EXPLANATORY NOTE

Due to the haste in the final completion of this study imposed by the necessity of completing the work of the General Board within the time limit set, it was impracticable to accomplish the usual exact proof reading and final revision of the text required, to eliminate typographical errors, omissions, minor discrepancies and occasional reiteration of the same thought in different parts of the study. Such discrepancies as are present are not believed to change or obscure the meaning intended by the Board, and their complete elimination is not considered of sufficient importance to warrant further delay in submission.

THE GENERAL BOARD

United States Forces, European Theater

STUDY OF THE WOMEN'S ARMY CORPS

IN THE EUROPEAN THEATER OF OPERATIONS

MISSION: Prepare a factual and annotated report on the Women's Army Corps in the European Theater of Operations, and recommendations.

The General Board was established by General Orders, 128, Headquarters, European Theater of Operations, U S Army, dated 17 June 1945, as amended by General Orders 182, dated 7 August 1945, and General Orders 312, dated 20 November 1945, Headquarters, European Theater of Operations, U.S. Army, to prepare a factual analysis of the strategy, tactics, and administration employed by the U S Forces in the European Theater.

File: R320.2/64 TGBSY

Study Number 11

VOLUME I OF THREE VOLUMES

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THE GENERAL BOARD
UNITED STATES FORCES, EUROPEAN THEATER
APO 408

STUDY OF THE WOMEN'S ARMY CORPS IN THE EUROPEAN THEATER OF OPERATIONS

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2. Strength Chart, WAC Personnel in European Theater of Operations, WAC Sec, G-1, ETOUSA, and Memo, Hq USFET, subject: "WAC Personnel Grades and Ratings", dtd 19 Nov 45

3. Chart, Women's Army Corps Units in the European Theater of Operations, 6 Nov 43 - Sep 45.

4. Map showing "WAC Detachments and Individuals Serving in the ETO by Location and Year".

5. Memo, Hq ETOUSA, subject: "Location and Number of WAC Staff Directors in the ETO", dtd 10 Jul 45.

6. Form for WAC Monthly Status Report.

7. Staff Study to AC of S, G-1, SHAEF, APO 757, US Army, subject: "Position of the Theater WAC Staff Director in Relation to Organization of the Theater (Zone) Headquarters, dtd 4 May 45.

8. Compilation of Requisitions for WAC Personnel in the ETO.

9a. Carrier sheet from G-1 to AG thru C/S, subject: "Transfer of American Citizens to the WAC from the Allied Women's Services", 29 Jan 44.

9b. Carrier sheet from G-1 WAC Sec to AG thru D/CS, subject: "Recruiting of American Citizens in the ETO", 19 May 44.

10. Draft of WAC Section History, Mar 44 to May 44.

11. Memo, Hq ETOUSA to AC of S G-1, ETO, subject: "Report on Temporary Duty of WAC Staff Director to War Department, Washington, D. C., and Ft Des Moines, Iowa" dtd 16 Mar 45.

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16. Memo, Hq ETOUSA, G-1 WAC Sec, from Major Weems to Col. Wilson, subject: "Organizing, Classifying and Assigning WACS in the ETO, dtd 11 May 44.

17. Statements by Major Mary C. Weems, Personnel Officer, WAC Section, G-1 ETOUSA, subject: "WAC Classification and Assignment in the ETO".

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18. Statements by Captain Martha Selvik, subject: "Standing Operating Procedure for Classification and Assignment of Casual WAC Personnel at the 70th Reinforcement Depot (AAF), Stone, England".

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20. Minutes of Conference held 4 May 43 for Discussion of the Release of WAAF Personnel Assigned and the Assignment of WAAC Personnel to the Eighth Air Force.

21. Carrier Sheet, G-1 to G-3 (thru G-4) and AG, subject: "Postal Unit", dtd 17 Mar 44

22. Carrier sheet re ltr AG 324.5 M from War Office Qla Accn WAACS, 6 Sep 43.

23. Hq USSTAF SOP for Processing Enlisted Women Returning to the United States for Reasons other than Medical.

24. Memo, Hq Eighth AF, subject: "Apprehension of WAC Absentees", dtd 10 Sep 43.

25. Adm Inst No 8, Hq 12th Army Group, subject: "Discipline of Women's Army Corps", dtd 19 Aug 44.

26. Memo, Hq USFET, Off of the WAC Staff Director, to Lt. Col. Wilson, dtd 17 Jan 46.

27. Ltr, Ofc, Chief Engineer, Hq SOS ETOUSA, file CE 600-S-Gen, subject: "Accommodations for WAC Personnel", dtd 8 Dec 43; Ltr; Ofc, Chief Engineer, Hq SOS ETOUSA, file CE 601-S-Gen, subject: "Accommodations for WAC Personnel", dtd 6 Jan 44; and TWX from SPACIOUS ONE to USTED, 118/GEN/4687, dtd 3 Jan 44.

28. Scales of Accommodation for WAACs, ETOUSA.

29. Memo, WAAC Branch, to Hq 8th AF Fighter Comd, dtd 14 Jun 43.

30. Ltr, Ofc, Chief Engineer, Hq SOS ETOUSA, file CE 600-A-18-22, subject: "WAC Personnel at Burtonwood and Wharton Base Air Depots", dtd 30 Nov 43.

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33. Carrier Sheet, Hq ETOUSA, from G-1 WAC Sec to OCQM, subject: "Proposed Accommodations for Enlisted Women", dtd 20 Sep 44.

34. WAC Reservations Made by American Red Cross - January through December, 1944.

35. Report on "The Rookery".

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36. Booklet, "The Story of the WAC in the ETO".

37. Ltr, WAC Det, 1st Base PO, subject: "Holiday Schedule - WAC Detachment, 1st BPO, APO 640, U S Army", dtd 20 Jan 45.

38. Ltr, Hq TSFET to Chief, Entertainment and Recreation Div, Spec Serv, Hq TSFET, subject: "Conference 8 December 1945, Hq 1st WAC Spec Serv Co., Sternberg, Germany", dtd 20 Dec 45.

39. Memo, SHAEF, OCS, subject: "Application of Nurses to Marry EM", dtd 29 Mar 44, for: Gen. Lee.

40. Memo, ETOUSA, G-1, subject: "Marriage Policy", dtd 15 Jun 44, for: Lt Gen Smith, C/S, ETO.

41. Policy, Hq ETOUSA, WAC Staff Dir, subject: "Transfers of members of this Command upon Marriage", for: (Circulation, originating office).

42. Carrier Sheet, Hq ETOUSA, subject: "Marriages"; from Theater Chaplain to G-1, dtd 7 Nov 44.

43. Memo, Hq Com Z, ETOUSA, subject: "Theater Marriage Policy", dtd 29 Nov 44.

44. Carrier sheet, Hq SHAEF, subject: "Modification of Theater Policy on Marriage Between Two Members of a Command", dtd 30 Nov 44.

45. Memo, Hq SHAEF, OSGS, subject: "G-1 Concurrence", dtd 4 Dec 44

46. Memo, Hq SHAEF, OCS, subject: "Marriages of US Military Personnel", dtd 4 Dec 44.

47. Memo, Hq ETOUSA, OCS, subject: "Marriages of US Military Personnel", dtd 29 May 45.

48. Memo, Hq USFET, Office of WAC Staff Director, subject: "Normal Attritional Losses of WAC Personnel", dtd 16 Jan 45.

49. Carrier sheet, G-1 WAC Sec to G-3, subject: "Training (WAC)", 30 Jul 44.

50. Training Schedule for First Week June 19 - June 26 (WAC Det, Fwd Ech, Hq Com Z ETOUSA).

51. Carrier sheet, Sig O to A-1, subject: "Training of Signal Corps Waacs", 14 May 43.

52. Carrier sheet, Pers Div Sig O to G-1 WAC Sec, subject: "Request for WAC Switchboard Operators", dtd 27 Aug 44.

53. Message, Hq Com Z (Fwd) to USSTAF for 8th AFFD, re transfer of Wacs for duty with Sig Serv, dtd 1 Sep 44.

54. Excerpts from Report on WAC Staff Director's Conference, 24 Jan 45.

55. Memo, Hq ETOUSA, G-1 WAC Section, subject: "Social Hygiene Instruction", dtd 7 June 44.

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56. Ltr, Hq ETO G-1 WAC Sec, subject: "Morale Building of WAC Personnel in the ETO", 13 Jun 44.

57. Memo, Hq ETO G-1 WAC Sec, subject: "Training Program of Wacs Transferred from Allied Forces", dtd 7 Jun 44.

58. Mobilization Training Program for the Transferees from Allied Forces to the WAC, U S Army.

59. Orientation on UK (WAC Branch, APO 887, U S Army.

60. Wacs in ETO (WAC Branch, APO 887, U S Army).

61. Memo, G-1 WAC Sec, subject: "Preparation to be Made for Accommodation and Training of WAC Personnel", dtd 11 May 44.

62. Orientation of Incoming Officers (G-1 WAC Sec), dtd 1 Nov 44.

63. Ltr, Hq USFET G-3 Tng and Ed Br, subject: "Trip Report - WAC Educational Activities in the European Theater", dtd 28 Aug 45.

64. History of the WAC in I & E.

65. Memo, Hq Com Z, ETOUSA, G-1 Sec, subject: "Training Program for Enlisted Personnel", dtd 16 Mar 45.

66. Staff Report, Hq ETO, Office of WAC Staff Director, to Director, WAC, WD, dtd 31 Aug 43.

67. Ltr, Hq SOS, OCQM, 420.314 Q-S, subject: "Accommodation Stores", dtd 17 Jul 43.

68. Carrier sheet, Hq ETOUSA, subject: "Provision of Sheets, Pillow Cases and Mattress Covers, for WAC Personnel", from OCS Thru G-4 to G-1, dtd 18 Jun 45.

69. Carrier sheet, Hq ETOUSA, subject: "Provision of Sheets, Pillow Cases and Mattress Covers, for WAC Personnel", dtd 27 Jun 45.

70. Ltr, Hq USFET, subject as above, dtd 6 Jul 45.

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72. Ltr, Hq ETOUSA, subject: "Field Uniforms (Battle Type) for WAC Personnel in the ETO", dtd 7 Oct 44.

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74. Ltr, Hq ETOUSA, subject: "Wool Field Uniform for WAC Personnel", dtd 31 Mar 45.

75. Ltr, Hq TSFET, subject: "QM Rep on Womens Clothing in the ETO", dtd 5 Dec 45.

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76. Carrier sheet, Hq SHAEF, subject: "Distribution of WAC Clothing", dtd 24 Jul 45.

77. Memo, Army Exchange Serv, dtd 20 Mar 43, (Extract of Memo #4)

78. Carrier sheet, Hq ETOUSA, from G-1 WAC Sec to AES, subject: "Post Exchange Items", dtd 27 Jan 45.

79. Carrier sheet, Hq ETOUSA, from G-1 WAC Sec to AES, subject: "Post Exchange Stocks", dtd 25 Aug 44.

80. Memo from WAC Staff Director to AC of S, G-1, subject: "Estimates of Technical Activities, WAC Section, 30 April 44 to 30 April 45", dtd May 45.

81. Guide Sheet to Visit of Theater WAC Staff Director.

82. Procedure for Staff Visits to Using Commands as of January 1945.

83. Memo to Theater WAC Staff Director, Hq ETOUSA, from C/S, Hq Oise Intermediate Section, Com Z, ETOUSA, subject: "Visit of WAC Staff Director to WAC Detachment, Hq Oise Intermediate Section, APO 513", dtd 17 May 45.

84. Senior WAC Officers' Conference, sponsored by WAC Staff Director, USSTAF at St. Germain, 15 Jun 45.

85. Correspondence as follows:

    85a. Ltr, Hq ETOUSA, from Captain Theodora Smith, WAC Administrative Officer to Major Irene C. Galloway, ORB, War Department, dtd 12 Feb 45.

    85b. Ltr, Hq ASF, from Major Mera Galloway, WAC Field Director, to Lt Col Anna W. Wilson, Hq ETOUSA, dtd 3 Jul 44.

    85c. Ltr, WD Gen Staff, from Col. Hobby to Lt Col Wilson, Hq ETOUSA, dtd 1 Dec 44.

    85d. Ltr, Hq ETOUSA, subject: Topics for Discussion with Director, WAC", dtd 20 Dec 44.

    85e. Ltr, Hq ETOUSA, from Lt. Col. Wilson to Col. Hobby, Director, WAC, dtd 24 Jun 44.

    85f. Ltr, Hq ETOUSA, from Lt. Col. Wilson to Col. Hobby, Director, WAC, dtd Jun 44.

86. "WACETO", No. 15, May 45.

87. Carrier sheet, AG-E to G-1, subject: "Replacements for WAAF Signal Section", dtd 9 Jun 43.

88. Memo on policy by WAC Staff Director, Hq ETOUSA, dtd 22 Apr 44.

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96. Memo, Hq ASC USSTAF, subject: "Report of Staff Visit to WAC Det, Hq RADA, ASC USSTAF, 10 August 1944", dtd 14 Aug 44.

97. Memo, Hq 8th AF, Asst. A-1, Statistical Div, subject: "Study on WAAC Units and Personnel", dtd 11 March 43.

98. Cable to ARNOLD AFDRW from EAKER dtd 10 Aug 43.

99. Memo to Col. Leubin through G-1 Personnel from ETO WAC Director, dtd 4 Feb 44.

100. Memo for the Executive Office, G-1 from Asst. Chief, WAC Branch, G-1, subject: "Women's Army Corps in ETO", dtd 3 Apr 44.

101. Carrier sheet, AG-Postal to G-1 (Through: AG), subject: "Postal Directory Co. (Prov)", dtd 15 Oct 44.

102. Ltr, WD ASF to Lt. Col. N. Clarkson Earl, from Col. F. R. Kerr, dtd 20 Dec 43.

103. Carrier sheet, to Spec & Inf Serv, from G-1, 12 Apr 45, re Activation of three Special Service Companies.

104. Carrier sheet, Off C/Surg to G-1 WAC Br, subject: "Requisition for WAC Personnel", dtd 8 Feb 45.

105. Carrier sheet, Off C/Surg to G-1 WAC Sec, subject: "Utilization of WAC Personnel in Fixed Com Z Hospitals", dtd 5 Apr 45.

106. Memo, Hq ETOUSA, subject: "Utilization of WAC in the Army of Occupation", 30 Oct 1944,

107. Carrier sheet from G-1 to interested sections, subject: "Requirements for WAC Personnel in ETO", dtd 11 Nov 44.

108. Carrier Sheet, G-1 WAC Sec to TMS, subject: "Allocation of Quota and Utilization of WAC Personnel in ETO", dtd 20 Mar 45.

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109. Memo, Hq ETOUSA, Off of WAC Staff Dir, subject: "WAC Requisitions", dtd 17 Apr 45.

110. Memo, Hq ETOUSA, from Col. Shannon to G-1 ETOUSA (FWD), dtd 26 Jun 45.

111. Carrier sheet, Hq ETOUSA, Ofc of WAC Staff Dir, subject: "Deletion of WAC Personnel on Shipments to Theater" dtd 27 Jul 45.

112. Ltr, Hq USFET, Public Relations Division, subject: "Outline, WAC Public Relations Activities, ETO, 4 July 1943 - 1 April 1945", dtd 23 Nov 45.

113. Extract from June 31, 1944 issue of "AIRWAC".

114. Ltr, Hq ETOUSA, Ofc C/Surg, subject: "Annual Report of Consultant for the WAC", dtd 19 Jan 45.

115. Ltr, Hq ETOUSA, Ofc C/Surg, subject: "Annual Report, Medical Care, WAC, ETO", dtd 1943.

116. Medical Survey, WAC Personnel, 8th AF, dtd 16 Jan 45.

117. Ltr, Ofc C/Surg, ETO, subject: "Disease and Injury, Women's Army Corps, ETO", dtd 16 Jun 44.

118. WAC Health Report - 1944, Office of the Chief Surgeon, ETOUSA, dtd 23 Oct 44.

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120. Letter, Women's Army Corps, Office of the Director, Washington, dtd 12 May 45.

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122. Carrier Sheet, Hq ETOUSA, from G-1 to C/S, subject: "Employment of Colored WACs in ETO", dtd Aug 43.

123. Carrier sheet, Hq USFET, from G-1 to AG, subject: "Proposed Disbandment of 6888th Central Postal Directory (Prov)", dtd 20 Sep 45.

124. Ltr, Hq ETOUSA, Ofc of WAC Staff Director, subject: "Report of Military and Civilian Qualifications of Colored WAC Personnel", dtd 23 Mar 45.

125. Ltr, Hq USFET, Ofc of WAC Staff Director, re: Comments from Officer, Cadre, and Company Meetings at Staff Visit to 6888th Central Postal Directory, dtd 30 Nov 45.

126. Memo, to Commandant, Third WAC Trng Center, Ft Oglethorpe, Ga., subject: "Statistical Information Pertaining to Overseas Shipments of Enlisted WACs", dtd 12 Feb 45.

127. Ltr, Hq ETOUSA, subject: "WAC Quota, Strength and Requirements", dtd 15 Jan 45.

128. Carrier sheet, Hq SOS ETOUSA, subject: "Female Civilian Personnel on the Continent", dtd 28 Aug 44.

129. Ltr, Hq ETOUSA, subject: "Female Civilian Personnel on the Continent", 26 Aug 44.

130. Memo, Hq ETOUSA, G-1, subject: "Civilian Personnel", undated.

131. Extract from AIRWAC, Hq USSTAF, subject: "The Civilians Are Coming", dtd 30 Apr 45.

132. Memo, Hq Com Z, ETO, subject: "Policy on Recruitment of Civilian from U. S.", to AC of S, G-1.

133. Extract from New York Newspaper: "WACS Resenting 'Civvy' Invasion", undated.

134. Report, "Utilization of Discharged WAC Administrative, Clerical, and Communications Personnel in Civilian Positions in the ETO".

135. Memo, Hq ETOUSA, subject: "Uniforms to be Worn by Civilian Employees with the United States Army", dtd 28 Aug 44.

136. Extract, Hq Com Z ETO Staff and Seine Command Conference (28 Nov 44), dtd 2 Dec 1944; and extract, B-Bag, ETO Stars & Stripes, dtd 11 May 45.

137. Ltr, Hq ETOUSA, AG 250, subject: "Social Associations", dtd 9 Dec 1943.

138. Ltr, Hq ETOUSA, Ofc WAC Staff Dir, subject: "Proposed Directive on Off-Duty Associations Between Commissioned and Enlisted Personnel", dtd 2 Apr 45.

139. First Ind from Ofc WAC Staff Dir, Hq USSTAF, to Ofc, WAC Staff Dir, Hq ETOUSA, dtd 24 Apr 45.

140. Memo, Hq 6th Army Group, Ofc C/S, to Theater WAC Staff Director, dtd 24 Apr 45.

141. Memo, Hq 12th Army Group, subject: "Proposed Directive on Off-Duty Association between Commissioned and En-Listed Personnel", dtd 9 May 45.

142. Carrier sheet, Hq ETOUSA, G-1 WAC Sec, subject: "Off-Duty Association of Commissioned and Enlisted Personnel", dtd 19 May 45.

143. Carrier sheet, Hq ETOUSA, Actg Dep AC of S G-1, dtd 22 May 45.

144. Memo, Hq Com Z, ETOUSA, Ofc of CG, subject: "Proposed Directive on Off-Duty Associations between Commissioned and Enlisted Personnel", dtd 22 May 45.

145. Ltr, Hq ETOUSA, subject: "Social Associations", dtd Jun 45.

146. Ltr, Hq ETOUSA, subject: "Publication - Theater Policy on Social Associations", dtd 4 June 45, with atchd carrier sheets dtd 11, 21, 23 May 45 and 4 Jun 45.

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147. Carrier Sheet, from D/C of S to Ofc WAC Staff Dir, subject: "Social Associations Policy", dtd 30 Aug 45.

148. Ltr, Hq USFET, subject: "Policy Governing Off-Duty Associations between Commissioned and Enlisted Personnel", dtd 8 Sep 45, with atch carrier sheets from AG, G-4, and G-1.

149. Ltr, Hq SHAEF, Office of the Adjutant General, dtd 7 Jun 45.

150. Carrier sheet, from AC of S G-1, to G-1 Ofc WAC Staff Director, subject: "Amendment of Social Associations Policy", dtd 30 Aug 45.

151. Draft of Memo for: Assistant Chief of Staff, G-1, subject: "Recreational and Mess Facilities for Military and Civilian Personnel".

STUDY OF THE WOMEN'S ARMY CORPS
in the
EUROPEAN THEATER OF OPERATIONS

through May 1945

INTRODUCTION

1. Purpose: The purpose of this study is to present a factual analysis of that part of the strategy, tactics, and administration employed by the United States Forces in the European Theater in which members of the Women's Army Corps participated or made a contribution; to derive pertinent conclusions therefrom; and to make recommendations which may be used as a basis for the future organization, training, equipping, and utilization of women during a time of peace, emergency, or war.

2. Scope and Organization:

a. The scope of the study includes reference to certain documents pertaining to WAC personnel prior to their first arrival in the European Theater of Operations for duty in February 1943, the period of utilization through 31 May 1945, shortly after VE-Day, and consideration of Theater plans and policies which were made prior to but did not become effective by 31 May 1945.

b. For the sake of clarity and brevity the study is organized in seven parts, based principally on War Department Circular 462, as amended, subject: "Women's Army Corps Regulations", 6 December 1944, including:

(1) General: Status and Statutory Authority, Mission, and Organization.

(2) Plans and Policies: Personnel, Training, and Supply.

(3) Inspection of Women's Army Corps Personnel Within the Command.

(4) Utilization of Personnel.

(5) Public Relations, and Health.

(6) Special Problems: Colored Waacs/Wacs; Concurrent Utilization of Civilians and Waacs/Wacs; Association of Officer-Enlisted Personnel.

(7) Conclusions and Recommendations.

c. In effect, many aspects of this study would normally be included in overall European Theater studies dealing with the same subjects: for example, promotions, appointments, military justice, reinforcements, etc. However, because the WAAC/WAC (Women's Army Auxiliary Corps/Women's Army Corps) was a new organization to the Army it was deemed advisable to concentrate its consideration in one report. Wherever possible coordination was made with related studies, but unfortunately this was greatly limited by the short time allotted The General Board for the completion of its mission. Such coordination should be continued in higher headquarters.

3. Sources of Information include the official "History of the Women's Army Corps in the European Theater of Operations"; annual and semi-annual reports to the Director of the Women's Army Corps, War Department, and the Air WAC Officer, Headquarters, Army Air Forces; War Department and European Theater Directives; certain staff studies; research projects; official and personal correspondance; and informal memoranda. Appendices are placed at close of the report, numbered serially in the text: for example, Appendices 1-4, Appendix 6, et cetera, and include those documents which are not a matter of permanent record. References to filed documents are included in the bibliography at the end of each chapter, and are also listed serially in the text: for example, 1, 2, 3, et cetera. Extracts of documents of all types are used as an integral part of the text when required to specifically emphasize or clarify the subject.

RESTRICTED

PART ONE

GENERAL

CHAPTER 1

STATUS AND STATUTORY AUTHORITY

SECTION 1

ESTABLISHMENT OF THE WOMEN'S ARMY AUXILIARY CORPS/WOMEN'S ARMY CORPS

4. Background.

a. The idea of women serving in or with the Army did not originate with World War II, for a considerable number of American women had served in the Army Nurse Corps and in a variety of other civilian capacities during World War I. British women, through an auxiliary organization known as the Women's Auxiliary Army Corps, had served in even larger numbers and French women, on whose native soil much of the campaign was fought, participated extensively. As a result of this experience, Assistant Chief of Staff G-1, Brigadier General Campbell King, War Department, directed Major E. S. Hughes (Now Major General Hughes, European Theater of Operations) to complete a staff study on the subject of "Participation of Women in War", G-1/8604-1, 21 September 1928. His findings created much interest, but, although he recommended that "women be given military status both in peace and war, utilized as required in corps areas, branches, and theaters of operations, organized according to tables of organization, and accorded the same rights, privileges, and benefits as militarized men", the study was filed for such consideration as the War Department might decide to give it at some future time.[1]

b. During the early days of World War II, attention was again drawn to the utilization of women through observers' reports on the splendid work being done by the British Women's Auxiliary Service; and the War Department established a "Women's Interest Section", under the direction of Mrs. Oveta Culp Hobby, to explore the need for, and the possible extent of, utilization of women with the American Army.

c. Later (approximately 27 February 1942), Major General James E. Chaney, Commander of the United States Forces in the British Isles, as a result of conferences with Air Commandant Trefusis Forbes, Chief of the Women's Auxiliary Air Force, forwarded to the War Department a plan for the procurement of women for service with the United States Army[2]. Quoting from Headquarters, European Theater of Operations, United States Army, Historical Section, "History of the Women's Army Corps":

> "No action was taken on General Chaney's plan, however, and the American Forces arriving in the British Isles continued the practice of using ATS and WAAF personnel to perform the duties for which they lacked the necessary men. A tendency to abuse this practice of 'borrowing' British service women was brought to the attention of USAFBI by Brigadier E.H. O'Donnel, of the War Office, on March 6 and on March 12 USAFBI formulated and published a policy of using members of the British Women's services only in cases of emergency. The American Forces, the policy stated, should be self-sufficient wherever possible".

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5. Legislation for the WAAC/WAC. Finally, on 14 May 1942, the 77th Congress of the United States took action to establish a Women's Army Auxiliary Corps under the authority of Public Law 554, and further directives, Section I and II, Bulletin 25, War Department 1942, and Executive Order 9163 were published. The Women's Army Auxiliary Corps was a separate, supplementary, parallel adjunct of the military establishment, housed within the Army Service Forces, and subject to the supervision of the Commanding General, Army Service Forces, a result contrary to Major Hughes' recommendation. As he feared, it proved to be a cumbersome organization and after that organization had served with the Army of the United States under this authorization until 1 July 1943, the 78th Congress, upon the recommendation of the War Department, passed Public Law 110 which authorized a Women's Army Corps as a component of the Army of the United States, effective 1 September 1943.

SECTION 2

COMPARATIVE EFFECTIVENESS OF THE WOMEN'S ARMY AUXILIARY CORPS AND THE WOMEN'S ARMY CORPS

6. Auxiliary Status.

a. Although male military personnel had been accustomed to the use of civilian trained women as nurses in the Army, serving as far forward as division hospitals, they were not prepared to cooperate with, and use to the best advantage, an essentially enlisted type of organization, designed for general non-combatant service and requiring basic and special training by male personnel. Skeptically, many of them set it off as a side issue doomed to failure. Auxiliary status did not alleviate the situation but rather the contrary, for it entailed the establishment of a parallel structure for planning, administrative, and operational purposes and one which was made up of inexperienced female officers and male military personnel in advisory capacities who would rather have had any other assignment in the entire Army. The result was that many mistakes were made and the Army at large was not always too kindly disposed toward its newest component. Major E. S. Hughes foresaw this result in his study in 1928 when discussing the defects of a parallel organization, as follows:

"The most interesting phase of the whole problem and the one deserving the most careful consideration is that of organization. In all the available studies and correspondence there is much discussion of the subject and without exception it consists of arguments for and against a Women's Army Service Corps, active or reserve, or both.

Those arguments in general overlook the existence of a War Department organization capable of conducting war. They apparently contemplate adding to that already complicated mechanism another complication in the form of a purely feminine organization paralleling that of the Army.

At the outbreak of the World War, when woman's status was less clear than it is at present, the partially recognized need for their assistance was met by the organization of quasi-advisory bodies. We have such organizations as the Women's Committee of the Council of National Defense, but they gave advice only when it was sought by men, who still labored under the delusion that war was solely man's interest. Woman's assistance and advice were usually asked for on matters arising within the limited sphere of the home.

That idea of a woman's sphere led to an organization like this:

Food Administration (men)	Women's Committee C of ND (Women)	Fuel Administration (men)	Dept of Labor (men)	Treasury Dept. (men)
State Organizations (men)	State Organizations (men)			

Naturally this type of organization, in which a woman's organization paralleled that of the men, resulted in misunderstandings, vagueness of purpose, duplication of work, errors, and a general loss of efficiency. The work, already functional from the standpoint of fuel, food, labor, and so on, was again subdivided and conducted along male and female channels. Instead of placing the necessary qualified women in the direct functional channels to do the work they could do, they were left in a purely feminine organization to do what they could find to do without knowing what it was all about."

b. The tendency in the European Theater of Operations, however, was for the course of the Women's Army Auxiliary Corps to run more smoothly, for their presence had been preceded by their sister services with the British armed forces, which had been observed in action. Furthermore, members of these services were personally known to many of the American male military personnel. When the WAAC Staff Director arrived for duty in April 1943[2] it was known that conversion from the WAAC to the WAC and Army status, to correct a fundamental and primary mistake, was to be accomplished on 1 September 1943, and so complete administrative absorption in the Army was effected from the start, insofar as WAAC regulations would permit, and all planning was based on this eventual objective.

c. Nonetheless, many misunderstandings arose, for there were women working side by side with men, performing the same jobs and living under similar conditions, yet not part of the team. Equal pay, dependency allotments, government insurance, longevity pay and a host of other minor privileges were denied them. Whenever a problem arose in connection with their use or administration there was a tendency to label it as too much bother and non-essential as it wasn't really a part of the Army. Hence their effectiveness was continuously impaired, first for one and then another reason. Foremost among the problems encountered was the reluctance on the part of commanders to count the Wacs as a part of the troop basis, thus theoretically giving up an equal number of potential fighting men. In actual fact, soldiers replaced by Wacs merely took other administrative jobs in the same headquarters or at a new station in the rapidly expanding European Theater of Operations, and never saw combat until after the "Battle of the Bulge", when a definite program for the retraining for combat of administrative and service personnel was launched. Even then only a few were fed into the pipeline for that purpose.

7. Army Status.

a. As the Women's Army Corps, the organization became an integral part of the Army and all matters pertaining to its utiliza-

tion, administration, and operation were placed in direct functional channels where they were processed in the normal course of activity, and not as an afterthought, by the agencies performing such functions for the overall Army. Petty jealousies and misunderstandings between the WAAC and the Army naturally disappeared. Further, there was an involuntary pressure on staff officers and commanders to meet and solve problems expeditiously, for now the Wacs were part of the Army, and the traditional Army pride in its efficiency and attention to the welfare of its troops had to be maintained. What had seemed to be insurmountable problems were no longer important, and as the Wacs became sufficiently dispersed and had an opportunity to demonstrate their competency, discipline, and morale within zone of interior commands and theaters of operations, the demand for their services could not be met by the supply. Whereupon the Army, with the advice of the Director, WAC, planned a mammoth recruiting program aiming first at 150,000, then at 300,000 inductions. This plan was doomed to failure before its start. American women knew that men were drafted for military service, and that if the manpower shortage were sufficiently acute the government would not hesitate to authorize selective service for women, as had Great Britain. Besides, as a result of the failure of the Army to wholeheartedly accept the WAAC/WAC as part of the military establishment, much careless and disparaging talk had spread throughout the country, filling the minds of parents, husbands, and sweethearts with prejudicial thoughts. Many women had left the Corps in August at the time of conversion, making statements such as this: "I have never been given a real job in the Army, and did and can do far more for my country in a civilian capacity."

b. One problem continued to present itself in the WAC as well as the WAAC, and assumed increasing importance for some commanders, especially in metropolitan areas and theaters of operation. This was the custom of the service which restricts the association of officer and enlisted personnel and the degree of its ethical application to members of the opposite sex in the armed forces. As a result the question has arisen as to whether an organization of another type than the WAC could be used which would permit maximum effective utilization of women but avoid the problem of the application of these customs of the service. This is discussed in detail in Part Six, Chapter 3, subject: "Associations of Officer and Enlisted Personnel". Summarizing here, it is believed that this problem has been given more emphasis than it is due, and that experiences gained in World War II have pointed the way toward a solution which will safeguard the custom in the interest of discipline and command and yet permit the mixing of the sexes in all ranks in justified cases.

SECTION 3

INTEREST OF MEMBERS OF THE WOMEN'S ARMY CORPS IN THE ARMY

8. Study of Interests. A study was made of the interest of members of the Women's Army Corps in the European Theater of Operations in the Army, approximately six months prior to VE-Day, when all military personnel were anticipating a period of duty in the Army of Occupation with considerable doubt and apprehension. Its findings revealed the following interests:

a. Would join the WAC again if they knew what they now know about the Army:

(1) Officers 90%

(2) Enlisted Women 65%

b. Would have remained in civilian life:

(1) Officers 3%

(2) Enlisted Women 17%

c. Would join another women's service:

(1) Officers 2%

(2) Enlisted Women 3%

d. Might be interested in another term of service if the WAC continued after the present emergency:

(1) Officers 67%

(2) Enlisted women 37%

e. Would be interested in a reserve status:

(1) Officers 69%

(2) Enlisted Women 30%

f. Prefer a foreign to a Continental United States assignment:

(1) Officers 85%

(2) Enlisted Women 63%

9. Evaluation. It is apparent that in spite of any disappointment in connection with their initial reception by the Army, the confusion of the changeover from WAAC to WAC, and other problems such as the restriction on the association of officers and enlisted personnel the members of the WAC are for the most part loyal to and happy in the Army, and some would desire to continue in another period of service if the opportunity were afforded.

SECTION 4

SUMMARY

10. To summarize:

a. Efficiency demands, not an Auxiliary Army, but an organization which completely integrates women into the existing framework of the Army, its various branches, arms and services, and job categories for which they are qualified, and accords them the same privileges, benefits, and restrictions as are accorded male military personnel.

b. "Women's Army Corps" is a title which is carried over from the WAAC, and is no longer required if women are absorbed into the branch, arm or service for which they are best qualified.

c. A problem which was not corrected in the conversion from auxiliary to Army status of the women's organization was that of the ethical application of the customs of the service with respect to the association of officer and enlisted personnel between members of the opposite sex. The advantages to be gained by establishment of a "rankless" organization to avoid the problem are slight as compared with the advantages gained by the complete integration of women into the Army.

d. Much of the misunderstanding, confusion, and error in the organization, administration, and utilization of women in World War II could have been avoided by the establishment of a peacetime organization between World Wars I and II, in order to:

(1) Gain knowledge and experience for planning purposes.

(2) Provide a nucleus of trained women for rapid expansion in the event of an emergency.

(3) Provide a means for educating male officers and enlisted men of the Army to cooperate with women, and to utilize to the best advantage their skills in the service.

(4) Promote the interest and support of all American women in the National Defense Program.

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4. Report, Research Branch, Hq ETOUSA, subject: "Post War Plans of Enlisted Women in the WAC", dtd Nov 44.

5. "WACETO", 1 Jan 45 Edition.

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7. Circular 462, War Department, dtd 6 Dec 44.

8. Sec I & II, Bulletin 25, War Department, 1942.

CHAPTER 2

MISSION OF THE WAAC/WAC

SECTION 1

BACKGROUND

11. Definitions. The mission of the WAAC/WAC has been defined in War Department WAAC Regulations, June 1943, and War Department Circular (WD Cir) 289, 9 November 1943, and the latter was repeated in WD Cir 462, 6 December 1944, as follows:

a. "The mission of the Women's Army Auxiliary Corps is to further the war effort by releasing soldiers in the Army of the United States from non-combatant duties, and by making available to the Army the knowledge, skill, and special training of the women of the Nation."

b. "The mission of the Women's Army Corps is to further the war effort by releasing male soldiers of the Army of the United States for appropriate military duties, and by making available to the Army the knowledge, skill, and special training of the women of the Nation."

Regulations further required that replacement of male personnel would be on a "one-for-one" basis or in lieu of male personnel when such would be otherwise authorized[1-3].

12. Basis. These missions are based on the purpose of the Women's Army Auxiliary Corps as set forth in the Act of 14 May 1942 (Public Law 554, 77th Congress), Section I, Bulletin 25, WD, 1942; and Executive Order 9163, Section II, Bulletin 25, WD, 1942, to wit:

"Making available to the national defense when needed the knowledge, skill, and special training of the women of this Nation."

No mention is made, however, in this law and executive order, nor in the Act of 1 July 1943 (Public Law 110, 78th Congress), Section II, Bulletin 12, WD 1943, establishing the Women's Army Corps, of the phrases, "releasing soldiers in the Army of the United States from non-combatant duties", and "releasing male soldiers of the Army of the United States for appropriate military duties".

SECTION 2

DISCUSSION

13. Releasing Soldiers from Non-Combatant Duties.

a. The phrases "releasing soldiers in the Army of the United States from non-combatant duties" and "releasing male soldiers of the Army of the United States for appropriate military duties" proved to be a great hindrance and of negligible value:

(1) In effect, in the European Theater of Operations, administrative, clerical, and communications male personnel and those in other categories replaced by WAC personnel were not released from non-combatant duties but merely transferred to other similar jobs at the same or new stations - more often Wacs, rather than replacing per-

sonnel, were used in new jobs to meet the requirements of the rapidly growing European Theater of Operations.

(2) However, whether male soldiers were replaced or WAC personnel filled new jobs, the effect of this slogan produced misunderstanding and ill will. Commanders were reluctant to fill their limited troop basis with women who could not also perform combat duty, even though the latter was rarely if ever required. Each directive to subordinate commands from Headquarters, European Theater of Operations, which indicated that a limited number of WAC personnel were expected in the theater at designated times and requested the submission of requisitions, necessarily included the concurrent statement that WAC personnel were chargeable against the troop basis, and were not to be utilized to replace civilian women but soldiers on a "one-for-one" basis or in lieu of male personnel when such should be authorized[4]. Regardless of explanations by Headquarters, European Theater of Operations, commanders continued to focus their attention with distaste upon the phrase "replacement on a one-for-one basis", and confusion and antagonism were the result. Male soldiers who were firmly established in their administrative, clerical, and communications jobs and were not trained for combat naturally were fearful of the arrival of WAAC/WAC personnel. Their comments on and reception of WAC personnel were derogatory and cold. The Wacs felt that they were unwelcome, which in effect they were. Months passed before this feeling of ill will disappeared.

14. Knowledge, Skill, and Special Training of Women.

a. That part of the mission which states, "making available to the Army the knowledge, skill, and special training of the women of the Nation" is valid. It has long been a recognized fact that the administrative, clerical, and communications fields in the United States primarily belonged to women, and as a result the Army early felt the pinch of an insufficient number of trained men in these job categories, and particularly in its overseas installations and units designated for such duty. This was not acutely felt in the European Theater of Operations as long as the United States Forces were stationed in the British Isles where there was available a generous supply of British civilian women. However, prior to the invasion, when the tempo of operational plans and the inherent security requirements began to be felt, and after the invasion when administrative, clerical, and communications personnel had to follow in the near wake of the armies and endure cold, mud, rain, snow, and changing living conditions, qualified American women in the uniform, organized as an integral component of the Army and subject to military discipline, justice, and command, became indispensable.

b. In the European Theater of Operations, as elsewhere, as soon as the Waacs/Wacs were on the job and sufficiently dispersed so that their effect could be generally felt, praise of their efficiency was profuse.

(1) On the second anniversary of the WAC, 14 May 1944, in cable to the Director, WAC, General Dwight D. Eisenhower stated:

> "I feel that on the second anniversary of the Women's Army Corps the men of my command would like me to say for them, 'We salute the Wacs. We are proud of you.' Certainly I am. Keep up the good work."

(2) On the third anniversary of the WAC:

(a) General Dwight D. Eisenhower sent the following cable to the War Department:

"During the time I have had Wacs under my command they have met every test and task assigned them. I have seen them at work in Africa, Italy, England, here in France, and at Army installations throughout the European Theater. Their contributions in efficiency, skill, spirit, and determination are immeasurable.

In three years the Women's Army Corps has built for itself an impressive record of conduct and of service, and given the womanhood of America every right to be proud of their accomplishments."

(b) Lt General John C. H. Lee wrote to the Members of the Women's Army Corps in the Communications Zone, European Theater of Operations:

"On the third anniversary of the Women's Army Corps, we of the Communications Zone send to each of you our grateful best wishes for your future success.

The work of your organization in this theater has been superior and contributive in the direct support of operations.

I would like you to know of my pride in you and my personal appreciation of all you are doing."

(c) General Carl Spaatz, Commanding General of the United States Strategic Air Forces in Europe, stated:

"The Women's Army Corps has been of inestimable value to our Air Forces operating against Germany. Its members have worked devotedly, often at arduous tasks requiring exceptional performance. Their success as a part of the team is a matter of pride to all of us."

(d) Headquarters, Delta Base Section, General Orders Number 1, 9 May 1945, read as follows:

"1. Monday, 14 May 1945, is the third anniversary of the organization of the Women's Army Corps.

2. On this day the 1st WAC Detachment, Headquarters, Delta Base Section, will celebrate the occasion by appropriate ceremonies to be announced later.

3. Since activation of the Women's Army Corps at Fort Des Moines, Iowa, on 14 May 1942, there have been innumerable changes in organization and in personnel, but they have been notable in the building of tradition which is the heart and soul of any unit. Organized and reared under wartime conditions this organization may well take just pride in the part it has played in bringing to a successful end the hostilities in this theater.

4. Except for these ceremonies, all duties, except those essential to routine housekeeping, are suspended for the day."

(e) The Commanding General, First Allied Airborne Army, sent the following message to the Women's Army Corps in Europe:

"Heartiest congratulations to the Women's Army Corps on its third anniversary and for the more than two years exemplary service in the European Theater of Operations. We see ahead continued success and commendatory performance of duties by the members of the Women's Army Corps in Europe."

