



LIEUT. GENERAL

A. G. L. McNaughton

"Members of the Canadian Women's Army Corps are contributing greatly to our victory. Victory . . . more and more we need to help behind the front line."

WOMAN

Chiung Kai Shoh

"We women, the country can be great when its women work for it."



RIGHT HONOURABLE

Anthony Edson

"The biggest job the world has ever asked women."

LOSS CAN FREE A MAN TO FIGHT

HAVE you ever thought that you may not be doing all that you should do to help win this war? You may be working from 9 to 5, you may be doing ordinary work of one kind or another, but is that the amount you should? Consider the work which you are doing for them by someone else—someone who hasn't your health, your health and strength, your freedom!

Three years ago there were women in Canada who wanted the best that they were not allowed to take their rightful place beside their men in this time of struggle. They saw that there were thousands of men in the army doing work that women could do. They saw that there were men taking women's places, and they resolved to get in there and do the work which belonged to them.

Out of their determination, a long hard by the growing need for men in the fighting lines, the Canadian Women's Army Corps was born. Since that time, more than 11,000 women who felt as they felt have followed them. They are doing their utmost to make this world safe and free, to make it a place where little children may play and grow up . . . safe from the threat of enemy war.

The ordinary worker of our nation knows that if the C.W.A.C. were disbanded the ordinary machine which has been built up would be crippled. In the course of war men in the fighting lines could not be there except for the C.W.A.C.

Would you deprive a fighting man of his opportunity to fight? Or you want some fighting men to do your job? If you don't, why don't you join the C.W.A.C.?

In this booklet are illustrations of different kinds of work which are done in war. Study the pictures, see where you might fit in. There is something you can do, something which will help to shorten the war, something which will be more than what has been doing your work for you of late and into the fight. Don't let anyone take your place if you can help it.

ENLIST IN THE
CANADIAN WOMEN'S ARMY CORPS TODAY

George Moore

MEN FILL JOBS THAT WOMEN CAN DO!

Some men will fill jobs that women can do . . . they wait for you to take their places.

• **BOOK ROOM**

Typographers
Accountants
Bookkeepers
Index and equipment clerks
Central records clerks
Pay clerks
Photographer clerks
Records clerks
Statistical clerks
Caption clerks
Fingerprint laboratory clerks
Cards, general duty
Filing clerks
Typists
Messengers

• **CLERKS**

Clippers
Cards
Cards, receipt
Cards, returns

• **COMMUNICATIONS**

Switchboard operators
Telephone operators
Operator, first messenger
Telegrams
Broadcasters and telephonists

• **DRUGS**

Operating room assistant
Pharmacists and dispensers
Nachtographers (medical)
X-ray technicians
Laboratory technicians

• **MAINTENANCE**

Drivers (by
other methods)

• **MACHINERY**

Radio mechanics
Typewriter mechanics
Insurance mechanics

• **MECHANICAL**

Engineering and architect and
draftsmen
Mechanical draftsmen

• **MISCELLANEOUS**

Stenographers, selected
Stenographers, department
Tellers
Travel advisors
Waitresses
Custom helpers

If you can do any of the above classes of work, or if you are capable of being trained to do them, there is a place in the C.W.A.C. for you. Regardless of your experience, if you have the normal equipment to learn, you are needed in the C.W.A.C.

THE C.W.A.C. A CROSS SECTION OF *Canada's Finest Womanhood*



This is good company to keep with.

WHEN you enter in the Canadian Women's Army Corps, you may find, as your companions, women who have been accountants, bookkeepers, nurses, dental assistants, librarians, waitresses, housewives—almost every occupation of which you can think.

They are Canada's most representative women, drawn into the Service by the emergency demands that their country has declared, and now help that the war will be shortened and all of us get back to the ways of peace. They are women who have realized that the greatest contribution they can make at this time is by enlisting in the C.W.A.C.

STANDARDS OF COMBAT

You will find that their standards of conduct are those of representative Canadian women, the putting on a uniform does not change them, except insofar as they are advised with pride in that uniform.

and would not do anything to bring it into disrepute. They know that they would spend unnecessary expenses there, and that any slight deviation from propriety will be instantly observed.

