

cur; women could not conveniently do the office work in men's units. With such deductions, it was decided that women could fill 450,000 of the Army's 665,256 administrative and clerical jobs; 100,000 of the 834,600 motor transport jobs; 25,000 of the 121,000 radio operators' positions; 30,000 of 96,755 supply jobs. The total of women who could be used immediately was 750,000, and by the end of 1943 it was estimated that at least 1,323,400 could be used. Thus it was discovered that G-3 Division had, if anything, been conservative in estimating that 1,500,000 Waacs could be used by 1946.¹

Estimates Based on Field Requisitions

Simultaneously with its request for The Adjutant General's theoretical estimates, the Services of Supply conducted a field survey to provide a practical check on the numbers usable by the Army. On 22 October, a few days after Director Hobby's departure, the Services of Supply informed its subordinate commands that further use of Waacs was contemplated, and asked for recommendations as to which jobs under their jurisdiction could be filled by WAAC personnel.²

Requisitions prompted by this letter were soon pouring into WAAC Headquarters, increasing those already arriving as a result of the earlier June expansion plans. They were listed in order of receipt, except for urgent cases, and forwarded for final approval in turn to the Chief of Administrative Services, the Chief of Operations, and G-3 Division of the War Department.

In order to determine which requests merited final approval, it was necessary to devise a number of new policies concerning the types of work and places of em-

ployment which would be authorized for Waacs. The number and variety of the requests went far beyond the four simple types of jobs originally authorized. The Air Forces requested Waacs for some thirty-one different technical and mechanical duties; the Signal Corps, Transportation Corps, Corps of Engineers, Ordnance Department, Chemical Warfare Service, and other agencies listed dozens of new types of work, many of which could not be filled by women except after Army technical training. There were also requests for new types of companies: Machine Records Units, Finance Department Companies, Base Post Offices, Mess Companies, and others for which no WAAC Table of Organization as yet existed. There were many requests for Waacs to replace civilians: as clerks in post exchanges, as laundresses, and in other non-Civil Service work. Several commands wanted mobile units for combat theaters, and the Signal Corps wanted these units mixed, with men and women in the same company.³

As a guide for determining which of these requests to honor, a most important policy had been recommended by Director Hobby before her departure: that Waacs not be allowed to replace civilians and that they be considered only for the 406 Army jobs included in The Adjutant

¹ (1) Memo, Classif & Repl Br AGO for Col Catron, 31 Oct 42; (2) Rpt, Classif & Repl Br AGO for WAAC Hqs, 25 Nov 42. SPWA 201.6 (10-2-42) (1) secs 1, 2.

² Memo, TAG for Chiefs of Servs SOS, 22 Oct 42. SPX 320.2 (10-17-42) PR-W-SPAAE. Also AGO Memo W635-2-42, 22 Oct 42.

³ (1) Min of Stf Confs, Aug-Nov 42. Folder, Stf Confs, Hobby files. (2) Memo, MPD SOS for G-1, 4 Nov 42. SPGAM 320.2 WAAC (9-15-42). (3) Ltr, FA Sch to Dir WAAC, 25 Sep 42, and reply. AGF 320.2 WAAC, Binder 1, DRB AGO.