(f) Maj General W. S. Rumbough, Chief Signal Officer, European Theater of Operations, wrote:

"The country may well be proud of its girls in the ETO. We of the Signal Corps are, and are also very grateful for their superior services."

(g) The Assistant Chief of Staff, G-1, European Theater of Operations, wrote:

"I have watched the development of your organization in this theater since its infancy in April 1943 under your control, and have received nothing but the highest praise for the results you have achieved."

15. Evaluation of the Mission. It is possible that the mission as stated may have assisted in the recruitment of American civilian women for the WAAC/WAC, but its initial effect was certainly diminished by letters from soldiers and Wacs alike based on the ill-will resulting from the principle of "replacement on a one-for-one basis". Numerous examples of these are to be found in European Theater of Operations Base Censorship reports to the Theater Censor, European Theater of Operations, APO 887, which, when traced to their source officially or unofficially, were found to have no reasonable basis. One incidental effect which the mission had was that it furnished the American public and military personnel with much material for humor in the form of cartoons and stories, such as when three Wacs are pictured in a foxhole with a machine gun and "Private Breger Abroad" arrives to the rescue, shouting, "There's been a typographical error, you're supposed to release men FOR combat not FROM".

SECTION 3

SUMMARY

16. To Summarize:

a. That part of the mission of the WAAC/WAC based on the initial legislation for the WAAC which implied the release of soldiers for combat duty, created ill will and misunderstanding with regard to the organization among male military personnel, particularly in the cases of commanders and enlisted men directly affected by the principle of "Release from non-combatant duty on a one-for-one basis".

b. A mission may have been of value when the organization was an auxiliary to the Army but was superfluous when it became a component, and its elimination at the time of the conversion from WAAC to WAC would have been beneficial.

c. Any future statement of mission is unnecessary for women serving in the Army, whether organized as a separate component or absorbed in existing components, since their mission will be that of the Army.

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2. Par 11 a, Sec II, WD Cir 462, 6 Dec 44.

3. Par 7 a, Sec I, WD Cir 289, 9 Nov 43.

4. Staff Memo No 14, Hq ETOUSA, subject: "Requisition for WAAC Personnel", 21 Feb 43.

5. Sec I, Bull 25, WD, 1942.

6. Sec II, Bull 12, WD, 1943.

7. GO No 1, Hq Delta Base Sec, 9 May 45.

CHAPTER 3

COMPOSITION AND ORGANIZATION

SECTION 1

COMPOSITION

17. As of 30 June 1945, the Women's Army Corps in the European Theater of Operations included 528 officers, 14 warrant officers, and 8,144 enlisted women[1-2] (Appendix 2):

Officers			WO			Enlisted Women		
	No	Percent		No	Percent		No	Percent
Lt Col	2	0.3	CWO	4	28.6	1.	81	1.0
Maj	32	6.1	WOJG	10	71.4	2.	163	2.0
Capt	158	30.0				3.	733	9.0
1st Lt	299	56.6				4.	1791	22.0
2nd Lt	37	7.0				5.	2526	31.0
						6.	2280	28.0
						7.	570	7.0
Totals:	528	100.0		14	100.0		8144	100.0

SECTION 2

ORGANIZATION

18. General.

a. Members of the Women's Army Corps were organized into Table of Organization and provisional units and detachments whose personnel were assigned to either or both Table of Organization and overhead position vacancies, and as individual staff, administrative, and operational personnel. Units included only WAC personnel and were under the immediate command of WAC officers.

b. Such units and individuals were assigned to major and subordinate commands in the European Theater of Operations, including Army Service Forces, Army Air Forces, Army Field Forces (Headquarters Command, Supreme Headquarters, Allied Expeditionary Force, Headquarters Command, European Theater of Operations, United States Group Control Council, Twelfth Army Group, First Airborne Army, and Military Intelligence Service), and attached commands (Air Transport Command, Office of Strategic Services, Army Airways Communications Service, Office of the Military Attache, and United States Strategic Bomb Survey)(Appendix 3):

	Officers	Warrant Officers	Enlisted Women	Total	Units
Field Forces	208	9	2096	2313	7
Air Forces	110	3	2423	2536	18
Service Forces	158	2	2762	2922	16
Attached Commands	52	—	863	915	10
Total	528	14	8144	8686	51

c. Units varied in average size, ranging from 12 to 865. Out of the total number of units active as of 30 June 1945, 26 were

over 100, 17 under 100 and over 50, and eight under fifty. The 51 units included one War Department Table of Organization unit, four provisional Table of Organization units, and 46 detachments. The location of their service varied, a few units moving as many as four times, and one five times, through England, France, and Germany (Appendices 3 and 4).

19. Staff.

a. As of 30 June 1945 there were seven WAC Staff Director's offices functioning as branches in the G-1, A-1, or S-1 Sections of the headquarters to which assigned, advising the Commanding General and his general and special staff, through the Assistant Chief of Staff, G-1, A-1, or S-1, and furnishing technical supervision of WAC units and individuals within the respective commands.

Location and Number of WAC Staff Directors
European Theater of Operations
and
Approximate Strength of Wacs Supervised
30 June 1945

	Approx Date Assigned	Staff Dir	Asst Staff Dir	EW	Total Off	Total	Approx Off, W/O, & EW Strength of Command
Theater	Apr 1943 & Feb 1944	1	5	5	6	11	8144
USSTAF	Jul 1943	1	1	2	2	4	2513
Eighth AF	Jun 1944	1	0	1	1	2	445
Ninth AF	Sep 1944	1	0	1	1	2	520
Com Zone*		(1)	(5)	(5)	---	---	2964
UK Base#	Sep 1944	1	1	2	2	4	97
Reinf Command	Feb 1945	1	---	4	1	5	68
ATC	Dec 1944	1	---	1	1	2	503
Total		7	7	16	14	30	

* Duty performed simultaneously by the European Theater of Operations WAC Section.

\# WAC Staff Director was assigned on basis of peak strength, which was 1122 (Appendix 5)

b. Administration of WAC personnel in the European Theater of Operations was further assisted by the assignment of staff and administrative WAC officers to general and special staff divisions, including Public Relations, Quartermaster, Provost Marshal, Special Services, Information and Education, Surgeon General, and Inspector General.

20. Administrative.

a. A minimum of two WAC officers was normally assigned to all units regardless of size, one being used for additional outside duties when the unit duty was not of a full-time nature.

b. Grades for detachment officers and staff directors were based on Paragraph e, Section 1, War Department Circular 462, 6 December 1944, and ratings for enlisted overhead personnel on Paragraph 3,

Army Air Force Regulation 35-44, Allotment, Assignment and Administration of WAC Personnel.

SECTION 3

PROBLEMS ENCOUNTERED

21. Organizational and Functional Position of the WAC Staff Director.

a. Paragraph 5 a, Section I, War Department Circular 462, 6 December 1944, requires that:

> "The staff of each major command and each of their principal subordinate commands utilizing WAC personnel....will include a Women's Army Corps officer to be designated as staff director, and such additional Women's Army Corps officers as may be necessary as assistant staff directors. In addition to such other duties as may be prescribed, a staff director will be responsible for recommendations to the commanding general and the appropriate staff divisions on all Women's Army Corps matters within the command, including plans and policies pertaining to the personnel, training, and supply programs of the command. Her recommendations on personnel will include procurement, classification, assignment, transfer, discipline, command, separation, housing, and recreation, as they affect the well being and maximum efficient utilization of Women's Army Corps personnel. A principal function of staff directors will be continuous inspection of Women's Army Corps personnel within the command for the purpose of gaining information upon which to base recommendations on the matters cited above."

(1) Location of the staff position of the WAC Staff Director varied throughout commands in the United States and overseas some were established off the office of the Chief of Staff, some as an adjunct of the G-1, A-1, or S-1 Section, some as a separate branch in G-1, A-1, or S-1, and others as part of Military Personnel Branch of G-1, A-1, or S-1.

(2) Initially in the European Theater of Operations the WAC Staff Director was set up as a branch within G-1. In addition to the duties set forth in War Department Circular 462, her branch performed, for and in conjunction with other branches of G-1, all normal personnel functions relating to the members of the WAC, such as formulating requests for quotas from the War Department, requisitioning personnel from the United States, suballoting quotas within the European Theater, assigning officers, recommending emergency returns, discharges, et cetera. The practice was evolved because there was a need for one agency to coordinate matters concerning WAC personnel in order that they would not be lost in the overall planning and administrative program; first because of their newness to the European Theater and their small number, and later because of the tremendous pressure of work on all sections during the heavy combat period (Tab F, Appendix 7).

(3) As it was not customary procedure in the European Theater of Operations to announce by general order or letter the establishment of a branch and the designation of a branch chief within a general staff section, the Theater WAC Staff Director functioned only unofficially in that capacity. Hence all communications came to her through the Assistant Chief of Staff, G-1, the executive, or other staff officers in G-1, and in only those cases where her position and

function were informally known. Eight months later this situation was corrected by the publication of letter, Headquarters, European Theater of Operations, United States Army (ETOUSA), AG 321/5 MGA, subject: "Announcement of the WAC Section", 31 December 1943:

"1. Announcement is made of the establishment of the WAC Section, under the direction of the AC of S, G-1, ETOUSA, effective this date. The WAC Section is charged with the following duties:

a. Advising the Commanding General and his staff in the formulation of theater plans and policies on all matters pertaining to the Women's Army Corps.

b. Visiting commands within the theater for the purpose of rendering assistance on problems affecting theater policy with regard to the utilization, training, administration and well-being of WAC personnel.

2. Direct communication between the WAC Section and other staff sections, ETOUSA, necessary to the proper discharge of the duties prescribed above, is authorized.

3. All matters pertaining exclusively to the Women's Army Corps and necessitating the formulation or interpretation of policy will be referred directly to the WAC Section, G-1, ETOUSA."

Even though direct communication was authorized between the WAC Section and other sections than G-1 it was not normal staff procedure and tended to create confusion as to channels of recommendations and information, and this hindered staff coordination, and resulted in unnecessary difficulty in the performance of the assigned mission. Recommendations on matters effecting WAC personnel for which the WAC Staff Director had primary responsibility continued to be presented through at least one and often two or more intermediaries. Matters routed to G-1 for comment or initiated by other branches within G-1 were for the most part referred informally to the Theater WAC Staff Director whose comments, however, were not separately reflected in the final recommendation. Such comments were of importance when they differed from the final recommendation and when the policy involved varied in its application to WAC personnel because they were women or the subject was of primary concern to them. In those instances, chiefs of staff sections other than G-1 and the Chief of Staff could be advised by the Theater WAC Staff Director only outside of the normal channels, since concurrence within G-1 was assumed. Moreover, plans and policies initiated by staff sections other than G-1, for which they had basic responsibility in the premises, were frequently not referred to the Theater WAC Staff Director for comment because of her position within a staff section which, as a section, was not concerned. Successful performance under those circumstances was possible only by the expenditure of a great deal of time and effort to maintain informal channels of communication and advice. In cases of regular staff and command or special conferences, and oral request of the Commanding General and Chief of Staff, information essential to the Theater WAC Staff Director's performance of duty was received verbally through at least one, and usually more intermediaries or through conference notes and theater publications received eight to fifteen days after release. Of necessity, information required for adequate planning was therefore obtained through informal channels after wasteful expenditure of effort and time (Tab X, Appendix 7)

(4) In April of 1945, when the planning was in progress for the function and operation of the European Theater following the termination of combined command, the Assistant Chief of Staff, G-1, Supreme Headquarters, Allied Expeditionary Force, requested that a staff study be made on "The Position of the Theater WAC Staff Director in Relation to Organization of Theater (Zone) Headquarters". The Staff Director recommended:

> "That organizationally the Theater WAC Staff Director occupy a position in the direct channel of communication and be equally available to the chiefs of general and special staff sections and the Chief of Staff, and that personnel operation remain with G-1" (Page 5, Appendix 7)

with the result that letter, Headquarters, United States Forces, European Theater (Main), AG 322.01 GAP-AGO, subject: "Announcement of Establishment of the Office of WAC Staff Director", 8 August 1945, was published. Under this authority her channels of information and recommendation were clearly defined in Paragraphs 5, 6, 7, and 8, quoted as follows:

> "5. Although her office is an adjunct of the G-1 Division, this headquarters, the position of the WAC Staff Director is on the same level as the assistant chiefs of staff, with respect to all matters pertaining to the Women's Army Corps. On such matters she is the adviser to the Chief of Staff and the chiefs of general and special staff divisions, this headquarters.
>
> 6. Channels of communication between the Chief of Staff, chiefs of general and special staff divisions, and the WAC Staff Director are direct.
>
> 7. Staff actions containing matters affecting the WAC will be handled by the staff division primarily concerned according to the normal responsibilities for staff functions. Actions in accordance with existing policy pertaining to the Women's Army Corps will be completed without official reference to the WAC Staff Director, but information copies of action papers will be furnished her office. Actions involving exceptions to, or changes in, existing policy will be referred to her and her concurrence obtained before the action is approved. The WAC Staff Director will furnish information and guidance on WAC policy whenever needed.
>
> 8. The WAC Staff Director has authority to initiate and submit actions pertaining to the Women's Army Corps to the Chief of Staff or the appropriate staff division for approval. Concurrences will be required only of those staff divisions concerned according to the normal responsibilities for staff functions."

In addition, her attendance both in G-1 and general staff meetings was taken for granted.

(5) The problem of the organizational and functional position of the Theater WAC Staff Director was further complicated, as it was for many other European Theater staff officers after the establishment of Supreme Headquarters, Allied Expeditionary Force, by the fact that the offices of the Commanding General of the Theater and of the Chief of Staff were located at Supreme Headquarters, Allied Expeditionary Force, some distance from the Deputy Chief of Staff who was located with the Commanding General, Communications Zone, for whom

he also served as Chief of Staff. The European Theater general and special staff sections, also located with the Commanding General, Communications Zone, functioned both for Headquarters, Communications Zone, and the Theater Headquarters, with the result that no strictly theater matter could be processed without the influence of Headquarters, Communications Zone, and its Commanding General. Normally theater matters were cleared by the Assistant Chiefs of Staff with the Deputy Chief of Staff who in turn tended to consult the Commanding General, Communications Zone, prior to presentation to the Chief of Staff and the Commanding General of the Theater. Later the Assistant Chief of Staff, G-1, for Supreme Headquarters, Allied Expeditionary Force, was also appointed as Assistant Chief of Staff, G-1 for the European Theater, and the former Theater Assistant Chief of Staff, G-1, was redesignated as deputy but continued as Assistant Chief of Staff, G-1, for the Commanding General, Communications Zone. During this period there were nine intermediaries between the Theater WAC Staff Director and the Commanding General of the Theater, including Branch Chiefs of G-1, Communications Zone and Theater; Executive Officer, G-1, Communications Zone and Theater; Assistant Chief of Staff, G-1 Communications Zone; Deputy Assistant Chief of Staff, G-1, of the Theater; Deputy Chief of Staff of the Theater; Commanding General Communications Zone; Deputy Assistant Chief of Staff, G-1, for American Military personnel, Supreme Headquarters, Allied Expeditionary Force; Deputy and Assistant Chief of Staff, G-1, for the European Theater and Supreme Headquarters, Allied Expeditionary Force; and the Chief of Staff for the European Theater and Supreme Headquarters, Allied Expeditionary Force. At no time during this period did she officially meet the Commanding General or his Chief of Staff, nor was her independent comment ever reflected on a staff paper coming to their attention concerning WAC personnel. This situation was in diametrical contrast to that which existed prior to the establishment of Supreme Headquarters, Allied Expeditionary Force; when contact with the Commanding General and Chief of Staff was possible upon request to the Assistant Chief of Staff, G-1, when the matter for consideration was of sufficient importance to so warrant. This cumbersome organization, involving the performance of dual duty for the European Theater and Communications Zone by the Theater WAC Staff Director, and the large number of intermediaries between her and the Commanding General, was not peculiar to her alone and resulted, as in the case of other staff officers and special advisers, in unnecessary difficulties in the performance of her assigned mission.

22. The Title of "Director" and "WAC Staff Director": The title "Director" by definition and practice in the civilian world implies a certain amount of the command function, which caused apprehension on the part of male commanders and staff officers in the European Theater of Operations - so much so that there was an instinctive tendency on their part to avoid on every occasion the possible exercise of the implied authority. As a result, until the WAC Staff Directors became personally known in the commands to which they were assigned, they met many difficulties in the performance of their mission, especially with respect to making staff visits to subordinate commands and collecting information necessary for making long-range plans and policies. Although part of this apprehension was undoubtedly due to the newness of the Corps and the unreadiness of the Army to accept it, it is probable that its impact could have been reduced by a less objectionable title which would not in any way have implied the command function. Therefore, unless corresponding changes are made in the titles of all other staff officers, it is believed advisable that consideration be given to changing the titles "Director" and "WAC Staff Director" to "Assistant WAC Staff Officer" "WAC Staff Officer" or "Special Adviser on WAC Affairs"; or in the event of the unification of this job with that

for other female personnel as discussed in paragraph 29, to the titles "Assistant Chief of Staff for Women's Affairs", "Women's Affairs Staff Officer", or "Special Adviser on Women's Affairs".

23. WAC Channels. Paragraph 5 c, Section 1, War Department Circular 462, 6 December 1944, authorized:

> "Commanders of Women's Army Corps units or detachments and staff directors are authorized to correspond with the Director, Women's Army Corps, on matters pertaining to the health, morale, and well-being of members of the Women's Army Corps. All such correspondence will be routed through the commander under whom the unit, detachment, or staff director is serving, who will forward the same direct to the Director, Women's Army Corps, with his comments and recommendations."

a. This authority, more than the titles of "Director" and "WAC Staff Director", was an unfortunate carry-over from the WAAC to the WAC and was the source of continuous distrust of the Corps among male commanders and staff officers in the European Theater of Operations who saw no need for other channels of communication than those normal to the Army. The phrase "WAAC/WAC Channels" became an obsession to them and tended to prejudice their opinion of the Corps and to impair the smooth administration of the WAAC/WAC through its officers. Actually, such special authority was unessential even in the WAAC, as any staff officer may communicate with like staff officers in lower or higher echelons when the matter serves to amplify, explain, or is in accord with, existing policies and directives of the Commanding General. In effect this principle was successfully carried out in the European Theater of Operations, and no use of the WAAC/WAC channel was made at any time, nor was its disuse found to be a handicap.

24. Information Necessary to Planning and Policy Making.

a. After the strength of the WAAC/WAC in the European Theater of Operations passed the one thousand mark the problem of collecting information on which to base planning and policy making presented itself. As all WAAC/WAC were absorbed within commands, and not dealt with separately, there was no normal method of distinctive accounting and control. It therefore became apparent that some agency on the staff level would have to supervise and coordinate the collection of such information for the guidance of all staff sections normally concerned with planning and policy making with regard to personnel, training, and supply matters pertaining to the Women's Army Corps.

b. The WAC Staff Director of the United States Strategic Air Forces in Europe (USSTAF), under whose supervision the bulk of WAC personnel then came, obtained approval of a request for a monthly report from subordinate commands utilizing WAC personnel (Appendix 1-2 of Appendix 1) and information therefrom was furnished informally to the Theater WAC Staff Director through technical channels.

c. As the overall theater WAC strength increased this information ceased to be sufficient. However, there was a reluctance on the part of the Theater Assistant Chief of Staff, G-1, to request the approval of the Commanding General, European Theater of Operations, and Supreme Headquarters, Allied Expeditionary Force, for a directive requiring the submission of a periodic report on a theater-wide basis, because it might not be deemed appropriate action for a general staff section. Official authorization was never obtained, but informally, and with the knowledge of the Assistant Chief of Staff, G-1, such a

report was requested through technical channels from subordinate staff directors and detachment commanders (Appendix 6) and some subordinate commands returned this report through command channels, for the attention of the Theater WAC Staff Director. This monthly report made possible the maintenance of separate records and statistical control of WAC personnel for planning and policy making purposes, including accurate strength figures for a check against Machine Records Unit records, changes of station, losses (detachment of patients, deaths, emergency returns, and returns for discharge), awards and decorations, marriages, pregnancies, promotions, disciplinary action, et cetera. Such information was in constant demand by interested staff sections and commands who used it for staff studies and comparative purposes. In addition, from it staff directors throughout the European Theater prepared annual reports for submission to the Commanding General of the European Theater, where they were consolidated and forwarded to the War Department, attention Director, WAC.

25. Staff and Administrative Officers. Planning and policy making for, and administration of, WAC personnel in the European Theater of Operations were implemented by the gradual assignment of WAC staff and administrative officers to some of the staff sections and commands normally concerned with personnel, training, and supply matters for all military personnel. Such assignments were not at first easy. It was a "selling job" on the part of the WAC Section but one that paid dividends to all concerned. The first of these was the WAC Theater Public Relations Officer, in the fall of 1943. Later, in March 1944, officers were assigned to the Office of the Chief Quartermaster, then to the Theater Provost Marshal, Special Services, Information and Education, Adjutant General and Inspector General Sections. In these cases the WAC officers, in addition to other duties, took a special interest in any matter which concerned women in the service or employed as civilians by the Army, advised the chief of the section and procured for him technical information required from the Office of the WAC Staff Director and other sources. On 31 December 1943, after the WAC Section was authorized direct communication with other staff sections in the discharge of its duties, close cooperation was achieved between it and WAC staff and administrative officers on duty in those sections and operating agencies primarily concerned with matters affecting WAC personnel. Prior to their assignment all coordinating work was initiated by the WAC Section, and some applicable staff actions, not known to the WAC Section because of its organizational position and the newness of the Corps to the European Theater, failed to provide for women. Failure to provide adequately for female personnel was, however, never the result of intentional neglect, but of oversight resulting from the magnitude of the overall European Theater planning job. It is evident that earlier assignment of WAC staff and administrative officers to, not some but all, appropriate staff sections and commands concerned with matters pertaining to WAC personnel would have eliminated most of the cases of oversight and assisted the WAC Staff Director in the accomplishment of her mission.

26. Attached Commands. Certain commands in the European Theater of Operations, including Air Transport Command, Army Airways Communications Service, Branch Office of the Judge Advocate General, Office of Strategic Services, Office of the Military Attache, Office of the Military Attache, Governments in Exile, and the United States Bomb Survey Group, presented special problems, as they were controlled by parent organizations in the Zone of Interior but dependent on the European Theater for housing, and were subject to some, but not all, theater directives. Such personnel were never as uniformly administered as personnel assigned to the European Theater and subject to its

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control. Inequalities as to discipline, privileges, and restrictions only occasionally caused difficulty. If it should be found that this problem was felt by other staff sections, services, and commands having dealings with them, it appears that consideration of action to effect transfer of their control to the theater would be helpful to the Women's Army Corps, but the matter is not sufficiently important to warrant such action for that reason alone, especially if their operational efficiency would be impaired thereby.

27. Organization of WAC Personnel into Table of Organization Units. The problem of the organization of WAC personnel into Table of Organization and provisional Table of Organization units restricted the utilization of such personnel and presented certain difficulties which are separately discussed in Part Four, ("Utilization") of this study.

28. Inspection of Women's Army Corps Personnel. "Inspection of Women's Army Corps personnel in the command for the purpose of gaining information upon which to base recommendations on personnel, training, and supply matters" presented special problems which are separately discussed in Part Three of this study.

29. Need for an Assistant Chief of Staff for Women's Affairs.

a. Plans and policies for, and administration of, female personnel in the European Theater of Operations was accomplished by the staff sections and operating agencies normally concerned with such matters for all members of the command. In matters peculiar to nurses, Wacs, and civilian women, the staff representative of the respective women's group was consulted; or she initiated the action necessary to the welfare of her group. Coordination of WAC Staff Director and Chief Nurse, and occasional liaison with American Red Cross revealed a similarity of problems on matters pertaining to women's welfare. This similarity of problems, as it was treated individually by the representatives of each women's organization resulted in a duplication of effort and a difference of solution. Specifically, problems of clothing, housing, transportation, et cetera, have indicated the need of a uniformity of standard for women which does not prevail under the present set-up of completely independent women's organizations. The need of a uniformity of standard for women is further emphasized by the problems that have arisen from the influx of civilian women, with their differences in privilege, restriction, discipline, housing, clothing, et cetera. Because of these facts, and based on the premise that women will be included on a voluntary basis, in one or both of the regular and organized reserve military establishments during peacetime, and subject to Selective Service in the event of another emergency, it is believed that consideration should be given to the establishment of a Staff Section for Service Women's Affairs, or preferably for all women serving in or with the military service. Such a staff section should be so placed, depending on the approved reorganization of the military establishment, that it is not a part or adjunct of any existing general or special staff section but independent of and equally available to all of them as well as to major commands, and reporting directly to the Chief of Staff and his deputies. The mission of such a staff section should be clearly defined, and limited to:

(1) Initiating, and/or assisting other staff sections in the formulation of, plans and policies governing personnel, training, and supply matters for women.

(2) Collecting control information required for adequate planning and policy making for women.

(3) Rendering technical supervision to commands on matters pertaining to women, thereby assisting in their administration, utilization and morale, and in the interpretation and application of established directives without prejudice to the command channels.

b. It is further believed, that consideration should be given to the application of this idea to a Unified Department of National Security, in the event of its establishment. It is understood that this concept was partially applied through the establishment of a joint policy group for all the women's services, including Army Nurse Corps, Waves, Spars, Marines, and Wacs during World War II and patterned along the lines and on the level of the Joint Chiefs of Staff. The establishment of such an agency should not preclude the continued use of female chiefs in the various branches, arms, services, and components of the Army in appropriate organizational positions.

SECTION 4

SUMMARY

30. To Summarize:

a. Many problems encountered in connection with the organization of WAC units and individuals in the European Theater of Operations could have been eliminated, particularly at the time of conversion from WAAC to WAC, had certain practices been discarded, including:

(1) "WAC Channels".

(2) The title "Director" and "WAC Staff Director".

b. The organizational position of the WAC Staff Director was not clearly defined by War Department directive but was left for individual commands to determine by trial and error, thus retarding the efficient accomplishment of the assigned mission of the WAC Staff Director.

c. The delayed assignment of WAC staff and administrative officers to those sections and commands concerned with personnel, training, and supply matters for female personnel hindered their administration, and assignment of such personnel should be accomplished in advance when it is anticipated that large numbers of female personnel will be utilized in a command.

d. There is a need for a centralized source of statistical and other control information necessary to policy making and planning, on the staff level, for all female personnel in the command, and this collecting function would probably be best placed under the supervision of a Staff Officer for Women's Affairs and organized along the lines of the present Army Service Forces Control Section.

e. Problems pertaining to women, only, on personnel, training, and supply are similar for all of the women's services and individual women serving with the Army, and would best be administered by a unified office for women's affairs, on the staff level of each command, including in the event of its establishment, the Unified Department of National Security; and the establishment of such a position would not preclude the continuance of a chief nurse, a female chief medical officer, or any other female chief of a branch or service.

f. Attached commands presented special problems which might have been eliminated by their assignment to theater control in cases where their operational efficiency would not have been decreased thereby.

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2. Hq ETOUSA, MRU Reports.

3. Circular 462, War Department, 6 Dec 1944.

4. Par 3, AAF Regulation 35-44.

5. Ltr, Hq USFET (Main), AG 322.01 GAP-AGO, subject: "Announcement of Establishment of the Office of WAC Staff Director", dtd 8 Aug 1945.

PART TWO

PLANS AND POLICIES

CHAPTER 1

PERSONNEL

SECTION 1

INTRODUCTION

31. Applicable Regulations. From the initial date of arrival of the members of WAAC in the European Theater of Operations, approximately in April 1943, all the provisions of Army Regulations, War Department Circulars, and other directives were deemed to apply, except where WAAC Regulations specified otherwise or where differences in the physical strength and endurance of men and women made modifications necessary. This policy was made in anticipation of the legal and administrative conversion of the WAAC to the WAC, effective 1 September 1943, and served to implement a smooth change-over and encourage a spirit of comradery throughout the command.

32. Special War Department Policies. After 1 September 1943 the War Department continued to require the immediate command of women by women and female staff advisers for commanding generals of major commands, to prohibit the confinement of WAC personnel for more than 30 days, to limit the rank of officers other than the Director, WAC, to lieutenant colonel or lower, to provide for the separation of those members of the Corps who became pregnant or had dependents of age fourteen or under, and to authorize increased housing scales for women. Later, upon the repeated request of the European Theater and other major commands, provision was made for the assignment of WAC personnel to Table of Organization units, maternity care of pregnant women, appointment of enlisted women as warrant officers after suitable examination, and direct appointment of warrant officers and enlisted women as commissioned officers. (In the latter case the application required processing to the War Department for final approval whereas appointment of men could be completed in the European Theater.) In addition provision was made for the separation of women whose husbands were disabled or separated from the armed forces and, where possible, simultaneous leaves, furloughs and passes for husbands and wives.

33. Special Theater Policies. After 1 September 1943 the Theater authorized the assignment of WAC personnel to Table of Organization units as a temporary expedient, established a special temporary duty policy to assure their safety, extended the custom of the service as relates to the off-duty association of officer-enlisted personnel to the members of the Women's Army Corps and Army Nurses Corps, and required the transfer of one of the parties when two members of a command married.

SECTION 2

PROCUREMENT

34. Sources of Supply. WAAC/WAC personnel in the European Theater of Operations were procured by requisition to The Adjutant General, War Department, direct transfer from the Mediterranean Theater of Operations, transfer of American personnel serving in the

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British women's services, and recruitment of American civilian women in the United Kingdom. The 8,324 WAC personnel in the European Theater of Operations as of 30 May 1945 were procured approximately as follows:

Requisition on the War Department....	7,884	(Appendix 8)
Transfer from MTOUSA.....	300*	
Transfer from British Women's Services.....	53	(Appendix 9-a)
Recruitment of American Civilian Women in the British Isles.....	87	(Appendix 9-b)[13]

*Includes approximately 197 with Southern Line of Communications, plus 100 former Fifth Army personnel for United States Forces in Austria and a few miscellaneous personnel.

a. Requisitions for the Army Service Forces, Army Air Forces, and Field Forces were submitted to The Adjutant General within quotas allotted to the European Theater of Operations from time to time by the War Department, based on the status of the recruitment program in the Zone of the Interior[1, 2, 3].

ETO WAC Quotas Established by the War Department from October 1943 to June 1945

Combined AAF - ETO

	Off	EM	Total
Oct 1943	175	2,600	2,775
Nov 1943	250	550	800

	AAF			ETO			AAF-ETO
	Off	EM	Total	Off	EM	Total	TOTAL
Feb 1944	84	4,404	4,488	95	1,632	1,727	6,215
Mar 1944	155	3,868	4,023	119	1,900	2,019	6,042
May 1944	155	3,868	4,023	119	2,000	2,119	6,142
Sep 1944	155	3,868	4,023	125	2,200	2,325	6,348
Dec 1944	200	4,400	4,600	150	2,850	3,000	7,600

Combined AAF - ETO

	Off	EM	Total
Mar 1945	700	10,100	10,800
Jun 1945	500	6,000	6,500 (Bibliography 4-8)

b. Requisitions for attached commands, including Air Transport Command, Office of Strategic Services, Army Airways Communications Service, Branch Office of the Judge Advocate General, Office of Military Attache, and Office of Military Attache, Governments in Exile, were submitted by them directly to their parent organizations in the Zone of the Interior who were allocated separate quotas by the War Department.

c. Except for the First and Second WAC Separate Battalions, consisting of approximately 800 personnel, which were requisitioned as WAC units, all other personnel were requested and shipped as casuals and organized by the European Theater of Operations into War Department approved Table of Organization and provisional Table of Organization units and detachments.

d. It was estimated that approximately 150 American civilian women were serving in the British women's services and that this source would add a small number to the vast deficit of critical personnel. However, because their release was subject to the approval of British women's services, based on their current military necessity, only 54 were obtained[4] (Paragraph 2 of "Personnel", Appendix 10).

e. It was further estimated that approximately 300 American civilian women were available in the British Isles. Of the 200 applicants only 87 (less than 50 percent) qualified for enlistment, the majority because of inability to meet the physical standards[4] (Appendix 10).

35. Procurement Problems.

a. The fluctuating supply of WAC personnel in the Zone of the Interior, engendered by the voluntary recruitment policy, prohibited firm planning for their utilization by both the War Department and the European Theater of Operations and resulted in an immeasurable expenditure of money, time, and effort, all of which would have been avoided by the application of selective service to women.

(1) On 3 October 1944 the European Theater of Operations requested an increase in the WAC quota to 350 officers and 6,000 enlisted women[9], exclusive of the established quota of 200 officers and 4,400 enlisted women for the Army Air Forces, which would have totalled 550 officers and 10,400 enlisted women for the overall Theater quota. However, no action was taken on this by the War Department. Again in January 1945 Headquarters, European Theater of Operations, requested an increase in quota, exclusive of Army Air Forces and attached commands, up to 750 officers and 10,000 enlisted women, which in aggregate, along with the Army Air Forces quota and personnel in attached commands, would have resulted in 1,002 officers and 15,263 enlisted women in the European Theater. Had Headquarters, European Theater of Operations, believed it possible to obtain them, a quota of 25,000 would have been requested. The War Department actually approved a single quota for Army Air Forces, Army Service Forces and Field Forces in February 1945, up to 500 officers and 10,800 enlisted women.

(2) Estimates based on figures available in the office of the WAC Staff Director, European Theater of Operations, indicate that approximately 16,009 personnel were requisitioned from the War Department, of which approximately 8,000 were received, exclusive of requisitions from attached commands.

Requisitions for WAAC/WAC Personnel

Year	Off	EW	Total
1943	163	4,690	4,853
1944	282	5,736	6,018
1945 (May inclusive)	373	4,825	5,198
Total	818	15,251	16,069 (Appendix 8)

Unfortunately, records are not available for estimating the number of requisitions which would have been submitted by subordinate commands to Headquarters, European Theater of Operations, had they been notified that WAC personnel were available. However, it is the informal opinion of the WAC Staff Director that these requisitions would have totalled 5,000.

(3) Until 15 March 1944 the European Theater of Operations had requisitioned WAC personnel without consideration of critical categories, with the result that shipments often arrived with shortages and substitutions. On that date the War Department notified the European Theater of Operations that future requisitions of stenographers and clerk-typists would be limited to specific percentages[7]. This system was a constructive improvement as it allowed firmer planning by both the War Department and the European Theater of Operations (Reference paragraph 1 E, Appendix 6, Chapter 3, Part Four).

b. The fluctuating supply of WAC personnel in the Zone of Interior caused an irregular flow of small shipments to the European Theater of Operations, which resulted in impatience and discouragement among commands planning for their use (Appendices 2 and 12). A summary of arrivals for the period covered by this study follows:

(1) Two WAC officers arrived in February of 1943 for duties as telephone supervisor and assistant telephone supervisor for the Eighth Air Force. On 3 April 1943 the WAC Director for the European Theater of Operations and her assistant arrived[4]. During May and June ten officers and five enrolled members came into the European Theater of Operations preparatory to the arrival of the First WAC Separate Battalion (Appendices 2 and 12).

(2) On 16 July 1943 the First WAC Separate Battalion arrived at the 70th Reinforcement Depot (ARF) (then the 12th Replacement Control Depot), with a total strength of 19 officers and 557 enlisted women. This was the first WAAC unit to arrive in the European Theater of Operations (Appendix 15 of Appendix 1).

(3) In September the 172nd WAC Post Headquarters Company, assigned to the Army Air Forces (Appendix 15 of Appendix 1), and the 173rd WAC Post Headquarters Company, which was part of the Second WAAC Separate Battalion scheduled for Headquarters, European Theater of Operations, arrived. The rest of the Second WAAC Separate Battalion came in October 1943[10]. November marked the arrival of the Office of Strategic Services unit[11], totalling three officers and 62 enlisted women. Thirty cryptographic officers for the Eighth Air Force (Appendix 15 of Appendix 1), as well as some officers for administrative and personal assistant assignments (Appendices 2 and 12) came in December 1943.

(4) The next shipment arrived in February 1944, when seven officers and 348 enlisted women reported to the 70th Reinforcement Depot (ARF). This was the first of a series of Air Force WAC shipments which continued to arrive during the spring and summer months, totalling 104 officers and 2,636 enlisted women (Appendix 15 of Appendix 1). Air Force WAC strength in the European Theater of Operations during the period 31 December 1943 to 31 October 1944 increased from 52 officers and 636 enlisted women to 141 officers, 5 warrant officers, and 2,870 enlisted women (Appendix 14 of Appendix 1).

(5) The Air Transport Command sent its first shipment of two officers and 99 enlisted women to the European Theater of Operations in June 1944. In September United States Strategic Air Forces in Europe made available to the Air Transport Command approximately 70 WAC mechanical specialists for whom there were no available assignments in commands under United States Strategic Air Forces in Europe, and in November the second Air Transport Command shipment of nine officers and 99 enlisted women arrived from the United States[12].

(6) During the first six months of 1944 large shipments of WAC personnel arrived at the 10th Reinforcement Depot for Communications Zone; Headquarters, European Theater of Operations; Supreme Headquarters, Allied Expeditionary Force, and other organizations. The first personnel for Services of Supply requisition placed in September 1942 arrived with the March 1944 shipment. In one month 15 officers and 1,532 enlisted women were received and processed, and in June personnel for two priority requisitions arrived - 100 telephone operators flown from the United States for duty with Theater headquarters, and 90 Waes for the First United Stated Army Group. In August six officers and 163 enlisted women arrived for the Transportation Corps[4]. By 1 November 1944 WAC strength in the European Theater of Operations, exclusive of the Army Air Forces and Air Transport Command, increased from 28 officers and 405 enlisted women on 10 January 1944 to 196 officers, 8 warrant officers, and 2,866 enlisted women. Total WAC strength in the European Theater of Operations as of 1 November 1944 was 341 officers, 13 warrant officers, and 5,967 enlisted women (Appendix 13).

(7) The number of Waes in the European Theater of Operations was further augmented during the spring of 1944 by four officers and 49 enlisted women who were transferred from British service organizations, such as British Auxiliary Territorial Service, Women's Auxiliary Air Force, and Women's Royal Naval Service, and later in the year by recruiting and training American citizens residing in the United Kingdom. During the period July 1944 to November 1944, 87 such recruits had been trained and sworn into the Women's Army Corps. In November 1944 the 6839th WAC Headquarters Company (non-Table of Organization), strength eight officers and 197 enlisted women, was transferred into the European Theater of Operations from Italy[4].

(8) For the next six months the only arrivals recorded are several shipments of communications personnel for the 3334lst Signal Service Battalion, 31 officers and 824 enlisted women (colored) for the 6888th Central Postal Directory (provisional)[4], two shipments of Waes for the Air Transport Command totalling seven officers and 202 enlisted women[12], a small specially authorized group for Supreme Headquarters, Allied Expeditionary Force, and one officer and 75 enlisted women for Army Airways Communications Service.

(9) Although shipment of 75 officers and 800 enlisted women monthly, beginning in May, was authorized under the quota of 700 officers and 10,100 enlisted women, the first shipment did not arrive until June.

c. Normally a requisition required approximately three months from the time of its submission to the War Department to the arrival of the personnel in the European Theater of Operations. However, again due to the shortage of personnel in the Zone of Interior, some requisitions required resubmission and personnel were more than six months arriving, and in the case of the Army Air Forces requisition, Eighth Air Force Requisition 760 and 2542 E, 30 October 1943, more than one year had passed before the final increment arrived (Appendix 1). Again in the case of Services of Supply, the first requisition was submitted in 1942, cancelled by the War Department, again submitted in 1943, and finally received in March 1944[4].

d. Lack of appropriate shipping accommodation in the initial period of utilization of WAC in the European Theater of Operations was responsible for some delay in their arrival. Later, high priority combat personnel and supplies caused further delays in scheduled shipments.

e. The War Department's policy on limiting WAC assignments to positions vacated by overhead allotment created problems which delayed procurement of personnel (Reference Chapter 1, Part Four).

f. Although authority was granted for the assignment of WAC personnel to Tables of Organization, the European Theater of Operations, upon the verbal recommendation of Military Personnel Division, Army Service Forces, continued to requisition personnel as casuals in order to eliminate additional delays which would be incurred by the formation of Table of Organization units within the Zone of the Interior prior to shipment. It should be recognized, however, that had procedures been established and functioning smoothly, there would have been certain advantages in shipment as units, for such a plan would have brought trained, experienced teams with esprit de corps to the European Theater for immediate use. It is therefore believed that in the event of future use of female personnel in theaters of operation, both casual and unit shipments should be authorized and that unit shipments when appropriate should be included with their parent units as an integral part of the force.

36. Procurement of personnel was implemented by:

a. Periods of temporary duty in the European Theater of Operations of the Director, WAC, War Department, WAC staff directors of Army Air Forces and Army Service Forces, staff officers from Operations Division and G-1, War Department, and representatives from Military Personnel Division, Army Service Forces, as well as the temporary duty of European Theater of Operations representatives to the States, including the WAC Staff Director, made possible the discussion and solution of many problems (Appendix 11).

b. By mutual agreement between Headquarters, European Theater of Operations, and the Director, WAC, War Department, information copies of requisitions forwarded to The Adjutant General, War Department, were transmitted directly to her office for staff coordination (Appendix 14).

