

WAR DEPARTMENT
Bureau of Public Relations
PRESS BRANCH
Tel. - RE 6700
Brs. 3425 and 4860

FUTURE

RELEASE

FOR RELEASE TUESDAY A.M., AUGUST 8, 1944

Following is the complete text of a report by Miss Jacqueline Cochran, Director of Women Pilots, Army Air Forces, to the Commanding General of the AAF, General H. H. Arnold, together with a summary of the report. Both are for release Tuesday A.M., August 8, 1944.

DIRECTOR OF WOMEN PILOTS
ASKS MILITARY STATUS FOR WASPS

The Wasps have proved their worth and should have full military status in the Army Air Forces, Miss Jacqueline Cochran, Director of Women Pilots, AAF, declares in a report on Women Airforces Service pilots to the Commanding General of the AAF, General H. H. Arnold.

In a detailed study of the training and operational use of women pilots since their activation as Civil Service employees in September, 1942, Miss Cochran balances the accomplishments of the program against its original objectives, formulated in mid-summer of 1941 when the present Director of Women Pilots was requested by the AAF to plan utilization of women pilots. The three major objectives were:

1. To determine whether, in any grave national emergency, women could serve as pilots and to perfect a nuclear organization;
2. To release male pilots for higher grades of duty, including combat;
3. To decrease the Air Forces' total demands on the cream of the over-all manpower pool.

The record shows, Miss Cochran reported, that carefully selected women can fly all military aircraft skillfully and safely, and that they have released skill male pilots for higher grades of duty. The small group of Wasps has proved itself capable, and the only limitations which have developed have resulted almost solely from their civilian status. They have done varied types of aerial work at 70 AAF stations, have flown all types of aircraft and all types of missions, shown great adaptability to training with an elimination rate comparable to that for men, and have been commended by the military.

Twenty-eight Wasps, performing the same functions as the Air Corps officers, have given their lives for their country. The WASP record for safe flying compares favorably with that for all AAF flying in the continental United States, the WASP fatal accident rate being .08 per 1,000

hours flown (based on 22 fatal accidents and 274,585 hours flown as of June 30, 1944), according to the report.

Wasps have averaged at least as many hours flown per month as male pilots working at the same jobs; their health rate has been high and the fact that they are women has not interfered with their service, Miss Cochran said.

On a long-term basis, dependability, control, and full effectiveness can be obtained only through militarization by incorporation into the Air Corps, Miss Cochran reported to General Arnold. Such militarization is desirable in the interest of the AAF and irrespective of benefits to Wasps. It would prevent resignations, give needed controls, and make for uniformity and efficiency of operation. The resignation rate is now unduly high and unduly costly to the Government. Eleven have been discharged. Seventy-three have resigned with each such resignation involving a complete loss of the cost of training.

Wasps are assigned to military units, Miss Cochran pointed out, and they perform the same job as commissioned pilots, and are associated wholly with military personnel. As civilians they are subject to an entirely different set of laws, rules and regulations--in some instances there is nothing which governs. Ninety-three per cent of operational Wasps themselves recently approved militarization. If militarized, however, only the very experienced should have commissions above the lowest grade and the small size of the organization should be considered in determining the top WASP rank.

The report concludes with four recommendations to govern the future of Wasps with the Army Air Forces:

1. Wasps should be militarized through absorption of present members and other qualified women pilots into the Air Corps as officers in the lower commissioned grades.
2. No action should be initiated by the AAF to revise WASP personnel requirements upwards pending a complete evaluation of the existing and foreseeable pilot situation.
3. The civilian WASP program, including completion of training of students now in school, should be maintained until such time as decision is reached relative to obtaining militarization.
4. Under civilian status, so many elements of the experimental project are lost or weakened, and there is such lack of control over permanency of work by individual Wasps after they are trained, that serious consideration should be given to inactivation of the WASP program if militarization is not soon authorized. If such action should be taken, an effort should be made to obtain military status, if only for one day, and resulting veterans recognition for all who have served commendably.

END

DISTRIBUTION: Aa, Af, B, Da, Dd, Dg, Dm, E, Ea, N.

8-7-44
1:00 P.M.

Address reply to
Commanding General
Army Air Forces
Washington 25, D. C.

