practice—and in certain cases in preference to other workers, with the idea that when the emergency is over they can be discharged more easily than single women. There are no figures to show how many married women now called into defense production have small children. It would be practically impossible to obtain such information for the country as a whole. But I think each community can take steps to secure these facts in its own locality.

—MARY ANDERSON, *Director*,  
Women's Bureau, United States  
Department of Labor.



## *Day care of children of working*

FOR THE MOTHER WHO MUST GO OUT TO WORK, the care of her children is a vital and often distressing problem. Her peace of mind requires assurance that the smallest children are in safe hands throughout the day and that the older ones have wise and kindly supervision in after-school hours. The community also is deeply concerned in knowing that the children of the employed mother are growing up under happy and healthful influences, for democracy's purpose is to help its children become robust, right-thinking, upstanding citizens.

Care of children whose mothers are employed has been a problem even in normal times. Some mothers who work have relatives or trusted friends who can take care of their children during their absence, or they may be able to pay competent helpers to do so. In many communities there are some day nurseries and nursery schools for the very young and leisure-time programs and activities for older children. Yet working mothers are often compelled to leave their very young children in the hands of unsuitable caretakers while they are away at work and let the older children shift for themselves.

With the great rise in the employment of women caused by the national-defense emergency, many communities face a serious situation in regard to children's welfare. Where agencies already exist they are often crowded far beyond



## *mothers is part of national defense*

their capacities, and in too many localities there is no provision at all for care and protection of children.

When mothers of young children seek work outside the home, in this period of emergency as in normal times, they usually do so because their earnings are needed for the family support. But we must not allow either the national emergency or the financial need of the family to be met at the expense of the well-being of children.

The question whether the mother *should* work and how her children are to be cared for while she works must be considered with a view to the welfare of the children themselves. Their welfare comes first in every mother's heart. She knows how hard it is to be sure that they are well cared for while she is gone from home. She should realize too that under most circumstances the most patriotic thing she can do is to give them her personal care if possible.

But if, in the interests of her children, the mother finds it necessary to take a job, then the community's attitude must be: "We are behind you; your children shall not suffer from neglect; we will organize enough services—and services of enough different kinds—to provide for the safeguarding of your children of whatever age. We know that the life of Democracy itself flows out of the lives of its citizens. The first item in our program of national defense shall be *Defense of Children.*"



“We recognize the extreme importance of national defense and the necessity of maintaining the democratic way of life which is our defense imperative. Toward this end we believe that every effort should be made to safeguard home life, to strengthen family relationships, and to give parents a direct opportunity to participate in community planning.

“When the work of women is needed as an essential part of the national defense program it is more than ever a public responsibility to provide appropriate care of children whose mothers are at work.

“The welfare of mothers and children should be given the highest consideration at every point in the development of employment opportunities for national defense. Mothers who remain at home to provide care for their children are performing an essential patriotic service in the national defense program.

*Excerpts from Recommendations Adopted by the Conference on the Care of Working Mothers, Washington, August 1, 1941.*

THE CHILDREN'S BUREAU of the United States Department of Labor, recognizing the urgent need for protecting children whose mothers are being drawn into employment as a result of the defense program, called a conference in Washington, July 31 and August 1, 1941, to discuss immediate steps to be taken to assure adequate day care for children of working mothers. Those present were specialists in social welfare, health, and education, drawn from national private organizations, and Federal, State, and local agencies.

The Conference urged that every effort be made to maintain standards that have been achieved relating to the employment of working women and to extend these standards where they fail to provide safeguards generally recognized as essential to the protection of all women who work.

It was suggested that plans for increasing the production of war materials should be made available to parents, schools, and industry in order that parents, schools, and industry might cooperate in the care and protection of children.

Individual counseling and job placement should be made available to women who hold jobs or expect to hold jobs as the cornerstone of the day care program. The object of the program is to assist in making plans which will take into account the health and welfare of both the mother and the child.

The Conference urged that the care and protection of children of working mothers include as a minimum the standards required to meet the needs of the child.



defense, and the  
which makes successful  
at every effort should  
relationships, and to  
community planning.

part of the  
ability to provide

due consider-  
ation to  
care for chil-  
dren in the  
use program.”