SECTION 3

CLASSIFICATION, ASSIGNMENT, AND TRANSFER

37. Procedures. Since all requisitions for WAC personnel as well as assignment priorities were coordinated with the WAC Staff Director for planning purposes, a representative of the WAC Staff Director's office met every incoming shipment to insure the effectiveness of WAC utilization in the European Theater of Operations (Appendix 15). The WAC Staff Director's representative greeted the new arrivals and assisted the staffs at the reinforcement depots in the orientation and processing of classification and assignment of the personnel (Appendix 16). In May, 1944, a WAC classification officer was assigned to the 70th Reinforcement Depot (AAF) who made the initial classification and supervised assignments of Air Force Wacs (Paragraph 16, Section 3, Chapter 2, Appendix 1); but the WAC Staff Director's representative continued to perform the same functions for the Ground and Service Forces Wacs at the Ground Forces reinforcement depots both in the United Kingdom and on the Continent until April 1945 when a reinforcement company composed of WAC personnel was assigned to the 15th Reinforcement Depot for that purpose.

a. Primary considerations governing assignment of WAC personnel were:

(1) Current military need.

(2) Maximum utilization of military and/or civilian training and skills in jobs suitable for WAC personnel.

(3) Economic administration by grouping in units of not less than 50, including overhead, where possible.

(4) Distribution of grades and ratings, Army General Classification Test scores, ages, and degree of qualifications within Military Occupational Specialties between commands.

(5) Widest possible dispersion in order to acquaint commands with WAC personnel.

(6) Listing personnel possessing rare skills in anticipation of future plans and needs.

(7) Holding in reserve certain personnel to be used for replacement of mal-assigned personnel or to effect transfer of others possessing rare skills or civilian background to commands needing these specialties.

b. All WAC officers were given personal interviews and a duplicate 66-1 was made on all officers and held in the office of the WAC Staff Director (Appendix 15, and Paragraph 1 b, Section 3, Chapter 2, Appendix 1). Number one priority was always command and administrative functions for the Wacs, and officers best qualified for these functions were assigned according to the overall need in the European Theater of Operations. Thus a WAC officer on an Air Force shipment, or serving in another capacity in an Air Force command, might be released for assignment to the Theater or an attached command (Appendices 15 and 16 of Appendix 1).

(1) Considerably more difficulty was experienced in finding suitable assignments for officers than for enlisted women, and it often took a good deal of persuasion on the part of the personnel officer of the WAC section to convince certain male officers that a WAC officer's education, experience, civilian and military training could be used to replace a male officer or in lieu of a male officer. This skepticism that existed in the male mind was gradually overcome by assigning competent officers in key jobs who paved the way for further assignments. The policy of dispersion was used to acquaint as many staff officers as possible with the type of personnel available.

(2) There was some justification for reluctance on the part of male officers to assign WAC officers to staff and operational jobs since some WAC officers arrived in the European Theater of Operations who had previously had no real assignments but had been sent on temporary duty from one station to another in the United States and had not stayed long enough to acquire knowledge and experience in any job. Also, some officers arrived in grades as high as captain whose only duty assignment had been WAC recruiting (Appendix 17).

c. Assignment of enlisted women was made from the 720 (WAC qualification) cards except in the case of special skills and for WAC overhead personnel. Interviews were also given to those whose civilian background might be more valuable than military experience or training and whenever appearance and personality were factors in assignment, and finally to determine the type of training to be given those for whom no assignments were available (Appendix 18). As a

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general rule, assignment according to current military need operated in favor of the highest headquarters both as to number and type of personnel as well as to degree of skill. However, every effort was made to give all commands an even break in assignment of qualified personnel available, and to insure that no command was overburdened with high grades and ratings.

38. Command Responsibility. Once the WACs were assigned to a command, the classification and assignment of personnel became part of the normal functions and responsibilities of the command concerned and were handled in the same manner as for all other military personnel. Cases of mal-assignment discovered on inspections and staff visits to the commanders were noted and discussed with unit commanders and with staff officers responsible for assignment at the particular station or command covered, and report sent to the command in accordance with established procedure. A limited Classification Survey was conducted for Services of Supply, Communications Zone, and European Theater of Operations, United States Army, (ETOUSA) personnel (Appendix 19), and the Army Air Forces used monthly statistical reports as a check on utilization of its personnel.[14]

39. Assignment Problems. Classification of personnel was on the whole excellent, but many problems arose which made constant readjustment necessary to effect utilization of highest military or civilian skills.

a. The qualifications of personnel available did not always coincide with the greatest current military need, which necessitated training on-the-job or in schools. Thus in July 1943, when the First WAC Separate Battalion arrived, the need for teletype operators was so great that it became necessary to train and assign personnel qualified as clerk-typists or even stenographers as teletype operators, and they had to remain assigned in that specialty until reinforcements arrived to relieve them for assignments in their primary Military Occupational Specialties (Par 8, Sec. 1, Chap. 2 f, Appendix 1, and Appendix 20).

b. One of the major problems that arose in the European Theater of Operations was caused by the practice of misclassifying personnel in the Zone of Interior in order to fit them into overseas requisitions. Service Commands and Ground and Air Force Commands, given a certain quota to fill in specified Military Occupational Specialties, would, either because of inability to fill the quota or unwillingness to part with qualified personnel, reclassify personnel or given them an additional Military Occupational Specialty in the required specialty. Thus clerks, general (055), and teletype operators (237) were substituted for clerk-typists (405); and clerk-typists (405), typists (247), and even teletype operators (237) were substituted for stenographers (213). Sometimes personnel so substituted could be considered semi-skilled in the new Military Occupational Specialty, often only potentially skilled, but in some cases neither. Consequently, plans for assignment made in anticipation of arrival of shipments would have to be changed, although eventually suitable assignments were effected. Even more serious were the problems involved in assigning WAC officers who were not qualified in the Military Occupational Specialty for which sent. In one case, when 49 officers arrived to fill requisitions for German linguists, only five actually qualified (Appendix 17).

c. The time lag between placing of requisitions by overseas commands and arrival of personnel from the Zone of Interior caused additional assignments problems. For example, the requisition for the Eighth Air Force, which was sent to the War Depart-

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ment in October 1943, contained a large number of technical and mechanical specialists for whom there was great need at the time; and in some of these specialties, such as cryptographic technician (805) and teletypewriter operator (237), personnel was specially trained in the Zone of Interior to meet these requirements. However, when the first shipment designated to fill the requisition arrived in June 1944, many of these positions had already been filled, or the operational situation had changed so that they were no longer required. Some of these specialists, such as airplane engine mechanics (747), parachute riggers and repairmen (620), radio mechanics (754), and airplane electrical mechanics (685) were made available to the European Division of the Air Transport Command [15] (Appendices 15 and 16 of Appendix 1). Others possessing technical or mechanical skills were assigned in other Military Occupational Specialties for which they qualified according to civilian background, or training on the job or in school was given in skills for which they might be potentially qualified. Sometimes civilian background became much more valuable to the Army than Army training and experience in other specialties. The critical shortage of telephone operators, for instance, necessitated careful screening of every shipment for personnel possessing civilian training and experience in this field as well as for potential trainees.[16]

d. The tendency on the part of commands to request highly qualified personnel to perform routine tasks affected enlisted men as well as enlisted women, but the low morale situation which resulted from this practice was more pronounced in the case of WAC personnel. The Wacs were volunteers and were therefore more insistent that their qualifications be used. They were often highly critical of "Army needs" when their minds were not kept occupied on the job or when they had too little work to do. Time was the greatest factor in taking care of this situation since the changing conditions in the operational period created shifts in male personnel to combat jobs or to posts where Wacs could not be assigned. Wacs, being more stationary, came to be depended upon more and more by the commands due to their seniority in sections and overall technical skill and experience. Many Wacs took over jobs as section chiefs when men in Air Force and service units were withdrawn for infantry re-training. The scarcity of personnel, the volume of work, and the urgency of the situation made it imperative to utilize to the fullest extent the qualifications of all, male and female.

e. Time as well as rapidly expanding activities also took care of the Table of Organization problems caused by arrival during the spring and summer of 1944 of specialized personnel who had had considerable duty background in the United States. The high grades and ratings held by many of these enlisted women created obstacles in assignment as well as morale problems since they prevented or deferred promotions of both male and female personnel who had been on duty in the European Theater of Operations a long time, and also at times necessitated assigning Wacs as supernumeraries who possessed higher ratings than the section chiefs (Appendix 17 and Paragraph 20, Section 2, Chapter 3 f, Appendix 1).

(1) The War Department attempted to correct this situation by having enlisted women take voluntary reductions in grade in order to be considered for overseas assignment. One large shipment arrived with all enlisted personnel in the grade of private, which simplified the assignment problem at the time, but complications arose when the following shipments did not

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follow suit (Appendix 17 and Paragraph 20, Section 2, Chapter 3 of Appendix 1). No Air Force Wacs were reduced in grade prior to overseas shipment, but nine enlisted women took voluntary reductions in grade in order to get desired assignments (Paragraph 22, Section 2, Chapter 3 of Appendix 1). Eventually all personnel voluntarily reduced in grade for overseas assignment were restored to their former grades by War Department authorization,[17] and in December 1944 the War Department specifically prohibited reduction in grade, whether voluntary or otherwise, for the purpose of filling overseas requisition.[18]

(2) The most serious assignment problem in connection with grades was encountered when 284 Communications Zone Wacs arrived in April 1944 for duty with the First Base Post Office and only a few vacancies were available to cover assignment of personnel (Appendix 21). Large shipments of military personnel to the European Theater of Operations necessitated assignment of these enlisted women to postal duties for which they had been requisitioned and trained in the United States,[19] and lack of other clerical skills precluded assignments of the majority of these enlisted women to other clerical jobs. This situation necessitated many conferences and much correspondence, investigations of complaints, and inquiries regarding individual enlisted women. Some transfers were made, and the assignments of the remaining were finally legalized when the War Department granted authority to activate the 23rd Base Post Office and assign the personnel to it. The Wacs had then been on the job for almost one year without a single promotion, no furloughs or passes, with continuous shift work and ten to twelve hour working days.[20]

SECTION 4

REINFORCEMENT DEPOTS

40. Depots. All WAC personnel arriving in the European Theater of Operations, with the exception of small groups mainly destined for attached commands and individuals reporting for specific assignments directly to their stations, were processed through reinforcement depots where they received their initial medical check, orientation, and assignment. A special staging center for Wacs, as suggested in a letter from the War Office, 6 September 1943, was not considered necessary due to the small number of Wacs allotted to the European Theater. Also, Wacs were part of the troop basis and shipments were set up on a priority list. Plans for their reception at the existing facilities for Air, Field, and Service Forces were therefore made on the same basis as for other personnel[22] (Appendix 22). The following depots were used:

a. The 70th Reinforcement Depot (AAF), Stone, England (redesignated from 12th Replacement Control Depot and Eighth Air Force Replacement Depot), which handled all Army Air Forces personnel. At this station the First WAAC Separate Battalion was received with much fanfare and publicity and was reviewed and inspected by General Eaker, Commanding General of the Eighth Air Forces, General Knox, Commander of the Army Territorial Service, and other distinguished military and civilian personages. Approximately 159 officers and 3,395 enlisted women have been received from the Zone of Interior at this depot (Appendix 1). In May 1944 a WAC classification officer was assigned to the depot to supervise reception, classification and assignment of Air Force WAC personnel and command the permanent WAC detachment, activated in June 1944, to which all female casual personnel was attached for administration while at the depot.

b. The 16th Reinforcement Depot, Lichfield, England, was used for Field Forces and Service Forces WAC personnel. No WAC personnel were assigned to this depot for duty, so it was necessary at such intervals as shipments arrived for members of the Theater WAC Staff Director's staff to assist the depot staff with the reception, orientation, classification, and assignment of new personnel. Approximately 5,000 Wacs were received from the Zone of Interior through this depot. Transferees from the British Services and recruits were also trained there.

c. By 1 January 1945 the bulk of WAC personnel in the European Theater of Operations was located on the continent and new shipments to the European Theater of Operations were marked for assignment to continental commands, mainly to the Field Forces. It was therefore necessary to establish a depot on the continent where both incoming and outgoing Field Forces and Service Forces Wacs could be processed in the same manner as male military personnel. A WAC staff director was assigned to the Ground Force Reinforcement Command to assist in planning for the monthly incoming shipments of 80 officers and 800 enlisted women scheduled for the spring and summer of 1945 and for the processing of returnees. The 15th Reinforcement Depot was selected and authority was granted to replace male personnel with WAC personnel of one reinforcement company with corresponding grades and ratings for the purpose of taking care of the housekeeping and processing of all female personnel.[23,24] Headquarters, 15th Reinforcement Depot, designated the 490th Reinforcement Company and WAC personnel was assigned accordingly.[25] The WAC area, with a housing capacity of 650, had already been made ready for occupancy,[26] and the first contingent of 115 Wacs arrived from the Zone of Interior 20 April 1945.[27] A total of 2116 Wacs were received from the United States at this depot up to September 1945.[28]

41. Kinds of Shipments.

a. The First and Second WAAC Separate Battalions were organized into companies and activated under War Department published Manning Tables and assigned to definite commands in the European Theater of Operations prior to their shipment. The First Battalion was assigned to the Eighth Air Force, the Second to Headquarters, European Theater of Operations.

b. After the transition of WAAC to WAC had taken place, all Wacs were sent overseas as casuals. However, to facilitate their training, equipping, and shipping, they were organized into companies in the Zone of Interior by the Extended Field Service Battalion charged with the preparation of personnel for overseas movement. These organizations were dissolved immediately upon arrival at the depot unless previously marked for a given command, and personnel were picked up on the morning report as casuals. Personnel were then reorganized as groups or individuals for assignment to different commands in accordance with priorities established by Headquarters, European Theater of Operations, for Field and Service Forces personnel, and by Headquarters, United States Strategic Air Forces in Europe for Air Force personnel.

42. Processing at the depot included reception, registration, billeting and feeding of troops immediately upon their arrival; medical inspection and checking of WD AGO Form 81 (Immunization Record), immunization as required; orientation lectures and training; check of records and entry of arrival in service records and on qualification cards; currency exchange; payment; inspection of clothing and equipment; classification and assignment; and finally shipment of personnel to the various commands. Personnel were met

at the port by a medical officer and a troop movement control officer from the depot who would escort the shipment to the depot. Sometimes a WAC officer from the WAC Staff Director's office at Headquarters, European Theater of Operations, or Headquarters, United States Strategic Air Forces in Europe would also meet the shipment at the port and would interview and brief the officers as to scheduled activities at the depot. Medical inspections would take place within twenty-four hours after arrival. At the 70th Reinforcement Depot (AAF), medical inspections were conducted in barracks by the medical officers on the depot staff. At the 10th Reinforcement Depot, the medical consultant for women on the staff of the Theater Chief Surgeon would sometimes conduct these inspections. Orientation took place the second day, and after forty-eight hours personnel were usually ready for assignment. Notification was sent to commands to whom personnel were assigned, giving time of arrival, number involved in shipment, and name of officer or non-commissioned officer in charge. If the movement involved a small group, the senior non-commissioned officer would be in charge and would be given custody of the orders and records. An officer would accompany larger groups.

43. Orientation of personnel consisted of:

a. Greetings by the commanding officer of the depot.

b. Lecture by the Theater WAC Staff Director, WAC Staff Director, United States Strategic Air Forces in Europe, or their representatives, covering the organization of the European Theater of Operations, WAC activities, assignments, living conditions, special policies affecting WAGs, relations with the allies, absence of color line in the European Theater of Operations, and standards of conduct and courtesy.

c. Lecture on religion by the chaplain.

d. Lecture on security and mail censorship by the intelligence officer.

e. Lecture by the station commander or the commander of female military personnel on post or station regulations, safety and security measures in the event of air or gas attack, blackout regulations, passes, uniform regulations, and activities planned for personnel while at the depot.

f. Lecture by public relations officer.

g. Orientation film by Special Services.

h. Medical lecture by a medical officer of the depot staff or by the medical consultant for women, Office of the Theater Chief Surgeon. This lecture was usually given separately and attended by WAC personnel only and covered health problems and safety measures to be observed in the European Theater of Operations, and a discussion of venereal disease.

44. Classification and Assignment of personnel was handled as indicated in Section 3 above.

45. Special Activities. Although personnel were subject to duty at the depots after completion of orientation until they were ready to leave for permanent assignments, there was leisure time to enjoy the privileges of the Red Cross Club, the library, game rooms, post exchange, movies, and dances, as well as trips to the surrounding countryside arranged by the Red Cross or Special Services.

Physical training, drill, reviews, and retreat ceremonies were also included in the program for casual WAC personnel.

46. Return to the United States. WAC personnel were returned to the United States under the same provisions as other military personnel for hospitalization, emergency reasons, discharge, temporary duty for rest, rehabilitation, recuperation, and recovery, and for assignment in the United States when two members of the family had been killed or wounded in action. In addition, return was authorized if husband had returned from overseas for reassignment, hospitalization, or discharge. The 70th Reinforcement Depot (AAF) was the depot designated to process all WAcs returning to the United States for reasons other than medical regardless of branch of service to which they belonged[29] (Appendix 23). Other female military personnel were later directed to this depot for processing[30]. However, after a WAC reinforcement company had been assigned to the 15th Reinforcement Depot at Le Havre, provisions were made for having the 15th Reinforcement Depot handle all female military personnel and American Red Cross personnel located on the continent, and the 70th Reinforcement Depot (AAF) handle personnel located in the United Kingdom[31]. Processing and orientation of personnel were handled according to existing procedures for all military personnel.

47. Evaluation. These varied operational procedures for the reception, processing, and assignment of incoming and outgoing shipments of WAC personnel were on the whole satisfactory, in view of their small number and irregular arrival and departure. It was found, however, that the establishment of the 490th Reinforcement Company at the 15th Reinforcement Depot, which was responsible for the housekeeping and administration of casual personnel only, was preferable to assumption of this function by the overhead personnel of a headquarters detachment, as in the case of the WAC detachment at the 70th Reinforcement Depot (AAF), because there was no cause for minor friction between casuals and permanent party personnel. This problem would probably not occur in the event of selective service for women in another emergency, as women would be utilized in sufficient numbers to justify separate reinforcement companies for their processing. Consideration in future planning should also be given to the combined use of such facilities by all female personnel including WAC, Army Nurse Corps, other service women, and civilians, which was successfully accomplished for small numbers occasionally in World War II in the European Theater of Operations.

SECTION 5

MILITARY DISCIPLINE, COURTESY, AND JUSTICE

48. Discipline and Courtesy.

a. A constant high standard of military discipline and courtesy was maintained by WAC personnel in the European Theater of Operations, with some normal relaxation after VE-Day. This was evidenced by frequent commendations of commanders, their ready and smart exchange of salutes, meticulous care of their personal appearance, pride in their uniform, devotion to duty, and the negligible number of violations of regulations and offenses of all types.

(1) The verbal reports received from WAC staff directors upon completion of visits to commands shortly after the arrival of their first increments of WAC personnel indicated that WAcs classed among the most smartly and neatly dressed troops on the stations,

were attentive to details of military courtesy, and served as a visual example and incentive to all other troops, resulting in better discipline and courtesy throughout the commands. Of course this was not due to the fact that Wacs were essentially better soldiers than men, but rather that wherever men and women are together in work or play they complement and strive to attract the interest and respect of each other through careful attention to appearance, sociable conduct, development of individual skill and talent. Commanders so appreciated the general rise in morale of their entire command, resulting from the combined use of men and women, that frequently their first commendation was on this factor rather than the efficiency of Wacs on the job. The latter was taken for granted and used as the reason for requisitioning additional personnel, but the former was the most frequently praised.

(2) The pride of WAC personnel in their uniform was evidenced by their resistance to its wear by other female personnel, as discussed in Part Two, Chapter 3, "Supply", and Part Six, Chapter 2, "Concurrent Utilization of WAC/WAC and Civilians", and their responsive enthusiasm toward the authorization of off-duty dresses of a military but feminine cut and the distinctive ETO-type of field uniform. Whether or not pressing and cleaning facilities were available, Wacs always found a way to improvise means for keeping their uniforms clean and neat.

(3) WAC personnel willingly responded to long hours of overtime and restrictions on furloughs and passes during the pre-invasion and operational periods. Though they were subject to overtime duty by order it was seldom required for they more often volunteered without request or direction. Only one case of resistance to overtime is a matter of record, and this was more due to the failure of the section to work the personnel to capacity while on duty than to the order for overtime.

b. Factors which directly contributed to the high standard of discipline and courtesy among WAC personnel in the European Theater of Operations included exceptional officer leadership, constant effort to maintain assignments according to individual qualifications by all WAC personnel officers and unit commanders, the provision of distinctive and feminine items of uniform, careful selection within the Zone of Interior of personnel for overseas duty[32], equitable receipt along with men of awards and decorations, promotions, nearness to combat, recreational, static, and tour facilities.

c. Minor problems which arose in connection with military discipline and courtesy of WAC personnel included failure of male military personnel, because of unfamiliarity with the Corps, to utilize the appropriate titles for WAC personnel, such as "Corporal", "Captain", et cetera, which sometimes resulted in a lack of sufficient formality on the job; reluctance on the part of military police to reprimand WAC personnel because they were women; an occasional undesirable off-duty boss-secretary relationship in which each party lost respect for the other; apprehension and reporting of members of the WAC absent without official leave; unequal punishment for men and women; and antagonism of enlisted men towards the principle of their replacement by WAC personnel on a "one-for-one basis". These problems presented themselves infrequently except in the case of the replacement of men by Wacs on a "one-for-one basis", which is discussed in Part One, Chapter 2, "Mission", and Part Four, "Utilization". They were successfully solved individually as they arose, and decreased in number as the European Theater WAC strength grew and male military personnel accustomed themselves to their presence. The problem of

procedures for the apprehension and reporting of WAC cases absent without official leave presented itself because of its infrequent occurrence and consequent unfamiliarity of personnel concerned with published directives.

49. Military Justice.

a. The administration of punishment for women under the provisions of WAAC regulations, May 1943, in a manner paralleling military justice for military personnel under the provisions of the Articles of War and Army courts-martial methods, placed commanders in a hopelessly ineffectual position, for legally the WAAC was a civilian organization serving with the Army and its members were not, therefore, subject to trial and sentence by Army courts. This problem did not present as great difficulty in the European Theater of Operations as in the Zone of Interior, for in a theater of operations civilians are made subject to military law by the 2nd Article of War[33]. For this reason as well as others commanders were grateful for the conversion of the WAAC to the WAC, which gave them authorization for disciplinary control as for all military personnel.

b. Although there was much concern on the part of male military personnel in the European Theater of Operations as to the possible delinquent conduct of members of the WAAC/WAC prior to their arrival, and the probable requirement for female military police and detention areas, these fears were short lived, since offenses and misdemeanors of all types among the WAAC/WAC were significant by their complete absence in the initial period of their duty and by their negligible numbers thereafter.

(1) By 1 November 1944, when the Waes had been in the European Theater of Operations for a year and a half and when their strength was 6,363, there had been only 22 courts-martial; of these 14 were summary and 8 special. Most of the offenses were violations of the 96th Article of War, and a few of the 61st Article of War (Appendix 13).

(2) During the first seven months of 1945, when the peak strength of the Corps was 8,324, there were an additional 63 courts-martial of which 59 were summary, 3 special, and 1 general. The one general court held in the Theater was on an officer charged with absence without leave for a period of 45 days, and the sentence was dismissal from the service. Three Waes were charged in special court under the 61st Article of War and one under the 96th Article of War. Charges in summary courts varied from 32 under the 61st Article of War; 21 under the 96th Article of War, 1 under the 69th Article of War; 1 under the 65th Article of War, 1 under the 85th Article of War, and 3 under the 63rd Article of War. Punishments varied; restrictions ranged from three days to three months, and forfeiture of pay ranged from $5.00 to two-thirds of pay for six months. Of the 62 enlisted women tried by summary and special courts, 40 were reduced in grade. The most drastic punishment was the one dismissal from service.

(3) The Provost Marshal of the Air Forces made the following statistical comparison of WAC with male military personnel which bears out this point:

RATE PER THOUSAND

OFFENSE	WAC	MF EM
Uniform violations	.166	.083
Absent without leave	2.16	178.3
Disobeying a superior officer	.333	2.02
Drunkenness	.5	42.7
Disobeying an NCO	.166	.437
Disrespect to superior officer	.166	1.12
Unauthorized use of vehicle	.166	31.7
Miscellaneous AW 96	.667	98.7
Total Courts-Martial	4.5	44.83 (Appendix 1)

c. (1) Policies governing the application of military justice to WAC personnel in the European Theater of Operations[34,35,36,37,38] (Appendices 24 and 25) were established in accord with War Department policy as stated in Paragraph 7, Section I, and Paragraph 22, Section III, War Department Circular 462, 6 December 1944, and Section VII, War Department Circular 61, 26 February 1945, quoted herewith:

"Arrest or Confinement. Places of arrest or confinement for members of the Women's Army Corps will be limited to barracks or other appropriate buildings suitable for such purposes. In no event will a member of the Women's Army Corps be placed in arrest or confinement in a building in which male officers or enlisted men are in arrest or confinement except when undergoing medical treatment in a hospital. Hospitals will not be used for disciplinary confinement of members of the Women's Army Corps except when hospital care is necessary coincident with disciplinary confinement."

"Eligibility as members of courts martial and other boards. a. .....

b. Every board, except one composed entirely of medical officers, which deals with a matter pertaining to the Women's Army Corps will include at least one member of the Women's Army Corps."

"WOMEN'S ARMY CORPS. 1. Members of the Women's Army Corps are subject to the same disciplinary control by the military police, Navy, Marine Corps, and Coast Guard shore patrol as other military personnel except as modified by pertinent War Department directives. Special reference is made to section IV, Circular No 381, and paragraph 7, section I, Circular No 462, War Department, 1944.

2. If arrest of a member of the Women's Army Corps is required, she will be placed without delay in the custody of the commanding officer of the nearest Women's Army Corps organization. When requested to do so by the provost marshal of the post, camp, or station, Women's Army Corps commanding officers will accept the custody of members of the Women's Army Corps taken in custody by the military Police. A full report of the incident will be furnished by the provost marshal to the organization commander accepting custody of offenders.

3. Women's Army Corps personnel will not be searched by military police or confined in guardhouses, brigs, or similar places of detention. In cases involving arrest or temporary confinement, barracks or other suitable quarters located within or near the area housing Women's Army Corps personnel will be designated for use in accordance with paragraph 7, section I, Circular No 462, War Department, 1944."

(2) Paragraph 1, War Department letter, file number AG 250.4 (29 May 1944) OB-S-M AFO.gc 2B-939 Pentagon, subject: "Confinement and Punishment of Members of the Women's Army Corps", 1 June 1944, required that:

> "Members of the Women's Army Corps may be restricted to barracks, quarters, or other similar suitable buildings for periods not in excess of 30 days."

Although there were few instances in the European Theater of Operations where longer sentences than 30 days were warranted by the nature of the offense, it is believed that such confinement should have been authorized on an equal basis as that for male military personnel, based on the premise that no physical harm is inherent in such a policy and that equal privileges, benefits, and restrictions should be accorded both male and female military personnel. It is possible that further study of such policies and procedures for the overall Army might result in conclusions that other methods than confinement, except for the most serious criminal cases, would be more preventive in nature for all military personnel. In such a case, liberalization of the policy would be appropriate and applicable to and desirable for women in the service.

d. The assignment of a staff officer to the office of the Theater Provost Marshal, who was available upon request to all branches of that office, other operating agencies, and subordinate commands for special investigations, apprehensions, and movement of personnel in custody, was of great assistance in establishing, interpreting, and administering appropriate policies and procedures within the command. In each allied or liberated country where WAC personnel served, she effectively performed liaison functions between the Theater and the corresponding civilian disciplinary agencies of the country concerned. There was insufficient work for this officer in connection with WAC personnel, and she early was given responsibilities in connection with Army Nurse Corps officers, civilian women, and female prisoners of war. Assignment of other officers for similar duties, including others than those connected with women, in all major subordinate staff echelons would have further implemented this program.

50. Problems of Military Discipline, Courtesy, and Justice in the Event of Selective Service for Women. In the event of selective service at some future time for American women it is likely that other problems than those which arose in connection with the members of the Women's Army Corps in the European Theater of Operations during World War II will present themselves.

a. It is reasonable that it would be necessary to lower the present admission requirements[39] which have maintained the standard of the Corps at a high physically, mentally, and technically qualified level, in order to procure the numbers of women required for duty and to expand their utilization to include many more job categories, especially in the general groupings of mechanical and menial skills. In so doing it is probable that there would be a parallel rise in disciplinary problems which would necessitate more detailed organization for their handling and perhaps punishments of greater severity than have before been administered.

b. One method which the British Auxiliary Territorial Service for women employed to solve this problem was the use of female military police. Further study would be required to determine the effectiveness of their procedure, but it is believed that it could be successfully applied to American women's services when required. Considerable thought and discussion was given this idea

in the European Theater of Operations by both G-1 and the Theater Provost Marshal Section, first in London and then in Paris, but the need was not sufficient to warrant its establishment. A modified plan was also discussed which essentially provided that a small group of approximately ten enlisted women would be trained and assigned on the Theater staff level in order that they would be equally available to all commands upon request for special investigations, patrol duty, et cetera. Had there been a special allotment of grades and ratings for this purpose it probably would have been tried, and it is likely that it would have been of assistance in the occasional check on night spots utilized by women and men, violations of uniform regulations on trains and in recreational areas, et cetera.

c. Increased numbers of women in the service and consequent offenses would necessitate the establishment of a greater number of detention areas, especially in areas where troops concentrate on leave, furlough and pass from home stations. Two such facilities were set up in the European Theater of Operations, one in London and one in Paris, but neither was used for more than two or three cases, including other female as well as WAC personnel.

SECTION 6

COMMAND

51. War Department Policy.

a. War Department Circular 462, Section I, Paragraph 5 d, provides that:

> "Women's Army Corps enlisted personnel will be organized for administrative purposes into detachments by the using command, and the personnel of such units absorbed in authorized overhead allotments or War Department approved Tables of Organization.
>
> Women's Army Corps detachments will have a descriptive designation including the symbol WAC, will include only Women's Army Corps personnel, and will be under the immediate command of Women's Army Corps officers."

b. In the European Theater of Operations it was sometimes found expedient to organize enlisted women into both approved War Department and Provisional Table of Organization units including platoons, companies, and battalions. This practice facilitated their flexible utilization, did not preclude their immediate command by women, and in no way hindered their appropriate administration. Further, the mandatory use of the symbol WAC in the title of WAC units created an accounting problem for the War Department wherever approved War Department Tables of Organization were used. It is therefore believed that Paragraph 5 d, Section I, War Department Circular 462 could have been appropriately amended without prejudice to the command function of WAC officers to read substantially as follows:

> "Enlisted women will be organized for administrative purposes into approved War Department or Provisional Table of Organization units or detachments. Whenever the combination of several groups of personnel will make for economic administration, detachments may include enlisted women assigned to either or both one or several overhead allotments and/or Tables of Organization. Enlisted women's units will include only women and be under the immediate command of women."

52. Relationship Between WAC Commanders, the WAC Staff Director, and Director WAC.

a. The relationship between the WAC Commander, the WAC Staff Director, and Director, WAC is covered in Paragraph 5 c, Section I, War Department Circular 462, 1944, which provides that:

> "Commanders of Women's Army Corps units or detachments and staff directors are authorized to correspond with the Director, Women's Army Corps, on matters pertaining to the health, morale, and well-being of members of the Women's Army Corps. All such correspondence will be routed through the commander under whom the unit, detachment, or staff director is serving, who will forward the same direct to the Director, Women's Army Corps, with his comments and recommendations."

b. In the European Theater of Operations, close liaison existed between commanders of WAC units and WAC staff directors of all echelons, but all official correspondence on WAC matters was sent through regular command channels to the appropriate staff section. Coordination with the WAC Staff Director on all policy matters was handled at that level.

c. Other contacts that existed between WAC commanders and the WAC staff directors, such as staff visits, conferences, the publications "WACETO" and "AIR WAC", and telephone conversations were of inestimable value to the WAC commander who was responsible for administration and welfare of the enlisted women in her command and the effectiveness of WAC utilization at her particular post or station, because they stimulated the interest of the total command in its WAC personnel and were of specific assistance to it and her in the interpretation of War Department and Theater directives.

53. Relationship of Duty Chiefs and Unit Commanders. The commander of a WAC unit, the individuals of which worked in several different staff sections, had the problem inherent in any situation wherein personnel perform duty under a chief other than their commander. From time to time certain directives, such as the requirement of concurrence of the WAC unit commander on promotions and temporary duty, were published to clarify the respective responsibilities of duty chiefs and commanders[40]. The solution to the problem lay, of course, in mutual understanding and close cooperation between chiefs of working groups and the unit commanders. Their respective responsibilities and authority must be mutually recognized by each. While perfect harmony and understanding were not always achieved, it is believed that this was due for the most part to the newness of women in the Army, and that continued experience will lead to smoother cooperation by both sides.

SECTION 7

PROMOTIONS AND WARRANT OFFICER AND COMMISSIONED APPOINTMENTS

54. Promotions.

a. The equalization of opportunity for promotion in accordance with prevailing War Department and Theater directives among enlisted men and enlisted women by the conversion of the WAAC to the WAC contributed greatly to the morale of the members of the Corps in the European Theater of Operations[42]. Concurrence of the WAC unit

commander was normally obtained on recommendations, on the basis of conduct or work outside duty hours. In cases of non-concurrence specific reasons were required.[43]

(1) The chart on the following page compares grades and ratings held by European Theater of Operations' Wacs at a peak strength of 8,686 on 30 June 1945 with all Army Air Force enlisted men in the European Theater of Operations as of 31 August 1945, and with all Wacs in the Zone of Interior. It will be noticed that WAC personnel in the European Theater of Operations held a larger percentage of grades one, two, three, and four than Wacs in the Zone of Interior, and a smaller percentage in grades one, two, and three, a larger percentage in grades four, five, and six, and a smaller percentage of grade seven than Army Air Force enlisted men.

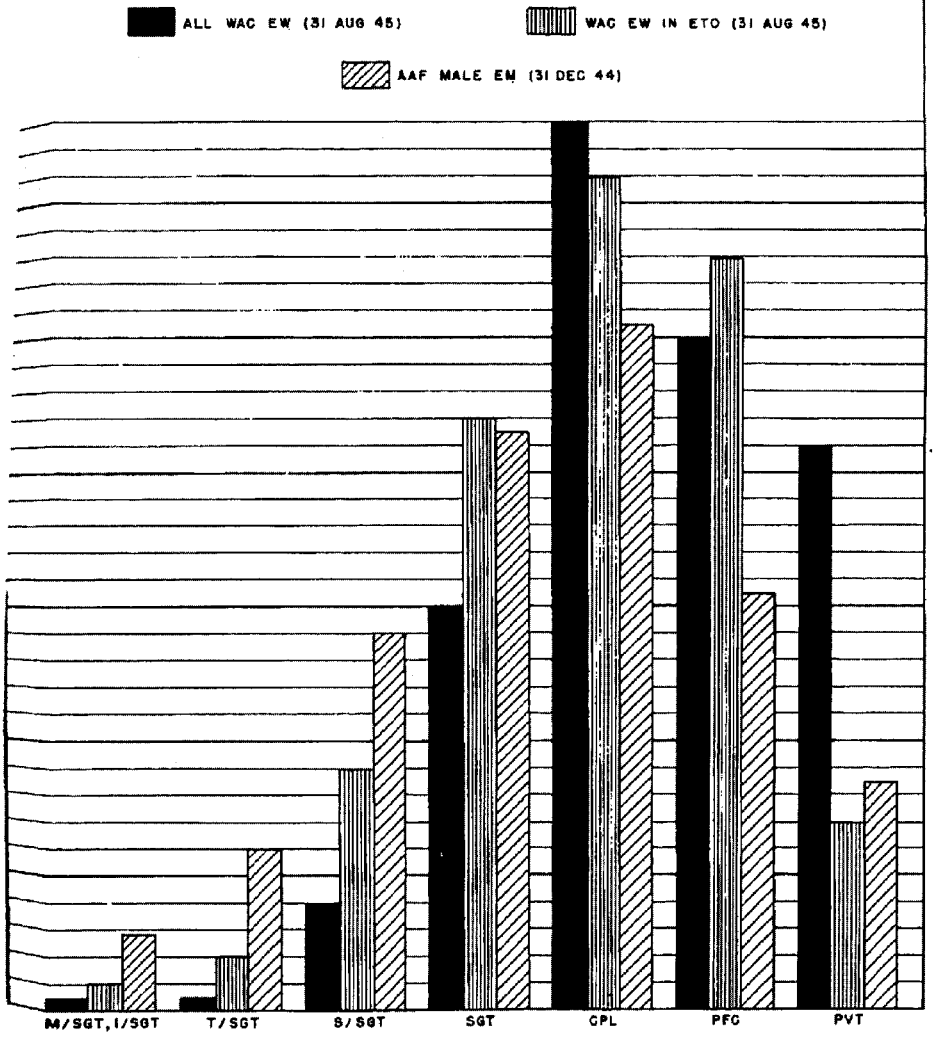
(2) Although the comparative percentages in paragraph 54,a, (1) indicate a reasonable distribution of grades and ratings among all enlisted women and enlisted men in the European Theater of Operations, there were great differences in the comparative distribution among units of both male and female types, depending largely upon their level of assignment. Higher headquarters operated under overhead allotments which were always sufficiently adjustable to permit promotions, whereas Army Air Force installations controlled by Army Air Force Headquarters, Washington, approved Manning Tables, and other installations operating under Tables of Organization or tight allotments from higher headquarters in the European Theater of Operations, were often overstrength or filled in grades. The Wacs who were superimposed on an already operating theater arrived too late to share the benefits of new Tables of Organization and allotments and had to await an occasional vacancy resulting from normal attritional losses. Constant effort was made by unit commanders and personnel officers to correct this situation through exchanges of personnel within and between commands upon the approval of all concerned. Wherever such exchanges did not impair operational efficiency, commanders and section chiefs were normally agreeable. At best only a few corrections could be made by this method. Later a few additional adjustments were made possible by the transfer, for infantry re-training, of men from Army Service, Air, and Field Forces who were senior in grade and service. WAC units which suffered especially because of this problem included some Army Air Force units, all postal units, base sections, district, and censorship detachments.

(3) A further morale problem arose when 14 percent, or 189 enlisted women, in Shipment No. RI 200 (C), RM 200 (C), and RN 200 (C) accepted voluntary demotion in order to secure overseas duty when other Wacs arriving in the European Theater had not been so affected. The European Theater of Operations took immediate action to request, from the War Department, authority to reinstate them without reference to position vacancies, and, upon approval, accomplished the promotions immediately.[44]

(4) There is no adequate solution for this overall Army problem but the establishment of a promotion policy based on length of service and job qualification; and a system of reporting which will furnish higher headquarters with accurate information, when desired, on which to make mandatory the transfer of eligible personnel to newly formed commands with position vacancies or vacancies created because of normal attritional losses would be of material assistance.

b. Upon the conversion of the Women's Army Auxiliary Corps to the Women's Army Corps, officers continued, with the exception of the Director, WAC, to be limited by statutory authority to the grade of Lieutenant Colonel and under.[45] Thereafter, promotions were made in

COMPARISON OF GRADES AND RATINGS HELD BY ETO WAC ENLISTED PERSONNEL AGAINST TOTAL WAC ENLISTED PERSONNEL IN ZI AND AAF MALE ENLISTED PERSONNEL WHO ARE ALSO LARGELY TECHNICALLY QUALIFIED



accordance with War Department and Theater policies governing those grades for all military personnel, with the additional requirement that promotion to the grade of Major and Lieutenant Colonel would comply with provisions governing the promotion of male officers to full Colonel.[46] Operating policy within United States Strategic Air Forces in Europe, European Theater of Operations, and Communications Zone Headquarters further required the concurrence of the WAC Staff Director of the respective commands on all promotions.

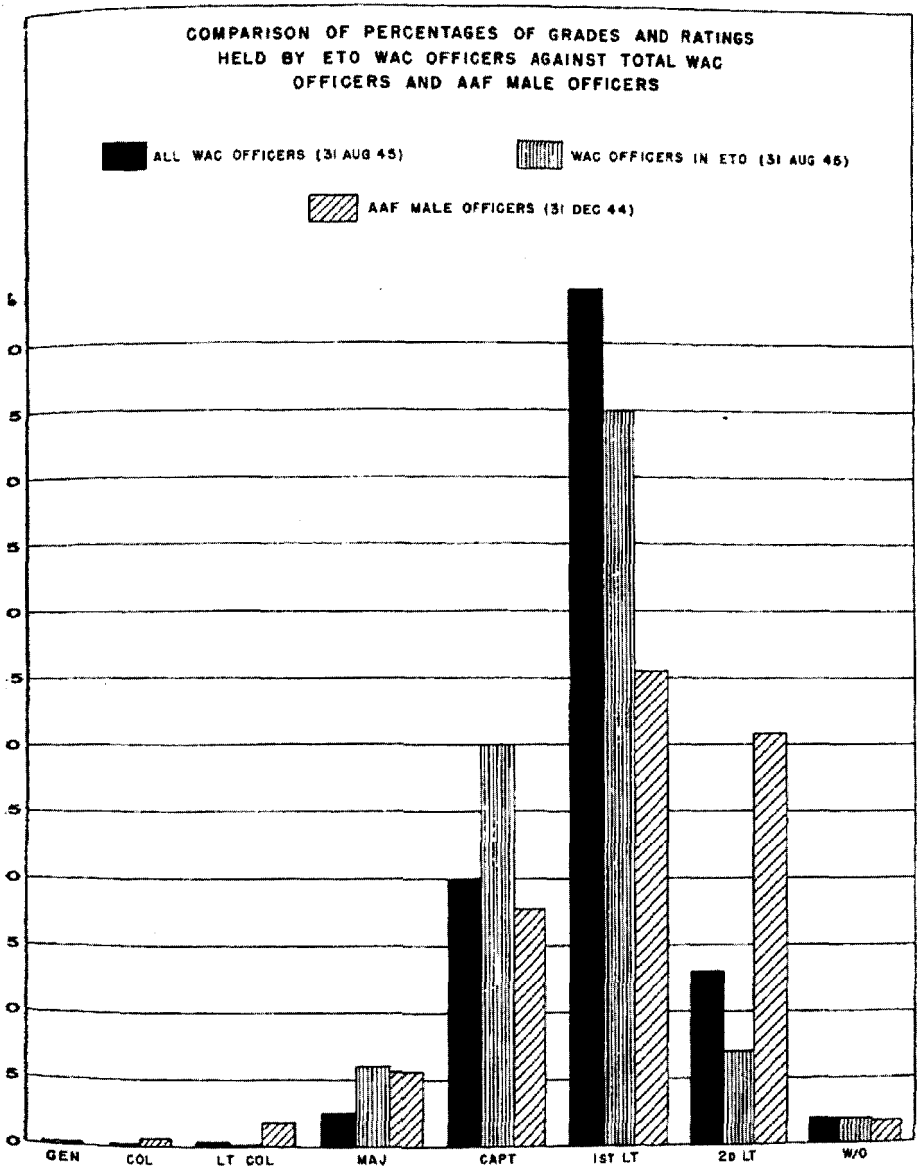
(1) The chart on the following page indicates the relative comparison of officers on the same basis as that for enlisted women in paragraph 54, a, (1) above. It will be noticed that WAC officers in the European Theater of Operations exceed officers of United States Strategic Air Forces in Europe in percentage in the grade of Major, Captain, and First Lieutenant and all WAC officers in the Zone of Interior in the grade of Major and Captain.