HEADQUARTERS ARMY AIR FORCES

Washington

1 August 1944

SUBJECT : Women Airforce Service Pilots
TO : Commanding General, Army Air Forces
THROUGH: Assistant Chief of Air Staff, Operations, Commitments and Requirements

The WASPs are nearing their second anniversary of service with the Army Air Forces. Their utilization was approved as an experiment in late 1941 when the Axis was rushing toward world conquest. They were activated in mid-1942 when the United Nations were marshalling their every resource and praying for time. Today, the picture of war has changed. The defeat of the Luftwaffe, the foreseeable victory over Germany, all the favorable changes in the war's aspect are having their reactions on the Air Forces' and the nation's personnel requirements. It is timely to evaluate the services of the WASPs against the background of two years of accomplishment and to determine their future in the light of today's known factors. It is to assist in such determination that this status report is presented.

<u>DIVISION</u>	<u>SUBJECT</u>
A	History of Women Pilots with the AAF.
B	Legislative Action.
C	The Organization.
D	The Training Program.
E	How Trained WASPs are Serving
F	Commendations.
G	Should WASPs be Officers?

H	Demobilization of WASPs.
I	What the Record Shows.
J	Conclusions.

JACQUELINE COCHRAN
Director of Women Pilots

A - History of Women Pilots with the AAF.

1. A study of such use was initiated in the summer of 1941, as our nation hurriedly surveyed its capacity and its facilities for total war. It was anticipated that global war would demand all qualified men and would require utilization of women wherever women could serve. Unknown was the percentage of our young male population which could qualify to man our aircraft. Military planning had to consider that the supply of such human material was limited and entirely insufficient for the needs of all the military services. England was already severely short of pilots and welcomed our young men into its Squadrons, and a few of our young women and many men into its ferrying service. England, Russia, and Germany were using women as pilots of trainer and combat type aircraft. The project was assigned to the present Director of Women Pilots.

2. Stated purposes were:

a. To determine whether, in any grave national emergency, women could serve as pilots. Such determination involved a performance study of perfection of a nuclear organization which could be expanded almost to any degree should war's requirements so dictate.

b. To release male pilots for higher grades of duty, including combat, by using women for the routine, non-combat jobs.

c. To decrease the Air Forces' total demands for the physically and mentally perfect young men--the cream of the overall manpower pool, from which all the Services and industry must draw the men needed to lead the way to victory.

3. More than 3,000 licensed women pilots in the United States were the sole sources of trained personnel. Records indicated that less than 100 would meet ferrying duty standards without further training, and some of these were already in essential flying. Otherwise, the young women of the nation were an unknown as regards flying ability. A plan to utilize trained personnel and to train others was submitted. Its activation was postponed because, during 1941 and part of 1942, there were more male pilots and cadets than airplanes. At the request of British air authorities, 23 of the trained women pilots went to England, in charge of the present Director of Women Pilots, to fly with the British Air Transport Auxiliary. A majority remains there, working with all types of aircraft and under eighteen-month contracts.

4. The pilot-plane ratio righted itself in mid-1942, and the AAF activated the women pilot plan in September 1942. Only 28 trained pilots were within age limits and immediately available for duty. This small group was put into the Air Transport Command to do ferrying and as an experiment to determine what women could do. The group, located at New Castle, Delaware, was known as the WAFS. Another group, known as the Women's Flying Training Detachment, was used to initiate a training program. A contract school was opened, first at Municipal Airport in Houston, Texas, and then at Avenger Field in Sweetwater, Texas. In May 1943, all training was centered at Sweetwater. The first class of trainees to graduate was assigned to Air Transport Command on 24 April 1943. Meanwhile, the WAFS had been split to provide small units at Newcastle, Delaware, Romulus, Michigan, Dallas, Texas, and Long Beach, California.

5. Experience soon showed that women must be used to pilot more powerful aircraft and for a variety of routine jobs in other commands and air forces if a thorough test were to be made of their capabilities. This expansion of the operational field and growth of training caused the AAF, on 28 June 1943, to consolidate the two branches into the Women Airforce Service Pilots.

B - Legislative Action.

1. Women pilots soon showed by their work that they could take a valuable place in the war effort. During the summer of 1943, the program was studied in the light of its original objectives, its several months of operation, the then-existing pilot situation, and the increasing demands of all the military services on the few qualified young men remaining in the nation's manpower pool. Decision was that the AAF could utilize and could train approximately 2,000 WASPs, and that such a number would provide a fair cross-sampling from which to chart the place of American women in any future AAF effort. Militarization had long been foreseen as essential, but numbers involved were insufficient to indicate creation of a new corps or auxiliary; so, following the precedent established by incorporation of women doctors into the Medical Corps as commissioned officers, a decision was reached to ask Congress for legislation which would incorporate the WASPs into the Air Forces.