Their reward is that they have the proud privilege of wearing a uniform which carries the highest consideration which a woman's uniform can be given next to the nation at war. They have literally read for women the words which were put into use, but they feel that it gives no sense the fact that they have something uniform with a distinction such as Canadian women never before have enjoyed.

ALL OF US ON THIS FRONT

To the members of the C.W.A.C. we have given the reason that this is the people's war, that all of us are in the fight.

When a woman's house is burning she does not say "Fire fighting is not woman's work, I'll leave that to the men." While all the night hours we have. So, in this war, each one must do whatever he or she can do if our home care is to be maintained.

In this booklet are shown a great variety of occupations which women can do, which women are doing in part of their daily tasks in the C.W.A.C. Don't hold a man back in a job that you can do right in and please him for double duty.

SEEK THE FACTS

READ WHAT IS SAID

FROM YOUR JOB

Enlist Today!



These girls have just
passed their College and
will attend college
next fall. They are
the first girls in the
state to do this.



The girls in this picture are working in the
classrooms of the College. They are
the first girls in the state to do this.
When the war is over they will find great jobs.



The girl has a computer job. She can be trained to operate a wordprocessor.



Mail is sorted, and the girl is an "operator" for the Army Postal Service.

Learning to work like this
helps you learn to work and
social better like this.



The girl is so nice,
person through
times and you
think you're
not to be used you.





As a dental assistant the un-
ground life is necessary for
the whole profession you live it



It is a great honor
to be a dental assistant
and to be a part of
the dental team. We
are proud to be an
essential part of the
dental profession. We
are always ready
to help.



Showing the jeep- and learning about it all the time too.



A EWAC, sergeant with
6th Division at one of the
big maps shows.



The driver has found a light bulb to under the hood.



All is under excellent control. The camp leaders and members are enjoying their stay.

The laboratory can
offer a wide range of
learning experiences
to the student.



This young scientist
is working with the
doctor on some
research. Some
of the work is done
in the laboratory.

It might be an interesting
idea to have a
photograph of the
work done. The
general idea is to
show the progress
of the work.



Red Cross prepared to be first responders of the world for the war, and was able to provide help to the Red Cross.





She got work in today,
in a filter and in her
test chamber, and
a skilled worker at all
times.



The accomplished young
woman works with
training. She has a
degree in the sciences
of military training and
more.





Illustration in the
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An open magazine also
also contains with about
about and contains
the is finding new
new in the future.

FROM *East* TO *West* . . . AND SOME FROM THE *South*



BRITISH COLUMBIA



ALBERTA



SKETCHED



MANITOBA



ONTARIO



QUEBEC



NEW BRUNSWICK



NOVA SCOTIA

From coast to coast, from the four corners of the Dominion they are coming—the women of Canada's tomorrow—meeting in a new comradeship that urges well for our national unity and understanding in the days to come.

There is still a place for you in the grand fellowship of the C.W.A.C.

Join these girls who are going places and doing things . . . enjoying new experiences . . . making new friends . . . sharing new responsibilities . . . fighting Canada's war.



UNITED STATES

The Story of the C.W.A.C.

Twenty years old in August, 1943, the Canadian Women's Army Corps today stands over 1,000 strong as an active and an integral part of Canada's army. As early as 1939, women in Canada began to prepare, and in 1940 Canada's call to arms found immediate response.

When their day's work was over, women volunteers gathered together in groups for instruction that would help prepare them to serve. By November, 1940 almost 2,000 women were enrolled in "volunteer organizations" throughout Canada.

Lieutenant-Colonel Joan B. Kennedy, accompanied by Captain Madeline H. Martin, travelled from Vancouver to Halifax with a view to coordinating these groups and official recognition from the Government was rapidly granted.

On August 15th, 1941, the Canadian Women's Army Corps was authorized by Order in Council and formed as an auxiliary to the Canadian Army being under the Department of National Defence. Lieutenant-Colonel Elizabeth Twiss, R.C.A.M.C., headed Canada's first unit and the initial organization.

