

**INTERTITLE:**

**WARNING: Every word in this film is taken directly from a 1952 Safety & Training Manual.**

*INT. FACTORY - DAY (B&W)*

**BOSS MAN:**

We have recently entered into an employment program which has added many women factory workers to our payroll. Women are being assigned to jobs heretofore performed by men and are apparently doing a satisfactory job. We are issuing these two bulletins for your information. "Work clothing - Female Factory Workers". "Women Are Not Little Men".

This information should help you men in the difficult task of placing women in your departments.

*A montage of women at work in a factory.*

**NARRATOR:** When the corporation started hiring women during World War II, it was made a condition of employment that all women working in the manufacturing area wear a safety cap. The purpose of such a ruling was to prevent the occurrence of "scalplings" which were quite common in industry at the time due to a stepped up program of using female employees on machine operations.

*Spinning machine parts intercut with flowing hair.*

**NARRATOR:** These accidents were usually caused by the hair on the front of the head becoming caught by rotating tools and spindles and being wound so tightly that the scalp was literally torn from the head of the victim. Naturally such accidents were terrifically painful and the disfigurement was sad indeed.

*Man looking in mirror.*

**NARRATOR (Cont'd)**

Since vanity is a characteristic of all women, most of them try to tilt, cock or bend the visors of their safety caps to make them as becoming as possible. It is obvious that without definite control of such practices, the cap could become a mere gesture and fail completely to give the intended protection to the hair.

*Woman wearing safety cap, rotating.*

**NARRATOR (Cont'd)**

This photo shows how safety caps are to be worn by women factory workers at the corporation. The purpose of the caps is to prevent SCALPINGS caused by the hair becoming caught and wound around rotating tools and spindles.

Since loose, flying hair is the cause of all industrial SCALPINGS, women will be expected to keep their hair tucked under the cap. The FOREMAN, in turn, is expected to see that women workers consistently follow this rule. Cooperation in this matter is necessary.

**INTERTITLE:** Case Study

EXT. FACTORY - DAY

*A REPORTER stands in front of a factory, speaking directly to the camera.*

REPORTER

Robert Miller of Toronto waited in anxious hopefulness today for word that an operation described by hospital authorities as a "miracle of modern surgery" will bring back to him the girl that he was to have married Saturday. She is 23 year old Lucy Stevenson, whose scalp was torn off from her eyebrows to the nape of her neck when her hair became entangled in an industrial machine that she was cleaning at a munitions plant here yesterday. She never lost consciousness during the accident and subsequent trip to hospital, and the words she kept repeating were: "What shall we do about Saturday?"

INT. OPERATING ROOM - DAY

SURGEON - OFF CAMERA

First we had to cleanse and shave the torn tissue of grease and part of the victim's clothing. Then, the scalp was replaced.

INT. WAITING ROOM - DAY

A surgeon dressed in his operating clothes, speaks very matter-of-factly to the Reporter.

SURGEON

Soft dressing followed and these were covered by bandages which were wound fairly tight to give the skin a chance to adhere and re-establish a blood base. Miss Stevenson will have slight scars above her eyes, if the operations is successful, but these scars can be removed.

*The surgeon continues to smile. The Reporter turns to the camera.*

REPORTER

Meanwhile, her fiancé waits.

*The Reporter turns to Robert, the fiancé, sitting in the waiting room.*

Dissolve to:

STOCK FOOTAGE

*Woman working in factory.*

NARRATOR

The placement of women workers in our plants is often perplexing and irritating to our already harassed foremen and group leaders, who are losing skilled male help that can only be replaced with inexperienced female help.

NARRATOR (Cont'd)

To appreciate the fact that the physical characteristics of the job must be suited to woman's physique, we must all understand that women are not little men and cannot be expected to do even a little man's job if work conditions are planned for men and not for women. In physical strength, men are superior to women. They have less stamina than men and are more susceptible to fatigue and occupational ills.