2. Proceeding independently, Congressman John Costello had simultaneously decided that the WASPs had earned the right to assume the responsibilities and the benefits of military status. On 30 September 1943, he introduced in the House a bill providing simply for militarization. At the request of the War Department, the bill was amended to include a provision for the appointment of trainees as aviation cadets and was re-introduced on 17 February 1944. A similar bill was introduced in the Senate by Senators Burton and Hill. Each bill was referred to the respective committee on military affairs. No further action occurred in the Senate. House action is summarized here. The Military Affairs Committee reported the bill favorably for passage. In recognition of the fact that the bill embodied principles consistent with Congress' overall policy toward utilization of women in military services, the House Committee on Rules granted a special rule so it might have priority on the calendar and be voted on before the summer recess. The Committee on Civil Service (Ramspeck Committee) undertook an investigation of the WASPs program and recommended on 5 June 1944, that the WASPs not be

expanded, that they continue to be utilized, that they remain on Civil Service with separate legislation to give them hospitalization and insurance benefits and pay adjustments that would come to them if militarized. By 21 June 1944, both the House and Senate had passed the Army Appropriations Bill, which included slightly over \$6,000,000 in funds for the contemplated WASP program. On that date, the Costello Bill went before the House. Debate dealt largely with the male instructor problem. The bill's enacting clause was struck out, and it was sent back to the committee by a vote of 188 to 169.

C - The Organization.

1. The administrative staff of the WASPs is very small. There is a Director of Women Pilots, who serves as a member of the Air Staff, and an advisor is authorized for the staff of each command or air force where WASPs are used operationally. Only five have been appointed--in the Air Transport Command, Central and Western Flying Training Commands, and at the AAF Tactical Center. WASP numbers were too small in the other commands to require advisors. In addition, there are squadron leaders and assistant squadron leaders and women supervisors for the trainees at Avenger Field.

2. All women pilots flying for, or in training with, the Army Air Forces are WASPs. Any woman entering upon flying duties with the AAF must be a graduate of the WASP Training School at Sweetwater, Texas. In addition to attending various transitional schools, WASPs attend training course at the AAF School of Applied Tactics, Orlando, Florida. They have a distinctive uniform. During training discipline is rigid. After graduation, off duty discipline is not entirely uniform and varies with circumstances. During operational duty, WASPs are directed by the command to which assigned. They may be reassigned if the need arises. They may be used only in the Continental United States and in Canada.

3. WASPs are civilians and under Civil Service with only the obligations and the benefits of such status. Military status had been considered originally. The present Director of Women Pilots recommended that militarization be withheld until the WASPs absolute worth was proved by performance, despite the fact that the precedent had already been established that American women doing military work would be militarized and subject to military control. There was no particular precedent for or against utilization as civilians. Authority existed for the Secretary of War to employ civilians needed in the war effort and funds were available. The need was immediate and urgent. So, WASPs began as civilians. In that status they have the non-military rights of optional resignation and, in effect, of rejecting assignments. They receive no benefits, nor can the Air Forces impose effective controls. During training, WASPs are paid \$150 a month, while male aviation cadets receive \$75. However, WASP trainees must pay for their lodging, food, clothing, and transportation and expenses from home to Sweetwater, and if they are eliminated, pay the same expenses again going home. Each has paid for a minimum of \$300 for flying instruction as one of the entrance requirements with no advance assurance of acceptance. If they are accepted and complete the course, they may break even in cash; if not, they are out of pocket. Male cadets receive lodging, food, clothing, and insurance, in addition to the \$75, and have complete medical and dental care, and other advantages. After graduation, a WASP is issued certain items of uniform equipment totaling \$176.82 in cost to the Government, in lieu of the \$250 uniform allowance given a male officer. She receives \$250 a month, or less

than the income of a second lieutenant on flight pay, without any of the benefits available to him, including special income tax deductions.