(2) It is possible that the continued restriction of WAC officers, except the Director, to the grades of Lieutenant Colonel or lower by statutory action after the conversion of the WAAC to the WAC may have been based on their limited experience in the Army. However, a more probable assumption is that individual views resulting from the difficult organizational period of the Corps determined the direction of the policy. Such arbitrary restrictions appear to be both undesirable and unnecessary in respect to the promotion of WAC officers, as they, as well as all other officers, are naturally regulated by their length of service and their qualifications for positions to which grades are allotted.

55. Warrant Officer Appointments.

a. Appointment of Wacs to Warrant Officer grade was urged by using commands, who found them well qualified for supervisory administrative work. On 7 February 1944, Headquarters, European Theater of Operations, requested authority for such appointment from the War Department by cable.[47] Upon approval by the War Department immediate action was taken to appoint qualified WAC personnel.[48] As of 30 June 1945 when the strength of the Corps was at the level of 8,686, there were reported four Chief Warrant Officers and ten Warrant Officers, Junior Grade. After testing and appointment these officers were assisted informally by the Office of the WAC Staff Director in the procurement of uniforms, and given a brief course of indoctrination on officer's status.

56. Appointment of Commissioned Officers. Again based on the operating policy in the European Theater of Operations that women in the Army should be accorded equal privileges, benefits, and restrictions along with men, there was a demand for commissioning key WAC personnel under authority granted by the War Department for male military personnel. A test case was presented to the War Department by the Theater WAC Staff Director in person in February 1945, and authority granted therefor (Appendix 11). A total of five women were so appointed and, as in the case of warrant officers, assisted in making a smooth change of status. As an extra precautionary measure Headquarters, European Theater of Operations, set up a board to review all applications before forwarding recommendations to the War Department.[49-50]


COMPARISON OF PERCENTAGES OF GRADES AND RATINGS
HELD BY ETO WAC OFFICERS AGAINST TOTAL WAC
OFFICERS AND AAF MALE OFFICERS
ALL WAC OFFICERS (31 AUG 45)
WAC OFFICERS IN ETO (31 AUG 45)
AAF MALE OFFICERS (31 DEC 44)
60
55
50
45
40
35
30
25
20
15
10
5
0
GEN
COL
LT COL
MAJ
CAPT
1ST LT
2D LT
W/O

SECTION 8

AWARDS, DECORATIONS, AND COMMENDATIONS

57. How Awarded. Recognition by the Army of meritorious work accomplished by the WAC in the European Theater of Operations was not only reflected in the promotions given officers and enlisted women and in the constantly increasing requests for personnel, but also in the number of awards and decorations, unit citations, and commendations received by them. Such awards were made on the same basis as for all other military personnel, beginning in April 1944, ten months after the arrival of the first unit of WAC personnel, with Good Conduct Medals, and progressing at intervals to Bronze Stars, Legions of Merit, Campaign Stars, Presidential Citations, Purple Hearts, and foreign decorations, including the Order of the British Empire, Member of the British Empire, Legion d'Honneur, Croix de Guerre, and others.

58. Numbers. The following is a tabulation by citation and number for the period of April 1944 to 30 November 1945, inclusive:

	EM	O	Total
Purple Heart	14	1	15
Legion of Merit	2	7	9
Bronze Star	173	56	229
Order of the British Empire		2	2
Legion of Honor (French)		1	1
Croix de Guerre		6	6
Certificate of Merit	111	2	113
Member of the British Empire		7	7
Luxembourg Couronne de Chene		2	2
Presidential Citation			3
Meritorious Service Unit Plaque			4
Total	300	84	391 (Appendix 26)

SECTION 9

DISCHARGE AND SEPARATION

59. Policy. Discharge and separation of WAC personnel in the European Theater of Operations was governed by current War Department policies for all military personnel, except for those causes which pertained to women only, including:

a. Discharge because of disability or separation of husband.	Par 25j, AR 615-362, 15 Dec 44; Par 12d, RR 1-1, Feb 45; Sec IX, WD Cir 146, 12 May 45
b. Discharge mandatory for pregnancy.	AR 615-361, amended by C 6, 31 Aug 45.

60. Evaluation.

a. Since the percentage of all WAC normal attritional losses, including medical and non-medical causes, was consistent with the overall Army percentage of one-half of one percent for the first twenty months of their service in the European Theater of Operations, and rose only an additional one-half of one percent after authorization of return and discharge of wives because of disability or separation of husbands beginning in February 1945 under provisions of War Department Circular 47,

it can be assumed that these special compassionate policies have not, and will not, cause an undue turnover among female personnel in the Army (Reference Section 13, Normal Attritional Losses).

b. As the result of the experience gained as outlined in paragraph 60, a, above, much of the natural apprehension which the Army in the European Theater of Operations felt in connection with the special problems of women prior to their employment have disappeared.

61. Continued study should be given these policies by higher headquarters with a view to their improvement and continued use in the event of the inclusion of women in the military establishment during peacetime and/or in a future emergency, specifically:

a. Consideration should be given the authorization of release of married women and those women who have acquired dependents upon request after eighteen months of service.

b. Increase of age in dependency qualification for enlistment or conscription, up to 18 years.

c. Delay of discharge in cases of pregnancy, and maternity care until after rehabilitation to Army status or civilian life. (Further discussion will be found in Part Five, Chapter 2, "Health").

SECTION 10

HOUSING, MESSING, AND TRANSPORTATION

62. Housing.

a. The anticipated arrival of female personnel in the European Theater of Operations engendered concern as to the extra trouble which would be entailed in housing them over that required for male military personnel. This concern was abetted by stories preceding their arrival to the effect that Wacs were so much trouble in the Zone of Interior that the War Department had found it necessary to compile entirely new scales of accommodation for them. Although it is true that the War Department set new policies governing housing for WAAC personnel,[55] these had little if any influence on plans made in the European Theater of Operations.

b. As in the case of accommodation stores authorized for WAAC personnel as discussed in Part Two, Chapter 3, "Supply", during the British Isles phase, the Office of the Theater Engineer and the WAC Staff Director were guided in making plans by the facilities used by the British, from whom quarters were to be obtained by agreement under the provisions of the Lend-Lease Program (Appendix 27). After numerous conferences Headquarters, Services of Supply, European Theater of Operations, set up a schedule of "Scales of Accommodation for WAACs, ETOUSA" on 5 February 1943 (Appendix 28). However these were used only once for new construction in the United Kingdom. In all other cases Wacs lived in accommodations, with slight modification, which had been constructed for the British Women's Services, or in converted mansions, schools, etcetera. All of these installations were of a static nature and were utilized in most cases by Army Air Force units from July 1943 to May 1945.

c. On the Continent, commands became accustomed to being on the move, most of them making three or four changes of station throughout France and Germany during the operational period. This meant that revised scales published for WAC personnel by Headquarters, Communications

Zone, subject: "Communications Zone Construction Standards", Supplement No. 3, ETO SOP No. 5 (Appendix 5 of Appendix 1) were of little use - for Wacs along with men took the best that could be found and made the most of it. In spite of frequent moves Wacs lived comfortably in the European Theater of Operations, sometimes better than those in the Zone of Interior. This was especially true during the post-VE Day period when it became the operating policy of the command to expend a maximum effort to make its personnel comfortable.

d. Based on the Unit, Station, and Accommodations List in Appendix 3, the following classification of type of housing accommodations is made:

Type	No. of Units
Hotels	31
Houses	41
Barracks	47
Tents	3
Total	122

(1) Regardless of the type of housing involved, certain preferences grew up among the Wacs and tended to become established practice throughout the European Theater. These included the use of date rooms and soft drink, light wines, beer, and snack bars for men and women in the WAC area, separate day rooms for Wacs only, separate messes, hairdressing shops, and Post Exchanges when economical, generous laundry and pressing facilities, and the substitution for squad rooms of double, triple, or quadruple sleeping rooms if available.

(2) In general, that arrangement of facilities was most successful which gave WAC personnel privacy and still made possible the entertainment of guests in their own area in a manner similar to that to which they were accustomed in the average American home.

e. Operating policy in the European Theater of Operations required:

(1) The visit of the WAC Staff Director or her representative prior to the first arrival of a WAC unit with a new command, for an inspection of prepared housing, or for assistance in the initial selection and allotment of space and facilities (Appendices 29-31). Personnel was held at depots until such time as approved housing was available (Appendix 32), or assigned to other stations in the event of its disapproval when no convertible substitute could be found. For the most part such checks and controls were of an informal nature, but when necessary, they were put in command channels. (Appendix 33)

(2) On the movement of a unit to a new location, the advance party normally included several Wacs to prepare for the arrival of the unit. Usually the new location had previously had a check by the WAC commander or WAC Staff Director in conjunction with Headquarters Command or Squadron.

f. Adherence to rigid accommdoation scales for women of a higher standard than those for men assigned to similar installations in the European Theater of Operations was considered undesirable, as it was believed that it would engender jealousy and misunderstanding. WAC general facilities designed for the use of both men and women, such as date rooms and drink and snack bars, stimulated the interest of the men in the improvement of the entire area, and their contributions of furnishings

and minor construction such as wardrobes, footlockers, tables, etcetera, did much to make the Wacs comfortable.

g. Improvements in housing design and scales for women in the event of their inclusion in the peacetime Army or in another emergency should be based on the experience gained in World War II and a restudy of the program for the entire Army in order to assure equitable comfort for both men and women on a scale consistent with the social and economic standards of the period.

63. Messing.

a. Initially WAC Regulation, May 1943, authorized combined men's and women's messes only with prior War Department approval. Later, paragraph e, Section II, War Department Circular 462, authorized combined messing in the interest of economy.

b. From the start in the European Theater of Operations, separate messing was utilized only in those cases where existing messes were operating at peak capacity and an additional one would be required in any event, or where the size of the WAC unit or detachment was 300 or more. However, separate messes were preferred by WAC personnel when male and female civilian labor was available for heavy work, as it gave them an opportunity, on a limited quota basis, to entertain guests on a home hospitality basis. Whenever combined men's and women's messes were used, there was usually a concurrent improvement in the quality of food preparation and in the manner of its serving. Such messes were most successful when operated with both male and female kitchen personnel to balance the heavy and light duties, and under the supervision of female mess officer and sergeant.

64. Transportation. Transportation of WAC personnel within the European Theater, on moves to the continent, changes of station, and to and from recreational areas was accomplished by train, motor convoy, or air transport in accordance with current directives for all military personnel, and no serious problems were encountered. On the continent the following policy was established amending Headquarters, United States Forces, European Theater Standing Operating Procedure "Continental Movements of Personnel", dated 19 May 1945, by Change 1, dated 26 June 1945.[56]

> "Equipment utilized for the transportation of United States Army female personnel will be clean, steam-heated, first-class passenger coaches with suitable water and lavatory facilities."

a. In cross-Channel "hops" shortly after D-Day, movement of small groups direct from station to continent by Air Troop Carrier Command was found most economical, thus by-passing loading and unloading of baggage from trucks to ships to trucks, and accommodations problems at marshalling areas, on ships, and at depots.

b. Detachments without authorized Tables of Equipment called upon motor pools for normal daily garrison transportation for the movement of supplies, rations, and personnel, and were never as adequately cared for as Table of Organization units who were authorized their own vehicles. Consideration should be given to requisitioning sufficient vehicles to provide for non-Table of Organization units similarly to Table of Organization units.

SECTION 11

MORALE AND WELL-BEING

65. Purpose. The primary purpose of this section is to analyze those factors which engendered morale and affected the well-being of WAC personnel in the European Theater of Operations, other than those given separate consideration elsewhere in the study, including leaves, furloughs, passes, rehabilitation, recuperation and recovery, leave areas, tours, and rotation; Red Cross; unit clubs and facilities; athletic contests; religious activities; rest home; injudicious application of regimentation; and special activities such as WAC libraries, "Overseas Woman", "Story of the WAC in the ETO", anniversary and holiday celebrations, adoption of orphans, and hospital visitation.

66. Leaves, Furloughs, Passes, Rest Recuperation and Rehabilitation Areas, Tours, and Rotation. Prevailing War Department and European Theater of Operations directives governed the furloughs, leaves, and passes, rest recuperation and rehabilitation, leave areas and tours for WAC personnel as for all military personnel.

a. This was satisfactory in all cases except that of "Rehabilitation Recuperation and Recovery"[57,58,59], for the maximum service of WAC personnel in the European Theater of Operations at that time did not exceed one and one-half years, and applicants could not qualify with less than two years' service. In principle the procedure was fair, but caused a low ebb in morale among the Wacs because it eliminated all hope of application. The sting could have been removed, and 99 percent of the returns still limited to men, by allotting a quota even as low as one per month or two every three months to WAC personnel.

b. Considerable administrative difficulty was encountered in the establishment of diversified Army operated leave areas and facilities for WAC personnel, due to the small number of such personnel and the inherent problems involved in separate housing and immediate administration. This was reasonably well solved by selecting several areas (Brussels, Paris, and the Riviera) for full scale development, and maintaining others on the basis of limited quotas with only one female officer and one non-commissioned officer on the staff level of the command to provide supervision of WAC personnel.

67. Rotation. The program of rotation as set forth by the War Department in Section II, Army Regulation No. 8, 6 January 1945, was never carried out in the European Theater of Operations due to the pressure of operational activity. Wacs, like administrative service male personnel, felt the pressure of work and mental strain, of bombings and nearness to combat. Had the operational activity permitted a plan for rotation, or an equivalent program, it might have counteracted the fatigue of too long and arduous service overseas. Although Wacs, along with men, needed rest they preferred continuation of overseas service to a return to the Zone of Interior for duty (Paragraph 8 a, Section 3, Chapter 1, Part One).

68. Red Cross.

a. The Red Cross program for WAC personnel was initially limited by the lack of firm information as to the numbers of personnel to be expected in the European Theater of Operations. Although they could use the recreational facilities of any enlisted men's club, overnight clubs for Wacs and Army Nurse Corps officers were established only at London, Paris, and Bournemouth, and these were excellent. However, through the Red Cross travel section, reservations could be made

at private hotels and homes throughout England at an increased cost over regular Red Cross rates (Appendix 34). The practice adopted by the Army of establishing limited accommodation in connection with male facilities in diversified leave areas could have been, but never was, successfully employed by the American Red Cross.

b. The American Red Cross field service program was adequate and served to alleviate the worry of personnel over home, family, close associates, and business problems, and assisted in the early return of deserving cases for emergency reasons.

c. Few Red Cross women were qualified or willing to work with women alone, for they had envisioned service with the combat troops which of course was their primary mission. This problem might have been alleviated by specific recruitment and training of a quota of personnel for work with servicewomen and by the addition to the staff of field directors of a woman whose primary mission was coordination of women's activities.

69. Rest Homes. In 1944 a rest home was established for Wacs by Headquarters, European Theater of Operations, with the program assistance of the American Red Cross, on the basis of pre-invasion duty and bomb fatigue and on requirements for additional rest after hospitalization. The purpose of the facility as published in letter, Headquarters, European Theater of Operations, file number AG 354.1 OpGA, subject: "Establishment of Rest Home for Enlisted Women", 1 August 1944, was, "To provide a facility, under homelike atmosphere, to which WAC enlisted personnel may be sent within established quotas for respite from military duties". This was an outstanding success, and worthy of consideration for continued use in the event of future need (Appendix 35).

70. Unit Clubs and Accommodation for Married Couples.

a. The desire of the WAC to make their billet area and recreational center accord with the American family manner led to the establishment of unit clubs for the use of both men and women throughout the command, in varied types and degrees. The most interesting of these were the "WAC Hamburger Club" in Paris and the "Frankfurt Underground". The former required a Wac date for use of the club, and recreation consisted of dancing, games, and refreshments, including hamburgers, hot dogs, light wines, beer, and soft drinks nightly. The latter was not restricted to dates, and was similar in organization but had more of the traditional night club atmosphere.

b. Many unit commanders reorganized billet areas in such a manner as to allow the quartering of husbands and wives on a quota and pass basis.

71. Injudicious Application of Regimentation to working units, including formations for reveille, retreat, and "march outs" to work during morning and evening dark hours, under danger of bombing in London, was intensely disliked by Wacs. Fortunately, this program, along with unit training, had to be discontinued with the increased tempo of bombing and work load prior to D-Day and throughout the operations. WAC personnel, however, did enjoy unit meetings for orientation purposes, formations and parades, and special schools under Information and Education, which are discussed under Chapter 3, "Training". Restrictions as to the use of pictures on walls and arrangement of toilet articles were also a source of irritation and were unnecessary to the principle of good discipline. These problems arose more because some commanders insisted on applying specific regulations adapted to men, to women as well. As time passed and the Army became more accustomed

to women in the European Theater of Operations, a natural levelling off of these petty restrictions took place without prejudice to discipline, courtesy, or command.

72. a. Special activities included the procurement of libraries of normal sized books made up of biographies, poetry, and novels, as well as mysteries and adventure stories, and a selection of magazines such as Vogue, Harper's Bazaar, etcetera; music kits consisting of instruments and sheet music, a limited number of inadequate arts and crafts kits, and sewing machines for unit distribution.

b. A WAC booklet was written, entitled "The WAC in the ETO", for the purpose of mailing to families or retaining as a memento of service in the European Theater of Operations, with this introduction:

> "This is your story - a record of the vital services performed by the Women's Army Corps in the European Theater. Your versatility and competence earned the highest praise from commanders of every unit to which you were assigned. No matter what task was given you, the result was always the same - a job well done.
>
> It is only on rare occasions such as this that an opportunity occurs to express my satisfaction and pride in your record. I thank you wholeheartedly and wish you continued success. - Theater WAC Staff Director." (Appendix 36)

c. "Overseas Woman" was a magazine created and published monthly by the Information and Education Division for all female personnel in the European Theater of Operations. Its popularity was such that it was successfully sold in all Post Exchanges, and plans were made for its use in other theaters.

d. A European Theater of Operations Athletic Council was established and training conferences organized on unit quota basis for the purpose of encouraging interest in athletics, tournaments, etcetera. Finals in basketball, softball, and swimming were held in selected locations in the theater and created interest among a specialized type of personnel.

e. Religious services were provided in all commands and WAC personnel attended in large numbers, some taking a special interest in choir activities.

f. WAC anniversaries were celebrated by large scale allied parades in London and Paris, along with unit formations and parties in which dignitaries participated.

g. Holiday celebrations featured Christmas parties for orphans in England and France, and displaced children in Germany. In Frankfurt one large detachment of 559 Wacs supplied repaired, salvaged toys, food, candy, and clothing for 2,622 displaced children.

h. Orphans were adopted throughout Europe, and financial support provided on the basis of a five-year plan.

i. Last, but probably most important, was the regular hospital visitation program instituted by WAC personnel during the combat period to assist overworked nurses, help wounded soldiers write letters home, eat, etcetera. During Christmas, 1944, Wacs were the only personnel officially released from restriction during the "Bulge" to carol to wounded men in crowded hospitals (Appendices 37 and 38).

73. Summary of those Factors Discussed Elsewhere in the Study which Affected Morale and Well-Being.

a. Factors which engendered morale and well-being included the conversion of the WAAC to the WAC and the benefits such as pay and allotments gained thereby; a flexible housing program; WAC messes; an adequate supply program, including the development of the ETO-type field uniform; generous promotions and awards, decorations, and commendations in qualified cases; excellent officer leadership, personalized attention to classification and assignment, utilization of personnel in flexible numbers varying from several to a thousand in both non-Table of Organization and Table of Organization units, maternity care, relaxation of the policy on emergency returns, return of wives of disabled or returning servicemen to the Zone of Interior, and technical supervision.

b. Those factors which presented a problem in maintaining a high status of morale and well-being included the lack of a firm policy on the association of officers and enlisted personnel of the opposite sex, concurrent use of Wacs and civilians without prior orientation, restrictions on freedom in marriage prejudicial to servicewomen, and drill and orientation training during heavy operational periods.

74. Based on the experience of World War II, assuming the presence of adequate food, housing, and sanitary facilities, it is the considered opinion of the WAC staff directors in the European Theater of Operations that the morale of WAC personnel rested on or was affected by four main factors, listed in the order of their importance:

a. Correct classification and assignment, followed by an active full-time duty and congenial working relations with immediate boss and associates.

b. Absence of petty and injudicious regimentation with respect to arrangement of personal effects in quarters, the wearing of the uniform, and training.

c. Reasonably compassionate personnel policies in connection with emergency returns for family and business causes, maternity care, and freedom of marriage.

d. Concurrent use of civilians and Wacs without equilization of pay, privileges, and restrictions.

MARRIAGE

75. Wartime Status.

a. War Department Policy. The War Department early recognized that utilization of both men and women in the armed forces would require the establishment of new policies, particularly as they pertain to their dual relationship. One of the most important of these was the policy on marriage, which was first published in Paragraph 133, "Women's Army Auxiliary Corps Regulations", June 1943. After conversion from the WAAC to the WAC the policy was continued with additional interpretations as underscored in Paragraph 12 b, War Department Circular 462, dated 6 December 1944:

"All officers, warrant officers, and enlisted women of the Women's Army Corps will be assigned to duty as the needs of the service require and without reference to marital status."

(1) "The marriage of WAC officer, warrant officer, or enlisted woman to a member of the armed forces will not be allowed to effect an advantage or disadvantage in her assignment of duty, nor will it be allowed to preclude the privileges normally allowed such personnel."

(2) "WAC officers, warrant officers, or enlisted women will not be transferred solely because of marriage to persons serving in the same station."

(3) As amended by Sec III, Cir 17, dated 13 January 1945: "Leaves and furloughs for members of the WAC married to men in the armed forces, so far as practicable, will be granted concurrently with leaves and furloughs of husbands. Furloughs may be granted for periods in excess of 15 days to correspond to longer leaves and furloughs of husbands if the exigencies of the service permit. Leaves granted to officers of the WAC will not be in excess of the amount of accrued leave the officer has to her credit except as provided in b c, AR 605-115".

b. Theater Policy.

(1) As a result of correspondence between the office of the Chief of Staff and the Deputy Theater Commander (and/or the Commanding General, Communications Zone), subject: "Application of Nurses to Marry Enlisted Men", 29 March 1944 (Appendix 39), the Supreme Commander directed that Headquarters ETOUSA Circular 41, Paragraph 5 a, 17 April 1944, be published.

"Marriage Between U S Military Personnel. a. When two members of this command marry, thereafter either they will be stationed at widely separated posts, camps, or stations, or, when appropriate, one of the parties will be removed from the theater. In such instances the commanders authorized to approve marriage will initiate the necessary action to effect the appropriate reassignment.

(2) Other considerations which probably influenced the Supreme Commander's decision at this time included: the exigencies of war in an active theater of operations; unfairness to military personnel whose wives and husbands were in the United States;

unequal opportunities for new marriages as between combat and service troops; possible distraction from duty; and natural demands which could arise from such a privilege, particularly in connection with quarters, recreational facilities, timing on leaves, furloughs and passes, and turnover of personnel.

(3) This policy worked a hardship on all military personnel, but less in the case of men, who married American, allied, and liberated civilian women in large numbers, whereas members of the Army Nurse and Women's Army Corps showed a natural preference for their own United States servicemen, and thereby voluntarily limited themselves. In the case of the WAC, only eight out of a total of 323 marriages during the first seven months of 1945 were with other nationals. This status was particularly prejudicial when it is considered that often American servicewomen worked side by side with these same civilians who were serving with the Army in uniform. The unfortunate result was that there were military couples who lived together without the marriage ceremony for fear of being separated. Further, unless it was officially brought to their attention, certain commanders overlooked the assignment of married couples to their commands or the transfer of couples on paper to adjacent commands, and WAC unit commanders provided space for visiting husbands within their facilities.

(4) The conditions resulting from this policy and the discrepancy between it and the War Department policy insofar as its application to WAC personnel was concerned was presented to the Chief of Staff by G-1 on 15 June 1944, again on 29 November 1944, and finally on 29 May 1945 (Appendices 40-47), after cessation of hostilities, at which time it was amended by Paragraph V, Headquarters ETOUSA Circular, 9 June 1945.

> "V--MARRIAGE. a. When two members of this command marry, neither party will be transferred to another post solely because of marriage. However, married members of a command serving at the same station will not be domiciled together."

c. Possible results of a liberal Theater Policy.

Undoubtedly the marriage rate would have increased, for although statistics are not available for members of the Army Nurse Corps, marriages among the WAC after the relaxation of the policy on 9 June 1945 were increased fourfold over any preceding month. Following is the report of the WAC Staff Director for the period 1 January 1945 through 31 July 1945 on this subject:

	Marriages to Americans	Marriages to Britishers	Marriages to Frenchmen	Marriages to Canadians	TOTAL
Jan	21				21
Feb	19				19
Mar	33	2	1		36
Apr	32				32
May	25				25
Jun	126	2		1	129
Jul	59	1	1		61
TOTAL	315	5	2	1	323

The rate for July indicates a return to normal with a drop of approximately 50%. It therefore can be assumed that the rate would continue to decrease over a period of several months, but remain consistently higher.

76. Problems of marriage between military personnel in the event of the inclusion of women other than ANC officers in the peacetime Army.

a. The Army Nurse Corps during peacetime has traditionally provided for the discharge of married personnel as the easiest solution to the social problems thereby incurred, such as:

(1) Marriages between officer and enlisted personnel.

(2) Transfer and assignment, leaves, furloughs and passes for married personnel.

(3) Marriages between female military personnel and civilians.

b. These problems are less noticeable in time of war and in metropolitan areas where commutation of quarters and rations are the normal procedure. On the other hand they would tend to become increasingly difficult in the close social regime on an ordinary peacetime military post.

c. While it is recognized that certain undesirable situations may result, from a liberal marriage policy it is believed that:

(1) They will be negligible in extent and will be minimized as the customs of the service continue to evolve in a liberal direction.

(2) The provision of three-way facilities - officer, enlisted, and all ranks, including civilian - with respect to quarters and recreational facilities might prove to be a solution and would not tend to encourage such marriages.

77. Further Study.

This subject is extremely important and should have careful and continuing study by the War Department.

SECTION 13

NORMAL ATTRITIONAL LOSSES

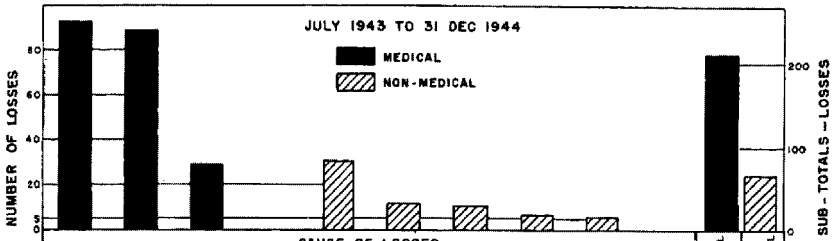
78. Number and Type.

a. For the period of July 1943 to June 1945 when the strength of WAC personnel in the European Theater of Operations varied from 595 to 8,324, accrued losses numbered 674, including deaths, medical evacuations, returns to the Zone of Interior for emergency reasons, officer candidate school and discharges.

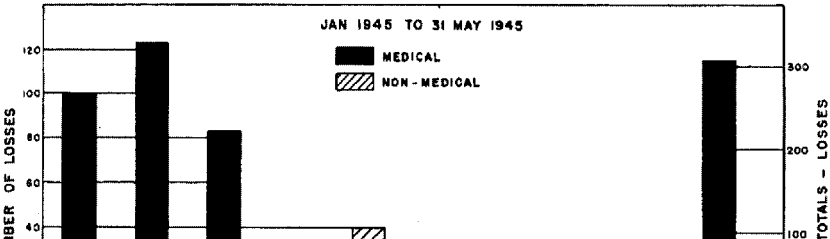
b. Study of the charts on the following page, prepared by WAC Section, G-1, of the European Theater of Operations, indicates that more than 76 percent of these were for medical and slightly less than 25 percent for non-medical reasons. Of the medical causes, pregnancies constituted 37 percent, and of the total losses 28 percent. A natural rise in the period of January 1945 to 31 May 1945 over the period of July 1943 to 31 December 1944 occurred in the number of medical losses (cause unknown), emergency returns and discharges, due to the factors of increasing fatigue with length of service, relaxation on the policy on emergency returns following VE day, return for rehabilitation, recuperation and recovery, War Department Circular 47, 1945, governing return for duty in the United States of wives of male military personnel who have returned to the United States from

RESTRICTED

LOSSES OF WAC PERSONNEL - EUROPEAN THEATER



CAUSE OF LOSSES	MEDICAL				NON-MEDICAL						MEDICAL	NON MEDICAL
	PREGNANCIES	NON PREGNANCIES	MEDICAL CAUSE UNKNOWN	SUB-TOTAL MEDICAL LOSSES	NON ENLISTED WACS	EMERGENCY RETURNS	OFFICER CANDIDATE SCHOOL	DISCHARGES	DEATHS	SUB-TOTAL NON-MEDICAL LOSSES	TOTAL LOSSES	
NUMBER	93	89	29	211	31	12	11	7	6	67	278	
PERCENT OF TOTAL	33	32	10	75	12	4	4	2.5	2.5	25	100	



CAUSE OF LOSSES	MEDICAL				NON-MEDICAL						MEDICAL	NON MEDICAL
	PREGNANCIES	NON PREGNANCIES	MEDICAL CAUSE UNKNOWN	SUB-TOTAL MEDICAL LOSSES	EMERGENCY RETURNS	OFFICER CANDIDATE SCHOOL	DISCHARGES	DEATHS	SUB-TOTAL NON-MEDICAL LOSSES	TOTAL LOSSES		
NUMBER	100	123	83	306	40	19	28	3	90	396		
PERCENT OF TOTAL	25	31	21	77	10	5	7	1	23	100		

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overseas for reassignment, hospitalization, or honorable discharge; and War Department Readjustment Regulations 1-1 (RR1-1), 1945, which provides for return for discharge of male military personnel separated from the service.

79. Rate.

a. Computation of the rate of losses by the Office of the WAC Staff Director based on strength and loss figures for 1943, 1944, and 1945 indicate the normal overall Army rate, less battle casualties, of one-half of one percent, applied for the WAC during the twenty month period from May 1943 to December 1944. Thereafter for the first four months of 1945 there was an increase to one percent for reasons listed in paragraph one above (Appendix 48). Causes which apply to women alone included pregnancy and return of wives (Appendix 1) under provision of Circular 47 and Readjustment Regulations 1-1.

80. Replacements for Normal Attritional Losses. Replacements were requisitioned monthly from the War Department on the basis of a one-half of one percent loss but were cancelled whenever Wacs were unavailable or the European Theater of Operations had exceeded its WAC quota or authorized overall troop basis strength. This created concern and hardship within commands, for male personnel equally well qualified as the average WAC in the clerical and communications field were unobtainable.

81. Further Statistical Study of rates for WAC personnel in the European Theater of Operations would be valuable for comparative purposes with WAC rates in other theaters of operations and in the Zone of Interior by a headquarters to whom such figures are later available.

SECTION 14

SUMMARY

To Summarize:

82. General

a. Exchanges of temporary duty by theater, War Department, and major command representatives, and the utilization of technical channels of information between command echelons, assisted greatly in solving problems connected with personnel matters.

b. The establishment and sensible administration of sound compassionate personnel policies, insofar as the exigencies of the service permitted, such as emergency returns for hardship and dependency causes, discharge of wives of disabled veterans and husbands separated from the service, and maternity care for pregnant servicewomen, engendered morale and indirectly benefited the military service many fold in the respect for the service which resulted from such consideration both among members and among their families and associates.

83. Procurement.

a. The procurement problems encountered in the European Theater of Operations in connection with the establishment of firm quotas and requisitioning and shipment procedures could have been avoided by the application of the selective service system to women thereby permitting firm planning by both the European Theater and the War Department and assuring economy of effort and time.

b. Personnel should be procured on a voluntary basis during time of peace, and under the provisions of a selective service system during an emergency, in percentages of job categories and strengths consistent with the authorized overall strength of the military establishment and its needs, to assure the maintenance of a balanced force.

c. Requisition and shipment of WAC personnel, both as casuals and units, would have expedited their procurement, reception and assignment, provided greater flexibility in their utilization and promoted morale among them.

d. Of the total number of personnel desired by the European Theater only 44 percent were established as an approved quota and 35 percent of the total was received.

e. The transfer of American civilians serving in the allied forces and the recruitment of American civilians living in allied countries can be economically and effectively accomplished.

84. Classification, Assignment, and Transfer.

a. Classification and assignment of WAC personnel was handled according to established principles and procedures for all military personnel with such variations as were necessary because they were women, the newness of their organization to the Army, the smallness of their number, the demand for their service, and their late arrival in the European Theater of Operations.

b. The assistance of the WAC Staff Director's representatives at reinforcement depots and the assignment of WAC personnel officers to reinforcement depots for the purpose of handling and/or supervising WAC classification and assignment were important factors in accomplishing utilization of personnel.

c. The close watch kept on utilization of personnel in the European Theater of Operations by WAC commanding officers and WAC staff directors and personnel officers at all echelons was of great value in:

(1) Maintaining morale of the troops.

(2) Alleviating critical shortages in needed skills by persistent efforts to correct mal-assignment.

(3) Facilitating future planning.

d. The classification and assignment problems that arose were common to all military personnel and by no means peculiar to the WAC except for the influence of skepticism that quite naturally existed because female military personnel were new to the Army, and the initial ill feeling caused by the unnecessary emphasis placed on the statement that Wacs would replace male personnel, as enunciated in the WAC policy.

(1) The Table of Organization complications they cause would have also resulted from the assignment of an equal number of male personnel and probably would have also excited much less comment.

(2) The misclassifications that took place in the United States in order to fit personnel into overseas assignments were in reality constructive, since they served to place at the European Theater's disposal a greater variety of skills at a time when they were most needed.

85. Reinforcement Depots. Varied facilities and operational procedures were necessitated for the initial reception, processing, orientation, classification, and assignment of incoming and outgoing shipments of WAC personnel at reinforcement depots in the European Theater of Operations, because of their small number and irregular arrival and departure. Further, such variations will presumably not be necessitated in a future emergency in the event of the application of selective service for women, since their numbers will then justify the assignment of female reinforcement companies or battalions at depots as required, with this function as a primary mission.

86. Military Discipline, Courtesy, and Justice.

a. A constant high standard of military discipline was maintained by WAC personnel in the European Theater of Operations with some normal relaxation after VE-Day.

b. Offenses, misdemeanors, and violations of regulations among WAC personnel in the European Theater of Operations were significant by their almost complete absence in the initial period of their duty and negligible in number thereafter.

c. Unequal punishment scales accorded WAC personnel during World War II, were inconsistent with the basic premise that women serving in the military service should be subject to the same benefits, privileges, and restrictions as male military personnel except when precluded by differences in physical strength.

d. Relative frequency of offenses, violations, and misdemeanors by WAC personnel may be expected to increase under a system of selective service and might require the use of supplementary female military police.

87. Command.

a. The policy of immediate command of enlisted women organized into War Department approved or provisional Table of Organization units and detachments by WAC officers was closely complied with by all commands and was found essential to their welfare, administration, and utilization.

b. The requirement of the use of the symbol "WAC" in the titles of all WAC detachments presented an administrative problem in their utilization in all-WAC Table of Organization units and is unnecessary in its premise.

c. WAC channels were rarely if ever used, as unit commanders preferred the use of channels for normal command and technical information; they are therefore thought to be unnecessary.

88. Promotions, and Warrant Officer and Commissioned Appointments.

a. Grades and ratings were reasonably distributed among all enlisted women and men in the European Theater of Operations, and similarly for officers in those grades authorized for women up to and including the grade of lieutenant colonel, with the exception of the Director, WAC, War Department.

b. There were many individual injustices in the application of promotion policies, especially in units of the Table of Organization type or which receive limited allotments from higher headquarters. This problem is one which has concerned male military personnel long

before WAC personnel were included in the Army and has never been adequately solved.

c. The restriction of WAC officer promotions to the grade of lieutenant colonel or under, except in the case of the Director, WAC, was undesirable and unnecessary, as they as well as all other officers are naturally restricted by their length of service and job qualification for position vacancies.

d. Direct appointments of WAC warrant and commissioned officers were carefully controlled without that prejudice which was feared by many staff officers and commanders.

89. Awards, Decorations, and Commendations. WAC personnel, in recognition of their meritorious service, received a generous number of United States and allied awards, decorations, unit citations, and commendations from major commanders and dignitaries.

90. Discharge and Separation. Discharges and separations for Wacs were equitably administered within policies applicable to all military personnel, except for those discharges which concerned women alone, including "disability or separation of husband" or "pregnancy".

91. Housing, Messing, and Transportation. For the most part, accommodation, messing, and transportation facilities for WAC personnel in the European Theater of Operations and the policies governing their operation were excellent.

92. Morale and Well-Being.

a. The morale and well-being of WAC personnel in the European Theater of Operations on the whole was excellently maintained and was in general influenced by the same factors as affected male personnel.

b. The following four factors in order of priority had a special effect on the morale and well-being of WAC personnel:

(1) Correct classification and assignment, followed by an active full-time duty and congenial working relations with immediate superiors and associates.

(2) Reasonable compassionate personnel policies in connection with emergency returns for family and business causes, maternity care, and freedom of marriage.

(3) Concurrent use of civilians and Wacs without equalization of pay, privileges, and restrictions.

c. Because WAC personnel volunteered for service in the Army and overseas they had a deep and stirring determination and purpose to accomplish their mission, which carried them over many periods of discomfort, excessive fatigue and strain, and job satisfaction therefore was of primary importance to them.

93. Marriage. The Theater policy worked a hardship on unmarried military personnel, particularly on women in the service who preferred marriage to United States servicemen over allied servicemen or civilians; and a liberal policy, though deemed by many to be unfair to married military personnel with wives and husbands at home, would have had a stabilizing effect on those concerned and discouraged sexual relationships outside of marriage, eliminated in part the interference of war with normal marriage rate in American society.

94. Normal Attritional Losses. The largest single contributing cause of all losses among WAC personnel is pregnancy, which constitutes 29 percent of the total number. Further, this factor and the discharge of wives of disabled and separated husbands, which pertain to women alone, increased WAC percentage of losses to one percent as against the overall Army percentage of one-half of one percent and it is therefore reasonable to assume that the turnover of women in the military service due to these causes will not be excessive.

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CHAPTER 2

TRAINING

SECTION 1

TYPES OF TRAINING IN THE EUROPEAN THEATER OF OPERATIONS

95. Training schedules for WAC personnel have in general followed the schedules set up in the major commands and have varied in length and content according to the needs of the commands and the extent of operations. The various types of training carried out were as follows:

a. Unit training was given in such required subjects as personal and social hygiene, military customs, courtesy, and discipline, safeguarding military information, and the Articles of War. Lectures on personal and social hygiene were given by a medical officer and the company commander. The medical consultant for Wacs was also available upon request for these lectures. Other training, such as physical training, drill, formations, orientation, current events, and information of particular interest to Wacs, was given as often as conditions permitted. The work load, shift schedules, and bombings prevented carrying out these programs as regular weekly activities. Meetings were held on off-duty time and the enlisted women were encouraged to get as much physical training as possible by active participation in sports and outdoor activities. WAC units alerted for movement to the continent soon after D-Day were trained in field living in accordance with a program set up by WAC Section, G-1, Headquarters, European Theater of Operations. This included a familiarization course in the use of small arms, which was given on a voluntary basis. Enlisted women were also instructed in prisoner of war rights and obligations (Appendices 49 and 50).

b. Specialist training was given to members of the First WAAC Separate Battalion assigned to the Eighth Air Force at British schools such as the code and cypher school at Oxford, telephone school at Clarkenwell, teleprinter school at Cranwell, and plotters and tellers school at Leighton Buzzard (Appendix 51). These courses were soon discontinued as it was found that on-the-job training was less expensive and more effective. On-the-job training in technical specialties was given in all commands but from time to time special training courses were set up for needed specialties such as shorthand, typing, and communications work (Appendices 52 and 53).

c. Special attention was given to the orientation of officers arriving in the European Theater of Operations. In addition to attending the regular orientation lectures for military personnel, a meeting was also held when the WAC Staff Director or her representatives instructed the new arrivals in policies in effect in the European Theater of Operations, channels of command, participation in post and station activities, and WAC administrative problems. The medical consultant for Wacs was usually present and discussed health and hospitalization problems. The semi-annual conferences for senior officers and unit commanders were also instructive in purpose, and special conferences for WAC staff directors served to impart and exchange information on staff work and procedures, policies, and local ground rules (Appendix 54). From time to time WAC Section sent material to the unit commanders designed to assist them in their training and leadership functions (Appendices 55 and 56). WAC officers as well as enlisted women attended athletic staff schools.

d. A two weeks' intensive training course was conducted at the 10th Reinforcement Depot, Lichfield, England, in May 1944, for 53 transferees from the British services. WAC Section, G-1, Headquarters, European Theater of Operations, in coordination with G-3, and with the post training officer at the 10th Reinforcement Depot, drew up plans for training. The training, conducted by WAC officers and enlisted women supplemented by the Depot's staff, covered the following subjects (Appendices 57 and 58):

(1) Customs and Courtesies of the Service.