The first C.W.A.C. recruits were called up on 30 September, 1941. In March, 1942, by Order in Council, the Canadian Women's Army was granted the status of a Corps of the Royal Military and became part of the Canadian Army.

The first C.W.A.C. Training Centre was opened at the Army de Bellevue, P.Q. in February, 1942, subsequently becoming the Advanced Officers' Training Centre for the C.W.A.C. In July, 1942, a Women's Plain Training Centre was opened at Northbay, Alberta, and in October of the same year, the C.W.A.C. had two more similar centres at Hitchcock, Ontario, as a Basic and Trade Training Centre for central and eastern Canada.

By the end of 1942, approximately 1,000 C.W.A.C. personnel were serving in nearly every military centre in Canada, with Canadian and British army units at Washington, D.C., and with the Canadian army in Great Britain.



Brigadier-General Margaret C. Baker



Brigadier-General Joan H. Kennedy



Brigadier-General Mary Green

During the last six months of 1943, the training of medical practitioners and specialists was expanded to include instruments, anatomy, night vision lenses, dress medicine, first-aid, and special operations, aerial medicine, amphibious operations (F.R.C.), nursing education, hospital work, and plastic-surgery for duty in operational areas in Canada.

The Corps is proud of its operational bands, comprised entirely of C.W.A.C. bandwomen. Both the military brass band and the Highland pipe band have been in use throughout the Dominion.

The unity and progress of the C.W.A.C. is one of the most admired in our country's history. In the two years since its formation, the Corps has established a record of useful and efficient service, and today more 15,000 women serve in its ranks, proud of the fact that they have achieved an almost equal number of men for the fighting units in the active army.

Major Betty Boyd



Major Betty Boyd



Major Betty Boyd





These two girls are always in the kitchen. The one is the cook and the other is the baker.



The librarian always has the books in the room.



The parlor — and kitchen.

*Life
in the
C.W.A.C.*



In this is situated the Postal Room (see it in the background).

*Life
in the
C.W.A.C.*



Ready to march — all together.



Scouting the big, strong and impressive scenery.





Students in
front of
poster.



A group meeting scene.



Children search for a large
part in keeping the 12/14/62
history.

OPPORTUNITIES FOR *Travel* AND NEW *Friendships*



These girls come from nine different provinces and meet in Toronto.

THE LARGEST of girls who have joined the C.W.A.C. have discovered Canada; many have discovered the United States and England; every girl who has enlisted has seen new horizons.

It has been a great education for many who thought of Canada only in terms of Ontario, or Quebec, or British Columbia, to travel from place to place, meeting men and women from other provinces and other countries. They have learned that they belong in a great nation, in a great people, in a great empire.

Their uniform has become a tradition in truth, and these broad ships that depart will not come when the war comes to an end.

The members of the C.W.A.C. will continue long after peace is granted and will have great power for good in the remaining 40 months. To have been in the Corps will be a distinction which other women will envy, and which those who have enlisted will prize.

CHANCES OF Promotion

THE girl who enters the C.W.A.C. may not carry a month's income at her fingertips, but she carries within herself the possibility of earning a citizen's income and even more on her shoulders. Every person has an equal chance of promotion, depending entirely upon herself, her capacity, activities for work, her educational qualifications, her experience, and, above all, on her personality. All opportunities flow from the ranks.

Some enter a girl service club to meet in a Study Training Course, at Kingston, Ontario, or Hamilton, Alberta. For four weeks she receives elementary training and then is assigned to work for which her civilian experience has fitted her or if she has special aptitudes and interests, she may be sent to Study Training School.

From the day she joins she is under observation by her N.O.C. and officers, and she gets promotion, with consequent increase in pay, as she earns it. If she shows signs of being likely to make a good officer she is recommended for a commission, and sent as a cadet to the Officers' Training Course at Macdonald College, Inc., near St. Helens, Quebec. Here she gets further specialized instruction, and receives the close guidance of the staff and the army quarters. If she passes her examinations, and the scrutiny, she receives her commission and is assigned to work by the C.W.A.C.

The C.W.A.C. has the best women in the country in its ranks, and when a girl has outstanding ability and qualifications in all departments the career path the high honor of being one of those officers who lead them.