*Slow motion images of men walking out of the beer store carrying cases of beer.*

NARRATOR (Cont'd)

Women in general have about one-half the average men's lifting strength and about two-thirds of the average man's pulling strength. The ratio of muscular strength between men and women is 29 to 18: a woman weighing 125 pounds is only 62% as strong as a man of the same weight, the average woman's body being 35% muscle as compared to the average man's body being 41% muscle. Moreover, women's muscles are proportionately longer and thinner and their fibres less viscous.

Images of men with large "beer bellies" and pregnant women.

NARRATOR (Cont'd)

In man, 87% of his weight is strength, whereas only 54% of women's weight is strength; and this ratio of weight to strength varies from one muscle to another in the entire body.

Close-up images of men gripping beer bottles and women daintily holding tea cups intercut with close-up images of firm hand shakes and women's hands being kissed.

NARRATOR (Cont'd)

A man's hand grip is about 81 pounds, whereas woman's grip is about 48 pounds. Altogether, men are about 30% stronger than women.

Woman doing housework, while man sleeps on couch.

NARRATOR (Cont'd)

We are likely to think that continuous labour will develop strength in women as it does in men; however, this is not so, for in countries where females have done the labourious tasks for centuries while the males have led indolent lives, investigators tell us that these fully developed women have only 66% of the strength of their husbands.

Woman walks across lawn in front of many men, who whistle at her as she passes.

In women, exercise and work still keeps the fat tissue where we desire to see it, and seldom develops the muscles, as in the male.

Image of a pregnant Barbie doll.

NARRATOR (Cont'd)

The lesser muscular strength in women is normal and required for her life's function: motherhood.

Women typing in an office.

NARRATOR (Cont'd)

If we place her in man's occupation, we must plan her work accordingly to her

physical strength.

Microscopic images of moving red blood cells.

NARRATOR (Cont'd)

Blood differences are an important factor in the fatigue of women workers and their susceptibility to occupational diseases,...

Women running a relay in the 1928 Berlin Olympics.

NARRATOR (Cont'd)

... their slower recovery from muscle action, their vertigo and fainting spells, and their tiredness following sustained work.

More blood cells pumping, cut back to relay sprints.

NARRATOR (Cont'd)

Every cubic millimetre of woman's blood has one and a half million fewer red blood corpuscles than man's, or 30% less of these red cells in the entire body.

A man asleep on the job.

NARRATOR (Cont'd)

Therefore, rest pauses are necessary, and if they are not allowed, she is forced to "slacken-up".

A woman's hands chopping an onion.

vegetables, stirring a steaming pot of food, etc.

NARRATOR (Cont'd)

The long slender hands and fingers of women are readily manipulative, making it easy for her to handle small objects and to do with ease and dexterity work that is cumbersome to man. She has another advantage that increases the dexterity of sorting, handling, and picking up small articles;

She pours a beer into a glass and serves it to a man, who is sitting in front of a TV with a remote control.

NARRATOR (Cont'd)

her thumb is shorter and index finger longer than man's. Although this gives her better grasping and handling power, it is a distinct hindrance in her gripping power. Therefore, some study should be given to the design of hand tools which have heretofore been made for men.

The legs of an exotic dancer are visible.

NARRATOR (Cont'd)

A woman's legs are short in comparison to her trunk length, making it easy for her to bend and touch the floor with her hands without bending the knees.

A man's hand waves some money in front of the dancer and she bends to pick it

up.

NARRATOR (Cont'd)

This case of bending over gives her a natural tendency to pick up or lift objects from the floor in the wrong manner. We should make sure that she lifts correctly, knees bent, back straight, feet spaced about six inches apart so as to allow the powerful leg muscles to take the weight, not the weak back muscles.

Images of fashion models on a runways.

NARRATOR (Cont'd)

The thigh bones of women incline inward toward the knee. They are **all** knock-kneed, and when walking, their legs are thrown around from the knee down. This along with their natural forward stooping of the spine causes many a fall - not high heels.

Ukrainian women spinning around in a traditional dance.

NARRATOR (Cont'd)

Believe it or not, women are knock-kneed at the elbows too. And when work is performed that causes continuous rotation of the arms, neuritic pains are bound to follow.

Young girls doing over the shoulder arm stretches.