(2) Articles of War, Army Regulations, WAC Policies, Courts and Boards, Rights of Enlisted Women.

(3) Organization of the Army; Place and Attitude of Wacs in the European Theater of Operations.

(4) Safeguarding Military Information.

(5) Property Responsibility; Care of the Uniform.

(6) Defense against Chemical and Air Attack.

(7) Hygiene, personal and social; First Aid.

(8) Army Administration.

(9) WAC Financial Matters.

(10) Army Mess.

(11) Current History; Allied Cause.

(12) Drill.

(13) Physical Training.

(14) Inspection and Ceremonies.

The same facilities and training staff were used for training 87 Wacs recruited in England in the fall of 1944. Training covered a four weeks' period and embraced the same subjects as above.

e. Orientation of new arrivals has been covered under Section 3 of Chapter 1, Part Two, of this study. Plans for such orientation were made by WAC Section, G-1, European Theater of Operations, and coordinated with the Depots concerned, and lectures were given by the WAC Staff Directors or their representatives (Appendices 59 and 60). WAC Section also assisted attached commands, such as the Air Transport Command, in the orientation of new personnel (Appendix 61). WAC officers arriving by air from the Zone of the Interior were directed to the WAC Staff Director's office for orientation (Appendix 62).

f. Very few enlisted women had an opportunity to avail themselves of the Information and Education program set up for personnel after VE-Day, since most of them were employed in scarce category jobs and could not be spared from their sections for the length of time required. Consequently, only a few enlisted women have attended the Army University courses given at Shrivenham and Biarritz. It was likewise difficult to get time off to attend unit schools, and in general the orientation program for Wacs has not been effective.

Comparatively few Wacs have availed themselves of United States Armed Forces Institute courses, probably due to the unsettled conditions after VE-Day and VJ-Day (Appendices 63 and 64).

SECTION 2

EVALUATION

96. Joint Training of Men and Women.

a. The need for additional training in staff, command, administration, and operational functions was recognized most of all by the WAC officers themselves, who often had to learn army channels and procedures by trial and error. This, of course, they had in common with many male officers who were commissioned in the Army after a brief training period. A number of WAC officers in the European Theater of Operations had attended specialist schools with male officers, such as the Adjutant General's School at Fort Washington, and some officers had also attended the Command and General Staff School at Fort Leavenworth. It is believed that more extensive joint training in staff, command, and administrative, as well as operational, functions would be effective in attaining equalization of knowledge and cooperation with male officers; also, studying together would tend to eliminate prejudices.

b. Assuming that women may be included in the peacetime Army and Reserve Corps, and that women may be subject to the selective service law in the event of another emergency, it will be necessary to have well trained officers. Participation of women in the Reserve Officers Training Corps program at colleges and universities would insure availability of trained officers. Their inclusion in the program for basic training of officer candidates will provide for a continuous supply of trained young officers.

c. It is believed that specialist training for enlisted women should likewise be conducted along coeducational lines insofar as possible, by the arm, branch, or force in which they will serve, as this would be conducive to a higher standard in conduct and courtesy and efficiency for all military personnel, and would promote better relationship between the men and women in the service.

97. Unit Training, and Information and Education Program. Little time was available for any unit training. Shift work and buzz bombs, plus the work load prior to D-Day and during the operational period prevented any extensive unit training as outlined in the mobilization training program for WAC personnel in the field except such as had to be carried out to accomplish certain purposes, such as training in field living prior to the first moves to the continent, training in non-fraternization and military courtesy at Headquarters Communications Zone and Headquarters, European Theater of Operations (Appendix 65), and the defensive training programs conducted by the WAC Detachment, Air Service Command, United States Strategic Air Forces in Europe[1]. The Information and Education Program, while a good idea, was not effective from a WAC point of view, since few Wacs had an opportunity to benefit by it.

SECTION 3

TRAINING IN ZONE OF INTERIOR FOR OVERSEAS SERVICE

98. Quality of Training. Nearly all WAC personnel in the European Theater of Operations were trained for extended field service

at WAC training centers. A number of WAC officers from WAC training centers, as well as WAC officers assigned to the War Department G-3 and Operations Division, visited the European Theater of Operations, some acting as escort officers for WAC shipments, which gave them an opportunity to discuss training matters with the WAC Staff Director and to observe the reception and orientation of personnel at reinforcement depots in the European Theater of Operations as well as the varied conditions under which Wacs lived and worked. Great improvements were noted after such visits, and the training given was on the whole excellent.

SECTION 4

SUMMARY

99. To summarize:

a. Extensive unit training is often impracticable in an active theater of operations, and it is usually limited to the minimum necessary to accomplish specific purposes.

b. There is a need for more extensive coeducational training of both WAC officers and enlisted women.

c. On-the-job training was an effective means of developing skills to suit the specific needs of commands.

d. On the assumption that women will be included in the Regular Army and Reserve Corps, and subject to the selective service law in the event of another emergency, a nucleus of officers could be effectively trained by participation in Reserve Officers Training Corps programs and basic training of officer candidates.

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R E S T R I C T E D

CHAPTER 3

SUPPLY

SECTION 1

ORGANIZATIONAL SUPPLIES

100. Initial Issues. Women's Army Auxiliary Corps personnel in the European Theater of Operations were particularly fortunate that their first place of duty was located in the United Kingdom, the homeland of the British Auxiliary Territorial Service, Women's Auxiliary Air Force, and Women's Royal Naval Service which, having already been at war for two years, were firmly established organizations. Although United States troops on duty in the field are not normally authorized such items as bed linens and mattresses, these and certain other organizational supplies including a limited number of electric irons and beauty shop equipment, were initially issued to the members of the WAAC/WAC on the basis of British Accommodation Store scales (Appendices 66 and 67), supplemented as necessary by the Quartermaster requisition on the States. Procurement was made by station quartermaster officers under the provisions of the Lend-Lease Program.

101. Additional Issues. Procurement of additional issues for increased strengths of established organizations became increasingly difficult because of the lack of a War Department Table of Equipment authorization. However, even after the invasion and movement to the continent, when life in tents became normal, informal ways and means seemed to present themselves for maintenance of such supplies, and whenever necessary the WAC personnel willingly forwent their comfort. After VE-Day, when the number of patients in hospitals rapidly decreased, the Chief Surgeon was able to release additional stocks of sheets, pillow cases, and mattresses (Appendices 68 thru 70).

SECTION 2

INDIVIDUAL CLOTHING AND EQUIPMENT

102. Procurement. There was considerable difficulty in maintaining stock levels for salvage and replacements on clothing and equipment because both service women and civilians arrived with shortages which then had to be filled in the European Theater. In addition, large numbers of civilians were employed locally and initial issues were made from maintenance stocks. Maintenance factors were increased to partially cover this situation by the War Department in War X-54838, 18 November 1944, authorizing the requisition of all-sized clothing and equipment using 60% distribution factor on a 60-day level. Further, reports on shipments arriving with shortages were forwarded to Pembark, and information copies to The Adjutant General, War Department, and Port of Embarkation by the Quartermaster, for their action, and a local production program established to provide clothing for civilian women under the provisions of the Reverse Lend-Lease program.

103. Inadequate Warm Clothing. Because of limited laundry and dry cleaning facilities, insufficient heat, the cold damp climate, and the field conditions under which many WAC personnel worked, it was early discovered that the initially authorized Table of Equipment 21, 15 December 1943, did not provide adequate warm clothing for the European Theater (Appendix 71). From time to time the Theater Commander recommended increased allowances over and above established Tables of Equipment and Preparation of Overseas Replacements and the deletion of certain impractical items such as "Hobby hats". The War Department

cooperatively granted all requests, with the exception of the change to the field uniform (ETO type). One additional winter skirt, one additional pair of field shoes, 50% wool panties and vests, three wool waists, and exercise dresses were authorized[1]. Jacket, field, M-43; liner, jacket, field, M-43; trousers, outer cover; trousers, wool liner; combat boots; and long wool hose were designed and procured. The latter items, however, were not available to the European Theater for issue until the following winter of 1944-45. In the meantime, in some cases it was necessary to issue male military personnel's long winter underwear, wool trousers, garrison caps, field jackets, and boots to WAC personnel (Appendix 72).

104. Field Uniform (ETO type). Trousers, outer cover; trousers, wool liner; and jacket, field, M-43, were found durable and warm under field conditions, particularly for work as drivers and while on company duty. However, they were bulky, heavy, and unbecoming in design as they included two layers of material, one heavy and one light, and hence could not be tailored to the figure. The jacket M-43 and liner unfortunately faded and shrank in size when laundered under field conditions. Male military personnel were critical of this apparel to the extent that major commanders repeatedly requested the Chief Quartermaster and WAC Staff Director to plan a change. As a result, a three-piece matching uniform, including a short bloused jacket with double interior and exterior pockets and a two-button stay-down tab to the skirt, trousers with double interior pockets, and skirt with no sag lining, was designed and produced in heavy 18-ounce serge material, shade OD 33, for experimental purposes. It was found to be durable, warm, moisture and soil resistant, light in weight, becoming to women of all statures, and practical for double wear both in the field and in metropolitan areas. The Theater Commander requested approval of the War Department on the design, with appropriate changes in Table of Equipment 21, and procurement. Simultaneously the Chief Quartermaster corresponded with the War Department Chief Quartermaster, and the WAC Staff Director with the Director WAC, War Department, highly recommending the uniform. Unfortunately the recommendation was not considered feasible due to the critical shortage of the particular material required which was already under contract for the production of the field uniform (ETO type) for male military personnel. The Theater Commander, however, authorized procurement locally to the maximum extent, and all female personnel were furnished with at least one complete uniform by September 1945 (Appendices 73 and 74).

105. Shoes. Ocasionally it was impossible to properly fit shoes and upon request a new type, Lady Nottleton, was furnished which provided for high arches and a wider range of sizes (Appendix 75) In addition, upon the recommendation of the medical officer personnel were furnished certificates of authorization to purchase shoes incivilian stores locally.

106. Off-duty Dresses, Pumps, and Accessories, including yellow scarfs and gloves. These items of clothing were not received in the theater until some months after they were issued in the Zone of Interior. As a result of a special effort of the Chief Quartermaster, off-duty dresses were issued and fitted by travelling alteration teams by unit before Easter Sunday 1945, upon which date they were officially authorized for wear. They proved to be practical, attractive, and popular. Special interest was expressed in the scarfs and gloves which gave each woman a dressy feeling when worn. Further variation in color in accessories of non-size types would not detract from basic uniformity and would satisfy the woman soldier's desire for occasional feminine flare.

107. Salvage of Rayon Hose. The system of salvage of rayon hose was undesirable as it did not encourage women to mend and exercise care in the handling and laundering of hose. The War Department wisely changed the system to a quarterly issue of four pairs per individual in Change 1, Table of Equipment 21, January 1945.

SECTION 3

NECESSITY FOR QUARTERMASTER OR ARMY EXCHANGE STATIC AND MOBILE SALES STORES

108. A European Theater policy prohibited the purchase of civilian clothing in allied, liberated, or occupied countries due to its critical shortage, and items suitable for the practical use of women were rarely observed in shops and in such cases found to be exorbitantly expensive. It therefore became necessary to procure necessary non-Table of Equipment items such as girdles, brassieres, bath robes, house slippers, summer pajamas, handkerchiefs, et cetera, for sale to officers, enlisted and civilian women in selected Quartermaster sales stores. For a short time a mobile sales store was used and found to be of great assistance to units and individuals at stations distant from Quartermaster Depots.

SECTION 4

SIMPLIFICATION OF TABLE OF EQUIPMENT 21

109. Excess of Clothing and Equipment. The continuously changing operational picture in the European Theater and the shortage of WAC personnel required that individuals and units be transferred frequently in accord with priority of need as established by the Theater Manpower Section. Some units moved as many as six times. It was early observed that WAC personnel were encumbered with an unnecessary excess of clothing and equipment, and as a result complaints were continuously received from individuals and commands. To partially correct this situation, WAC commanders and station quartermaster officers temporarily stored and moved part of the individual clothing and equipment as organizational supply.

110. Recommended Changes.

a. This problem was considered when the Theater Commander requested War Department approval of the field uniform (ETO type) in letter, Headquarters, European Theater of Operations, AG 421 GoQM, subject: "ETO Uniform for Nurses, WAC Officers, and Enlisted Women", 13 May 1945. He recommended the following:

"Nurses Authorized Allowances

Item	Present Allowance	Proposed Allowance
JACKETS & DRESSES:		
Jacket, field, wool, OD, shade #33	1	2
Jacket, wool, OD, dark officers'	2	1
Jacket, field, M-43	1	Eliminated
Liner, jacket, field, M-43	1	Eliminated
Jacket, cotton, seersucker	2	1
Uniform, cotton, seersucker	5	5
Dress, one-piece, dark, off-duty	1	1

Item	Present Allowance	Proposed Allowance
HEADGEAR:		
Cap, garrison, women officer	2	1-Shade #33 1-Shade #51
Cap, service, wool, Nurses	1	1
Cap, cotton, seersucker	3	1½
Cap, wool, knit	1	½
SKIRTS:		
Skirt, field, shade #33	1	2
Skirt, wool, OD, dark officers'	2	1
Skirt, wool, light, drab, shade #54	0	1(Auth AR 600-37 16 April 1945)
TROUSERS:		
Trousers, field, shade #33	1	2
Trousers, outer cover	2	Eliminated
Trousers, wool liner	1	Eliminated
Trousers, HBT, Women's, special	2(+2 for Fld or Evac Hosp only)	2(+2 for Fld or Evac Hosp only)
Slacks, cotton, seersucker	2	2
Slacks, women's, winter, dark, OD	1	Eliminated
OVERCOATS:		
Overcoat, field	1	1
Overcoat, wool, long, 26 oz.	1	1
Overcoat, long dark, OD shade #51, 14-18 oz.	1	Eliminated
Raincoat, Parka type	1	1
Cape, Nurse	¼	¼
WAISTS:		
Waist, cotton	5	5
Waist, wool	2	2
Waist, tropical worsted, khaki	2(in lieu of 2 waists, ctn)	2
Shirt, cotton, seersucker	2	2
Shirt, HBT	2(+2 for Fld or EvacHosp)	2(+2 for Fld or Evac Hosp)

WAC Officers Authorized Allowances

HEADGEAR:		
Cap, garrison	2	1-Shade #33 1-Shade #51
Cap, service	1	Eliminated
Cap, wool, knit	1	Eliminated
JACKETS & DRESSES:		
Jacket, field, wool, shade #33	1	2
Jacket, wool, OD, winter, officer's	2	1
Jacket, M-43	1	Eliminated
Liner, jacket, field, M-43	1	Eliminated
Dress, WAC, winter, tan, off-duty	1	1
Dress, WAC, exercise	1	1
SKIRTS:		
Skirt, field, wool, shade #33	1	2
Skirt, WAC, winter, officers'	2	1
Skirt, WAC, winter, light(pink) Off.	1	1

Item	Present Allowance	Proposed Allowance
TROUSERS:		
Trousers, field, wool, shade #33	1	2
Trousers, outer cover	2	Eliminated
Trousers, wool liner	1	Eliminated
Trousers, HBT	1	Eliminated
Slacks, winter, dark, OD, officers'	1	Eliminated
OVERCOATS:		
Overcoat, wool, long, 26-oz.	1	1
Overcoat, wool, 14 or 18 oz, shade #51.	1	1(To be manufactured locally if possible. Not required from U.S.)
Overcoat, field, officers'	1	1
Raincoat, Parka type	1	Eliminated
WAISTS:		
Waist, cotton	5	5
Waist, wool	2	2
Waist, tropical worsted	2	2(In lieu of 2 Waists, ctn)
Shirt, HBT	1	Eliminated

WAC Enlisted Authorized Allowances

HEADGEAR:		
Cap, garrison	2	1-Shade #33 1-Shade #37
Cap, wool, knit	1	1
JACKETS & DRESSES:		
Jacket, field, wool, OD, shade #33	1	2
Jacket, WAC, winter, member	2	1
Jacket, field, M-43	1	Eliminated
Liner, jacket, field, M-43	1	Eliminated
Dress, WAC, winter, tan, off-duty	1	1
Dress, WAC, exercise	1	1
Dress, rose, (hospital worker only)	12	12
SKIRTS:		
Skirt, field, wool, OD, shade #33	1	2
Skirt, WAC, winter, member	3	1
TROUSERS:		
Trousers, field, wool, shade #33	1	1 or 2 (depending on availability of cloth)
Trousers, outer cover	2	Eliminated
Trousers, wool liner	1	Eliminated
Trousers, HBT	1	1 or 2(50% of personnel to be issued 2 providing 2nd pr trousers, field wool, not available and assignment necessitates)

RESTRICTED

Item	Present Allowance	Proposed Allowance
OVERCOATS:		
Overcoat, WAC, member	1	1
Coat, WAC, utility or Overcoat, Fld.	1	1
WAISTS:		
Waist, cotton	5	5
Waist, wool	3	3
Shirt, HBT	1	1"

b. It is the general opinion of supply staff officers and the women that field uniform (ETO type) is dressy enough for all occasions and that the A-Uniform should be eliminated entirely.

SECTION 5

A SINGLE UNIFORM FOR ALL WOMEN

111. Advantages of a single type of service uniform and off-duty dress for all women serving in or with the Army. Difficulties were encountered in the European Theater of Operations in the procurement, storage, and distribution of individual clothing and equipment for female personnel due to their relatively small numbers when compared with the male military strength. In addition, each component - Medical Corps officers, Army Nurse Corps officers, WAC officers, enlisted women, correspondents, Red Cross personnel, technicians, librarians, hostesses, and other civilian personnel - wore distinctive uniforms. In order to maintain an adequate tariff, all ANC and WAC clothing was collected in one depot, G-30 and later G-45, near London, liberated depot 170 and later 180, near Paris, and then occupied Quartermaster Depot 59, near Frankfurt (Appendix 76). This necessitated travel from considerable distance by supply sergeants and consequent slow distribution. Even with this centralization plan small sizes were scarce, and the War Department authorized a wider range of sizes in SN 10-203, 11 February 1945. A single basic uniform for all women serving in or with the Army, with only distinctive insignia and elements which could be effected within the command, when required, would result in an economical program and provide for a well dressed group of women from the point of view of appearance, utility, and adaptability. Distinctive elements would include such items as buttons, epaulettes, braid, crowns of hats, shoulder and sleeve patches, etc.

SECTION 6

UTILIZATION OF FEMALE QUARTERMASTER STAFF OFFICERS

112. Initially, policies and plans for individual clothing and equipment of female personnel were initiated by the WAC Staff Director. Although close cooperation was maintained, many long range plans were slow to be completed and numerous operational details were overlooked. The WAC Staff Director had recommended that the Quartermaster request the assignment of female personnel to appropriate Quartermaster sections where plans and operations were accomplished. About April 1944 the first officers were assigned and later others to the Plans and Policies Branch, Sales Stores and Depots, with the result that substantial strides were made in expanding and improving the supply program for both service and other women on duty with the Army. For example, the distribution and alteration of field uniforms

(ETO type) to Nurses at evacuation hospitals in armies was accomplished expeditiously by travelling teams. This was again true when it was desired to expedite the distribution of off-duty clothing to WAC personnel.

SECTION 7

ARMY EXCHANGE

113. General. For the most part exchanges already in existence for men were utilized by WAC officers and enlisted women, but whenever the size of a WAC unit or its geographical location necessitated, additional Exchanges were established. Initially, suitable stocks were selected from Nurses' items listed in Paragraph 7, 8, 9, and 10, Price List No. 1, "Post Exchange Items", 1 May 1943 (Appendix 77), and as necessary new items were added. Procurement, however, was slow, averaging about 120 days, with the result that many items were not available for sale until late in the period of service in the European Theater of Operations, and then in limited quantities and in only a few stores (Appendices 78 and 79).

114. Hairdressing Parlors. Although the operation of hairdressing parlors for female military personnel was encouraged by War Department Memorandum Number 2635-44, subject: "Assignment of WAC Hairdressers", 24 March 1944, the Theater was never successful in establishing facilities due to the shortage of equipment and materials of a portable type which could be easily packed and shipped when installations moved forward.

SECTION 8

SUMMARY

115. To summarize:

a. Distinctive service and off-duty uniforms for each of the women's services and civilian groups serving with the Army, and changes thereto, have presented problems in tariff, procurement, storage, and distribution, which could be eliminated by the establishment of one basic service uniform and one off-duty dress, with distinctive insignia and non-sized elements for each organization such as epaulettes, sleeve patches, et ceteras.

b. Continuous experimentation with women's clothing has resulted in a complicated cumbersome Table of Equipment which must be simplified to assure mobility of personnel.

c. The procurement and sale in both static and mobile stores of non-issue items is necessary in a theater of operations where there are shortages of civilian goods.

d. Portable hairdressing equipment is required in order to establish hairdressing service in theaters of operation wherever civilian facilities are not available and units move forward in the wake of combat.

e. Bed linen and mattresses contribute to morale and well being of all troops and should be authorized issue for all female personnel wherever conditions in theaters of operation permit.

f. The assistance of female Quartermaster staff officers is required for the formulation of suitable plans and policies on women's clothing and equipment.

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PART THREE

INSPECTION OF WOMEN'S ARMY CORPS PERSONNEL WITHIN THE COMMAND

CHAPTER 1

APPLICABLE POLICIES

SECTION 1

ZONE OF INTERIOR

116. Definition of War Department Policy.

a. Paragraph 5, Section I, War Department Circular 462, 6 December 1944, states that:

"A principal function of staff directors will be continuous inspection of Women's Army Corps personnel within the command for the purpose of gaining information upon which to base recommendations on the matters cited above", e.g., "plans and policies pertaining to the personnel, training, and supply programs of the command".

b. No standards were prescribed in this circular or other directives for the frequency of, procedure for, and the amount of time to be devoted to, such inspections. Practice varied between the major commands, both in the Zone of Interior and theaters of operation, some inspections being conducted in a formal manner and others informally with or without a system of reporting.

SECTION 2

EUROPEAN THEATER OF OPERATIONS

117. European Theater of Operations Policy.

a. The word "inspection" as used in the War Department policy quoted in paragraph one, section one, above, was much discussed in the European Theater of Operations before the Theater WAC Staff Director was permitted to plan trips for that purpose. There was a definite feeling that this authority encroached upon the responsibility already assigned to the Inspector General's Division, and particularly upon the rights of subordinate commanders to whom was delegated the authority of inspecting within their own commands except when specifically directed otherwise by the Commanding General of the Theater.

(1) Because there was a feeling that this function of the WAC Staff Director was encroaching upon authority already specifically delegated to the Inspector General's Division and subordinate major commanders, visits were made by her informally until 30 December 1943 when Headquarters, European Theater of Operations, letter, file number AG 353.02, subject: "Periodic Visits of WAC Director's Staff", was published:

"1. It is planned that a member of the European Theater of Operations WAC Director's Staff will visit your command from time to time. It will be her mission to assist members of your command, particularly your WAC Staff Director, in the solution of problems affecting Theater policy on the utilization, administration, and well being of WAC personnel.

2. Visits to be made under this plan will be coordinated with your Headquarters by the officer concerned sufficiently in advance of her departure."

(2) This policy was reiterated on 31 December 1943 in paragraph 1 b, Headquarters, European Theater of Operations, letter, file number AG 321/5-MGs, subject: "Announcement of WAC Section":

"Visiting commands within the theater for the purpose of rendering assistance on problems affecting theater policy with regard to the utilization, training, administration, and well being of WAC personnel".

b. It should be noticed that in both quotations the use of the word "inspection" is eliminated and the emphasis is placed on "assistance to using commands" rather than gaining information for the specific use of the visiting officer in later planning and policy making. Regardless of War Department and European Theater of Operations directives on inspection of WAC personnel, the purpose of staff visits to commands utilizing WAC personnel in the European Theater of Operations came to be three-fold:

(1) To improve the morale of WAC personnel within commands and promote a feeling of continuity and fellowship between them and their staff representatives in all echelons including the Director, WAC, War Department.

(2) To stimulate the interest of commands in their WAC personnel and assist them in the interpretation of War Department and Theater directives and procedures.

(3) To gain information on which to base policy and planning.

c. More than two years' experience with this function completely removed any apprehension which male staff officers and commanders may have had concerning the purpose of the visits and their relation to the functions of the Inspector General's Division, and frequently requests for such visits were initiated by the using commands. Finally, upon the establishment of the Theater Zone Headquarters, United States Forces, European Theater, after the termination of hostilities, and the disbandment of the Supreme Headquarters, Allied Expeditionary Force, it was felt that the use of the word "inspection" could be established but the principle of assistance to using commands should be continued:

"Continuous inspections of WAC personnel for the purpose of gaining information upon which to base recommendations and of assisting using commands in the interpretation of War Department and Theater directives, policies, and procedures"[1].

118. <u>The Title "Technical Supervision"</u>.

a. As time passed this function acquired a natural title which resulted from references to it among WAC Staff Directors and staff officers and commanders - "Technical Supervision", based on

the idea that a chief of an administrative service renders technical supervision to units and individuals in the command as he sees fit, within the limits of command channels. It was found that this phase of the WAC Staff Director's work comprised about fifty percent of her total time, the other fifty percent being allocated to planning and policy making on the staff level, and was subdivided as follows:

TECHNICAL SUPERVISION
(Assistance to Using Commands)

Visits to using commands.....	25%
Conferences with subordinate staff directors, other key staff officers, and senior officers in commands.....	3%
Informal conferences with unit commanders and/or WAC staff officers in given areas.....	1%
Informal conferences with representatives of using commands.....	9%
Dissemination of technical information.....	12%
Total	50% (Appendix 7)

SECTION 3

SUMMARY

119. To Summarize:

Consideration should be given to the adoption of a designation other than "inspection" for the functions of staff officers outside of the Inspector General's Division making visits within the command for the purpose of "Technical Supervision" because of the inherent confusion involved.

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CHAPTER 2

METHODS OF TECHNICAL SUPERVISION

SECTION 1

TYPES

120. Methods of Technical Supervision utilized in the European Theater of Operations included staff visits to using commands, conferences, and dissemination of information.

a. Staff visits to using commands consisted of two types, formal and informal, and were conducted from three different staff director levels including first echelon (theater), second (major commands), and third echelon (subordinate commands).

(1) Informal visits resulted from requests by commands for consultation on specific problems or informal invitations from individual members of the commands. In a one-year period, when there were forty-six active units within the European Theater (Appendix 3), fifty visits of this type were made by the Theater WAC Staff Director alone, and it is probable that an equal or greater number were made by second and third echelon staff directors (Appendix 80).

(2) Formal visits were scheduled months ahead and confirmed several weeks in advance in order to avoid overlapping by the three staff director echelons. In advance of a visit by the Theater WAC Staff Director or her representative, clearance was obtained from the command and a guide sheet sent through technical channels to the senior WAC officer of the station to assist her in planning the schedule of activities in conjunction with the command (Appendix 81). Visits were so arranged that no two occurred within the same week. The standard included a minimum of one staff visit per year by the Theater WAC Staff Director, one additional visit by one of her staff assistants in the alternate six-month period, a quarterly visit by the second echelon, and a monthly visit by the third echelon staff director. In the case of the latter she always accompanied staff directors from higher headquarters and counted such a visit as a regular monthly visit. In a one-year period when there were 46 active units in the Theater (Appendix 3), 79 such visits were made by the Theater WAC Staff Director or her representative (Appendix 80). Although these visits were conducted in accord with the usual military courtesies, they always had a tone of friendly assistance and were preferably arranged so that the Staff Director spent the night on the station in order to allow time for relaxation and informal contact with enlisted women and other members of the command. A system of checking was utilized in order than no detail would be overlooked (Appendix 82) and on the basis of this check specific problems were discussed and recommendations made prior to the departure of the visiting officer with the appropriate staff and command officers, including the top commander.

(3) All formal staff visits were reported back to the top commander in writing, some through command channels and others directly through technical channels, depending on the policy set by the headquarters to which the Staff Director was assigned. In the case of the Theater WAC Staff Director, such reports were sent directly to the commanding officer of the installation, confirming agreements reached in their conference for his information and the action deemed necessary. If problems were of serious enough nature to need an additional check, a return visit was planned within several weeks,

after which, if then required, the command channel was utilized to direct corrective action. In most cases the commander answered the report received directly from the Theater WAC Staff Director by letter to indicate that all recommendations had been put into effect (Appendix 83). This system of sending reports through technical channels had a distinct advantage in that it gave the commands the opportunity to voluntarily initiate corrective action, and the assurance that staff visits were designed primarily to be of assistance to them. In cases where units received a superior rating the Staff Director often recommended that the commanding general of that major command (Air, Service, or Field Force) make an official visit to the station, and usually accompanied him. Commands were appreciative of this type of cooperative interest and made a maximum effort to completely integrate the WAC within the command and maintain high standards in housing, messing, utilization, recreation, and discipline. When it was believed that portions or all of the report would be of assistance to certain Theater Staff Sections, it was routed to them for information and usually discussed in conference.

(4) It was found many times that visits to using commands served to increase the interest of the command in its WAC personnel and often provided the first opportunity for the WAC detachment commander and WAC staff, administrative, and operational officers to meet the commander and his staff, all of which tended to improve their utilization and administration.

b. Conferences included those for staff directors alone; those for staff directors, senior WAC officers, and detachment commanders; those for unit commanders within certain areas; and conferences with staff officers of using commands.

(1) Conferences of WAC Staff Directors, representative senior WAC officers from all commands, and unit commanders were held at least once each six months and, when necessary, in two divisions - on the Continent and repeated in the United Kingdom. Normally they were scheduled to allow coverage of Theater-wide problems such as the movement of troops to the Continent, utilization of WACs in the Army of Occupation, redeployment, et cetera. Prior to the conference all phases of the theme were given as complete a staff clearance as possible in order that the discussion and the information given out could be implemented immediately upon return of representatives to their respective commands. Staff officers and commanders other than WAC were invited to participate when concerned, and willingly did so. The results were apparently reciprocal for a greater understanding developed on both sides (Appendix 84).

(2) Staff Directors' conferences were held more frequently when conditions permitted ready travel, or other business made assembly of the group timely. In these conferences matters of a more confidential nature were discussed and an exchange of views sought.

(3) Conferences of unit commanders within certain areas were held usually in metropolitan areas where several major commands were stationed and differences in policy created certain common problems. The function of the staff director in these cases was primarily to obtain authorization for such a meeting and to afford an opportunity for these commanders to clarify their problems among themselves and, if necessary, introduce staff action within appropriate headquarters to solve a specific, difficult problem.

(4) Conferences with representatives of subordinate commands were rarely initiated by the staff director but rather were participated in upon invitation. Such conferences included those of athletic officers, special service officers, quartermaster officers, G-1 officers, et cetera. Normally on such occasions the staff director or her representative spoke on a subject concerning the Women's Army Corps and of interest to the representatives.

c. Dissemination of technical information through technical channels included a monthly publication entitled "WACETO", Annotated Policy Indices, Unit and Station Finder Lists, memoranda and correspondence, annual reports, and telephonic conversations.

(1) "WACETO" was a mimeographed monthly bulletin containing technical information on WAC policy, informal notices and instructions, news items of interest on Wacs locally, at home and in other theaters (Appendix 86). From this source, information unit officers and others throughout the command were able to maintain current policy files, since in the European Theater of Operations the distribution of War Department and Theater directives was often slow and sometimes completely lacking. The Director, WAC, War Department, and WAC Staff Directors of Army Service, Ground, and Air Forces in the Zone of Interior cooperated in this respect by furnishing advance copies of special directives on WAC personnel, and additional clarifying information when required by letter through the army courier service (Appendix 85).

(2) Annotated Policy Indices covering all War Department and European Theater directives were amended periodically from a master file in the Office of the WAC Staff Director and distributed to subordinate staff directors, senior WAC officers, and unit commanders. Current postings to these were obtained from "WACETO".

(3) Considerable difficulty was encountered by unit commanders and others in making transfers and arranging temporary duty for enlisted personnel, as there were not a sufficiently dispersed number of detachments within the European Theater to assure that housing would be available in the location of the proposed duty. As a result, it became necessary to maintain Unit Station Finder Lists for distribution to unit commanders in using commands, so that direct contact could be made between them for arranging adequate housing. Information for this report was obtained from the monthly status report.

(4) Occasionally memoranda and correspondence supplemental to "WACETO" was required to amplify and implement a current Theater directive. These were used as needed and sent directly to staff and command officers concerned (Appendix 70).

(5) The annual report on WAC personnel included statistical status information on personnel, a discussion of new policies, and indication of future plans. Although this was primarily compiled for the record and forwarding by the Commanding General to the War Department, attention, Director, WAC, all or parts of it were used as required with subordinate commands (Appendix 13)

SECTION 2

PROBLEMS ENCOUNTERED

121. Education of Staff and Command Officers. Some difficulty was initially encountered in establishing an understanding on the

part of all personnel concerned as to the purpose of technical supervision. Benefits derived from its early use soon overcame all prejudice and assured its continued use. Great care, however, was necessary at all times to avoid crossing the command line or committing the commanding general to an action not previously established by normal staff action. This was taken care of by adhering to the policy of putting in writing, through technical channels only, that information which had had completed staff action or authenticated publication, and limiting advice to subordinate commanders to those matters concerned with established policy.

122. The Establishment of Methods of Technical Supervision was a matter of natural growth resulting from necessity, sometimes anticipated and again as a result of trial and error. Much of this difficulty could have been avoided and the administration and utilization of WAC personnel facilitated had WAC officers had specific training for this purpose, if general policies governing procedures for technical supervision had been included in War Department Circular 462, 6 December 1944, and had male command and staff officers been prepared by training and experience to work with women in the normal command and staff manner.

123. Staff, Administrative, and Operational Officers. As in the case of male officers, there were many young and inexperienced WAC officers, some of whom had been commissioned directly and others who had little more than officer candidate training and who, for the first months of their service, required guidance and assistance in the practical adaptation of the information obtained from training courses, training manuals, and officers' guide. Technical supervision of this personnel was difficult because there was no clear-cut command line to them as in the case of enlisted personnel. The staff director upon visiting the command usually met this group of officers informally at lunch, dinner, or tea, and there was little time to become acquainted, yet in some cases their problems were greater than those of enlisted women. Although the senior WAC officer of each installation attempted to set an example for them and to be of advisory assistance, the best interest of the service would have been met by closer supervision. The problem of on-the-job training for the junior officer is one warranting further study by the Army.

124. Lack of Uniformity in Inspection Methods. The need for general policies governing technical supervision of WAC personnel, and particularly their inspection to promote uniformity among major commands, was discussed by the WAC Staff Director, European Theater of Operations, with the Director, WAC, War Department, on several occasions. However, although the Director, WAC, War Department, considered the establishment of such policies valuable, she deemed it impossible under the wartime War Department organization in which these functions had been delegated to major commands. The writer is not completely informed as to the many problems involved in the functional reorganization of the War Department; however, it is known that reorganization studies have been conducted by certain boards established by the War Department for that purpose, and that consideration has been given to giving chiefs of general and special staff sections greater control of operating procedures. In the event of approval of such a plan it is believed that establishment of general policies governing the technical supervision function of staff officers would be appropriate.

SECTION 3

EVALUATION

125. Experience in the European Theater of Operations indicates that the higher the command and the greater the number of female personnel in the command, the more general must be the methods of technical supervision; conversely, as the command level lowers and the number of female personnel with the command decreases, the more specific must such methods become.

126. The question of whether technical supervision is an operating function and therefore not appropriate for policy making staff officers, cannot be settle here, for this principle stems from the wartime organization of the War Department General and Special Staff Sections. It should be recognized that any method, device, or implement which assists operating agencies better to interpret and effect the policies of the commanding general is suitable for a staff officer.

SECTION 4

SUMMARY

127. To summarize:

a. The methods of technical supervision described herein were appropriate to the WAC Staff Director of the European Theater of Operations insofar as they served to assist operating agencies in implementing War Department and Theater policies, to increase the morale of the WAC personnel within the command, and as a medium for the collection of information necessary to planning and policy making.

b. These methods of technical supervision directly contributed to the widely diversified use of WAC personnel and to their effective administration throughout the European Theater.

c. There is a need for further study with a view to developing general policies governing the technical supervision mission of staff officers.

PART FOUR

UTILIZATION OF PERSONNEL

CHAPTER 1

APPLICABLE REGULATIONS

SECTION 1

GENERAL POLICIES

128. Basic War Department Directives. Regulations governing utilization of WAC personnel have undergone a number of changes since the Wacs first arrived in the European Theater of Operations when they were still governed by "Women's Army Auxiliary Corps Regulations", 9 June 1943. This was followed by War Department Circular 226, 22 September 1943, which directed that WAAC Table of Organization units "assigned to installations in the continental United States and overseas will be inactivated immediately and personnel absorbed in authorized overhead allotments". The first basic Women's Army Corps Regulations were published 9 November 1943 as War Department Circular 289 which announced that "the provisions of Army Regulations, War Department Circulars, and other instructions apply to members of the Women's Army Corps, its officers and enlisted women, except where inappropriate and as modified herein." and further provided that "Women's Army Corps personnel may be utilized in any suitable non-combatant positions for which a position vacancy is provided by overhead allotment of grades and strength" (paragraph 7 b (4), section I). Several amendments pertaining to utilization of personnel were made to this circular, the most important being War Department Circular 258, 24 June 1944, which provided that "In Theaters of Operations WAC personnel may be assigned to suitable non-combatant positions in fixed headquarters or installations", and when War Department Circular 289 was rescinded by War Department Circular 462, 6 December 1944, the above provision was changed to permit assignment of WAC personnel to any suitable non-combatant positions in a unit or detachment of a fixed administrative headquarters or installation for which "position vacancies are provided by allotment of grades and strength either by overhead or under War Department approved Tables of Organization."

129. Additional War Department Directives of importance in the European Theater of Operations were:

a. Letter, War Department, Office of The Adjutant General, file number AG 353.8, 8 September 1944, which authorized use of military personnel at public entertainments when authorized by local commanding officers if detached service and travel orders were not involved, but prohibited public appearance in athletic events and traveling shows.

b. War Department Circular 43, 5 February 1945, as amended by War Department Circular 131, 1 May 1945, which authorized participation in theatrical performances for military audiences whether or not admission is charged and in amateur performances given by communities and colleges if such performances do not interfere with regular military duties and do not require absences

from the station exceeding twelve hours in duration.

c. War Department Circular 121, 19 April 1945, as amended by War Department Circular 129, 28 April 1945, which provides for utilization of Wacs in hospitals and lists specific duties to which enlisted women may be assigned.

130. Army Air Force Directives. Headquarters, Army Air Forces published its basic regulation on utilization of WAC personnel on 29 November 1943 as AAF Regulation 35-44, which was revised on 14 September 1944 and 18 October 1944 before it came out in final form on 19 January 1945. Army Air Forces Regulation 35-45, published 12 November 1943, authorized flying duty assignments for WAC personnel. Army Air Forces Memorandum 40-45, 2 January 1945, pertains to Air Force Wacs on hospital duty.

131. The Broad General Policies governing utilization of WAAC/WAC personnel, as quoted below from paragraph 11, section II, War Department Circular 462, have not changed, but what constitutes suitability of duties and conditions of employment have been subject to adjustment from time to time, based on experience gained and on the Army's need.

"a. Women's Army Corps personnel will be used to replace male personnel on a one-for-one basis or in lieu of male personnel when man would otherwise be authorized.

b. In general, a position is suitable for Women's Army Corps personnel if the strength and endurance which it requires are within the capabilities of the average woman and if the environment and working conditions are suitable for women.

c. Procedure for utilization of Women's Army Corps personnel, both in their living and working conditions, will vary from the procedure for utilization of the male army personnel in all such ways as are necessary because members of the Women's Army Corps are women, and in order to assure a high standard of health, morale, and general well-being.

d. So far as practicable, Women's Army Corps enlisted personnel will be sub-allotted in detachments of more than fifty.

e. Women's Army Corps personnel will be used to replace civilian personnel only in those cases in which the substitution of military for civilian personnel has been approved by the War Department as a military necessity."