Where the Officers' Training Course is held, Macdonald College, Inc., near St. Helens, Quebec.



A group of nurses waiting for "Officers" Training Course.



The Doctor's Station, general hospital.

DISCIPLINE *and* REGULATIONS

THE C.W.A.C. is an integral part of the Canadian Army, is subject to the same discipline, administrative rules, laws and regulations.

Discipline is the basis of military efficiency and is fundamentally a matter of training and spirit. At the basic training course, the recruit gradually learns to conform to military custom and then takes pride in executing orders with awareness and precision.

Spending leisure and unstructured activities is the order of the day. Even equal drill holds no interest for these girls and men; they march out in line and march as a "Gentle" regiment.

The uniform, the comradeship inspired by a common purpose, the maintenance of their essential role in wartime, develops united Corps that is the source of good discipline. This is enhanced, as exemplified by their training, by a policy of paying C.W.A.C. personnel one year above efficiency and good discipline spring from doing congenial work with enthusiasm. The wide range of occupations open to members of the C.W.A.C. enables them to do work for which they are fitted by experience and training.

Whereas national, the C.W.A.C. is a special organization and component, and it is the responsibility of Officers and NCO's to ensure the welfare, happiness and conduct of these units under their command. It is the responsibility of all ranks to co-operate readily and at all times to uphold the traditions of their Corps.



OPPORTUNITIES TO LEARN A Trade



THE C.W.A.C. offers first class instruction in various trades and occupations under experienced teachers.

The woman who learns a trade under these circumstances enjoys the advantage of full pay and allowances while she is being taught; the further advantage of "trade pay" after she has passed her course and is doing the work; and the still further advantage of having been trained to take a remunerative position when the war is over and she has been demobilized.

Trade pay, which is in addition to ordinary pay, and is the same as that paid to men, runs follows:—

Group "A," 14 average per day; Group "B," 10 average per day; Group "C," 8 average per day.

The following trades, among others, are taught:

Cook, Cook, General Assistant, Dressmaker, Equipment Repairer, Operating Room Assistant, Food Worker, Station Operator, Sewing Machine Operator.

Medical certificates for Trade Training are restricted, as also are age limits.

WHEN THE WAR IS ENDED YOUR SERVICE IN THE C.W.A.C. WILL BE A GREAT ASSET

WHEN the war is ended service in the C.W.A.C. will be a great asset; all members will be the better for having joined. They will have had a training which they otherwise never could have enjoyed. They will have benefited by regular meals, excellent lodging. They will have met people from different parts of Canada and from other countries; they will have come in contact with new ideas, been here in new places, and seen how other people live and think and act. They will have learned to do things for themselves, to stand on their own feet. They will live a period here in the post-war world, but they will be a different group, belonging to the high company of men and women who put their country—and delicate traditions, that they might never see lost, that they might build a better country—where they and their children might live in security and peace.



Work like this is giving intelligence and character to a girl for a good job in any business when after the war.

RATES OF *Pay* AND *Allowances*

RATES BASED ON PAY EQUIVALENTS A WEEK) ARE AS FOLLOWS:

Sergeant	\$11.60
Corporal	9.60
First Sergeant/Corporal	8.60
Major	6.20
Captain	4.20
Lieutenant	4.00
Second Lieutenant	3.40
* * *	
Sergeant/Major, W/O Class	1.20
Quartermaster Sergeant, W/O Class II	1.00
Company Sergeant/Major, W/O Class II	1.40
Company Quartermaster Sergeant or Staff Sergeant	1.80
Sergeant	1.75
Junior Sergeant	1.50
Corporal	1.20
Junior Corporal	1.20
Private after six months' service	1.20
Private after four months' service	1.00
Private on enlistment	1.00

The above rates of pay are in addition to uniform and maintenance.

UNIFORMS

Equal rates of issue—P₁, P₂ and P₃ a day, authorized by law (see depending upon efficiency and rank).

FOURTH ALLOWANCE

Complexion is issued and an additional economic allowance is made for underwear, etc., of \$1.00 minimum and \$1.50 maximum, thereafter.

