

RECRUITMENT OF WOMEN WORKERS

38. It will be observed that apart from women being required to observe standard Selective Service procedures in respect of permits to seek and accept employment and in regard to notice of separation, the employment of women has been conducted almost entirely on a voluntary basis. At the time that Selective Service regulations were first adopted in March, 1942, it was recognized that the main reservoir of human power then remaining was made up of woman power. In view of this fact a women's division, under a woman as an associate director of National Selective Service, was one of the first operating divisions of Selective Service to be established. Under the direction of the women's division, numerous voluntary campaigns have been conducted to recruit women for full-time and part-time employment in manufacturing, for hospitals and for a large number of other occupations. All campaigns have been related to other simultaneous endeavors of National Selective Service, and their total effect has been to add very substantially to the numbers of women engaged in gainful occupation, more especially in high priority industries. The general result has been that from the beginning of the war the number of women gainfully occupied has shown an increase of about 400,000 -- to a total of more than 1,000,000.

RIGHT OF APPEAL

39. From the beginning of the National Selective Service Civilian Regulations a right of appeal from any decision, order, direction or ruling made by National Selective Service officers has existed. Originally the appeal lay to the divisional mobilization board. It was recognized, however, that these boards were extremely busy in dealing with mobilization matters, so that in September, 1942, a change was made to have all appeals taken to the courts of referees established under the Unemployment Insurance Act. The number of appeals has gradually increased as more of the compulsory features of the Regulations have been invoked. This has resulted in an increase in the number of courts of referees. The March, 1945, amendments to the Civilian Regulations made changes in the appeal procedure. The amendments removed any existing doubt as to the jurisdiction of the Courts of Referees to hear any type of appeal arising under the Regulations. Also, previously no second appeal was provided for, but a re-hearing of a case may now be allowed, where, for example, additional facts are disclosed shortly after the court has reached its first decision.

CO-ORDINATION WITH THE MOBILIZATION DIVISION

40. In administering the National Selective Service Civilian Regulations several measures have been taken to co-ordinate the work of civilian Selective Service and that of the military call-up. These measures have been chiefly to ensure that Employment and Selective Service offices, when issuing permits for employment, check the applicant's status with relation to the Mobilization Regulations. This has resulted in reports being made to the Mobilization authorities covering persons who had temporarily escaped their notice. In this same connection it is of interest to note that the military call-up, originally administered by the Department of National War Services, was transferred to the Department of Labour in December, 1942; the name of the Regulations under which the call-up operates was changed to the National Selective Service Mobilization Regulations. The Regulations, like the civilian, have been administered under the director of National Selective Service, since the date referred to, but by a separate field organization.