4. WASPs are required to wear a distinctive uniform. Off flying duty it consists basically of a simple but attractive ensemble of beret, blouse, and skirt. On duty, it may be skirt or slacks or coveralls. All the reasons why male and female soldiers must be uniformed apply equally to the civilian WASPs, including the reason of military security. There has been considerable public discussion of the uniform with some distortion of fact. The facts are summarized here for the record. WASP uniforms were designed by the Research and Development Branch of the Office of the Quartermaster General, in cooperation with more than thirty firms, at a total cost of \$882.32 for samples and models. A model submitted by one firm formed the basis for the beret finally designed; those by three firms formed the basis for the blouse and skirt, etc. Various pieces of uniform were eventually purchased from some of the firms from whom samples had been purchased. There was no expenditure for designing any item of clothing. The total value of clothing issued to each WASP, and for which she is accountable, is \$326.06. Of this only \$176.82 could be considered as the uniform, as that figure includes two summer and two winter skirts, two summer and winter jackets, and two berets. In order to complete her uniform, it is necessary for each WASP to spend at least \$100 of her own funds to purchase enough of such items as blouses, ties, purses, shoes, gloves, underclothing. The remaining \$149.24 is the cost of functional clothing used by any pilot at work. Similar clothing is available for issue to any male pilot and much of it is on call for other flying personnel. There are three additional articles of clothing, costing \$38.85, which may be issued to a WASP in severely cold climates. Government contracts have been let for approximately 1,700 sets of WASP clothing equipment, which is believed to be the minimum number which will equip 1,000 WASPs, furnish extras for sizing and for stock purposes. And enable WASPs to purchase duplicate items in order to maintain proper appearance.

D - The Training Program.

1. Seven hundred and seventy-three (773) WASPs have been trained at Houston and Sweetwater. With conclusion of the present training program during December 1944, a total of more than 1000 will have been trained, as there are now 352 at Sweetwater.

2. There were only two sources of WASP personnel: The women pilots who held licenses in 1941, of whom only a few met requirements and were available under established regulations, and the thousands of young women who are interested in aviation and wanted to expand the field of woman's contribution to the nation. The WASP program has not even partially tested the proportion of potential women pilots to the total of young women in our population. However, more than 33,000 young women of proper age who believed they could qualify have volunteered indicated their interest in becoming WASPs. (There has never been a recruiting drive.) Of these, over 3,000 had already learned to fly and over 600 had been accepted for future classes when enlistment was stopped on 26 June 1944 in keeping with the Ramspeck Committee's recommendations and interpretation of House debate on the Costello Bill.

3. Requirements are more severe than those for male Aviation Cadets. To be acceptable a young woman must be 18- 1/2 years of age and under 35 years, have completed

high school, be 64 inches to 72 inches in height, have 20/20 vision (uncorrected) in each eye, and hold a valid CAA student pilot certificate with a minimum of 35 hours certified flying time. Before induction as a trainee, she must submit character references, pass a personal interview, the Aviation Cadet Qualifying Examination, and an Army physical for flying (Form 64--Class I). Many applicants failed to pass physical examinations although all of them had passed examinations applicable to civilian pilot licenses. Trainees may be eliminated at any time for cause or failure to meet the required standards. Three hundred and sixty-six (366) have been eliminated and eight (8) have been dismissed for cause. As demands increased for handling heavier type aircraft, the original minimum height of 62-1/2 inches was increased to 64. The original age minimum of 21 years was reduced to 18-1/2 as it was found that the younger women were the best material for training--the same was with male cadets. The average age of WASPs is now 23 years. Originally 200 hours of flying experience was required to qualify as a trainee. It was soon found that better results were obtained from the student with few hours of air time, the greatest difficulty coming with trainees who had flown hundreds of hours and could not "unlearn" their flying errors. Minimum hours were reduced to 35, not to obtain students with air experience, but because it appeared desirable to weed out those who considered flying for the AAF a glamorous job, automatically eliminating the air-sick, and those transient in will and purpose. Women selected for training rated higher on the average among women in mental qualifications than the aviation cadet did among men.

4. The training course at Avenger Field, Sweetwater, Texas, covers thirty weeks and includes training to proficiency required to pilot primary, basic, and advanced type training planes within the United States--the same as male cadets. Approximately 60 are graduated each month. The elimination rate compares favorably with that of male cadets. Ten (10) trainees have lost their lives. Four of the ten fatalities occurred while WASPs were accompanied by instructors. Cause of aircraft accidents is difficult to determine, but in only one of the ten causes was the cause known definitely to be pilot error. Strict discipline is maintained, and no leave is permitted.