DEPENDENT'S ALLOWANCE

C.V.A.C. provided may be extended up to \$10 a month dependent's allowance for dependent relatives other than husband and children.

C.W.A.C. AND CIVILIAN PAY COMPARED

Paid and allowances in the C.W.A.C. compare very favorably with civilian pay. After six months service a private receives \$1.50 per day, or \$8.40 per week, less and more. If also hospitalized, and like a recruit with his hair to grow "brake pay", the recruit from 20 to 24 weeks a day more. As will be seen from the list below, cost and allowances already given, when the gains mentioned but pay is shown advantageously.

He does not pay unemployment insurance, nor does she pay for food and clothing, shoes and hats. His lodging accommodation is provided. He travels half fare on the railway lines. When she goes home on furlough she pays only one-third of a one-way passage on the railway. A variety of entertainment is provided for her.

His position should be compared with that of a girl in civilian life who receives \$7.00 per week, and who has to pay the following items from it.

Income tax (including Compulsory Savings of \$1.50 per week)	\$ 5.25 per week
Unemployment insurance75 per week
Food (Home Fund)75 per week
Board and lodging	1.00 per week
Clothing, clothing repairs, sundries	1.00 per week
Total	\$10.75 per week

On advantageously each member of the C.W.A.C. is issued with one uniform and two winter uniforms. In addition the recruit shoes, two stockings, shirt, trousers, gaiters, socks, mittens, gloves, hat and many other items. These items are renewed at regular intervals so that the C.W.A.C. always is well dressed. In lieu of being issued with underclothing, the recruit an allowance of \$1.00 per month with which to buy underclothing, and \$1.00 a month included to replace underclothing worn out.

She pays the bus allowance and travel rate from the day she goes

CONDITIONS OF *Enlistment* . . .

All ranks in the Canadian Women's Army Corps are open to women in Canada or anywhere else in the world for the duration of the war, and for twelve months thereafter should their services be required.

Candidates for enlistment in C.W.A.C. must be between the ages of 18 and 45 years, must be physically fit, in accordance with existing military physical standards. Applicants must have Grade VII or equivalent education, whether achieved by formal education or otherwise, or enable her to become a useful member of the C.W.A.C., and may be married or single. Married women may not have sons under 16 years of age or daughters under 17 years.

Certain tradesmen and specialists may be accepted if in a lesser medical category.

In the picture below a recruit is being accepted. Because she joins the Army, to do a woman's work in the Army, a man who has been doing her work is able to go and fight.



OFFICE OF *Services* . . .

CANADIAN WOMEN'S SERV. COMB.

Name _____
 Address _____
 Telephone Number _____

If you are married, please give below — name, address and phone of nearest
 ADDRESS OF NEAREST RELATIVE _____

EDUCATIONAL ATTAINMENT _____

PLACE OF BIRTH _____

DATE OF BIRTH _____

EDUCATION AND TRAINING (Check) _____

POSTAL SERVICE — by letter by radio/teletype

IF MARRIED — name of husband _____

Single (1) Married (2) Widowed (3) Separated (4) Divorced (5)

If more than one marriage, give date of each marriage _____

EDUCATION: State number of years, highest grade/level of grad-
 uation, and degree or diploma obtained _____

EDUCATION: High School Other _____

What is your industry? _____

Are you employed? _____

What experience do you have? _____

What special qualifications have you? _____

What languages can you speak and write fluently? _____

If you have children, _____

How many are dependent? _____

If occupied, when will you be available for service? _____

Are you prepared to serve anywhere in Canada or abroad? _____

Are you willing to be transferred and re-assigned? _____

Have you ever served in any of the services listed? _____

What was the service? _____

Attach three letters of reference as to character and standing to your _____

THIS SERVICE COMB. IS
 AN ACT OF THE GOVERNMENT OF CANADA
 OFFICE OF PERSONNEL SERVICES
 1000 UNIVERSITY AVENUE
 OTTAWA, ONTARIO

Signature of Applicant _____

Date _____

Stamping, Mark (10), and reference to booklet when requesting forms