*Care of Children*

advance information con-  
cerning employment of women  
community agencies in  
and private agencies,  
plan together for the  
children.

service to mothers who  
jobs was recommended  
community's unified pro-  
gram is to assist parents  
safeguard family life  
into account the health  
of both parents and children.

community plans for  
protection of children of working  
mothers of day care as are  
needed for children of all ages.

**T**HESE activities should be integrated with the whole community program for public and private family assistance, social services to children, health protection, education, and recreation.

The development of the services needed will require greatly increased personnel. The Conference therefore recommended that careful plans be made for the selection, training, and supervision of competent staffs in accordance with established standards.

Positive action must be taken now to uphold standards of day care of children of working mothers and to provide for such expansion of services as may be required. Federal and State agencies and national organizations have a responsibility for leadership in the present emergency. The Conference urged them to stimulate and assist local committees in their efforts to meet the demand for care and protection of children, as need increases with the rapid expansion of defense activities.

In the discussion at the Conference the members repeatedly called attention to the need for considering not only preschool children—the group especially provided for by day nurseries and nursery schools—but also older children for whom leisure-time and other after-school activities must be made available. Adequate provision by the community requires measures for safeguarding *all* the children of working mothers during the time of the mother's absence from home. It also requires measures for safeguarding the health and welfare of the entire family.

- **Mother's care for infants and preschool children and for children outside school hours is a fundamental principle of child welfare. When mothers are at work the community must see to it that the necessary provision is made for the care and supervision of their children. These policies are essential to the welfare of children as a part of national defense.**

**OUR CONCERN—EVERY CHILD**



# DEFENSE OF OUR DEMOCRACY

*It is the duty of every mother who is considering going to work:*

**1** To determine whether her employment is the best contribution she can make to the welfare of her family and children and to the general welfare of the community and the Nation.

**2** If she decides to work, to arrange for adequate care for her children of preschool age while she is away, remembering that babies need *individual* care in their own homes by their own mothers or, when this is impossible, by a person competent to take the mother's place.

**3** To arrange for her children of school age to receive proper care and supervision during hours when they are not attending school. Children who have no supervision but are allowed to run the streets after school may meet with serious accidents or with evil influences that could cripple their whole future lives.

**4** To see to it that her own health is safeguarded by sufficient rest and by relief from as many of her usual household duties as possible; and that the health of her children, as well as herself, is maintained by regular meal hours, by well-cooked wholesome food, and by regular health supervision.

**5** To maintain the cheerful, cooperative spirit of her household in this period of emergency, by encouraging each member of the family to do his share of the work, and by helping her children to understand that the home is the place where democracy begins and where the teamwork it implies can best be learned.

FOR ALL CHILDREN WHOSE



# DEMANDS THE PROPER CARE

*It is important for communities in which many mothers are working:*

**1** To make plans for the care and protection of children of working mothers, in a unified program that draws upon the efforts and facilities of all the public and private agencies within the community. These plans should include:

Counseling service for mothers who are employed or are looking forward to employment, so that husbands and wives may be helped to make wise decisions and to obtain suitable care for their children while they are away from home.

Such nursery schools, day nurseries, nursery centers, and cooperative nursery groups as may be needed in the community program, conducted under the auspices of private schools, welfare departments, or other public or private agencies. They should not be located in industrial plants or limited to children of mothers employed in particular establishments.

Playgrounds, play centers, and leisure-time programs as needed for children of school age, so that they may have opportunity for supervised play and for wholesome activities in the after-school hours.

Such other forms of care, including day care in foster homes, housekeeper service, day camps and vacation camps, and other types of service as may best serve community needs.

**2** To provide adequate personnel for day-care services, by the selection, training, and supervision of competent workers.

**3** To maintain the standards of personnel, equipment, procedure, and care generally recognized as acceptable by health, educational, and social organizations. These standards should apply equally to all types of nursery schools and day-care centers.