SECTION 2

RESTRICTIONS ON EMPLOYMENT

132. Specific War Department restrictions on employment of WAC personnel are listed under paragraph 11 d, Section II, WD Circular 462, 1944, as amended by Section VI, WD Circular 76, 1945, and provides that they will not be employed:

a. As physicians or nurses

b. On permanent kitchen police duty.

c. In laundries, except in administrative positions.

d. In restaurants, cafeterias, service clubs, guest houses, officers' clubs or messes, except in administrative positions.

c. In enlisted men's messes unless the mess also serves enlisted women.

f. To make initial classification and assignment interviews of male military personnel.

g. As operators of permanent wave machines unless licensed by a State Board of Cosmetologists or state agencies having jurisdiction over such matters.

133. European Theater of Operations restrictions. In addition to the above, the following restrictions are applicable in the European Theater of Operations:

a. Section V, Circular 45, Headquarters European Theater of Operations, United States Army, 21 April 1944, which provides that enlisted women will not be sent on temporary duty unless accompanied by a WAC officer, or sent to a station where there is no WAC detachment unless prior approval by the WAC Detachment commanding officer has been obtained.

b. Letter, Headquarters European Theater of Operations, United States Army, file AG 210.311 MPM-GA, 15 May 1945, subject: "Personnel Having Relations In Occupied Germany", also applies to Women's Army Corps personnel.

SECTION 3

EVALUATION

134. Influences on Policies. In evaluating the policies established for the utilization of the WAAC/WAC, it must be borne in mind that the idea of placing women in uniform, and subjecting them to orders and the regimentation necessary for military personnel was revolutionary and unacceptable to certain conservative elements of the American public, the Church, the Congress, and the Army itself, and that this fact was carefully considered by the War Department in providing for general policies designated for their protection and well being.

135. High Standard. To correct existing misapprehensions it was necessary to place the Corps on the high level of a specialist corps inherent in the statement of its "mission", that the knowledge, skill, and special training of the women of the nation would be made available to the Army of the United States. It was women who possessed the above attributes that had to be attracted to the new organization in order to launch it in the desired direction and precautions were therefore taken to prevent their use in menial jobs.

136. Negative Policies. Some of thepolicies intended to launch and protect the original Corps ought to have been eliminated at the time of transition form Women's Army Auxiliary Corps to Women's Army Corps. When Wacs became military personnel with all the rights, privileges, and obligations of male soldiers, these regulations had already outlived their usefulness and later became a hindrance to maximum utilization of WAC personnel.

a. The damage done by the phrase "WAC personnel will replace male soldiers for combat or for appropriate military duties" is immeasurable, in that it created among enlisted men and,

to a lesser extent, among male officers certain fixed attitudes and prejudices which were reflected not only in the recruitment of Wacs but also in their proper utilization. This has already been covered in Paragraph 13, Section 2, Chapter 2, Part One, of this study and is mentioned here only because it obscured the fact that the most important mission of the WAC was to furnish needed manpower in those categories which, by civilian tradition, had become known as women's jobs and which they could do in the Army as well as in civilian life.

b. Likewise the policy stated in Paragraph 131, Section 1, above, might well have been eliminated, since it suggests that the health, well-being, and morale of female soldiers of the Army are more important than those of the male soldiers and that they, by virtue of being women, are entitled to a higher standard. It has been proven in the European Theater of Operations that the accommodations they require are about the same as for male soldiers, that when necessity demands it they work long hours, have a high morale and take hardships in their stride the same as men do. The Commander's responsibilities to assure as high a standard as possible as regards health, well-being, and morale are applicable to all troops, male or female.

c. The policy that Wacs could only be utilized in positions for which there were overhead allotments seriously affected the utilization of Wacs in the European Theater of Operations and nearly wrecked the Air Force WAC program since the Army Air Forces in the European Theater of Operations operated exclusively under Tables of Organization and Manning Tables. The European Theater of Operations took the initiative in granting permission to the Army Air Forces to use WAC personnel in Tables of Organization or Manning Table units until the War Department established a policy. It took until February of 1944 before the utilization of Air Force Wacs in Manning Table units was made legal, and when the War Department notified Headquarters, European Theater of Operations in July 1944 that the regulation which limited their assignments to overhead allotments was being rescinded it became possible to expand their utilization to many organizations and many jobs previously closed to them. The European Theater of Operations pioneered in assigning Wacs to Tables of Organization and Manning Table units and the success of the experiment in the European Theater finally influenced the War Department to establish the policy stated in Paragraph 128, Section I, above.

d. The restrictions listed under Paragraph 132, Section 2, above, while not of particular importance in their effect on utilization of personnel in the European Theater of Operations, should be eliminated because of their nuisance effect and because of the unjustifiable discrimination between enlisted men and enlisted women which they represent. The suitability of the job for the individual soldier, the necessity for employing military personnel in certain jobs, and the safety measures to be observed, are responsibilities inherent in a commander's functions. Any policies established in these respects should apply equally to all military personnel.

e. The policy that Wacs would be assigned in detachments of not less than fifty worked well in that it saved overhead personnel. It was adhered to in principle but exceptions were made when it seemed in the best interests of the service to organize smaller units of specialized personnel. Eight out of 51 WAC units organized in the European Theater have had less than 50 members,

as indicated in Paragraph 18 c, Section 2, Chapter 3, Part One of this study. Personnel was deliberately dispersed over as wide an area and through as many commands as possible in order to gain experience in more complete integration into the Army, in working and living under as many varying conditions as possible, and in spreading knowledge of the work done by the women in the Army. With more complete integration into Army units this policy will probably become superfluous since the extended utilization of WAC officers in staff and operational jobs makes it possible to place a female officer in command of smaller units in addition to her other duties and it would become more a question of economy in housing than economy in overhead personnel.

137. Selective Service. It is believed that in the event of another emergency women as well as men will be subject to service in the armed forces and that the selective service law will become applicable to women, and that therefore selective service will determine whether a woman will serve in a civilian capacity in an office, in industry, or as military personnel in an arm or branch of the armed forces. Any regulations promulgated should be made with that in mind. The restrictive regulations which served well in launching the Corps became a hindrance in World War II when recruitment was expanded to take in personnel with industrial, unskilled labor and domestic background. Under selective service, which will make a more balanced distribution of personnel possible, it will be even more necessary to eliminate regulations which prevent flexibility of employment. In the United States menial jobs in the Army are done by civilian labor; in an overseas theater this is also often the case, but whenever it is necessary to employ male personnel in such jobs women should also be subject to such employment as long as the job does not require strength and endurance beyond the capacity of women. Regulations must be flexible enough to make possible the utilization of female military personnel in any jobs suitable to their strength and training in locations where they will not be imminently subject to enemy capture. The majority of jobs will be non-combat, but some may be combat jobs in static installations such as anti-aircraft gun operation. The place, the type, and the conditions of warfare will determine the extent and the manner of employment.

138. Peacetime Organization. In Russia, Great Britain, and France plans are under consideration to include women in the Regular Army. It is presumed that Congress will authorize peacetime service for American women in an active duty status as well as in a reserve status in order to preserve the knowledge and experience gained in World War II, as well as add to such knowledge and experience by continued work in the Army. In the event of such legislation, regulations will have to be made for a peacetime reserve organization as well as for an active duty organization consisting of a select group of officers and enlisted women to be placed in key positions to assist in the planning and execution of swift mobilization of the nation's woman power in case of an emergency, to provide cadre for training purposes, and to keep the women of the nation informed of dangers to our national security and interested in preserving the peace of the world.

139. International Rules of Land Warfare. No Wacs were captured by the enemy in the European Theater of Operations during World War II, but the thought of danger of enemy capture prevented many commanders from using WAC personnel, since they were aware of the fact that Wacs were not considered protected personnel under provisions of the International Rules of Land Warfare and that the

enlisted women of the WAC were the only women in or with the Army not entitled to officer privileges. The inclusion of women in the Army indicates a need for revision in the international Rules of Land Warfare by the responsible organization to cover women in officer or enlisted status, provide for their segregation from male prisoners and for their employment, after capture, in the administration and care of other prisoners of their own nationality.

SECTION 4

SUMMARY

140. To summarize:

a. Although a number of changes have been made in regulations affecting utilization of WAC personnel during the period Wacs have served in the European Theater of Operations, certain fundamental policies promulgated for the Women's Army Auxiliary Corps restricting utilization of personnel both as to type of employment and as to conditions of employment, necessary and beneficial for the new Corps, were incorporated in regulations governing utilization of Wacs after they became an integral part of the Army, and these policies still remain with only minor changes to set WAC personnel apart from other military personnel, hinder flexibility in utilization and hamper the expansion of their service.

b. Assuming that women may become subject to the selective service law, regulations covering utilization of female personnel in the Army will need revision, since plans will have to be made for more complete integration into every arm and branch of the service, and greater flexibility will be needed for the maximum utilization of the education, skills training, and natural aptitudes possessed by the women of the nation.

c. Assuming that women may be included in the Regular Army, plans will have to be made for peacetime utilization of select and specialized officer and enlisted personnel in such positions as will assist in rapid mobilization of women in the event of an emergency, and assure availability of a nucleus of trained personnel for cadre purposes.

d. Revision of the International Rules of Land Warfare to provide for female military personnel in an officer-enlisted status should be considered by the responsible authorities.

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4. War Department Circular 258, 24 June 1944.

5. War Department Circular 462, 6 December 1944.

6. Letter, War Department, Office of The Adjutant General, file number AG 353.8, 8 September 1944.

7. War Department Circular 43, 5 February 1945.

8. War Department Circular 131, 1 May 1945.

9. War Department Circular 121, 19 April 1945.

10. War Department Circular 129, 28 April 1945.

11. Army Air Force Regulation 35-44, 29 November 1943 and revisions dated 14 September 1944, 18 October 1944 and 19 January 1945.

12. Army Air Forces Regulation 35-45, 12 November 1943.

13. Army Air Forces Memorandum 40-45, 2 January 1945.

14. War Department Circular 76, 1945.

15. Circular 45, Headquarters, European Theater of Operations, United States Army, 21 April 1944.

16. Letter, Headquarters, European Theater of Operations, United States Army, file AG 210.311 MPM-GA, 15 May 1945.

CHAPTER 2

PERFORMANCE IN THE EUROPEAN THEATER OF OPERATIONS

SECTION 1

TYPES OF JOBS PERFORMED BY OFFICERS

141. Officer's Primary Assignments. Command and administrative functions for WAC personnel have always been given primary consideration as far as WAC officers are concerned. This includes:

a. The Theater WAC Staff Director and her staff, the WAC Staff Director for the Army Air Forces in the European Theater of Operations and her assistants as well as staff directors at lower echelons of command.

b. The detachment commanders, adjutants, mess, and supply officers.

c. Staff officers whose primary functions wholly or partly have been concerned with WAC matters, in the following staff sections or offices:

(1) Theater Chief Quartermaster

(2) Theater Chief Surgeon (Medical Records)

(3) Theater Provost Marshal.

(4) Theater Inspector General.

(5) Air Inspector General.

(6) Public Relations.

(7) Special Services.

(8) Information and Education.

The duties of the WAC officer assigned to the Chief Quartermaster were later expanded to include all female personnel of the Army or serving with the Army. This was also true to a certain extent of some of the other staff officers, especially the Special Service Officer and the Public Relations Officer.

142. Staff, Administrative, and Operational Assignments.

a. Prior to the arrival of the First WAAC Separate Battalion, the question of using WAAC officers in jobs other than WAAC command and administration was discussed (Appendix 87) and the first Waacs to arrive in the European Theater of Operations were two officers assigned to the Eighth Air Force as telephone supervisors. A few months later five WAAC officers came to serve with the Military Intelligence Service in positions for which they had been selected due to their civilian background. Upon the assignment of the officers and enlisted women of the First WAAC Separate Battalion in July 1943 to the various commands of the Eighth Air Force, several of the officers not needed for company duties were

placed in administrative and operational jobs, as were most of the WAC officers who arrived with the Second WAC Separate Battalion in September-October 1943. The use of WAAC/WAC officers to replace male officers or in lieu of male officers in the European Theater of Operations was initiated by the Army Air Forces. Supreme Headquarters, Allied Expeditionary Force, initiated the use of WAC officers as personal assistants, and as Wacs continued to arrive in the European Theater of Operations more and more WAC officers were assigned to staff and operational positions by Supreme Headquarters, Allied Expeditionary Force, the Army Air Forces, and the services under Headquarters European Theater of Operations.

143. Employment Trends. The WAC Staff Director's report of 1 November 1944 indicates that out of 344 WAC officers present in the European Theater of Operations only 25 percent were engaged in WAC detachment duties; and additional 7 percent held staff positions directly concerned with WAC matters; 26 percent were administrative officers; 14 percent served as personal assistants or military secretaries (Appendix 88); and 28 percent were utilized in such operational work as code or cipher officers, watch officers, signal officers, and photo interpreters. Appendix 89 indicates the trend in January 1945 and Appendix 90 gives the following percentage distribution during the period from 1 January 1945 to 1 August 1945; 24 percent in command and administrative functions for WAC personnel; 76 percent in operational jobs, of which 55 percent were administrative officers, 15 percent adjutants and military personnel officers, 8 percent message center officers, telephone officers and cryptographic officers, and 22 percent miscellaneous, covering a wide range of special jobs in the Signal Corps, Military Intelligence, the Transportation Corps, the Quartermaster Corps, Judge Advocate General, and others. It is interesting to note that on 1 November 1944 total WAC strength was 6,320 and 32 percent of the officers were directly concerned with Wacs; on 1 August 1945 when total WAC strength had increased to 9,170, command and administrative positions required only 24 percent of the officer strength. Appendix 91 lists 58 military occupational specialties of WAC officers which is indicative of the variety of skills and training possessed by the 631 officers and 20 warrant officers present in the European Theater of Operations as of 1 August 1945.

SECTION 2

TYPES OF JOBS PERFORMED BY ENLISTED WOMEN

144. Job Categories. Enlisted women of the Women's Army Corps have been assigned to nearly every service branch of the Army and the Air Forces in the European Theater of Operations since their first arrival in July 1943 and have been employed in a wide variety of jobs within the following categories (Appendix 92):

a. Clerical, which included 61.4 percent of all Wacs. Of this percentage 35.6 percent were typists and stenographers.

b. Communications, 22.4 percent. Of these 49 percent were telephone operators, 27 percent teletype operators, and the rest cryptographers, radio operators, and message center clerks.

c. Administrative, 8.1 percent, which represents overhead personnel for the Wacs inclusive of mess and supply personnel.

d. Transportation, 2.1 percent, which includes drivers and mechanics.

e. Medical, 1.7 percent, which includes the dental and medical technicians.

f. Miscellanious, 4.3 percent, of which 76 percent represent skills such as draftsman, interpreter, weather observer, photographic laboratory technician, and the rest unskilled.

145. Job Categories in Air Transport Command. Appendix 92 does not include approximately 500 Wacs serving with the European Division of the Air Transport Command, but a survey conducted by them as of 31 March 1945 indicates utilization of personnel as follows: Clerks, approximately 70 percent; automotive equipment operators, approximately 9 percent; switchboard operators, approximately 4 percent. Of 471 enlisted women included in the survey, 45 were stenographers, 134 were clerk-typists, and 149 were general clerks.

146. Military Occupational Specialties. The attached Appendix 93 lists 165 military occupational specialties possessed by enlisted women in the European Theater of Operations, as taken from Machine Records Unit report of 15 July 1945 and Air Force reports. The coded numbers and the brief descriptive titles included in the chart represent a variety of background, and some specialties such as clerk-general (055) and clerk-typist (405) may vary greatly in the education, experience, training, skill, and mental capacity possessed by individuals represented by these specialties.

SECTION 3

MANNER OF PERFORMANCE

147. Types of Jobs in which Wacs Excelled. WAC personnel excelled in all jobs in the Army which were identical or similar to those occupations in which women predominated in civilian life, particularly in the administrative, clerical, and communications fields in which the greatest number of Wacs in the European Theater of Operations were utilized, but also in other jobs which by civilian tradition have become women's jobs, such as medical technicians and mess personnel. They brought a high standard of training and skill to their Army jobs and the superior manner of their performance under all conditions in these fields is evidenced by the constant and increasing demand for WAC personnel, by the many commendations, and by the fact that when Forward Echelon, Communications Zone, moved to the continent soon after D-Day, Wacs were taken along as essential personnel. A description of various types of jobs in which Wacs excelled, compiled from records in the WAC Staff Director's Office as well as from the History of the Wacs in the European Division of the Air Transport Command, is attached as Appendix 94.

148. Types of Jobs in which Wacs did not Excel.

a. In general, WAC personnel have been considered

less successful in certain technical, mechanical, and outdoor jobs which by civilian tradition until recent years had belonged almost exclusively to men. A number of Wacs in the European Theater of Operations had performed skilled, semi-skilled, and unskilled work in factories and shops, but the majority of those with industrial background had worked on assembly lines where they performed only small parts of the whole job and therefore did not have the overall training and ability in mechanical work which the men possessed and which was required by the Army. Also they could not compete with men on an equal basis.

b. To the Wacs, however, who had had an opportunity to use tools and instruments in industry as well as in the Army in the United States, who had been trained as drivers under blackout conditions and were prepared to perform first, second, and third echelon repair on their vehicles, there was small satisfaction in being assigned to jobs counting quartermaster supplies and pushing pencils in routine clerical jobs. They were conditioned to working with their hands to the tune of humming machines and hammer blows and in outdoor work, and the drivers, especially, had hoped to get as close as possible to where the fighting was going on.

c. So few women were assigned to mechanical or motor pool work in the European Theater of Operations that it is difficult to predict what their success would be under other circumstances. The only place in the European Theater of Operations where Wacs might have had an opportunity to prove their worth in mechanical jobs was at the Base Air Depot Area, Air Service Command, United States Strategic Air Forces in Europe, where over 100 Wacs were assigned in the maintenance division on jobs utilizing their civilian backgrounds. But when a high-ranking officer discovered that they wore herringbone twill trousers and shirts on the jobs they were quickly reassigned to jobs where they could be dressed as women (Appendices 95 and 96).

d. Many factors besides skill played a part in determining their usefulness in these jobs, some of which were justifiable, others based on prejudices. Lack of flexibility in utilization of Wacs prevented their use in combat jobs and under combat conditions, in places where housing was not available, for night driving, for rotation on shifts as well as rotation on dirty and heavy work which was felt unsuitable for American women. Many of the commanders considered the Wacs more as women than soldiers. Type of clothing was considered a matter of importance, as was also the type of male personnel with whom the enlisted women would work. Had the need been great enough for personnel in these categories, ways and means would have been found to train the personnel, break down the prejudices which existed, and make the necessary adjustments to make possible successful utilization of women in these jobs.

e. In the event of another war and a direct attack upon the United States, the problem of manpower may become as acute in the United States as it was in Great Britain during World War II where all adults, male and female, were mobilized for the defense of their country and where women successfully took over many jobs previously not considered suitable for women, including combat such as manning anti-aircraft guns.

SECTION 4

HEADQUARTERS TO WHICH ASSIGNED

149. Operational Period. During the operational period Wacs in the European Theater of Operations were assigned to major and subordinate headquarters at fixed installations of the Army Field Forces, Army Air Forces, and Army Service Forces, as well as attached commands controlled by parent organizations in the United States; they were dispersed over an area embracing East Anglia, Scotland, Wales, England, Marseilles and Nice in France, Heidelberg and Frankfurt in Germany, and Brussels in Belgium.

150. Continental Assignments. The first Wac to arrive on the continent was a technical sergeant who was flown over for one day, 22 June 1944, to take dictation at a beachhead conference. The first WAC unit assigned to Forward Echelon, Communications Zone, landed on the Normandy beaches 16 July 1944 and immediately went to work as telephone operators, typists, and clerks in cellars, tents, and prefabricated huts, working at mobile switchboards and with portable and makeshift equipment. The most forward and the most mobile of all WAC units was the WAC Detachment, Special Troops, Twelfth Army Group, the only WAC unit assigned to a Ground Force organization during the operational period. Wacs assigned to this unit kept advancing with their fast moving headquarters close behind the fighting lines, proudly living and efficiently working under the same conditions as did the men. Wacs assigned to Quartermaster, Transportation, Engineers, Ordnance, and Signal Corps continued to arrive in France in greater numbers. Telephone operators were in such great demand that 100 of them arrived in England by plane in July 1944 and were almost immediately sent on to France. When the Communications Zone headquarters moved to Paris in September 1944, almost 400 Wacs moved with it[1]. The Signal Corps Wacs immediately went to work setting up the Paris Military switchboards, and the Transportation Corps Wacs made the map tracings showing military rail and trucking routes in France and Germany used in routing traffic to the fighting armies[1]. By 1 January 1945, 20 of 39 WAC detachments were stationed in France, assigned to Supreme Headquarters, Allied Expeditionary Force, Headquarters, Communications Zone and base sections, Headquarters, United States Strategic Air Forces, and subordinate air Force commands[2].

151. Post Operational Period. During the operational period, Wacs were not assigned to command-echelons below the level of Army Group or below the Division level of the Air Forces, but in anticipation of the cessation of hostilities combat units became interested in utilization of WAC personnel, and in the summer of 1945 Wacs were assigned to the Third, Seventh, and Fifteenth Armies and to the 40th Bombardment Wing.

152. Safety and Security Considerations. The decision as to where WAC personnel could properly be utilized in an active theater of operations has been the subject of much discussion, especially during the spring and summer of 1944 prior to movement of personnel from the

United Kingdom to the Continent. Great stress was laid on the danger of having Wacs killed or captured by the enemy, and on the fact that the concern over the safety and security of American women would impair the efficiency of the fighting men. The fact that under provisions of the International Rules of Land Warfare Wacs would not be considered protected personnel and that the enlisted women of the WAC would not be entitled to officer privileges in the event of capture was given serious consideration. At the same time, many officers in headquarters who had watched the Wacs take the buzz bombs as good soldiers did not under-estimate their capability of working under hardships, and strongly objected to losing efficient personnel whom they considered essential to the success of the operations. Meanwhile, the WAC Section, Headquarters, European Theater of Operations, went ahead with plans to select personnel, train them for field living, and supply the clothing necessary for field conditions. Soon after the arrival of the first group, many of the early fears were forgotten and successive moves close behind the retreating enemy were made with few dissenting voices.

153. Housing. In the European Theater of Operations Wacs had lived in huts and barracks, houses and hotels, in short in exactly the same type of accommodations as the enlisted men had. But when the question came up of using Wacs in forward echelons or in commands where they would live in tents under field conditions, the feminine angle was again brought out as an obstacle to their employment. Wacs serving with the Fifth Army in Italy had lived in tents close to the fighting lines for a long time, but it had to be proven by actual experience that the Wacs in the European Theater of Operations could live successfully under the same conditions as the men.

SECTION 5

UTILIZATION WITHIN TABLE OF ORGANIZATION UNITS

154. Anticipated Problems of Separate WAAC Tables of Organization. As early as March 1943 when the Eight Air Force was making plans for the utilization of the WAAC battalion requested in February 1943 (Appendix 3 of Appendix 1) the question of Waacs becoming part of an operational Table of Organization came up for discussion. Problems were anticipated in assigning complete WAAC units under separate Tables of Organization operating under Tables of Organization of which the Waacs would not be a part although counted as a portion of the total Air Force unit strength as limited by the operational Table of Organization. It was felt that the method of assigning a designated type of WAAC Table of Organization unit to an Air Force station would prohibit proper utilization, in that it would result in assigning either an excess or an insufficient number of WAAC personnel, since the needs of the Air Force units or stations varied. It was recommended that this lack of flexibility be remedied by adoption of a system whereby personnel could be requested by individual specifications to meet the needs of each unit or station, and thus be fitted in as part of an operational Table of Organization. The procedure would be the same as for male replacements through a replacement control depot, the only difference being that Waacs would be supplied as units composed only of required specifications (Appendix 97).

This matter was discussed with the WAAC Staff Director upon her arrival in the European Theater of Operations. She recommended that the battalion arrive as requisitioned in order to avoid further delay of shipment, and that personnel be made subject to reclassification and assignment upon arrival (Appendix 4 of Appendix 1).

155. Reorganization into Table of Allotment. The First WAAC Separate Battalion which arrived in the European Theater of Operations 16 July 1943 consisted of:

Headquarters and Headquarters Detachment, First WAAC Separate Battalion
75th WAAC Post Headquarters Company
76th WAAC Post Headquarters Company
169th WAAC Post Headquarters Company
170th WAAC Post Headquarters Company
171st WAAC Post Headquarters Company

The Post Headquarters Companies were organized under WAAC Manning Table 35-2012, dated 14 December 1942, and the battalion was assigned to the Eighth Air Force[3]. As anticipated, the units did not suit the needs of the individual commands to which they were assigned and authority was therefore requested to consolidate grades, ratings and strength authorized in Manning Table 35-2012 for the above companies into a Table of Allotment assigned to the First WAAC Separate Battalion (Appendix 98). This was approved 17 August 1943 with the added provision that grades, ratings and strength of the Headquarters and Headquarters Detachment, First WAAC Separate Battalion, be included in one allotment, assigned to First WAAC Separate Battalion and to be utilized to reorganize Battalion Headquarters and Headquarters Detachment and the Companies to fit the needs of the command to which the personnel was assigned[4]. Pursuant to this authority, reorganization took place and allotment of grades and ratings were made on basis of strength authorized each command. When the 172nd WAAC Post Headquarters Company arrived in September 1943, and was assigned to the Eighth Air Force, the same procedure was followed.

156. Disbandment of WAAC Table of Organization Units.

a. The above units were disbanded 6 November 1943 by directive from the War Department and organized into detachments in accordance with WD Cir 226, 22 September 1943. Memorandum W 835-4-43, 31 March 1943 and Manning Table 35-2032, 31 March 1943 were used as a guide in organizing the detachments. The First WAC Separate Battalion and the 172nd WAC Post Headquarters Company were reorganized as follows: (Appendices 13a to 13d of Appendix 1).

Disbanded Units	Assigned To	Detachments Organized
Hq & Hq Det, 1st WAAC Separate Battalion	Hq & Hq Sq, 8th Air Force	WAC Det, Hq & Hq Sq, 8th Air Force
75th WAAC Post Hq Co	Hq & Hq Sq, 8th Fighter Command	WAC Det, Hq & Hq Sq 8th Fighter Command
76th WAAC Post Hq Co	Hq & Hq Sq, 8th Bomber Command	WAC Det, Hq & Hq Sq 8th Bomber Command

170th WAAC Post Hq Co	Hq & Hq Sq, 3rd Bombardment Div	WAC Det, Hq & Hq Sq, 3rd Bombardment Div.
171st WAAC Post Hq Co	Hq & Hq Sq, 2nd Bombardment Div	WAC Det, Hq & Hq Sq, 2nd Bombardment Div.
172nd WAAC Post Hq Co	Hq & Hq Sq, 8th Air Force	WAC Det, Hq & Hq Sq, 8th Air Force
169th WAAC Post Hq Co	Hq & Hq Sq, IX Bomber Command	WAC Det, Hq & Hq Sq, IX Bomber Command

b. The Second WAC Separate Battalion, consisting of Headquarters and Headquarters Detachment and the 173rd and 174th WAC Post Headquarters Companies, which arrived in the European Theater of Operations in two groups in September and October 1943, were disbanded 25 October 1943, assigned to Headquarters Special Troops, European Theater of Operations United States Army and organized into WAC Detachment, Headquarters Special Troops, European Theater of Operations, United States Army5.

157. Policy of Overhead Allotment. War Department Circular 226, 22 September 1943 abolished separate WAAC Tables of Organization or Manning Tables and directed the disbandment of WAAC Companies. War Department Circular 289, basic WAC Regulation, published 9 November 1943, which superceded War Department Circular 226, further provided that all WAC personnel be absorbed in authorized overhead allotments. Neither this circular nor the Army Air Force Regulation 35-44 took into consideration the fact that overhead allotments were not available to organizations of the Army Air Forces in Europe, to which nearly all Wacs in the European Theater of Operations were assigned at the time. The large requisition for WAC personnel placed by the Eighth Air Force was disapproved by the War Department because the personnel requested were to be part of Air Force Manning Table units, and considerable correspondence and several conferences ensued before the matter was straightened out. Headquarters, European Theater of Operations, took the initiative in granting the Eighth Air Force permission to assign its personnel to Manning Table units until a decision was made by the War Department. The situation was discussed with Colonel Hobby, Director of the Women's Army Corps, and Lieutenant Colonel Bandel, the Air WAC Officer, upon their arrival in England in February 1944 (Appendix 99) when it was explained that utilization of Wacs in Manning Table units had been entirely successful. Headquarters, United States Strategic Air Forces in Europe, in its endorsements on correspondence regarding this matter, dated 19 February 1944, stated that:

> "The organizational requirements of the Air Forces in this Theater would dictate the exclusion of Wacs if their use were made conditional upon the wholesale revision of Tables of Organization and Manning Tables to set up an overhead allotment."

When a separate quota of WAC personnel was authorized for the Army Air Forces in the European Theater of Operations, authority was also granted to use Wacs in Manning Table units in fixed headquarters and installations of the Army Air Forces in the European Theater of Operations. Meanwhile a request

was received by the War Department for a WAC Signal Table of Organization unit for the European Theater of Operations which was not authorized at the time due to the policy of shipping WAC personnel as casuals and assigning them to existing organizations for which grades were provided by overhead allotment (Appendix 100).

158. Assignments to Table of Organization Units Approved. In July 1944, however, the War Department notified Headquarters, European Theater of Operations, that War Department Circular 289 was being amended to permit assignment of Wacs in place of male personnel to fill suitable non-combatant positions in any fixed administrative headquarters or installation which complied with the basic conditions governing assignments of Wacs set forth in paragraph 7 c (1), (2), and (3) of War Department Circular 289, 9 November 1943[6]. Following distribution of this announcement to commands within the European Theater of Operations, many Wacs were reassigned to Table of Organization units. This change in policy provided the flexibility needed in order to properly utilize personnel, and made possible many assignments previously closed to WAC personnel. In the Army Air Forces where Wacs had been successfully assigned to Table of Organization and Manning Table units since November 1943, lack of adequate grades and ratings for WAC Detachment administration caused some difficulties in securing and promoting cadre personnel, since no overhead allotment was available to the Army Air Forces in Europe for this purpose (Section 1, Chapter 6 of Appendix 1). In most cases this was solved satisfactorily at command level by the A-1's alloting grades and ratings to the WAC unit from Tables of Organization to which Wacs were assigned in proportion to the number involved.

159. All-WAC Tables of Organization and Equipment Units. As a result of this change, several all-WAC Table of Organization units were formed in the European Theater of Operations, one being a War Department approved Table of Organization and Equipment unit, and two being provisional units organized under Tables of Organization approved by the European Theater of Operations.

a. 29th Traffic Regulating Group. The Transportation Corps was the first organization in the European Theater of Operations to take advantage of the policy. Since the spring of 1944 Wacs had been utilized by the Transportation Corps in London and in Southern Base Section where they helped control the count and distribution of incoming cargo and war supplies.

(1) Requirements for a Transportation Corps WAC unit were worked out by the Chief of Transportation, the WAC Section personnel officer, and the WAC Staff Director for the Transportation Corps, who came on temporary duty from the United States.

(2) Trained personnel furnished by Transportation Corps installations in the United States came to England 26 August 1944 scheduled for assignment to the Chief of Transportation, after having undergone four weeks of rigid training at Camp Shanks. On 4 September 1944 the unit landed on Utah Beach in France. The four WAC officers and seventeen enlisted women on duty with the Transportation Corps at Valognes joined the unit, and on 8 September they arrived in Paris

and were assigned for duty at Transportation Corps Headquarters as stenographers, typists, draftsmen, switchboard operators and in other clerical jobs.

(3) The unit operated as a company under Battalion Headquarters Command until it was activated as the 29th Traffic Regulating Group in October 1944 by authorization of Headquarters, European Theater of Operations. This was the first Traffic Regulating Group to be composed entirely of women. The Table of Organization allowed for 21 officers and 159 enlisted women. Only two of the officers were assigned to company duties. Enlisted women who were not included in the Table of Organization were placed on detached service with the Group[7].

b. The %3341st Signal Service Battalion. The next all-WAC Table of Organization unit to be organized was the %3341st Signal Service Battalion, activated in Paris, France on 23 November 1944. This was the first War Department approved Table of Organization and Equipment unit composed of WAC personnel in the Army of the United States.

(1) The Signal Corps in the European Theater of Operations had been interested in securing WAC personnel since their first arrival in the United Kingdom, due to the fact that so much of the work in the communications field, especially switchboard operation, was dominated by women in civilian life. The Signal Corps therefore early recognized the advantage of an all-WAC unit composed of telephone operators, teletypists, cryptographic technicians and message center clerks. Likewise many officer assignments in the Signal Corps were particularly well suited for women. No action was taken on the requisition submitted early in 1944 for the reason stated in paragraph 157 above, but a number of Wacs arriving in April 1944 for Services of Supply units were assigned to Signal Corps suties. As the need for telephone operators and teletypists became greater due to the imminent invasion of the continent, more and more Wacs were placed in nearly every department of the Signal Corps in order to release technically trained men for more advanced echelons. In May, Headquarters, European Theater of Operations, cabled the War Department for 100 telephone operators to be given priority shipment by air[8]. They arrived in July and shortly after the invasion WAC communications personnel were serving in France.

(2) The request for an all-WAC Table of Organization unit was revived immediately after receipt of authorization to assign Wacs to Table of Organization units and in October 1944 the War Department, after a series of cables had been exchanged on the subject, approved the activation of the unit under provisions of Signal Corps Table of Organization and Equipment 11-500, 22 September 1944, with an authorized strength of 30 officers and 736 enlisted women, to be designated as the %3341st Signal Service Battalion[9]. The delay in approval of this unit by the War Department was due to a discussion about means for accounting for a Table of Organization unit composed of female personnel without designating it as WAC since Wacs were non-combatant personnel and the Table of Equipment included arms equipment. It was finally decided to use the percent symbol to designate an all-WAC Table of Organization unit (Appendix 11). The Battalion has its own motor pool and battalion supply. The Table of Organization is the cellular type composed of the following teams:

4 H-H, Mess Teams.
40 G-H, Large Switchboard Operating Teams.
40 G-G, Small Switchboard Operating Teams.
4 D-A, Message Center Teams.
4 D-B, Message Center Teams.
4 D-I, Message Center Teams.
20 G-I, Teletype Teams.

(3) The War Department authorized the assignment of personnel available in the European Theater of Operations to the new organization, and promised to send additional personnel to fill the unit as fast as they completed individual training. Personnel was trained at Fort Monmouth and Camp Crowder as teletype operators (237), telephone switchboard operators (650), message center chiefs (674) and cryptographic technicians (805). Officers for operational jobs were also trained at Fort Monmouth. Meanwhile Wacs on duty with the Signal Corps were transferred to the Battalion upon activation and 150 enlisted women included on the Table of Organization for the Office of the Chief Signal Officer were attached to the Battalion, as were also 20 enlisted women assigned to the 3908th Signal Photographic Battalion. Shipments of personnel especially trained for the Battalion began arriving in the European Theater of Operations shortly after the first of the year.

(4) Some of these enlisted women had been among the first Wacs to arrive on the Continent; they had worked with field telephones on the beachhead of Valognes; they had set up the Paris Military switchboard as well as the Communications Zone switchboard and some of the women had outstanding qualifications in communications work. The chief operator of the Paris Military switchboard, for example, had 30 years experience as an operator/supervisor in civilian life prior to her Army service. Teams assigned to the Battalion have been serving all over the European Theater of Operations, in Brussels, Frankfurt, Berlin, and Vienna. WAC officers were utilized as telephone officers, message center officers, cryptographic officers, signal supply officers, and one officer was the executive and personnel officer for the Theater Service Forces, European Theater, Signal Center[10].

c. The 6888th Central Postal Directory (Provisional). The third WAC Table of Organization unit was the 6888th Central Postal Directory (Provisional), composed of a battalion of WAC Negro personnel[11]. These Wacs came over as casuals and were organized under provisions of a Table of Distribution and Allotment dated 28 December 1944, which was especially made in the European Theater of Operations for this battalion. They took over the I to Z portion of the postal directory and have served in Birmingham, England, in Rouen, and in Paris, France (Appendix 101).

SECTION 6

SUMMARY

160. To Summarize:

a. Only approximately one-fourth of the WAC officer strength in the European Theater of Operations was utilized in the administration of the Women's Army Corps, the

others being employed in a wide variety of assignments, chiefly staff and administrative, in lieu of male officers in nearly every arm, branch and service of the Army, which is indicative of the gradual integration into the Army which has taken place since the early days of the WAAC when WAAC officers were exclusively concerned with WAAC matters.

b. The Women's Army Corps in the European Theater of Operations was in effect a specialist corps in that only about one percent of the total enlisted strength was classed as unskilled personnel. The enlisted women of the WAC in the European Theater of Operations were employed in many administrative, clerical and technical jobs that called for knowledge, skill and responsibility and made an outstanding contribution to the war effort, especially in the clerical and communications field where their superior civilian training made them of the greatest value to the Army.

c. The great need for personnel in the above categories, the dearth of qualified enlisted men and the successful utilization of Wacs tended to channel the majority of WAC personnel into these fields and to prejudice utilization of acquired and latent skills in other work, such as mechanics, for instance, where they might have made a valuable contribution had the need for such personnel in the European Theater of Operations been great enough to overcome existing prejudices and to warrant the necessary adjustments and the training which it would have entailed.

d. In the event of another war, which might necessitate the drafting of women as well as men for the armed forces, utilization of women may be expanded to include many activities considered impracticable and unnecessary in World War II, including certain phases of combat depending upon the scope and the nature and location of the warfare. The continued use of women in technical and mechanical jobs in industry will make it seem as natural to employ women military personnel in a repair shop as behind a desk.

e. WAC personnel was successfully utilized in the European Theater of Operations in Headquarters, Forward Echelon, Communications Zone, Twelfth Army Group and others operating closely behind the enemy lines. Their good health and high morale under stress indicate that they could live and work under the same conditions as men and that fears and prejudices which prevented utilization of enlisted women on a more extensive scale in forward echelons and below corps level in the Army and division level in the Army Air Forces were unjustified. In the event of another war enlisted women may serve wherever their skills can be effictively employed including headquarters of armies and rear echelons of divisions and no limitations need be placed on command level at which women officers may serve.

f. The War Department's decision to limit assignment of WAC personnel to positions covered by overhead allotment was an impediment to flexibility in their utilization. The authorization of the assignment of Wacs to Air Force Tables of Organization and Manning Table units in the European Theater of Operations paved the way for removal of the above restriction, making possible expansion in assignments to all arms, branches and services operating under Tables of Organization and permitting experiments with all WAC Table of Organ-

ization units.

g. Assignments to existing Table of Organization and Manning Table units proved highly successful in achieving more complete integration into the Army as well as maximum utilization of skill. Difficulties occasionally experienced in securing adequate grades and ratings for WAC administration due to limitations of operational Tables of Organization can be remedied by having the Table of Organization unit concerned give up grades for overhead in proportion to the number of women assigned.

h. Experiments with all WAC Table of Organization units in the European Theater of Operations, such as the 29th Traffic Regulating Group and the %3341st Signal Service Battalion, have been successful and have given to such units a special pride derived from belonging to an operating organization and having a mission to perform for which they are responsible.

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CHAPTER 3

UTILIZATION IN POST OPERATIONAL PERIOD

SECTION 1

GENERAL

161. Pre-VE-Day Plans. Some of the plans for utilization of personnel in the operational period, such as in special service companies and hospital detachments, did not materalize until after VE-Day, and the extensive plans made in the fall of 1944 and spring of 1945 for utilization of Wacs in the Army of Occupation could not be realized because of the War Department's decision to reduce the quota of WAC personnel allotted to the European Theater[1], cancel scheduled shipments[2], and recall all Wacs to the Zone of Interior by 1 April 1946[3], later extended to 1 June 1946[4].

SECTION 2

WAC SPECIAL SERVICE COMPANY

162. Early Plan Realized. Enlisted women had been utilized successfully in individual assignments by Special Service at posts and stations in the United States as well as in the European Theater of Operations, but the plan to utilize Wacs in special service companies, conceived as early as March 1943, was not realized until August 1945 when the First WAC Special Service Company, organized in Paris, was activated by the Third United States Army in Bad Tolz, Germany, and attached to II Corps, Salzburg, Austria, for a 60-day training period[5].

163. Interest in European Theater of Operations. The plan as initiated by a WAC Special Service Officer, was approved by Special Service Division, Army Service Forces (Appendix 102), but the Director, WAC, withheld her approval for fear that such utilization of WAC personnel would detract from the serious purpose of the Women's Army Corps (Appendix 39). Meanwhile, this officer was assigned as WAC special service officer to the European Theater of Operations in the spring of 1944 and the WAC Staff Director, European Theater of Operations, became interested in the plan. It was discussed with the Chief, Special and Information Services, European Theater of Operations, who concurred, and the WAC Staff Director obtained approval of the plan from the Director, WAC, in January 1945[5].

164. Authorization and Activation. Shortly after VE-Day authorization was obtained from the special service officer in charge of special service companies, European Theater of Operations, to organize one of the five special service companies authorized the European Theater as a WAC unit and take over an enlisted men's Table of Organization of a unit which was to be redeployed. The composition of the company was in accordance with the Table of Organization and Equipment for special service companies, 28-17, dated 16 March 1944, and equipment authorized in above Table of Organization and Equipment was issued to the company although the company was organized only provisionally[4]. The activation order dated 14 September 1945 states that the company will be activated as of 5 August 1945 and personnel absorbed in Table of Organization and Equipment 200-1 and 200-2 dated 26 October 1944 as amended[5]. The company was designed to function either as a company, or by separate platoons, each capable of establishing a complete recreational center with athletic, musical, theatrical, library, handicrafts, and motion picture facilities[5].

