

plants where only physicians and nurses are employed, the nurses adapt themselves to the social demands made on them and undertake what we commonly regard as Social or Welfare workers' work. We may well recognize the usefulness of the Welfare worker in industry everywhere from the reports of such service in England during the war -

(Minister of Munitions) When the first meeting of Social Secretaries and Welfare workers was called in 1918, it was estimated that there were 1000 women Welfare workers for Women and 400 for Boys in Great Britain, and in May 1919 when the Association met, 700 professional members registered. The first meeting of such a kind, it is interesting to note, was called by a group of progressive English employers as long ago as 1906. Organization preceded University Training. Driven by the need of production of war munitions in 1917 and by the need of trained supervisors of workers, the Home Office in that year called together representatives from eight Universities, and upon the establishment of a Joint University Council for Social Studies, there followed the opening of Training Courses including Industrial Training in several of the Universities. Wages of £250. and more were being paid women supervisors during the war, Their duties dovetailed in with those of the factory inspectors, but went further, extending to outside welfare, recreation, infant and maternity welfare, amusements, canteen service, rest rooms, clubs, classes, tennis and outing clubs, vegetable gardens, cinemas, convalescent homes, washing facilities, protective clothing, seats, improved dietary etc. etc.