5. After graduation, a WASP has a Class I flying rating, the same as fledgling male pilots. Military life is a procession of on-the-job training and of school attendance. WASPs follow the pattern and advance through training to higher ratings the same as flying officers. In a survey on 7 June 1944, of 635 WASPs in operational duties, it was found that 122 were Class 1, 158 were Class II, 216 were Class III, 59 were Class IV, and 14 were Class V, with 66 others qualified for fighter aircraft. Class I pilots fly PT's, BT's, AT-6's, BC-1's, C-43's, C-61's, C-64's, C-71's, C-72's, C-81's; Class II fly AT-7's, AT-8's, AT-9's, AT-17's (C-78), AT-10's, AT-11's, AT-15's; Class III fly A-29's, OA-9's, OA-10's, B-23's, B-18's, C-33's, C-39's, C-47's, C-53's, C-56's, C-59's, C-60's, C-57's; Class IV fly B-25's, B-26's, C-46's, A-20's, A-30's, P-38's; Class V fly B-17's, B-24's, A-24's, A-25's, B-29's, C-69's, C-54's, C-87's; and fighter class fly P-39's, P-40's, P-47's, P-51's, and P-63's. Transitional training is provided when the need arises for assignment of a group of WASPs to a specific job; such as, target towing, towing for flexible gunnery, and instrument instruction. More than fifty percent of WASPs have instrument ratings. As facilities exist at Sweetwater to train approximately 500 trainees, and as the stoppage of enlistment leaves an accumulating shortage of 60 each month, instrument flying instruction is now being concentrated at Sweetwater, where it can be done most economically.

6. Women pilots are in service to free men pilots for more important jobs. They do, in fact, fulfill the mission of an AAF flying officer. They fly military aircraft and work exclusively with military personnel; they work and live at Army bases; they are responsible for Army property. Even though civilians, they must know the details of military operation. The need had long been apparent, but facilities to provide the solution were not available until early in 1944, when a special WASP training course was activated in the AAF School of Applied Tactics at Orlando, Florida. The first class began on 19 April 1944, and 330 have completed the courses. Fifty young women enter the school twice a month, each of whom must have completed three months of operational duty with an AAF activity, and with selection according to length of service. The Orlando course was activated in answer to the same need which caused the AAF to propose militarization and in anticipation of the WASPs becoming Air Forces officers. The need still existed despite the House defeat of the Costello Bill, so in late June 1944, it was decided to continue the special training in order to raise the efficiency of WASPs in conduct of their military mission, during which they deal entirely with military property and personnel, and to make them more conscious of military rule and regulations. The requirement that WASPs, many of whom are dealing with highly classified projects, be impressed by the importance of military security was an important factor. Approximately one-half of the course is general, and one-half pertains to flight operations, as indicated by subjects included. The work done each day by WASPs requires knowledge of those subjects.

7. The cost of training a WASP is the same as the cost of training a male cadet to do the same work. Elimination rates are equal. One instructor can handle an equal number of students, male or female. Like equipment is used, and similar courses given. The precise cost for WASP or male cadet involves so many indirect items that differences could always be arrived at by any two persons. Indirect costs through general overhead are almost all of an increment nature in the case of any flying student, because there would be no lessening of general or command staffs if there was no WASP program. The direct cost of WASP training should be treated as almost the entire cost. This has been approximated as \$12,150.70 per WASP, including tuition, salary, plane depreciation, maintenance and supplies, personnel, equipment, travel, all uniforms and functional clothing, medical examination, communications, amortization of equipment, maintenance of administrative vehicles, and adjustment for eliminees. Sizeable amounts, even for wartime, have been quoted publicly on the cost of the WASP program. Perhaps greatest enlightenment would come from consideration of the fact that most of the enlarged WASP program's costs would have accrued during the budget year of 1945. The Army Air Forces requested, and Congress granted, in the Army Appropriations Bill for fiscal 1945, a sum of slightly over \$6,000,000 to cover all contemplated WASP costs!

