

8-A-1
III, Feminine Army paper

WOMEN AND INDUSTRY.

This industrial force or army is the psychology of Armies. the same prejudice, antagonisms, ambitions, flurries of excitement, decisions, is loyal and disloyal, patient and revolting. You will find in it the same antagonism between the women in the ranks and the positions of authority as you find among men in Industry and men in all organized undertakings. The bottom hates the top, the top is supercilious and suspicious of the bottom. This antagonism breaks out at times but take it on the whole, these exhibits of antagonism have been less frequent, less persistent, than among men for the women, persistent as she is, when she is committed to a calling which enlists her sympathy, is less liable to sacrifice for plain theory or idea. She is more interested in the result, than the man. It is not good sense in her practical mind, to fight when by patience and steady education, you may secure your result. Women go with strikes but usually it is man ^{led} strikes. However, let her once commit herself to the strike and she is more violent because more emotional than any but the exceptional leader.

B. m. l. The Army has all of the faults and virtues of the feminine

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mass anywhere. It is undemocratic, like all women in their attitude to other women. The fear of knowing one not on their side goes out in the individual factory. There is a gulf between the women at the machines and the women at the office and the management, intent on creating a cooperative body of workers. You find the clerical force drawing their skirts around them if the girls from the machine

comes to the factory parties. ^{They are} ~~This is~~ anomalous here which are

interesting. The girl at the machine earns more than the girl at the office and dresses better, but she is at the machine and there

quite more but is less well dressed

is a breach. A more friendly and natural relation sometimes exists in the small army and progressive industrial towns between the wives of owners and officers and the mill girls than between the wives of superintendents and foreman of these same mill girls.

Frequently, a young woman marrying a mill man, accustomed to her set, with all its prejudices of the narrow social experience which a set amounts to, coming into a mill town, makes her husband's position difficult and delicate because ~~she refuses natural social associations because~~ she refuses associations below her husband's association. She is eager enough for association with the wife of the superior officers, however supercilious about those below.

That is you get in your industrial army, when you take it as a whole a carrying over of the petty social distinctions, ambitions, taboos, generally misunderstood and suspicions that you get in feminine society. But, while you get it experience is indignant antagonizing ~~own town~~. There is no leveller of prejudice like association for it brings knowledge of the other and with the

knowledge comes frequently appreciation. *So that - factory prejudices are less lasting than town prejudices*
But our women's industrial army is an auxilliary force

to that of men. They are first in the field, they help the management, they outnumber enormously. Taking all the industries of the country there are between four or five times as many men as women employed. *# Business world* ~~On the whole~~ they regard the field as their's. Tradition, *roman* experience, history, has given it to them. ~~She~~ comes in as an ~~adjust~~

~~and more or less as an intruder. The present man's industrial army~~
~~is not yet over the idea that her industrial uprising is an invasion~~
~~in his field, an invasion of those who must necessarily be inferior~~
~~in that path, cannot be counted on as he could. Whatever the branch~~
~~of industry in which she appears, the quality of her service is~~
~~from the start regarded as problematical. His whole training and~~

he regards takes it for granted that

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experience unfits him to look at her in an objective way, to judge her purely by what she turns out. The great majority of men are not

persuaded yet that the service of the best women are equal to the services of the best men in the same relation. When confronted with

the ~~natural~~ demonstration he ~~has~~ is convinced against his will.

(See English Experiences in Industry - Attitude of Mind) He does not

regard her as stable a factory and stability is a most essential

element in industrial development. You cannot be sure they will stay,

that is they have not the same point of view as the male employer

who ~~seizes his opportunity, works his way up.~~ The women is not

interested in working her way up, in a man's judgement. She is a

~~disturbing~~ ^{factor} ~~quality~~, the feminine (distracting)..... that he would

like to escape during working hours, does not belong in the shop

and while multitudes of women are impersonal and technical, there

are always those who are unable to lose the consciousness of their

sex, who utilize it to secure advantages. The moralities of the

factory are an element in the situation (see Mrs. Kelly) The

masculine attitude towards the woman as a worker reflects chiefly

in her wages. He makes the wages, he controls the field, being

wastly more experiences, outnumbered her, holding the ground so to

Indus. Management
Chap II. p. 329

he tells you

Murphy

man

he will

you

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speaks. Industry as a whole comes from him not from her. She must take what he will give her and he looks at the mass and not at the individual. So far as I know there is only one employer in this country that insists that the women at the machine should have the same salary as men and that is Henry Ford. The inequalities

See Investigation...

As cheap labor she cannot get as fair a deal as men - See Lu. Wang. p 330-