The company is presently assigned to XX Corps of the Third United States Army; headquarters is located in Starnberg, with one platoon each in Berchtesgaden, Wasserburg, and Garmisch (Appendix 39).

165. Selection of Personnel. At the request of Headquarters, European Theater of Operations, a field representative for Special Service Division, Army Service Forces, arrived in the European Theater of Operations in May 1945 on temporary duty from Washington to assist in organizing the unit, whereupon selection of personnel was made from WAC units in the European Theater of Operations (Appendix 103) as well as from incoming shipments. Versatility was a primary factor in selection and approximately 1000 enlisted women were screened and service records checked in order to get personnel suitable for training in special service work (Appendix 39)

166. Success of Experiment and Plans for Extension. Reports on the activities of the First WAC Special Service Company have been unanimously favorable and justify the expectations of those responsible for planning and organizing the company. Some of the functions of the American Red Cross, such as clubs, library service, clubmobile operation, donut dugouts, and rest centers, were properly the responsibility of the Army and should have been special service functions performed by military personnel. It has long been felt that WAC personnel would be particularly well suited to take over these activities. At the conference held 8 December 1945 at Starnberg, Germany (Appendix 39), it was proposed that:

a. Special service battalions be organized and assigned on the basis of one to each corps, each battalion to include the following activities:

(1) 1 WAC Special Service Company.

(2) 1 Enlisted Men's Special Service Company.

(3) Clubmobile Operations.

(4) Rest Center Operations.

(5) Service Center Operations.

(6) Donut Dugouts.

(7) Jeep Show Operations.

b. Two types of special service companies were recommended, one for duty with the various elements of the armies in forward areas, and the other for more static operation with Base Section service force installations in rear areas.

c. Enlisted men and enlisted women should be assigned to separate organizations and not included in the same Table of Organization, and that for joint undertakings they work together on a loan basis.

SECTION 3

WAC HOSPITAL DETACHMENTS

167. A number of Wacs had good background in medical work from civilian life and there had been considerable interest in this field on the part of WAC personnel since the early days of the WAAC/WAC

organization. WAC officers were first detailed in the Medical Administrative and Sanitary Corps in 1944, and in the fall and winter of 1944-1945 Wacs were being recruited and trained in the United States in great numbers for the medical service. The question of assigning WAC personnel to general hospitals in the European Theater of Operations did not come up until the winter of 1945, although the medical department had utilized Wacs in a variety of assignments in offices and dispensaries at posts and stations where Wacs were located throughout the operational period. When the WAC Staff Director was ordered on temporary duty to the Zone of Interior in January 1945 she was specifically directed to discuss the matter of utilization of Wacs in hospital units destined for overseas duty[8]. In February 1945, when enlisted men were being withdrawn from service units and fixed installations for infantry training, the Office of the Chief Surgeon made plans for substituting WAC personnel for enlisted men (Appendix 104), and on 4 April 1945 a request was made for 300 WAC specialists qualified as chief clerks (502), stenographers (213), clerk typists (405), X-ray technicians (264), medical laboratory technicians (858), pharmacy technicians (859), surgical technicians (861), dental technicians (855), and medical technicians (409). These enlisted women would be assigned to general hospitals in detachments consisting of 1 WAC administrative officer and 49 enlisted women (Appendix 105). This plan was not realized until in July 1945 when the first WAC hospital company was assigned to the 116th General Hospital, later redesignated the 98th General Hospital, located in Munich, Germany, and in December 1945 another WAC unit was assigned to the 97th General Hospital in Frankfurt, Germany. Personnel for these two units were trained in medical technical work by the medical department and all had served in Army hospitals in the United States prior to their overseas assignment. (Appendix 11)

SECTION 4

PLANS FOR ARMY OF OCCUPATION

168. Survey of Requirements. In accordance with the expressed desire of the Supreme Commander to include a large number of WAC personnel in the Army of Occupation as early as the situation permitted after cessation of hostilities, a study of the tentative troop basis suggested by the War Department was made which revealed that approximately 50,000 Wacs could be appropriately utilized but in view of the overall strength of the Women's Army Corps it was considered reasonable to plan for utilization of approximately 10,000 in the European Theater of Operations. A memorandum was sent out to G-1s of Groups, Armies, and Corps requesting an estimate of their requirements, inclosing for their guidance charts showing appropriate Army Service Force and Ground Force Table of Organization installations which could absorb WAC personnel up to fifty percent and War Department requirements for WAC detachment overhead which would have to be absorbed within Table of Organization or non-Table of Organization allotment (Appendix 106).

169. Theater Approval. In November 1944 recommendations were requested by G-1, Headquarters, European Theater of Operations, from chiefs of services regarding utilization of WAC personnel in the following Tables of Organization in the Army of Occupation up to fifty percent of the total authorized strength, personnel to be utilized in clerical, administrative, communications, and similar types of work:

Service	Unit	T/O	Auth Str
Ground Forces Reinforcement System	Hq & Hq Co Repl Depot	20-42	202
Adjutant General	Base Post Office		235
Chemical Warfare Service	Base Depot Co	3-117	165
	Depot Co	3-67	178
Special Services	Special Service Co	28-17	114
Ordnance	Base Depot Co	9-377	115
Quartermaster	Hq & Hq Co Base Depot	10-520-1	154
	Graves Registration Co	10-297	126
	Sales Co	10-157	178
Signal	Base Depot Co	11-597	128
	Opns Battalion	11-95	552
	Depot Co	11-107	143
	Photo Co	11-37	146
Transportation	Hq & Hq Co Major Port	55-110-1	520
	Hq & Hq Co Mbl Port	55	562
	Hq & Hq Co Regl Sta	55-302	184
	Traffic Reg Group	55-300	375

Reports of chiefs of services were forwarded to G-3 and G-4 for concurrence together with a tabulation showing the number of WACs who could be used in the Army of Occupation (Appendix 107) and an estimate of non-Table of Organization overhead and senior field headquarters' requirements amounting to an additional 2,500 (Appendix 107). The plan as outlined in the tabulation of WACs to be utilized in Table of Organization units in the Army of Occupation (Appendix 107) was approved by G-3 and G-4.

170. Request for Quota. In January Headquarters, European Theater of Operations, cabled the War Department a request for a quota of 750 WAC officers and 10,000 enlisted women exclusive of quota for Army Air Forces personnel to arrive at the rate of 200 officers and 2,000 enlisted women per month beginning the earliest possible date, giving as basis for the requirement the release of male personnel for combat duty, current maximum utilization of available WAC personnel, and their subsequent utilization in the post war occupational forces, and further stating that the WAC Staff Director, European Theater of Operations, was being sent to the Zone of Interior to discuss the need for personnel [7] and [8].

171. Approval by War Department.

a. The attitude of G-1, War Department, to the above plan is indicated in an inter-office memorandum to the Chief of Staff dated 2 February 1945[9], in which it was recommended that (1) approval be given in principle to the utilization of WACs in the post war occupation forces in Germany; (2) a large enough number of WACs be supplied the European Theater of Operations to give the WAC an established status in the Army of Occupation; (3) Military Personnel Division, Army Service Forces, be instructed to make an immediate survey to determine the numbers available to meet the increased quota by means other than recruitment. In line with these recommendations, the War Department cabled its reply to the European Theater of Operations indicating general approval of the plan and that a survey to determine availability of personnel would be made[10].

b. Approval was cabled to the European Theater of Operations 15 March 1945[11] for a quota of 700 WAC officers and 10,100 enlisted women to include quota for the Army Air Forces, personnel to be absorbed in the present troop basis and shipped in increments

not to exceed 75 officers and 800 enlisted women, beginning in May. An estimate of future requirements was desired to permit setting up necessary technical training. Due to shortage of personnel in critical categories, requisitions would consist of an overall spread of specification serial numbers, the total number of stenographers (213) and clerk typists (405) requested would be limited to 10 percent and 20 percent respectively. The cable further outlined the spread of grades and ratings of officers and enlisted women to be furnished.

c. The WAC Staff Director reported, upon her return to the European Theater of Operations, that the War Department did not consider it necessary to make any policy decision regarding utilization of Wacs in the Army of Occupation since it took for granted that, until the defeat of Japan plus six months, Wacs would serve wherever required. The only available sources of personnel in the Zone of Interior were the three major commands and the War Department. The difference between the current Theater strength and the new quota (which included Army Air Forces but not commands attached to the European Theater of Operations) would therefore be supplied by them approximately as follows:

Command	Officers	EM
Army Service Forces	165	1,850
Army Air Forces	120	1,500
Army Ground Forces	15	100
War Department		50
Total	300	3,500

In addition to supplying personnel in monthly increments until a total as indicated above had been reached, replacements for normal attritional losses would be furnished up to one-half of one percent of the current Theater WAC strength. Due to the extreme shortage of stenographers and typists the WAC Staff Director recommended that general clerks (055) be trained in the European Theater. Personnel in other scarce categories, such as code clerk (805), teletypist (237), message center clerk(667), telephone switchboard operator (650), and radio operator (766 and 777) would be trained in the United States and would not be available until after July 1945, since training programs would have to be established upon receipt of requirements from the European Theater of Operations (Appendix 11).

d. In May The Adjutant General, War Department, confirmed the quota as indicated above, thus rescinding the quota established under the provisions of War Department Circular No 462, 1944, and directed that no requisitions in excess of the authorized number would be submitted to the War Department [12].

172. Post-VE-Day Status. On receipt of the new quota, allocations were made to the commands and services (Appendix 108) and a directive was sent out from Headquarters, European Theater of Operations, requesting reports of shortages and future requirements by Military Occupation Specialty within Table of Organization and non-Table of Organization allotments[13], which by 17 April 1945 totalled 6,518 (Appendix 109). The first shipment under the new quota had been received and plans were complete for the utilization of the personnel, all requisitions except for the last increment of 75 officers and 800 enlisted women had been sent to the War Department, when a

series of cables from the War Department changed the situation completely:

a. In June the quota of WAC personnel for the ETO was reduced to 500 officers and 6,000 enlisted women. Requisitions already submitted would be honored, personnel over and above the new quota to be considered replacements for Wacs returning to the US under provisions of Readjustment Regulations 1-1 and 1-5. Other needs precluded the possibility of reopening WAC shipments to the European Theater of Operations in substantial numbers for some months to come[14]. (Appendix 110).

b. Both May[15] and June[16] shipments had suffered deletion of critical category personnel, and all critical category personnel were deleted from July[17] shipment, totalling 85 stenographers, 170 clerk typists, and 122 general clerks. The following distribution in the European Theater of Operations was considered necessary to insure maximum utilization of skills:

10% stenographers (213)
20% clerk typists (405)
20% telephone operators (309) and teletypists (237)
20% general clerks (055)
10% administrative overhead
20% miscellaneous skilled and unskilled personnel

Approximately 3,000 enlisted women had adjusted service rating scores over 44 points; 20% of these were stenographers and 25% clerk typists. Personnel in these categories were temporarily "frozen" and there was a possibility that it would become necessary to include telephone operators in the "frozen" categories (Appendix 111). A cable was sent to the War Department 29 July 1945, requesting information on shipment of deleted personnel, stating that need for personnel in Military Occupation Specialties 213, 405, 309, and 055 was critical and that the need for these specialties would retard redeployment of high-score personnel[18].

c. In September the War Department advised Headquarters, European Theater of Operations, that no more Wacs would be sent overseas and cancelled out-standing shipments[19]. The War Department further advised that the authorized quota was now meaningless since Wacs would be returned to the United States on the same basis as male personnel but without being replaced, which eventually would result in no WAC personnel in the Army of Occupation[20]. The same month information was received that all WAC personnel would be returned to the Zone of Interior by 1 April 1946[3], which was later changed to permit individual officers and enlisted women to remain in the Theater until 1 June 1946[4].

SECTION 5

SUMMARY

173. To summarize:

a. Experiments with WAC Special Service units in the European Theater of Operations indicate that this field holds unlimited possibilities for the skills and talents of women, and that such units would have been of inestimable value during the operational as well as the post-operational period had personnel been available.

b. Certain American Red Cross activities, such as clubs, rest centers, library services, clubmobile operations, and donut dugouts could be effectively performed by WAC Special Service personnel in the event of approved War Department policy for such utilization.

c. Due to lack of personnel only a small number of Wacs have been utilized by the Medical Corps in the European Theater of Operations. Wacs could have been used advantageously in large numbers in administrative, clerical, and technical capacities at every medical installation utilizing women officers as nurses had personnel been available.

d. The War Department's decision to discontinue shipments of WAC personnel to the European Theater and cease furnishing replacements for those redeployed was a serious blow to the European Theater, which considered Wacs their primary source of critically needed clerical and communications personnel, and required the revision of plans for their utilization in the Army of Occupation.

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PART FIVE

PUBLIC RELATIONS AND HEALTH

CHAPTER 1

PUBLIC RELATIONS

SECTION 1

PURPOSES AND POLICIES

174. Press Interest. The Women's Army Auxiliary Corps became the subject of a great deal of interest and curiosity in the European Theater of Operations upon arrival of the Theater WAAC Staff Director. So much of her time was demanded both by American and foreign press and radio representatives that it soon became apparent that special WAAC public relations activities were necessary to take advantage of this interest in order to create and stimulate good will and favorable public opinion of the Corps, interpret its functions, and assist the War Department in its recruitment activities by furnishing pictures and stories of interest to the American public.

175. Assignment of Public Relations Officer. In order to accomplish this purpose, a WAC officer with newspaper experience in civilian life was transferred to the Public Relations Office, Headquarters, European Theater of Operations, on 4 July 1943, and a WAC section organized in that office at the request of the Theater Public Relations Officer. A report outlining WAC public relations activities in the European Theater of Operations prepared by that office is attached as Appendix 112 and is used as source material for this chapter.

176. WAC Public Relations Policies in the European Theater of Operations follow in general the policies outlined in "WAC Public Relations Policies", 24 June 1944, by WAC Group, War Department Bureau of Public Relations, which emphasize principles of good taste and propriety and stress the following points:

a. The work actually done by the Wacs to further the war effort.

b. The WAC is an accepted and integral part of the Army.

c. Wacs, while good soldiers, have not lost their feminine qualities.

d. Adequate recreational and religious facilities are provided by the Army for its women as well as its men.

e. Refer to Wacs as women, not girls.

f. Photograph in proper uniform, avoid "cheesecake" and glamorization.

g. Avoid derogatory stories, cartoons, and objectionable material under the guise of humor.

SECTION 2

PROCEDURES

177. Centralization of Control over policies, news stories and pictures was put in effect upon the arrival of the First WAAC Separate Battalion in order to establish a policy of dignity and honest coverage, stressing the serious purpose of the Corps and preventing needless exploitation, gags and publicity stunts. The changeover from auxiliary to Army status which took place only a few weeks after the arrival of the First WAAC Separate Battalion[1-2] also created problems which required delicate handling as is indicated in a memorandum to the Theater WAC Staff Director from the WAC Public Relations Officer dated 2 October 1943, excerpts of which are quoted below:

> "War Department letter instructed us to consider information on number of Wacs leaving the Corps as confidential. Press here was antagonized because clippings from America and from the African Theater quoted WAC Training Center public relations officers on numbers and percentages leaving the Corps."
>
> "The WAC public relations job in this theater - a theater new to Wacs - was exceedingly difficult because the First WAAC Separate Battalion arrived here without initial processing on the conversion to the WAC. Both American and British press were extremely critical of the fact that valuable shipping space and tax payers money were used to bring Wacs here and ship them home in a few weeks. We got through it without adverse publicity, but as you know, it wasn't easy".

178. Decentralization. As soon as sound public relations policies had been established, it was no longer necessary to control release of WAC copy and pictures at the Public Relations Office, Headquarters, European Theater of Operations, and with steadily increasing numbers of Wacs dispersed over expanding areas it became desirable to decentralize authority for release of WAC news and pictures at the various headquarters where they were assigned.

179. Extent and Techniques of Coverage. An attempt was made to cover in story and pictures every WAC Detachment and as many individual Wacs as possible through regular Army Public Relations channels at their respective headquarters as well as by the WAC Public Relations Officer. This required close cooperation with public relations officers and WAC unit correspondents in the field, and to accomplish this field trips were made covering sixty installations spread over England, Wales, Scotland, France, Belgium, Germany, Austria, and Bavaria. The WAC Section, Public Relations Office, Headquarters, European Theater of Operations, fluctuated in strength from one officer during the period from July 1943 to April 1944, to two officers and two enlisted women from April 1944 to February 1945, and two officers and one enlisted woman during the period February 1945 to June 1945. It planned many special events and programs to feature the Wacs in the European Theater of Operations, their work, religious activities, travel and recreation, by means of newspaper and magazine articles, radio, speeches, newsreels and pictures. This has necessitated close liaison with all departments of the Army, and with United States war correspondents and radio commentators as well as foreign press and radio representatives. The practice initiated in August 1943, when over 600 United States newspapers were furnished home town copy on the First WAAC Separate Battalion at the specific request of the Director, WAC, War Department[3], was continued and the WAC Public Relations Section in the European Theater of Operations

provided as many as 8,000 United States newspapers a month with releases to supplement the war correspondents' copy. In addition much material was furnished WAC Group, Public Relations Bureau, War Department, as well as to individuals upon request.

SECTION 3

PROJECTS

180. Outstanding Accomplishments. Some of the outstanding accomplishments of the WAC Public Relations Section are listed below. A more detailed description is given in paragraph 6 of Appendix 112.

a. Coverage for arrival of First WAAC Separate Battalion by thirty-eight correspondents, radio commentators and photographers.

b. Adoption of two British war orphans and entertainment of orphans and underprivileged children.

c. Liberator named "Pallas Athene - GI Jane" (Appendix 113) and locomotive named "WAC Blazer".

d. Successful coverage of transfer from WAAC to WAC and transfer of women from the British services to the Women's Army Corps.

e. Coverage of visits to the European Theater of Operations by the Director of the Women's Army Corps, and congresswomen Mrs. Bolton and Mrs. Rogers.

f. Authority secured for five women correspondents to accompany the first WAC unit to Normandy.

g. Successfully explained the mission of the Wacs to the French public through the French press and radio.

h. Originated the idea for WAC Day in the European Theater of Operations for the second WAC Anniversary and the WAC parade down Champs Elysees on the third anniversary.

i. Secured entry into Berlin by Wacs, 5 July 1945, and to the Potsdam conference to publicize WAC telephone operators.

j. Coverage of Wacs on duty at the Nurnberg trials.

k. Published "The Story of the WAC in the ETO" (Appendix 36)

l. Preparation of a documentary European Theater of Operations WAC film.

m. Appearance of Wac stories and pictures in widely read American and foreign magazines and WAC broadcasts over all major American networks.

SECTION 4

PROBLEMS

181. Limitations Due to Minor Factors. No major problems were encountered in the European Theater of Operations as far as public relations were concerned. Certain inevitable difficulties presented

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themselves from time to time which limited the scope of the work somewhat, such as lack of personnel, conflict in objectives between WAC public relations officers in the United States who were looking for recruitment material and the WAC Public Relations Officer in the European Theater of Operations who had to consider competitive reporting at ten cents a word. Frequent changes in chiefs (seven shifts in the Theater Public Relations Office and six shifts in the WAC Group, Public Relations Bureau, War Department) necessitated numerous adjustments and consequent waste of time. Failure on the part of the Wacs to respond to requests for information was at times a hindrance, and direct contacts with the press on the part of a few officers and enlisted women resulted in a few compromising stories in the press.

SECTION 5

SUMMARY

182. To summarize: The assignment of a WAC officer to the Public Relations Office, Headquarters, European Theater of Operations, was essential to interpreting the function of the Women's Army Corps to the members of the Armed Forces, the American public and the Allies. The WAC public relations program in the European Theater of Operations was highly successful.

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CHAPTER 2

HEALTH

SECTION 1

INTRODUCTION

183. The prospective health status of the members of the Women's Army Auxiliary Corps was a matter of frequent discussion and speculation prior to their arrival in the European Theater of Operations. Opinions varied from favorable to unfavorable, especially with regard to the medical care and facilities required, probable pregnancy rate and resulting maternity care, possible venereal disease rate, extent of neuropsychiatric disease and special equipment required for treatment of gynecological conditions. To the relief of all concerned, it was soon observed that America's female soldiers could "take it", inclusive of bombs, cold, fog, rain, snow, mud; life in tents, mansions, huts, and hotels; frequent moves in the wake of combat from England to France to Germany and spreading over the entire liberated and occupied Continent; deprivation of milk, citrus fruit, and all of the other normal tastes, comforts, pleasures, and rest to which they were accustomed in the United States. This was emphasized by the following extract from the "Annual Report of the Consultant for the WAC", 19 January 1945 (Appendix 114).

> "During 1944 WAC strength in the Theater expanded to about 6000, and large and small units were distributed over the United Kingdom and after D-Day were expanded on to the Continent. This period from August to September was one of great changes, moving headquarters, unsettled conditions, and uncertain hospital care. Yet it was a period when spirits were high, morale excellent, and all physical discomforts were minimized. The sick rate was the lowest of the year. Various facilities were no better than for the men; women landed on the beaches the same way and often slept out in the open field."

SECTION 2

ESTABLISHMENT OF POLICIES AND PROCEDURES

184. Directives. Periodically, as required, the Office of the Chief Surgeon published numbered Circular Letters outlining policies and procedures for the medical care of women, based on experience with test cases throughout the Theater and War Department Directives. The first of these was Number 140, subject: "Hospitalization of Women's Army Auxiliary Corps (WAAC) Personnel", 15 September 1943, since rescinded by Number 80, 10 June 1944. Initially all policies were written specifically for "WAAC/WAC personnel", then for "female military personnel", thereby including Army Nurse Corps officers, and finally for "female personnel" inclusive of women serving with the Army in uniform but in civilian status, certain State Department personnel, and dependents of military personnel. Here, as in matters pertaining to personnel, supply, and training, it was found that procedures worked out for the WAAC/WAC were effectively usable for other female personnel. Current directives of this kind included:

a. Office of Chief Surgeon Circular Letter Number 78, subject: "Medical Policies Female Personnel", 6 November 1945.

b. Office of Chief Surgeon Circular Letter Number 78, subject: "Policies and Procedures Governing Care of Patients in the ETO", 10 June 1944, (paragraphs 5 c and 7).

185. Informal Memoranda. Usually, Office of the Chief Surgeon directives were preceded by informal carrier notes and letters between the Medical Consultant for WAC, the WAC Staff Director, and the Chief Surgeon. For example, the following carrier note, dated 24 February 1944, set forth the operating policy on the care of venereal disease, pregnancy, and abortion cases:

TO	FROM	DATE	
C/Surg	Capt Loizeaux	24 Feb 1944	"Subject: Policy on Disposition of Cases of Venereal Disease in the WAC.

Members of WAC who contract venereal disease will be treated primarily in hospital. This policy differs from that for the men in that gonorrhea in women is treated in hospital and not in a dispensary and not on a duty status. Gonorrhea in women is not a simple disease and is usually a gynecological problem. It is also unwise to allow such a case to remain in a billet where isolation is impossible. It is felt that this policy can be carried out through the professional discretion of the unit medical officer and that at present it will not be necessary to make this an administrative order.

This policy is automatic in the Air Forces as the Surgeon of the Air Forces has sent out a directive stating that pelvic exams will not be done at an air force dispensary.

M. C. L.

"Subject: Policy Disposition of Pregnancy Cases.

Cases of pregnancy among WAC members will be boarded through medical channels to the Z I.

It is obvious that the diagnosis should be made as early as possible; an A-Z Test may facilitate the making of this diagnosis early and it may be done at the 1st General Medical Laboratory.

It will be wiser to admit a suspected case of pregnancy to hospital for diagnosis.

M. C. L.

"Subject: Policy on Disposition of Cases of Abortion in the WAC.

A member of the WAC who aborts, whether spontaneously or not, will be sent back to duty if she is fit medically to do so. Any other aspect of the case will be handled by WAC authorities.

M. C. L.

Copies to: Base Section Surgeons (Not N.I.)
Major Wilson, WAC Director, ETO
Col. H. B. Wright - Air Force
Lt. Col. Best - 9th Air Force"

186. Summary of Current Policies and Procedures.

a. Dispensary care is provided as for other military personnel, except that time and space is arranged to assure normal privacy to female personnel.

b. Hospital care is furnished at designated installations within medical centers in order to conserve bed space and provide obstetric gynecological specialists.

c. Whenever possible cases of pregnancy, gynecological disease (except simple dysmenorrhea without pelvic pathology), mammary tumors, and neuropsychoses are admitted directly to designated hospitals for treatment.

d. Prompt hospitalization is required for pregnancy, which is classified as "LD: No". Relief from active duty and discharge is specified for medical corps personnel and mandatory for all other female military personnel but in general not accomplished until personnel are returned to the United States. Evacuation is specified within a seven-month period; thereafter retention in the European Theater is authorized for delivery and subsequent evacuation with infant.

e. All venereal disease cases are treated in hospitals on an "in-patient" status. Those cases which prove to be chem-resistant or "closed" are evacuated to the United States or to their own nationals for further treatment and disposition except when specifically authorized otherwise by the Theater Chief Surgeon.

f. Illegal abortions, complete or incomplete, are classified "LD: No, AW 107", with misconduct, and are returned to duty if medically fit to do so.

g. Conditions pertinent to female personnel only and unsuitable for treatment in the European Theater are evacuated to the United States or their own nationals, including (1) Cancer (breast and pelvic of external or internal genitalia), (2) Pregnancy, (3) Chemo-resistant venereal disease, (4) Menorrhagia and/or metrorrhagia, severe, (5) Dysmenorrhea, severe, recurrent, and menopausal syndrome, severe, with disabling psychic or physical manifestations [1-4].

h. Monthly physical examinations are usually conducted in barracks, occasionally in dispensaries or infirmaries (Appendices 114 and 115).

SECTION 3

ORGANIZATION OF MEDICAL CARE FOR WAAC/WAC PERSONNEL

187. The Consultant. Anticipating the arrival of the members of WAAC, the Chief Surgeon procured on a contract basis the advisory assistance of one of a group of American female physicians who had been serving with the British. Later, on 4 October 1943, with the concurrence of the WAC Staff Director, this doctor was assigned by Office Order Number 39 "To the Division of Professional Services, Office of the Chief Surgeon, for duty as special consultant in all matters pertaining to the Medical Department concerning WAC personnel" (Appendix 115). She was charged with the responsibility for the initial planning required to set up the medical program, the policies and procedures which applied exclusively to women, and technical supervision of medical installations servicing female personnel. Specifically, her services were available at all times upon the request of

WAAC/WAC unit commanders for investigations, individual consultations, and group hygiene lectures. For the WAC Staff Director, she analyzed causes of the higher non-effective rate of WAAC/WAC personnel, assisted in processing new arrivals and in procuring special dispensary equipment needed for female personnel, expedited return to the United States of medical evacuees, conducted investigations, reported on all cases of death, and advised as to scales for sanitary facilities.

188. The Dispensary. Normally the station dispensary which was utilized for male military personnel was set up for the use of women with separate sick call hour, examining rooms, bed space, and other facilities as required by the local situation. In two areas where there was a large concentration of personnel, dispensaries for female personnel only were organized for the convenience of the Medical Department. In both cases female medical officers were in charge although not specifically requested. Where nurses were not already on duty WAAC/WAC personnel were either assigned to the Dispensary Table of Organization as nursing orderlies or carried on the Detachment overhead allotment and placed on duty in the dispensary.

189. Hospitalization. Station and general hospitals adjacent to WAAC/WAC units have been used except in cases requiring specialized care. These cases have been admitted preferably directly, or, when necessary, indirectly to those hospitals designated for that purpose and include gynecological, neuropsychiatric, and pregnancy and evacuation cases.

190. Medical Officers. In general the local medical officer took particular interest in the WAAC/WAC; so much so that it is believed that the women reported for sick call, and/or were placed sick in quarters or hospitalized when in the same instance a man would have been returned to duty. This sincere attention contributed in part to the consistently higher non-effective rate of the Wac over the entire theater. Local medical officers were not, in all cases, qualified in gynecology and obstetrics and although all patients with this condition were adequately cared for at key hospital locations, a survey and re-allocation of medical officers might have made a larger number available for duty at stations near where WAC personnel was on duty.

191. Detachment of Patients. Although Ground and Field Force and Air Force Reinforcement Depots were used for the processing of designated incoming shipments and returnees to the States, all such personnel were marked for immediate utilization. The depots, therefore, were not set up to take care of a pool of reinforcements and it was necessary to direct that WAAC/WAC members of the Detachment of Patients returning to duty would be returned directly to their unit rather than reassigned through the reinforcement system. This system worked well with the exception of a few cases of oversight. Here, as in all other kinds of administration, processing improved as the numbers of WAC personnel in the European Theater increased and all echelons of command became familiar with their requirements.

192. Monthly Physical Examinations were conducted in quarters for the most part in accordance with War Department and European Theater of Operations directives by the station medical officer irrespective of sex. Some consideration was given to the utilization of female medical officers for this purpose only. However, it was not considered advisable as it would tend to create antagonism between the local medical officer and visiting officer unless she were specifically requested by the former. Further, this would allow the local officer to sidestep responsibility for pathological cases and the general health of the women in the unit.

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193. Health Instruction. War Department Mobilization Training Program 35-2, 15 October 1944, required instruction of all WAC personnel in social hygiene, personal hygiene, control of communicable diseases, and personal adjustment. This was the responsibility of the unit commander, who usually requested the assistance of the local Medical officer and the WAC Consultant on those lectures concerned purely with health problems. All Wacs entering the European Theater of Operations were given general orientation on the climate, food, sanitary conditions, requirements of work, and the relation of these factors to their health and well-being. When the pressure of work began to be reflected in the non-effective rate prior to D-Day, and there was possible danger of epidemics, the WAC Consultant made a tour for the express purpose of discussing these factors with units and individuals. Again when the move was made from England to France, special talks were given on the subject of keeping clean and fit under field conditions.

SECTION 4

SPECIAL PROBLEMS

194. Non-Effective Rate.

a. Comparative examination of non-effective rates for all military personnel and WAC personnel in the European Theater of Operations, WAC in the Zone of Interior, Air Force WAC personnel in the European Theater of Operations, Service and Field Force WAC personnel in the European Theater, and WAC personnel in the United Kingdom and on the Continent indicates that:

(1) European Theater of Operations WAC personnel consistently maintain a higher non-effective rate than all European Theater military personnel and a slightly higher rate than Women's Army Corps personnel in the Zone of Interior[9].

(2) Air Force WAC personnel in the European Theater of Operations who are on duty in rural areas consistently maintain a lower rate than Field and Service Force Wacs who for the most part have been stationed in metropolitan areas[9].

(3) United Kingdom rate for WAC personnel is consistently higher than that of continental WAC personnel[9].

(4) Days lost per Wac case tend to be lower in the 20 to 30 age group than in the 30 to 45 age group (Appendix 116).

(5) Days lost per case are higher among those who have been in the European Theater less than six months or more than one year (Appendix 116)

b. Factors in the European Theater of Operations which tend to affect the non-effective rate, less battle casualties, of women and men alike include: seasonal changes (the rate is higher in winter than in summer); epidemics, especially influenza, diarrhea, and colds; changes of station to new locations; accumulation of physical and mental fatigue just prior to and after V-E Day as a result of a continuous seven-day-week schedule.

c. Factors which tend to affect the non-effective rate of women only include: location of duty for most part in metropolitan areas (units with the lowest rate are field units); in general, sedentary type of work indoors; night and underground duty at switchboards

and in "ops" rooms; backlog on evacuees caused by priority shipment of battle casualties; hospitalization of all pregnancies; "in-patient" treatment of all venereal and gynecological disease; the tendency of medical officers to more frequently place in quarters or hospitalize female personnel rather than return them to duty; and reluctance of offices to release WAC personnel for physical recreation.

d. Four studies have been made on this problem: three by the Surgeon's office (Appendices 117 through 119), the other a "Medical Survey WAC Personnel, Eighth Air Force", with particular emphasis on one unit (Appendix 116). It is believed that none of these reflect a true picture, and that present statistical records available to the Theater General Board could not further clarify the situation without extensive study.

195. Pregnancy and Maternity Care.

a. No adequate program for the processing of pregnancy cases and maternity care was provided by the Army for the Army Nurse Corps or Women's Army Corps until October 1944[2-6] (Appendices 120 and 121). In the interim, medical officers, WAC personnel, and private welfare agencies handled each case individually and as effectively as possible. As might be expected with no established program, some women were neglected. This condition was particularly disastrous in cases of enlisted women returning from overseas who, in the absence of income other than past enlisted pay, and of husband, and family, needed both advice and financial assistance. On occasion, WAC unit commanders made arrangements with their own families to assist the woman upon her return to the United States.

b. Present policy makes immediate discharge mandatory upon arrival in the Zone of Interior of overseas cases, and authorizes prenatal, obstetric, and postnatal care, if desired by the veteran, at designated Army general hospitals. Those beyond the seven-month-period are retained in the European Theater, provided obstetric and maternity care, and after delivery are returned to the United States with the infant for discharge. This policy has resulted in some WACs intentionally failing to report pregnancy with the hope of avoiding discharge until after delivery or, in the case of clinical abortion, return to duty if physically fit.

c. It is apparent that pregnant military personnel fear the period of uncertainty between discharge and rehabilitation to Army status or civilian employment, especially when they are in the enlisted category, widowed, single and/or entirely dependent upon their own limited resources for financial support and mental assurance. It is recognized that further assistance in the form of commutation of quarters and rations and administration to pregnant military personnel by delaying discharge until the completion of rehabilitation might place the Army in a compromising position and encourage the abuse of the privilege by all members and prospective members of the services. Nonetheless, the Army has traditionally prided itself on its paternal attention to the welfare of its troops, and careful analysis should be made of the success of the current program and of the possibilites for further extension of assistance.

SECTION 5

SUMMARY

196. To summarize:

a. The utilization of female medical officers as consul-

tents to chief surgeons was of great value in assuring the proper medical care of all female personnel.

b. Practice of utilizing joint medical facilities for both male and female personnel is economical and satisfactory when details as to examining rooms and timing on sick call are adapted to assure the normal privacy accorded women.

c. Survey and redistribution of all medical officers might have made available more gynecological and obstetric specialists in those areas where there was WAC personnel on duty.

d. Medical records and statistics have not been adjusted to adequately permit the computation of comparative rates between various groups of civilian and military women and to reflect their particular problems, mainly in the field of gynecology and obstetrics.

e. Additional exploration should be made of available statistics by the War Department in order that accurate conclusions may be drawn as to the advisability of:

(1) Limiting the age range for enlistment, draft, appointment and overseas service.

(2) Determining the relation of the fatigue, length of service, and the advisability of a rotation policy for overseas personnel.

(3) Consideration should be given to the further development of the pregnancy and maternity care program, with a view to the delay of discharge until after restoration to wage-earning capability.

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PART SIX

SPECIAL PROBLEMS

CHAPTER 1

UTILIZATION OF COLORED WAAC/WAC PERSONNEL

SECTION 1

BACKGROUND

197. Early Requisitions.

a. Four colored WAAC companies, about 33⅓% of total personnel on requisition for the fourth quarter of 1943 (Appendix 122), were requested by the Commanding General, Services of Supply, through the Commanding General, European Theater of Operations, on 29 September 1942, shortly after the first classes had graduated at the First WAAC Training Center, Fort Des Moines, Iowa.[1] The Commanding General of Services of Supply, European Theater of Operations, stated in his letter AG 324.5, "Plan for Utilization of colored WAAC Companies", 8 August 1943,[3] that:

> "In time of war it is the privilege of all American citizens regardless of race or sex to serve in and with the armed forces. The same considerations which are sufficient to justify overseas service of white W.A.A.C.'s are sufficient to justify such service for colored W.A.A.C.'s and likewise the same necessity exists for the employment of colored W.A.A.C.'s as exists for the employment of white W.A.A.C.'s. It is felt that these companies will be able to perform valuable service in this theater, and as shown by the supporting data, their services will be utilized as to release a like number of colored troops for other duties."

The intended use of this personnel was not clearly defined, but the location of duty was understood to be in areas where there were large concentrations of male colored troops.

b. Upon the request of the Director, WAAC, War Department, the WAAC Staff Director, European Theater of Operations discussed this utilization with the Theater Assistant Chief of Staff, G-1, and Chief of Staff shortly after her arrival in April 1943. It was then revealed that the intent was to assign this personnel in small platoons of less than 50 in outlying field installations in types of work for which the women were not qualified - namely, heavy truck drivers, field telephone operators, etc. When it was explained that this utilization was not suitable nor in accord with WAAC policies, the Commanding General cancelled the requisition and established a policy as enunciated in the 1st Indorsement, Headquarters ETOUSA, file number AG 324.5 MGA, 4 September 1943, basic letter Headquarters Services of Supply, European Theater of Operations, file number AG 324.5, subject: "Substitution of Colored W.A.A.C. Companies on SOS Troop Basis", 8 August 1943:[4]

> "1. The substitution requested in basic communication is not favorably considered at this time.
>
> 2. Colored Wacs will not be requisitioned for this

theater until such time as the War Department announces that their shipment to theaters of operations is a necessity."

198. Theater Postal Directory Service Requisition.

a. Although there continued to be much discussion in the European Theater of Operations as to the pros and cons of utilization of colored WAAC/WAC personnel and the related social problems, no further action was taken until the arrival in November 1944 of Major Irene Gallaway (WAC), Headquarters, Army Service Forces, Washington, who indicated that this type of personnel was available and that it was the desire of the Director, WAC, and The War Department that some overseas utilization be made of them. After much deliberation it was concluded that a provisional unit designed to handle a Central Directory Postal Service would be of great assistance to the overburdened Theater Postal Service, and Headquarters, ETOUSA cable requisition Number 61973, for 31 officers and 824 enlisted women was submitted to the War Department on 9 November 1944.

b. Every effort was made prior to the arrival of this shipment in February 1945 to procure adequate housing and other facilities under the direct supervision of the Commanding General, Communications Zone, who had from the beginning been personally interested in their utilization. The WAC Staff Director, Adjutant General, Theater Postal Officer, Staff Advisor for Colored Troops, Public Relations Officer (colored representative), Chief of Special Services, Red Cross, and The Assistant Chief of Staff, G-1, G-3, and G-4 worked closely with a view to making this a model unit. After its activation during a period of ten months this unit received one visit from the Commanding General, Communications Zone, eight from the Office of The Wac Staff Director, several from the Advisor to the Commanding General on Colored Affairs, and many from the office of the Theater Postal Officer, to assure their proper utilization and welfare.

SECTION 2

EFFECTIVENESS OF UTILIZATION

199. Operations. In the course of its operation this unit moved from England to Rouen and Paris, France. The period in England was largely one of training and closing out work for by that time the bulk of all combat and service troops were on the continent. Unfortunately, due to the decision of the French that additional troops would not be billeted in the Paris area, the unit had to be stationed at Rouen, which, from the point of view of transportation, made the directory service cumbersome as all rail lines centered in Paris. As a result the unit was used only for overflow work that could not be cared for by a smaller directory unit already in Paris. With the advent of VE-Day and redeployment, work decreased to such a point that the Commanding Officer submitted a complaint.(Appendix 123)

200. Racial Discrimination.

a. Although this unit was authorized quotas for the use of the same Red Cross Clubs, leave area, and schools along with all other WAC personnel[2], the commanding officer expressed the opinion that her personnel were not given equitable consideration, particularly in connection with their utilization, and that for maximum

employment the enlisted women should be dispersed in headquarters and WAC detachments throughout the European Theater and officers assigned to staff, administrative, and operational jobs. It was her further opinion that personnel were over-qualified for work as postal clerks and had been over-classified in the Zone of Interior for overseas service. In part this thought was correct. About 40% of the personnel in the unit, upon initial classification at the reinforcement depot, were found to be unskilled - that is, homemakers or domestics; 51% were administrative, divided between clerks (40%), typists (10%), and stenographers (less than 1%); and 9% were miscellaneous categories, including mechanical and cadre. (Appendix 124) The fact that the unit had been assigned a definite mission and that completion of the mission was a military necessity irrespective of personal and racial interests did not deter the growing unrest and in the end the latter served to impair unit efficiency (Appendix 125).

SECTION 3

HEALTH, DISCIPLINE, AND ADMINISTRATION

201. Health. Although the overall non-effective, venereal disease, and hospital admission rate for colored personnel in the European Theater of Operations is higher than for white, it cannot be safely assumed that this is the case when comparing colored with white Wacs. The number of colored Wacs and their length of stay in the European Theater does not justify such a comparison. It is therefore advised that such comparison should be based on similar personnel in the Zone of Interior, for whom statistics are not available in this theater.

202. Discipline. This unit maintained an exceptionally fine Special Service program for its members and surrounding units. They appeared carefully groomed and dressed in accord with all regulations, maintained uniformity and cleanliness in barracks, exchanged salutes, and extended other courtesies promptly, and participated enthusiastically in all WAC activities, especially athletics. Their court martial record was average.

203. Administration. Records of this unit were always found to be in good order. It was only in connection with the social problems and efficiency on the job that the leadership of the officers did not reflect the best interest of the command. Whether a combination of white and colored officers would have corrected this situation is not known.

SECTION 4

FUTURE UTILIZATION OF COLORED WAC PERSONNEL

204. Premise. Assuming that the national security program is the joint responsibility of all Americans irrespective of color or sex, it is believed that the continued use of colored, along with white, female military personnel is required in such strength as is proportionately appropriate to the relative population distribution between colored and white races.