8. On 26 June, the Army Air Forces announced that recruiting and training of all inexperienced WASPs would be terminated immediately in view of the expression of Congress as disclosed by debates and defeat of the Costello Bill. This action conformed also to recommendation No. 1 of the House Committee on Civil Service, and was taken despite the fact that Congress had voted the funds required for the program. Cancellation orders were forwarded immediately to 113 young women who would have been included in the 30 June class. Several hundred others were immediately affected as they had been notified of inclusion in future classes. The hopes of thousands who believed that women have the same right as men to serve with their best ability were dissipated. Training of women pilots already in school is being

completed, which is in conformance with part of recommendation No. 2 of the Civil Service Committee. This decision favorably affected the girls then at Sweetwater. Due to this reduction in the training program, it will be necessary to terminate or to adjust the current contract with the civil contractors of the school in Sweetwater if those students now in training complete the course. This will result in an increased per unit cost for all students now enrolled.

E - How Trained WASPs are Serving.

1. The usefulness of WASPs cannot be measured by the importance of the types of planes they fly, for their job is to do the routine, the dishwashing flying jobs of the AAF, that will release men for higher grades of duty. They are carrying their own freight, doing these jobs while experience is being gained by the AAF. It is part of their utilization, however, to try them out in various types of work, with a diversified type of equipment.

2. Six hundred and ninety-nine (699) women are now employed in various AAF pilot activities. There will be approximately 1,000 available for operational duty by 28 December 1944. The 699 now on operational duty are distributed as follows:

Training Command (Instructing, engineering flying, target towing, etc.)	300
Air Transport Command (Ferrying)	299
AAF Weather Wing (Liaison flying)	12
Continental Air Forces (Target towing and related flying duties)	81
Material Command (Testing flight clothing, engineering flying)	2
Proving Ground Command (Target Towing)	<u>5</u>
Total	699

3. The Ferrying Division, Air Transport Command, recently advised that it would be unable to continue to utilize as many WASPs as heretofore in ferrying work, as the ATC is now absorbing large numbers of service pilots made available by termination of civilian contract schools, who will have to have on-the-job experience on available Class I and Class II type assignments in order eventually to qualify on heavier types. Considerable criticism and

resentment have been directed at the WASP personnel who ferry the higher class aircraft. Some male pilots believe, and it seems true, that they are being deprived of experience in flying combat aircraft, which would be of inestimable value to them when and if they are assigned to combat operations. The large proportion of Air transport Command pilot personnel of less than 31 years of age underlines that fact. It is also desirable to utilize pilots who have completed their combat tours. Therefore, it appears desirable, if any WASP personnel are to remain with the Ferrying Division, to limit their utilization to Class I and II aircraft, except for those already qualified in the higher class aircraft. One hundred and twenty-six (126) Class I, II, and III pilots are now being requested to agree to their transfer to the Training Command, where their skills are needed and where they will be trained for two target operations. If the transfer is effected, only 173 WASP pilots will remain in ATC.

4. Towing target flying is an important function for which WASPs are particularly suited and in which they have been performing commendably. Target towing is work that most male pilots dislike and, consequently, they take little interest in doing a good job. Further, such flying affords little opportunity for experience which would be of value as per-combat training. There are 973 male pilots now doing tow target and related work who could be released by WASPs for combat training or other important flying. However, if WASPs are utilized to replace male pilots now towing targets, Commanding Officers must be assured that WASPs will remain on the job and be available when needed. This assurance cannot be obtained if WASPs remain in a civilian status.

5. In addition WASP personnel are now being effectively used as instrument and basic flying instructors, towing flexible gunnery targets, engineering test flying, piloting navigation students, and as liaison and administrative pilots.

6. Of the 773 assigned from the training school to operational duty and the 28 original WAFS, a total of 699 remain at work. The difference is caused by 18 deaths, 11 eliminations, and 73 resignations. (Three of these fatalities and seven of the resignations have occurred among former WAFS, leaving a total of 18.) The fatal accident rate among the WASP for all types of flying is .08 per 1,000 flying hours, computed on the basis of 22 fatal accidents involving WASP personnel during 274,585 flying hours from November 1942 through 30 June 1944. On the other hand, the fatal accident rate for the Continental AAF for the 18 months from 1 January 1943 to 30 June 1944 was .063 per 1,000 flying hours. Of 24,476 hours flown by WASPs during the month of June 1944, 4,414 hours were flown in fighter type aircraft, 1,497 in light bombers, 2,293 in medium bombers, and 1,612 in heavy bombers. There are 41 WASPs flying B-26 (Marauder) medium bombers with tow target squadrons and at flexible gunnery schools; WASPs have flown a total of 9,129 hours in this type of aircraft without any accidents or fatalities. It can, perhaps, be told now that utilization of WASPs on the B-26 had a very favorable effect on male pilot training. WASPs who have been transitioned on fighter and on heavy and medium bomber types have shown as high a rate of successful completion of transition as the male pilots receiving like transition. Certain personnel difficulties have arisen, as some types of flying are more appealing than others, but the WASP must be assigned to all types. Each must do what she is directed to do if the AAF is to have a workable organization. It is difficult, for example, to hold a WASP on a routine small-plane job when a sister WASP is flying a B-26, and more difficult to transfer one from ferrying a P-47 (Thunderbolt) to

reconnaissance weather flights. This further handicaps utilization of personnel and makes for increasing resignations.