This is a factor to consider in over-shoulder reaching and stretching. It is wise to change workers around often if rotating arm movements are necessary in work.

Images of nature: bees in flowers, etc.

NARRATOR (Cont'd)

During menstrual periods, water accumulates in the body tissue. There is a weight gain of about three pounds.

Women in bathing suits running out of a beach house in single file.

NARRATOR (Cont'd)

Blood pressure varies - abdominal cramps - headaches - let-down feeling - lack of pep - irritable - tires more easily - loses red blood cells - subject to "black outs."

A woman working furiously on a factory machine. She becomes upset and looks worried. Her boss comes by and gives her a hard time.

A woman tends to overwork to hide this normal biological function, causing fainting with resultant embarrassment or hysteria. During this normal course of woman's life, we must pay special attention to weight lifting, weight carrying, and jobs requiring much climbing. Trips to the rest room are frequent and we must exercise tolerance and patience in our contacts during this time.

Montage of women using appliances.

NARRATOR (Cont'd)

The fact that women seldom have had the exposure to things mechanical which men have had before they enter the plant means that women are not as conscious as men of the possibly of injury from causes that may be somewhat obscure.

Backwards images of women diving from a high board.

NARRATOR (Cont'd)

The difference in muscular and mental reaction time between the two sexes is definitely a contributing factor in accidents that needs to be given grave consideration. Women's muscular reaction time after making a decision is 17% slower than man's. Therefore, in the combination of a complete movement circle, they are 41% slower than man. This variance in reaction time is a decided disadvantage in an emergency. It is often the difference between an "incident" and an "accident".

Images of a woman doing housework: loading the dishwasher, folding clothes, ironing, etc.

NARRATOR (Cont'd)

Work should be arranged in detail or pattern, taking into consideration this slower reaction time: eliminate decisions, in short, keep as near routine as possible, and beware of a change unless work is made more of a routine nature.

This reaction time also causes women to make new contacts disagreeable by comparison.

A young man gets frustrated while trying to fix a car and has a temper tantrum.

NARRATOR (Cont'd)

Women's involuntary nervous system is not as *stable* as men's. She blushes readily and is easily embarrassed. Being readily nervous at the least provocation, she is subject to petty jealousies which should warn us that we cannot play favourites. She is sensitive to criticism and "bawling out" and will become openly defiant and hostile if a reproof is given in the presence of others.

Images of a man petting a dog and praising it.

NARRATOR (Cont'd)

She is quickly responsive to praise - tell her she is good and keep telling.

A factory corner with a collage of pin-up girls on the wall.

NARRATOR (Cont'd)

Weather changes, atmosphere conditions, work shop surroundings, all affect her moods, bringing on headache, lassitude, and ill-temper. A woman is a woman, regardless of task, and it should be planned for her, not a man.

Women at work in "male" fields.

NARRATOR (Cont'd)

Many plants have found that women, given the right job training, maintain a

better safety record than men.

Women doing aerobics.

NARRATOR (Cont'd)

Like all new workers, women need careful step-by-step instruction.

A man inspecting a group of women lined up in bathing suits.

If we have made the job safe for man, we need consider only a few special points to make it safe, also, for a woman.

Slow pan from floor of a man in drag.

NARRATOR (Cont'd)

Women, like men, need proper work clothing. We must be sure that women wear low-heeled, sturdy shoes, keep their hair covered, and do not wear jewellery.

*A woman in an office looks upset. She goes to see her boss who is not sympathetic to her problem. He sighs as she leaves.*

NARRATOR (Cont'd)

Many women have to carry home responsibilities along with their jobs. The worker - man or woman - who's worried or overtaxed is not a safe worker. It requires a lot of tact to find out how heavy a load of responsibilities a woman has to carry, but these problems have a direct bearing on the quality, quantity, and safety of her work. The experienced supervisor sees that the woman who is overtaxed gets some help through the plant welfare or personnel department. Management will welcome suggestions for helping women to adjust to factory work.

*Close-ups of the smiling faces of many women.*

NARRATOR (Cont'd)

Remember,... women are not little men!!