205. Qualifications. Colored as well as white WAC personnel are for the most part qualified for various office tasks and therefore not as suitable for duty with isolated units, such as car and truck companies, engineer units and quartermaster depots of the field

service type, as for headquarters detachment duty. This implies that although colored female personnel could be stationed near colored male units, their duty would necessarily be in conjunction with white officer and white enlisted personnel for maximum utilization. Although both colored and white personnel are, in general, administratively qualified, the colored, even with careful selection, do not equally match the white in Army General Classification Test (AGCT) groupings. This fact is revealed in the following comparison between 824 enlisted women and 31 officers (colored) sent to the European Theater of Operations, and 10,770 enlisted women and officers (white) sent overseas by Extended Field Service Battalion, Third WAAC Training Center, Fort Oglethorpe, Georgia, between the period of 19 February 1944 and 2 February 1945 (Appendix 126):

Comparison of AGCT Groupings of Colored and White WAC Personnel by Number and Percentage
Period 19 February 1944 - 2 February 1945

AGCT	WHITE		COLORED	
GROUP	NUMBER	PERCENTAGE	NUMBER	PERCENTAGE
I	736	7	5	1
II	5058	47	142	17
III	3869	36	344	42
IV	1065	10	310	38
V	42	0.005	12	2

206. Possible Solution. Organization of a colored platoon within a company or a colored company within a higher unit might prove to be a solution. It is assumed that colored and white elements of the unit would share communal facilities of the parent unit but be quartered in designated portions of the total unit facilities with additional reception rooms for their convenience. The sharing of communal recreational facilities has worked reasonably well in the European Theater of Operations, and undoubtedly better than would ever be possible in the Zone of Interior.

207. Further Study. Further careful consideration should be given to the racial discrimination factor which may have influenced the job efficiency of the 6888th Postal Directory Unit in the European Theater of Operations, based on the study of similar situations in the United States. In effect the Military Occupational Specialty 056 was suitable for personnel and it is possible that the objection rested in the fact that the unit was all colored.

SECTION 5

SUMMARY

208. To summarize: It may be assumed that the social and utilization problems experienced in the European Theater of Operations in connection with the 6888th Central Postal Directory Unit are similar to those for all colored troops and require continued study along with the latter by the War Department.

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CHAPTER 2

CONCURRENT UTILIZATION OF WAAC/WAC AND CIVILIANS

SECTION 1

THE ENLISTED WOMEN'S FOREMOST PROBLEM

209. Introduction.

a. The utilization of both female civilian and military personnel in similar job categories with unequal privileges, benefits, and restrictions had, in the opinion of enlisted women who were primarily affected, constituted their foremost problem in the European Theater of Operations. However, as the following review and analysis will indicate, it is not one of enduring nature, and can be solved.

b. Because the WAAC/WAC was established two and one-half years after the effective dateof selective service the progress of war preparation was already in full swing and strategic and operational plans were well begun. At the time of its advent, the utilization of female civilian employees both in the Zone of Interior and abroad in critical job categories and to supplement the limited troop basis had been firmly established. Commanders were satisfied with their work, felt a loyalty and responsibility toward them, were fearful as to the kind of women who would appear in uniform and of the problems they might present, and frequently resentful of their invasion of what had been a man's field - the Army. Once WAAC/WAC personnel were on jobs, and it was revealed that they were easily administered, transferable as required from job to job, disciplined, subject to orders permitting overtime work, and responsible for complete and accurate work, all such fears disappeared and the demand for them far exceeded the supply, even considering the fact that they had to be absorbed in the all too small troop basis. In the European Theater of Operations alone, 25,000 were desired but only 9,000 could be procured although repeated requests were made and pressure brought to bear for increased quotas. (Appendix 127)

210. Summary of the Problem in the European Theater of Operations.

a. Under the provisions of Paragraph 4b, Field Manual 100-10, subject: "Field Service Regulations - Administration":

"The theater commander is responsible that efficiency of the troops is not diminished by employment of soldiers on work which can be done equally well by available civilians."

"Civilians may be employed in the theater of operations as officials or as skilled or unskilled labor. Recruitment, organization, and administration of civilian labor are functions usually delegated to an employee bureau in the communications zone. General administrative problems confronting the employee bureau include procurement, transportation, organization, and administration of labor companies and labor depots, contracts, accounts and records, women employees, and medical arrangements. Individual civilian employees or civilian labor units are released when required to armies, corps or divisions. The unit to which attached assumes responsibilities for supervision of work, administration, and preparation of required reports and records."

Beginning in 1941, the Commanding General of the European Theater of Operations procured, as needed, large numbers of British civilian women who were employed primarily as stenographers, clerks, clerk typists, and telephone operators.

b. When plans were first made for the utilization of WAAC personnel in the Theater two years later, in April 1943, it was made clear that they were not to replace British civilian employees who were fearful of dismissal. This policy was also in accordance with War Department directives[1]. Quoting from a draft of the "WAC Section History", March 1944 - May 1945 (Appendix 10).

"Because no military facilities (Quarters, mess, sales store, service clubs) were used by British personnel, their wages were based on the British scale which was far below American civilian pay and not too superior to enlisted pay in the upper grades, and there were sufficient key jobs in the expanding theater to absorb all qualified personnel, military or civilian. No particular morale problems arose until the decision was made to permit British civilians to volunteer for service with the Army on the Continent. This decision involved provision of a uniform which the Wacs feared would be confused with theirs, and determination of type of quarters, mess, and administrative control, which many Wacs believed would follow officers' scale and involve officers' privileges which they, as enlisted, could not enjoy. Two policies in which the WAC Section concurred were (1) that the uniform for civilian employees be distinctive, both as to design and as to insignia; (2) that quarters, mess, and administration of civilian employees be separate from that provided enlisted women and female officers. The latter was essential because of the difference in regulations and administrative control applicable to military and civilian personnel."

c. In spite of the close cooperation between the Civilian Personnel Branch G-1, the Senior British Liaison Officer, and the WAC Staff Director (Appendices 128 and 129), many natural jealousies arose between Wacs and civilians because of differences in social privileges, pay, the right to marry, housing, standards of conduct, restrictions, requirements in connection with wearing the uniform, training, inspections, the application of military justice, and similarity of jobs held. Occasionally there was a tendency to cater to the civilians in order to keep them happy and on the job, and on the other hand to delegate to WAC personnel in the same office the more difficult and less pleasant jobs and overtime work because they were military personnel and subject to orders. To alleviate discontent created by this situation the Theater and Air WAC Staff Directors published memoranda designed as guides for WAC commanders in explaining the necessity for employing civilians and their status. (Appendices 130 and 131). In addition, an attempt was made to make known to the Wacs through Special Services and Information and Education Branch the advantages they enjoyed and were entitled to because of being an integral part of the Army and which thus compensated for the greater individual freedom of civilians.

d. There was an increasing requirement for skilled clerical help as the momentum of the operation in the European Theater increased. The authorized troop basis had been exceeded and requisitions were disapproved by the War Department which, at the same time, reported that, in any case, military personnel so qualified were unavailable. An attempt to procure additional civilian help from the British failed, and so a plan was formulated to

recruit American civilians. News of this plan created a second wave of discontent among enlisted women and men who felt that American civilians should replace military personnel in the Zone of Interior and that the latter should be sent overseas for duty. Because of this feeling the European Theater attempted to avoid the problem by establishing a policy of requisitioning civilians only in clerical, administrative, fiscal (CAF) grade seven and above.[2,3] (Appendix 132), thereby theoretically limiting employment to technical experts with a base pay of not less than $2600 and having officer status. In practice this did not work, for some civilian personnel were not as qualified as indicated while some military personnel were over-qualified considering their comparative pay and grade. (Appendix 133). The net result was continued discontent based on the fact that some enlisted personnel worked side by side with civilians performing identical duties but with differences in pay, accomodation, and privileges.

e. The press announcement that American civilian personnel would be utilized to the maximum extent in the Army of Occupation brought on a third phase of speculation and discontent over the differences in privileges and pay between civilians and military personnel who were not eligible for redeployment. To meet the problem the European Theater of Operations immediately made a study of the possible conversion of military personnel to civilians for duty in the Army of Occupation (Appendix 134) and as a result War Department approval was obtained for such action. The establishment of this policy quieted much of the talk on the comparative status of civilian and military personnel. The discontent was, for the most part, nothing more than talk as evidenced by the fact that not more than 126 women availed themselves of the opportunity during the first three months after the effective date of the policy was set.

SECTION 2

POSSIBLE SOLUTION TO THE PROBLEM

211. In Time of War.

a. Much of the misunderstanding which arose as a result of the utilization of WAC personnel and civilians in similar job categories in the European Theater of Operations was a direct result of timing and chronological circumstances - namely, the belated establishment of the WAAC/WAC in 1942 and the imposing of its members on similarly qualified military and civilian personnel, senior in length of service (since 1941), in established installations. Had WAC personnel been an integral part of early units and casual groups shipped from the United States to the European Theater, they would have been a natural part of the team from the start and would have taken their places along with men as the framework of the force to which supplementary civilian personnel were added. It therefore can be assumed that the major portion of the problem will not exist in another emergency, based on the premise that it will be necessary to subject women to selective service and simultaneous mobilization along with men, including their procurement, training, and organization as integral parts of Table of Organization units, provisional, and non-Table of Organization units, with priority for those elements destined for immediate overseas duty.

b. It is probable that further comparative study and analysis of the use of civilians and military personnel during World

War II by a higher agency will reveal that the utilization of service men and women, who are subject to controlled discipline, in those jobs concerned with operations in a theater of operations will be advisable in the long run for both security and economical reasons. If such a conclusion is reached and a recommendation made to Congress by the War Department, it is possible that the wisdom of selective service for all Americans, and duty in uniform for all persons connected with the War Department and field forces, will become evident, with the result that the situation brought on by a limited troop basis and unlimited employment of civilians will be reversed.

c. Miscellaneous factors which can be solved include:

(1) The discontent between civilian and service personnel with regard to differences in pay, privileges, attention to duty, restrictions, regimentation, etcetera, will be minimized in the event of initial utilization of women in the service, the maximum utilization of all military personnel, and continuation in the improvement of wartime benefits, privileges, and facilities for them.

(2) Insofar as enlisted women are concerned, the problem of restriction of the association of officers and enlisted personnel will always create discontent when compared with privileges granted to civilian women, unless the solution presented in Chapter 3, Part Six, subject, "Social Associations" is deemed feasible, but is not of sufficient importance to give the women other than Army status.

(3) Discontent over the wearing of the servicewomen's uniform by civilians could be easily eliminated by early planning of a basic uniform with distinctive insignia and elements of a non-sized nature, for civilian as well as other components of the Army. (Appendix 135).

(4) General understanding of the requirement for the use of allied and liberated civilians outside of the Zone of Interior through the medium of an orientation prior to embarkation as a part of the preparation for overseas movement (POM) program would assist.

(5) Efforts should be made to insure that all allied personnel used be inducted into our Service.

212. In Time of Peace.

a. In the event of the inclusion of female military personnel in the peacetime Regular Army and Reserve Corps, it would be essential to clarify their relationship to civil service personnel. This might best be accomplished by:

(1) Clarifying their mission - namely, to preserve the knowledge and experience gained in their utilization in World War II, to provide key personnel for planning purposes in the War Department and major command headquarters, to provide a nucleus of personnel to be used as a basis for rapid expansion in the event of mobilization, and to promote interest in and responsibility for the National Security Program among all American women.

(2) Limiting their assignment and duty for the most part to jobs normally performed by military personnel in those field force installations which would be used in initial task forces in the

event of an emergency, and in overseas commands and certain static installations, mainly of a training type.

b. Continuation of and further improvement of benefits, privileges, and facilities provided for military personnel during World War II.

SECTION 3

SUMMARY

213. To summerize: The problems arising from the concurrent utilization of female military personnel and civilian employees in similar job categories during World War II were of foremost importance to enlisted women but were the result of a series of circumstances which will probably not be repeated. Further, it is probable that many of them could be eliminated as a result of further study and planning by the War Department.

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CHAPTER 3

ASSOCIATION OF OFFICER-ENLISTED PERSONNEL

SECTION 1

BACKGROUND

214. Statement of Policy. The restriction on the association of officer and enlisted personnel has been a custom of the service, not a law or regulation. Nonetheless it has been closely observed throughout the years and the responsibility for its observance has primarily rested with the officer, as disclosed in paragraph 34, War Department Field Manual 21-50, 15 June 1942:

> "In the interests of good discipline, officers are required to wear distinctive uniforms, to live apart from their men in garrison, and to confine their social contacts to other officers".

215. Basis of the Custom of the Service.

a. This social distinction between officers and enlisted personnel, which appears superficially to be a matter of discrimination against enlisted personnel and an attempt on the part of the Army to establish undemocratic social classes within its organization, is in effect an inevitable outgrowth of differences between officers and enlisted personnel in functions, duties, and responsibilities, and the fact that impartiality is essential to effective discipline and command. The latter is impossible if habitual intimate social contacts between those who exert authority and those upon whom it is exerted prevail. Even though the officer felt that he could maintain an impartial attitude, enlisted personnel would tend to label every favorable act toward a subordinate as evidence of personnel favoritism and each disciplinary step as personal prejudice.

b. Equivalent seperation is widespread in civilian organizations, including the employer-employee relationship in industry and business, the teacher-student relationship in educational institutions, the minister-parish member relationship in the church, et cetra. Specifically, for example, no railway company exists in which section hands or brakemen expect or want social intimacy with the president of the company or even the division superintendent.

216. Problem of Opposite Sexes.

a. With the advent of the Army Nurse Corps and its subsequent officer status there arose a question as to the ethical application of this custom of the service to opposite sexes (Appendix 136), but no change was instituted as violations were limited to isolated cases.

b. The problem became more evident with the introduction into the Army of the WAAC and later the WAC, which was primarily an enlisted organization. Again, as a result of the natural process of levelling among individuals and social groups, the number of deviations from the established practice were small and arose more from resentment against the lack of "freedom of choice" than individual preference for officers or enlisted companions of the opposite sex. Cases of officers and enlisted women attracted particular attention, however, because the male officer usually made the initial approach and introduced his enlisted companion into officers' messes and clubs,

whereupon much discussion developed and in most commands couples of mixed ranks were unofficially barred from facilities designated solely for either enlisted or officer personnel.

217. Wartime Practice.

a. Consideration was given the matter in the War Department[1] but at no time was a directive published. Major and subordinate commands were left to make their own decisions, and these varied extensively all the way from strict orders requiring compliance to no directive[2-7].

b. In the European Theater of Operations the custom was discussed informally throughout the command and in most cases precedent set for its usual observance.

(1) However, exceptions which arose from time to time ended in a request from the Army Air Forces for statement of policy from the Commanding General.

(2) Six months after the arrival of the first Women's Army Auxiliary Corps personnel, when the current strength was approximately 1,100, Adjutant General's letter 250, subject: "Social Associations", 9 December 1943, was published:

> "Paragraph 34, Field Manual 21-50, is considered to apply to social associations between male officers and enlisted women and between female officers and enlisted men. Immediate commanders may make exceptions to this policy in cases of relatives or fiances/fiancees, in which cases specific letters of authorization shall be issued to, and carried by, the personnel concerned."

The directive incurred extensive discussion among all personnel in the command, but in time it became accepted and was well observed - closely in subordinate commands and rural areas, and less well in the highest command and in metropolitan areas.

(3) With a change in Theater Commanders in January, 1944, the matter again came to attention as the result of an accompanying wave of speculation as to the new Commander's policy. The problem was put to him in the form of a staff study (Appendices 137 to 148), but by the time the matter crystalized, nearly nine months later, V-E Day had come and gone and the concurrent liberalization of a number of wartime policies and the influx of civilian personnel to assist the Army of Occupation made final publication of any further directive (Appendix 149) ill advised, and the entire matter was dropped. This long period of indecision created a difficult situation both for commanders and for officers and enlisted personnel within commands. It became apparent that more important than whether the policy should be firm or liberal was the question of whether a firm operating directive had been established.

SECTION 2

FACTORS FOR CONSIDERATION IN THE EVENT OF THE INCLUSION OF BOTH ANC AND WAC PERSONNEL IN THE PEACETIME ARMY

218. Type of Organization for Women Serving in or with the Army.

a. The problem of the application of the customs of the service with respect to the association of officer and enlisted personnel

of the opposite sexes has raised the question in the minds of some male commanders and staff officers as to whether, to avoid this problem, women should all be given warrant officer or commissioned officer status, be organized into a civilian organization serving with the Army similar to the Civil Service, American Red Cross, United Service Organization, United Nations Relief and Rehabilitation Administration, and/or allied civilian groups in theaters of operation, or, though established as an organic part of the Army, given titles as controllers, administrators, superintendents, directors, auxiliaries, and other such titles implying assimilated rank on the women's side for quasi command purposes but none when related to the traditional Army commissioned and non-commissioned grades.

(1) Warrant officer or commissioned officer status for all female personnel, for social convenience only, would be prejudicial to male military personnel when utilized for those jobs for which enlisted grades are deemed appropriate, and this factor would offset any gain derived. This is especially emphasized by the fact that the concept of modern warfare will probably require the participation of the total population, that utilization of women in the peacetime Army would be based partially on the premise of preparedness for rapid expansion on M-Day, and that the only reasonable, just, and effective basis for that use is their preparedness to perform all jobs for which they are qualified irrespective of the attendant rank and grade.

(2) Records on all phases of the effectiveness of female civilian organizations serving with the Army during World War II are not available, but it is known that the organization, command, training, supply, administration, discipline, welfare, and utilization of women in the WAAC was vastly improved after conversion to the WAC and that these considerations far outweigh any problems which have been incurred as a result of the association of officer and enlisted personnel of the opposite sexes. Further, it is known that the status of the female civilian organizations was improved by the intelligent staff work of certain WAC personnel in key positions affecting women - namely, the divisions of personnel, training, supply, special services, and public relations. It is therefore believed that to convert the WAC to a civilian organization serving with the Army would lessen their alternate, equitable, effective use in association with male military personnel, and that an extensive comparative study of the use of the WAC and civilian organizations in World War II should be made before a decision is made.

(3) The inclusion of women as an organic part of the Army but with other titles comparable to commissioned and enlisted grades to camouflage the association of officer and enlisted personnel of opposite sex would only serve to confuse the status of women in the Army, promote misunderstandings between them and other components, decrease the effectiveness of their organization, administration, command, and utilization, and lower their high standard of discipline and morale.

219. Solution to the Problem.

a. In general the custom of the service which restricts the association of officer and enlisted personnel has directly enhanced the discipline and control of all military personnel (inclusive of women). It is probable that the relaxation which occurred as a result of natural adjustment during the war will tend, in time of peace, to return to a closer observance of the custom on normal posts, camps, and stations where accepted practice has greater weight.

None the less, the experience gained from the war period should be accorded its true value, and careful consideration should be given to the establishement of facilities which would preserve that part of the custom of the service designed to maintain the discipline and command relationship between officer and enlisted personnel, and at the same time permit the normal mixing of the sexes in all ranks in justified cases - namely, three-fold post and station facilities where other conditions do not meet the situation, one for officers, one for enlisted, and one for mixed ranks and civilians. This particular idea was set forth in carrier note of the WAC Staff Director of the European Theater of Operations (Appendix 150) and draft prepared by the Morale Branch, G-1 Section of the European Theater (Appendix 151). Time and natural social processes had begun to resolve the problem in part. Unit commanders of enlisted women's detachments furnished reception rooms for officer personnel, clubs and messes for officers or enlisted personnel alone were made off-bounds for couples of mixed ranks, and the latter were assisted in finding private or public facilities for entertainment purposes.

b. The general application of this custom in the interest of discipline and command could be encouraged by (1) a continuous educational program for that purpose, and (2) immediate corrective action in all cases of violation of the spirit of the custom and conduct prejudicial to good taste.

SECTION 3

SUMMARY

220. To Summarize: The problem of the association of officer and enlisted personnel of the opposite sex especially in commands where civilian female personnel are concurrently used, requires further objective, unemotional, and impartial study, recognizing that the natural processes of social levelling have been at work during wartime and have partially resoved the problem in a liberal direction and that additional time and judicious administration of all military personnel during peacetime will afford opportunity for such a process to continue and a natural solution to evolve.

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PART SEVEN

CONCLUSIONS AND RECOMMENDATIONS

CHAPTER 1

CONCLUSIONS

221. Status and Statutory Authority.

a. The most efficient organization, utilization, and administration of women in the military establishment can be accomplished by eliminating the Women's Army Corps and integrating its members into the prevailing branches, arms, and services in job categories for which they are best qualified and according them the same privileges, benefits, and restrictions as are accorded male military personnel.

b. Much of the misunderstanding, confusion, and error experienced in the organization, administration, and utilization of women in World War II could have been avoided by the establishment of a peacetime organization between World Wars I and II, for the purpose of

(1) Gaining knowledge and experience for planning and policy making.

(2) Providing a nucleus of trained women for rapid expansion in the event of an emergency.

(3) Promoting the interest and support of all American Women in the National Defense Program.

(4) Providing a means for educating male officers and enlisted men of the Army to cooperate with women, so as to utilize to the best advantage their skills in the military service.

222. Mission of Women in the Service. The mission of women in the Army is identical with that of male military personnel and does not require separate treatment.

223. Composition and Organization.

a. Female personnel can be effectively organized similarly to male military personnel into War Department approved Table of Organization and provisional Table of Organization units, detachments, and as individual staff, administrative, and operational personnel.

b. The size of units can for the most part be limited to that which is economical for administrative purposes.

c. Because problems in planning and policy making are similar for all of the women's organizations, maximum standardization and economy of effort can be best achieved by the establishment of a single unified "office or staff section for women's affairs" on the staff level of each command, charged with the following functions.

(1) Initiating and/or assisting other staff sections, agencies, and commands in the formulation of plans and policies governing personnel, training, and supply matters for women.

R-E-S-T-R-I-C-T-E-D

(2) Collecting control information required for adequate planning and plicy making for women, and an historical record of their utilization.

(3) Furnishing technical supervision and assistance to commands on matters pertaining to women, thereby assisting in the implementation of their administration, utilization, and morale and in the interpretation and application of establishd directives without prejudice to the command line.

d. The establishment of such an office or staff section need not preclude the continued use of chief female officers in any branch or arm of service when the number of women assigned to it requires additional supervision.

e. The title "Director" implies command function, and this causes misunderstanding of the normal staff functioning of a staff officer representing women within the command.

f. Other channels than the command and technical information channels normal to the military establishment are unnecessary for communication between staff echelons and female units and individuals within the commands.

g. Efficient planning and policy making for, and administration of, female personnel in a command require the utilization of female staff and administrative officers in those staff sections and operating agencies concerned with personnel, training, and supply matters for women.

h. Attached commands, such as Air Transport Command, Office of Strategic Services, et cetera, present special problems which can be eliminated by their assignment to theater control in cases where their operational efficiency is not decreased thereby.

224. Personnel.

a. General.

(1) In all cases of directives which involve women, it is essential that such variations as are necessary be clearly set forth as a part of the general provisions to eliminate the necessity for referring to separate authority and to avoid confusion involved therein.

(2) Exchanges of temporary duty by theater, War Department, and major command representatives, and the utilization of technical channels of information between command echelons, are necessary to the expeditious elution of problems connected with female personnel matters.

(3) The establishment and sensible administration of sound compassionate personnel policies, insofar as the exigencies of the service permit, such as emergency returns for hardship and dependency causes, discharge of wives of disabled veterans and husbands separated from the service, and maternity care for pregnant servicewomen, engenders morale and indirectly benefits the military service many fold in the respect for it which results from such consideration among members of the service and their families and associates.

b. Procurement.

(1) Female personnel can be practicably procured only on

a voluntary basis during time of peace, and best procured through a selective service system during an emergency.

(2) The application of selective service to women in the event of another emergency will necessitate a relaxation of admission requirements.

(3) Requisition and shipment of female personnel, in accordance with particular requirements, as casuals, separate units, or elements of larger units, will expedite their procurement, reception, and assignment, promote morale among them, and allow flexibility in their utilization.

(4) The transfer to American forces of Americans serving in the allied forces and the recruitment into American forces of Americans living in allied countries can be economically and effectively accomplished.

c. Classification and Assignment.

(1) Classification and assignment problems of female personnel are similar to those of all military personnel, and their solution is materially assisted through technical supervision by female staff officers.

(2) The assistance of WAC staff directors and commanders is of great value in correcting mal-assignment.

d. Reinforcement Depots.

(1) Varied facilities and operating procedures for the initial reception, processing, orientation, classification, and assignment of incoming and outgoing shipments of female personnel can be simplified and standardized in an economical manner by the unification of all separate female organizational groups for this purpose, and the utilization of such groups in maximum numbers.

(2) The assignment of female personnel staff officers and enlisted personnel technicians, as required, to reinforcement depots is necessary for the most efficient processing of incoming and outgoing shipments of female personnel of all types.

e. Military Discipline, Courtesy, and Justice.

(1) Inequalities in punishment scales applied to WAC personnel during World War II conflict with the basic premise that women serving in the military service should be subject to the same benefits, privileges, and restrictions as male military personnel, and should be eliminated except when precluded by difference in physical strength.

(2) In general, the military discipline and courtesy of women in the service is of a high quality.

(3) Subjection of women to selective service and the necessary concurrent relaxation of admission requirements will probably result in an increase over the present negligible rate of offenses, violations, and misdemeanors, requiring disciplinary action and may require the employment of supplementary female military police.

f. Command.

(1) The immediate command of enlisted women in War

Department approved or provisional Table of Organization units and detachments by female officers is essential to their welfare, administration, and utilization.

(2) The use of the symbol "WAC" in the title of enlisted women's units is unnecessary.

g. Promotions. The restriction of WAC officer promotions to the grade of lieutenant colonel or under except in the case of the Director, WAC, undesirable as they as well as all other officers should be restricted only by their length of service and job qualifications for position vacancies.

h. Normal attritional losses. The turnover of women in the military service due to pregnancy and discharge of wives of disabled and separated husbands will not be excessive.

i. Rigid housing scales for women in theaters of operation are not practicable or necessary. Assistance, however, of a female staff or command officer in the selection and adaptation of available housing to assure maximum comfort and privacy consistant with the prevailing conditions, so as to provide for reception and entertainment of guests in the area in a manner to which women are accustomed in the average American home, is essential.

j. Separate messing is preferred by female personnel but is not mandatory.

k. Any restrictions on the marriage of military personnel in time of war must equally affect both male and female personnel.

l. The morale and well-being of female personnel do not present major problems over those of male personnel. However, three specific factors are of special importance to them:

(1) Correct classification and assignment, followed by active full-time duty and congenial working relations with immediate superiors and associates.

(2) Reasonable compassionate personnel policies in connection with emergency returns for family and business causes, maternity care, and freedom of marriage.

(3) Concurrent use of civilians and Wacs without equalization of pay, privileges and restrictions.

225. Training.

a. Maximum on-the-job training in technical skills can be economically and quickly achieved in a theater of operations, and frequently results in the upgrading of unskilled or semi-skilled personne

b. Thorough joint training of both male and female command and staff officers by arm, branch, or service in which commissioned is essential to later teamwork in operating commands and to maximum mutual understanding and utilization of their respective skills.

c. Extended field service training of WAC personnel designated for overseas service is necessary to expedite their shipment, processing, and utilization in a theater of operations.

d. In the event of the inclusion of women in the peacetime military establishment, combined basic, specialist by arm, branch, or

service, reserve officer, and officer candidate training will be essential.

226. Supply.

a. The establishment of a single basic uniform and an off-duty dress for all women's organizations, with distinctive insignia and distinctive non-size elements for each organization, can solve problems of tariff, procurement, storage, and distribution.

b. Reduction in the authorized items of clothing and equipment in Table of Equipment Number 21 is necessary to decrease the excessive number of items and the total weight and bulk of service women's baggage.

c. Necessary personal non-Table of Equipment items which are not available in civilian stores in the theaters of operation must be sold to both enlisted and officer personnel in mobile or static stores.

d. Portable hair dressing equipment is required in order to establish service in theaters of operation wherever civilian facilities are not available and units move forward in the wake of combat.

e. Bed linen and mattresses contribute to the morale and well-being of all troops and should be authorized even in theaters of operation where now prohibited, as organizational issue, whenever conditions permit.

227. Inspection of Female Personnel Within the Command.

a. Confusion and misunderstanding of the word "inspection" when applied to one of the functions of female staff officers other than members of the Inspector General's Division can be easily eliminated by the substitution of another suitable phrase such as "technical supervision"

b. Technical supervision procedures are necessary to staff officers to

(1) Assist operating agencies in implementing War Department and other directives.

(2) Increase the morale of personnel within the command.

(3) Serve as a medium for the collection of information necessary to planning and policy making. Such procedures need further standardization by the establishment of general governing policies and staff manual guides.

228. Utilization.

a. In the event of the inclusion of women in the peacetime Regular Army and Reserve Corps on a voluntary basis, limitation to utilization in skills of a specialist type will continue to be necessary to assure technical grades, pay, and privileges of a sufficiently high level to attract desirable personnel, as well as the restriction of recruitment to an even rate between selected job categories on a percentage basis to maintain a balanced force.

b. Fundamental policies initially designed to assure the conservative employment of women in war and to preclude public criticism are no longer required and should be removed in a future emergency under selective service to permit wider utilization in mechanical,

medical, technical, static combat, special service skills, and unskilled categories. Such unnecessary policies include restriction on utilization in:

(1) Laundry work.

(2) Permanent kitchen police duty.

(3) Officers' guest houses, clubs, messes, et cetera.

(4) Initial classification and assignment of male personnel

(5) Non-combatant duties.

(6) Theatricals.

c. Female military personnel can be advantageously utilized in certain American Red Cross activities such as clubs, rest centers, library service, clubmobile operations and donut dugouts, if approved as a policy by the War Department.

d. Female personnel can be effectively used on a partial or 100 percent basis in Table of Organization units equally well as in overhead allotments. Such utilization engenders esprit de corps and provides for maximum utilization throughout all arms and branches of the service. Further, appropriate notes in the remarks column of War Department approved Tables of Organization are essential to guide economical and appropriate utilization and adequate administration and command.

e. Utilization of female personnel should be limited only by qualification for job performance, physical strength and endurance, priority of need, and reasonable safety based on the locale and nature of the combat operation, and not on replacement of men on a "one-for-one basis" or on the basis of command level such as army, corps, division, or regiment.

f. Revision of international Rules of Land Warfare is essential to provide adequate rules governing the accommodation, feeding, and employment of female prisoners of war of both officer and enlisted grades.

229. Health.

a. The utilization of female medical officers as consultants to chief surgeons is essential to assure the proper and economical medical care of female personnel.

b. The practice of utilizing joint medical facilities for both male and female personnel is economical and satisfactory when details as to examining rooms and timing on sick call are adapted to assure the normal privacy accorded women.

c. A maternity care program is desirable for the welfare of all female military personnel until rehabilitated to full military or civilian status.

d. Sufficient statistical data are not available to draw conclusions on the desirable age range for enlistment, draft, appointment, and overseas service, or for determining the relation of fatigue, length of service, and the advisability of a rotation policy.

e. The non-effective rate of female personnel is higher than that for male military personnel, and factors affecting it require further study.

230. Public Relations. The continued use of a female public relations officer on the staff of each command, where the assignment of a sufficient number of women so warrants, is essential for the interpretation of their function in the military establishment to all members of the armed forces of the United States, the American public, and allied nationals.

231. Utilization of Colored WAC Personnel. The social and administrative problems which are encountered in the utilization of colored WAC personnel are similar to those involved in the utilization of male colored troops.

232. Concurrent Utilization of Enlisted Personnel and Civilians. Any attempt to equalize the differences in benefits, privileges, and restrictions among enlisted military and civilian personnel by the application of assimilated rank is futile.

a. Some of the discontent arising because of such differences can be decreased by emphasis on those benefits and privileges which are authorized military personnel alone, the partial improvement of others, and the relaxation of restrictions whenever possible.

b. The core of the problem can only be satisfactorily solved by mobilization, under the selective service system, of all personnel required for duty in the military establishment and the voluntary enlistment of allied nationals if additionally required.

233. Association of Officer and Enlisted Personnel.

a. In the event of the inclusion of women in the future military establishment, continued judicious control of the association of officer and enlisted personnel is necessary to eliminate favoritism and to assure efficiency, discipline, and command.

b. Such control can best be obtained by the continuous indoctrination of military personnel, with special emphasis on officer responsibility, as to the necessity for the approved customs.

c. Any advantages which would be gained by the establishment of a "rankless" organization to avoid the problem of association of officers and enlisted personnel of the opposite sexes are far less than those to be gained by the complete integration of women into the existing military establishment.

CHAPTER 2

RECOMMENDATIONS

The General Board recommends:

234. Status and Statutory Authority.

a. That the War Department take action to establish the necessary modification of the National Defense Act as amended 1 January 1945 so as to provide for the inclusion of women as an integral part of the various branches, arms, and services of the peacetime Regular Army and Reserve Corps, in job categories for which they are qualified, in order to:

(1) Preserve the knowledge and experience gained in the utilization of womanpower in World War II through their staff assistance.

(2) Maintain a readily available nucleus of trained women to provide for rapid expansion in the event of mobilization as and when a national emergency may require.

(3) Promote the recognition, interest, and active support of the National Defense Program among the women of the nation.

(4) Provide a means for the cooperative training of both male and female officers and enlisted personnel so as to insure the utilization to the best advantage of their respective civilian skills in the military service.

b. The elimination of the use of the title "Women's Army Corps" and the absorption of its units and individuals in the branches, arms, and services of the overall military establishment.

235. Mission. The elimination of the theory of a separate "Mission" for women in the armed forces of the United States.

236. Composition and Organization.

a. The establishment of an "office or staff section for women's affairs" (including military and civilian) on all staff levels of the military establishment, including, if authorized, "The Unified Department of National Security", so placed that it is not a part or adjunct of any other staff section but independent of andequally available to all of them as well as to major commands, and reporting directly to the chief and his deputies; the concurrent elimination of the titles "Director" and "Staff Director" and the substitution therefor of a title corresponding to those of male military personnel on the same level.

b. The mission of such a staff section or office be clearly defined and limited to:

(1) Initiating and assisting other agencies in the formulation of plans and policies governing personnel, training, and supply matters for women; personnel to include procurement, classification, assignment, transfer, discipline, military justice, command, discharge and separation, accommodation, utilization, morale, and recreation.

(2) Collecting control information necessary to adequate planning and policy making for women and an analytical historical record of their utilization.

(3) Rendering technical supervision and assistance to commands and operating agencies without prejudice to the normal command function on matters pertaining to women, in matters pertaining to their administration, utilization, and morale, and the interpretation and application of directives.

c. The elimination of the use of other than normal command or technical channels for information by female commanders and staff officers.

d. Assignment of female staff and administrative officer specialists to those sections, agencies, and commands which are primarily responsible for the planning and policy making relating to the administration and utilization of all military personnel, wherever possible, prior to the assignment of women for duty.

e. That female personnel be organized similarly to all other military personnel, including War Department approved Table of Organization and provisional Table of Organization units, detachments, as well as individual staff, administrative, and operational personnel.

f. Elimination of the mandatory use of the symbol "WAC" in the titles of women's units and the substitution therefor of some suitable sign which will indicate the sexes in the unit.

g. That the size of units be such, whenever feasible, as to assure economical utilization, administration, under the immediate command of female officers.

237. Plans and Policies.

a. That, whenever directives applicable to all military personnel are published, such variations in policy as are necessary because female personnel is involved be set out simultaneously as a part of such directives with the same completeness and clarity as the general provisions, so as to eliminate the necessity for referring to separate authority and the confusion involved therein.

b. Continued regular periodic exchanges of temporary duty for Theater, War Department, and major command representatives to assist in the expeditious solution of current problems.

238. Personnel.

a. The procurement of personnel on a voluntary basis during time of peace, and under the provisions of a selective service system during an emergency, in job categories and strengths consistent with the authorized overall strength and needs of the military establishment, to assure the maintenance of a balanced force.

b. Requisition and shipment of personnel, both as casuals and as units, within approved quotas and the authorized troop basis.

c. Reduction of excessive time lag between submission of requisitions and arrival of personnel.

d. Early transfer of American citizens serving in allied services and their recruitment from civilian life in allied countries.

e. Continued utilization of reinforcement depots and the assignment to them of personnel staff officers and enlisted personnel technicians as required for the processing of female personnel.

f. The continuance of the immediate command of enlisted women by female officers to assure welfare and the most appropriate administration and utilization.

g. The application of equal punishment scales to both male and female personnel except as precluded by differences in physical strength.

h. Equalization of authorized grades and promotion requirements for male and female officers.

i. Flexible housing scales for female personnel in theaters of operation, and unit facilities which provide for the reception and entertainment of guests.

j. The marital factor be considered in the determination of length of enlistment of female personnel.

k. Continuation of War Department policy on marriage essentially as stated in Paragraph 12 b, Section III, War Department Circular 17, 13 January 1945 (See Paragraph 1 a, Section 12, Chapter 1, Part Two).

l. Utilization of female military police to supplement male military police whenever required in the event of the application of selective service to women and of any concurrent, substantial increase in offenses of all types committed by them.

239. Training.

a. Maximum on-the-job training in technical skills.

b. Extensive joint training in staff, administrative, operational, and command functions for male and female officers by arm, branch, or force in which they are commissioned.

c. Continuation of extended field service training or its equivalent for female personnel designated for overseas service.

d. Combined basic training for all female personnel, and separate specialist training by major force and branch of service, in accordance with prevailing policies for other military personnel.

e. Inclusion of women in any program adopted for basic training of officer candidates.

f. Reserve Officers' Training Corps program for women.

240. Supply.

a. The establishment of a basic uniform and an off-duty dress for all women serving in or with the Army, with distinctive

non-sized elements of insignia, epaulets, sleeve patches, et cetera, for each element.

b. Reduction in the authorized items of clothing and equipment in Table of Equipment Number 21.

c. Sale of non-Table of Equipment items of necessary clothing in mobile or static sales stores in theaters of operation when civilian supplies are not available.

d. Procurement of portable hair dressing equipment and supplies, especially for female units serving overseas.

e. Bed linen and mattresses for organizational issue to units in theaters of operation when conditions permit.

241. Inspection of female personnel within the command.

a. Elimination of the word "inspection" as applied to routine staff functions of female officers and substitution therefor of an equivalent but less confusing phrase such as "technical supervision".

b. Continuation of technical supervision procedures for the female staff officers for the purpose of:

(1) Assisting operational agencies and the command in implementing War Department and other directives.

(2) Increasing the morale of personnel within the command.

(3) Collecting information necessary for planning and policy making.

c. Further standardization of technical supervision methods and the establishment of governing policies therefor, and the publication of staff manual guides for the function.

242. Utilization of personnel.

a. Restriction in the peacetime military establishment of the utilization of female military personnel to skills of a specialist type and in limited relative percentages.

b. Removal of all restrictions on utilization of female military personnel in time of an emergency other than:

(1) Individual qualification for job performance.

(2) Individual physical strength and endurance.

(3) Priority of need.

(4) Reasonable safety.

c. That the level of utilization of women in the military establishment during a period of emergency be determined only by their job qualifications and the scope and location of warfare, and not by combat organizational levels, such as regiment, division, or corps.

d. Emphasis on the continued use of female personnel in administrative, clerical, and technical skills, and the expansion of their use in the fields of mechanical and medical skills, special types of combat, and special service units.

e. That all Tables of Organization suitable for the inclusion of women include adequate notes under the remarks colum to guide economical and appropriate utilization and to assure adequate administration and command.

f. Revision of the international Rules of Land Warfare to provide adequate rules governing the accommodation, feeding, and employment of both officer and enlisted female prisoners of war.

243. Public Relations. Continued use of a female public relations officer on the staff of each command, where the number of women so warrants, to interpret their function in the military establishment to all members of the armed forces of the United States, the American public, and allied nationals.

244. Health.

a. Continued use of female medical consultants to chief surgeons in commands utilizing either or both service and civilian women, to assist in plans for, and the technical supervision of, their proper and economical medical care.

b. That no general restriction be placed on the joint use of medical facilities by male and female personnel.

c. Provision of a maternity care program for female military personnel until rehabilitated to full military or civilian status.

d. Establishment of adequate medical records and statistics to permit the computation of comparative rates applicable to groups of civilian and military women and to reflect their particular gynecological problems.

245. Utilization of Colored WAAC/WAC Personnel. The continued procurement, administration, and use of colored female personnel in the military establishment, within the limitation of their individual qualifications.

246. Concurrent Use of Enlisted and Civilian Personnel. Mobilization under the selective service system in a time of emergency of all female American personnel required for duty in the military establishment, and the voluntary enlistment of allied nationals if additionally required.

247. Association of Officers and Enlisted Personnel.

a. The continued judicious control of the association of officer and enlisted personnel to preclude favoritism and assure efficiency, discipline, and command.

b. The maintenance of the command and disciplinary relationship between officer and enlisted personnel through thorough indoctrination of the personnel, with emphasis on officer responsibility.

248. Further Study.

a. Further study of the non-effective rate, and losses due to medical causes among female personnel in the European Theater of Operations, by the Surgeon General, and that consideration be given his findings prior to the determination of the age range and length of service for enlistment, draft, appointment, and overseas service.

b. Further study of the operational and command relationship of attached commands, such as the Air Transport Command, in theaters of operation with a view to eliminating inequalities in administration, privileges, and restrictions.