F - Commendations.

WASPs have received military recognition for their work in the form of many official commendations. One is particularly pertinent here. The Commanding General of an anti-aircraft artillery brigade wrote to the Commanding General of the Fourth Air Forces: "I thought you might be interested to know that my observation of the WASPs, who have been flying our AAA Tow Target Missions, has made me an enthusiastic convert. For AAA purposes, they are far better than the average male pilot we have had heretofore. To the average pilot a Tow Target Mission is sheer boredom, but to the WASPs it is another adventure. They are doing a fine job for us here." By endorsement to the Commanding General, AAF, the officer serving as tow target supervisor certified that 80 percent of the missions referred to were flown by WASP personnel and that the missions accomplished at one field by WASP personnel had released 11 experienced male pilots for overseas duty.

G - Should WASPs be Officers?

1. The loss of funds expended in training civilian WASPs and the unreliability of flying personnel in a civilian status, as indicated by the high resignation rate, are factors to be considered in using civilian WASPs in any AAF activity. While considerable experience has been gained from the civilian WASP program, it has been clearly indicated that there is not sufficient military control over civilians and such a civilian organization could not be relied upon to meet serious contingencies.

2. The difficulties of providing proper administration of a civilian organization established to perform a military mission have proven to be almost insurmountable. WASPs are assigned to military units, perform the same jobs as commissioned pilots, and are associated wholly with military personnel. However, as civilians they are subject to an entirely different set of laws, rules, and regulations--in some instances there is nothing which governs. There are many civilian rights which WASPs now have that affect their utilization in certain important functions. Also, There are many military rights which cannot be provided for them, the lack of which also affects their full utilization. This situation results in considerable confusion in the administration, control, and utilization of WASP personnel.

3. Difficulties encountered in utilizing the WASP civilian personnel as outlined above and mentioned throughout this report indicate that the only effective means by which the AAF can obtain efficient and economical use of women pilots is through a militarized program which makes the WASP a part of the AAF. Simple justice for the WASPs themselves also dictate such a step. They are doing the work of an officer freed to serve elsewhere. They get none of the benefits of military status, not even the right to a military funeral. As a WASP's pay is less than the income of a second lieutenant on flying duty, it follows that the AAF is getting results at less cost. This would presumably continue if WASPs were militarized, as it is believed to favor militarization. A recent vote among those on operational duty showed 93 percent favorable, and trainees were 100 percent favorable. Presumably, some WASPs would prefer to

remain on civilian status with freedom from control and with the right to quit the war effort at any time. It is stressed, however, that militarization is essentially a question of benefit for the Army and not to be considered primarily as a benefit for WASPs.

4. The question of military rank does not enter particularly into that of militarization. Only the very experienced should have commissions above the lowest grade. The small size of the organization should be considered in determining the top WASP rank.

5. The Secretary of War has endorsed militarization. The Commanding General has indicated before the House Military Affairs Committee, the House Civil Service Committee, and the Military Appropriations Sub-Committee that continuation of the WASP program is dependent upon their being militarized as part of the AAF. The House Military Affairs Committee recommended militarization. An analysis of recorded committee hearings and of debate on the WASP bill revealed that the principal opposition was based on the belief that the AAF was not fully utilizing CAA-WTS flying personnel and was centered largely on expansion of the WASP program. There was little or no Congressional criticism of militarization of the WASP. The Civil Service Committee concluded by recommending that WASPs in training or on duty status continue to be utilized.