# MOTHERS ARE EMPLOYED



## *Standards for day care must be upheld*

COMMITTEES appointed as a result of the Conference on Day Care, now merged in an advisory committee to the Children's Bureau, are preparing suggestive material for the guidance of the Children's Bureau and of State and community agencies. At meetings of these committees, held in Washington October 3 and 4, the discussions were based on the following principles:

EVERY COMMUNITY PROGRAM of day care should be founded on careful study and analysis of community needs and resources.

PARENTS SHOULD PARTICIPATE in the planning of day-care programs for their children, which should take into full account the resources for care that might be provided by the parents themselves through cooperative arrangements, under proper safeguards.

INDIVIDUAL COUNSELING SERVICE should be provided as part of the community program.

SPECIAL ATTENTION should be given to the needs of children living in defense areas in undesirable surroundings.

PLANS SHOULD BE ADAPTED to the varying needs of all age groups under 16 years.

ALL DAY-CARE PROGRAMS should be carried on by those who understand children, and should emphasize the importance of considering each child as a member of a family group, and of serving his emotional needs and intellectual growth.

ADEQUATE STANDARDS of physical care, health protection, and nutrition should be maintained.

DAY-CARE PROGRAMS should be conducted if possible under the auspices of some recognized agency in the community, and should be under the supervision of some unit of government.

The Children's Bureau, the Office of Education, and the Work Projects Administration are working together on all programs of day care during the defense period.

**"LABOR MARKET DEVELOPMENTS" for August 1941 states:**

*"There was growing evidence that industry is drawing upon the two large reservoirs of workers—women and youth—in substantially larger numbers. In all parts of the country, high-school graduates helped to alleviate shortages of all types, especially those of resort and clerical workers. Even more important, however, was the greater utilization of women in all industries throughout the country. Many plants continue to substitute women for men who have been called to military service or who have found better-paying defense jobs."*—*"Labor Market Developments,"* Federal Security Agency, Social Security Board.



*Our Nation is mobilizing its resources  
for the welfare of children  
as an important part of national defense:*

To coordinate health, welfare, medical, nutrition, recreation, and related services bearing on the defense emergency, the President of the United States has established by executive order the

*Office of Defense Health and Welfare Services,  
Paul V. McNutt, Director.*

To assure effective coordination of Federal relations with State and local governments engaged in defense activities, to facilitate constructive civilian participation in the defense program, and for other purposes, the President has established the

*Office of Civilian Defense,  
Fiorello H. LaGuardia, Director.*

The *Children's Bureau of the United States Department of Labor* is responsible for promoting the welfare of children at all times through—

Studies and advisory services	Child-labor administration
Cooperation with State agencies	Bulletins, leaflets, and radio talks

The Chief of the Children's Bureau, Katharine F. Lenroot, has been designated child-welfare consultant to the Office of Defense Health and Welfare Services, and the Assistant to the Chief, Charles I. Schottland, has been made liaison officer with that office. The Associate Chief of the Children's Bureau, Dr. Martha M. Eliot, has been designated liaison officer with the Office of Civilian Defense. Other Federal, State, and local agencies are working for the promotion of child welfare, in cooperation with many privately supported organizations.



MAR 3 5 1942

McGill University Library



3 104 005 849 J

FEB - 4 1942

---

*The Defense of Children Series:*

**“CHILDREN BEAR THE PROMISE OF  
A BETTER WORLD” includes:**

1. What Are We Doing To Defend Them?
2. Are We Safeguarding Those Whose Mothers Work?
3. Are They Getting the Right Start in Life?
4. Have They the Protection of Proper Food?
5. Are We Defending Their Right to Health?
6. Their Defense Is the Security They Find at Home.
7. Their Education Is Democracy's Strength.
8. Through Play They Learn What Freedom Means.
9. Our Nation Does Not Need Their Toil.
10. Are We Helping Those With Special Needs?
11. Protect Them From Harmful Community Influences.

---

*“RAISING A PRESIDENT,” a radio program on defense of children, prepared by the Children's Bureau, is presented by NBC every Monday at 11:30 a. m. E. S. T. (Blue Network)*

---

U. S. DEPARTMENT OF LABOR ● CHILDREN'S BUREAU

*Defense of Children Series No. 2*

---