6. From time to time over the last 18 months, it has been suggested by some that the WASP be militarized through incorporation into the WAC. This could be done--but only by new legislation. The WAC is a fine organization, and a substantial portion of its members is serving well with the AAF as the Air WAC. But the Commanding General has repeatedly stated that inclusion of the WASP into the WAC would not serve his objectives as well as absorption of the WASP by the AAF. Different types of duty present different problems and require different rules and regulations. The WAC is a ground organization that infiltrates its work into all branches of the Army; the WASP is a flying organization confined in its activities to the AAF. To round out the experimental features of the WASP and get the full benefit therefrom, they should be treated as pilots. The Nurses Corps as commissioned officers; this was not done, presumably because of differences in training and activities. Thus, there are three militarized women's organizations within the Army. In the Navy there are three separate women's organizations: The WAVES and the women Marines (one piece of legislation created both, with two separate directors and two separate uniforms) and the SPARS. The inclusion of a relatively few flyers into a much larger WAC ground organization would in practice probably add complications to the WAC organization. Such incorporation would in itself require Congressional action to provide for variations in minimum ages and regulations in regard to dependents. The War Department General Staff has recently recognized these factors in recommending that WASPs not be incorporated into WAC.

H - Demobilization of WASPs.

The WASP should, of course, be demobilized quickly when no longer needed. To say that they should be the first pilots to be demobilized does not necessarily follow. At present each WASP saves one less-qualified man from being withdrawn from civilian life or releases one already-trained pilot for other duties. The question needs to be raised and settled of whether WASPs should be retained temporarily during early stages of demobilization so that male pilots

who wish to return to their normal civilian occupations can do so that much earlier. Certain it is that the WASPs will have no useful place with the AAF when the male pilots who wish to remain in service are sufficient in number to perform all the duties.

I - What the Record Shows.

1. Carefully selected women can fly all military aircraft skillfully and safely. On a basis of 1,000 WASPs, it is clear that only a small sampling has been taken of the extent of pilot qualifications and abilities among the feminine population as a whole. The small group of WASPs has proved itself capable, and the only limitations which have developed have resulted almost solely from their civilian status. In setting their high record of performance, they have done varied types of aerial work at 70 AAF stations, have flown all types of airplanes and all types of missions, recorded a fatal accident rate, as of 30 June 1944, of only .08 per 1,000 hours flown, and been commended by the military. They have shown great adaptability to training with an elimination rate comparable to that for men.

2. The resignation rate is unduly high and unduly costly to the government. Eleven (11) have been discharged, with lack of adequate controls and authoritative supervision probable factors. Seventy-three (73) have left the WASPs. Each such resignation involves a complete loss of the cost of training. The program was not inaugurated to teach women to fly socially on weekends, nor to fly commercially during wartime.

3. WASPs have averaged at least as many hours flown per month as male pilots working at the same jobs. Their health rate has been high, and the fact that they are women has not interfered with their service.

4. A nucleus organization has been formed, including a training school, a training program, and operational procedure. Organizationally, the WASP could be expanded immediately to supply the AAF, in case of emergency.

5. The costs of the program can be estimated as equivalent, for training, to that of the male aviation cadet program, and for operations, as perhaps slightly lower than if the jobs were performed by male pilots in the usual grades.

6. A total of 2,000 WASPs would be a desirable figure, providing a more ample cross-section sampling of the feminine population and being a total easily absorbable into AAF flying jobs.

7. WASPs have released skilled male pilots for higher grades of duty.

8. Twenty-eight (28) WASPs, performing the functions of Air Corps officers but without recognition or death benefits, have given their lives for their country. Their survivors may not display the Gold Star.

9. On a long-term basis, dependability, control, and full effectiveness can be obtained only through militarization by incorporation into the Air Corps. Such militarization is desirable

in the interest of the AAF and irrespective of benefits to WASPs. It would prevent resignations, give needed controls, and make for uniformity and efficiency of operation.

J - Conclusions.

1. In view of the facts disclosed in this report, the following conclusions are recommended for consideration:

a. WASPs should be militarized through absorption of present members and other qualified women pilots into the Air Corps as officers in the lower commissioned grades.

b. No action should be initiated by the AAF to revise WASP personnel requirements upwards pending a complete evaluation of the existing and foreseeable pilot situation.

c. The civilian WASP program, including completion of training of students now in school, should be maintained until such time as decision is reached relative to obtaining militarization.

d. Under a civilian status, so many elements of the experimental project are lost or weakened, and there is such lack of control over permanency of work by individual WASPs after they are trained, that serious consideration should be given to inactivation of the WASP program if militarization is not soon authorized. If such action should be taken, an effort should be made to obtain military status, if only for one day, and resulting veterans recognition for all who have served commendably.

END