



TfL Corporate Archives Research Guides

Research Guide No 27: Women in the Workforce

The changing position and status of women in the labour force of an originally male-dominated organisation is reflected in the files listed in this guide. The first changes occurred during the First World War, with the employment of women bus conductors (eg LT001869/024), followed within a generation by a greater need for female employees during the Second World War (eg LT000074/002/004).

From the 1960s onwards, the files show an increasing awareness of the necessity for female employees to take on work that was hitherto the preserve of males. Many jobs that required a degree of physical strength previously considered to be an obstacle to women became possible because of the advent of power-assisted steering and brakes on newer vehicles. Women proved the equals of men as bus drivers, for instance (eg LT000101). There is the beginning of an awareness that women were no longer just a “stop-gap” for a shortage of men.



By the 1980s the whole subject of female employment was being taken seriously, with the publication of Equal Opportunities for Women in 1990 (eg LT001670/1726). There was a realisation that women were always going to be a vital part of the work force, and that London’s transport network could not function without them.

List of files dealing with the subject of Female Employment in London Transport

Reference	Covering Dates	Event/Subject
LT000013/033	February 1947	p.6 refers to holidays for women conductors
LT000013/035	November 1947	p.10 Laxity in wearing of uniform by women conductors
LT000022/10/03	February 1963	Posters advertising vacancies for men and women conductors, at equal rates of pay, at a basic starting rate of £14 2s 6d.
LT000022/10/05	May 1963 & August - October 1963	Provision of facilities for female staff at Uxbridge Station. Union correspondence with management. Also, Union Matters concerning two women conductors
LT000039/003/001; LT000039/003/008; LT000039/003/010	March- May 1974	Press cuttings regarding women bus drivers
LT0000074/002	1939-1945	A collection of press cuttings, magazine articles, London Transport Departmental instructions, statistics, including wages, and individual accounts. Handwritten footnotes are revealing
LT000074/004	1939-1945	A collection of press cuttings about London Transport's methods of coping with wartime difficulties
LT000101/082 (Pt I of 2); LT000101/210	April- May 1980	Correspondence between London Transport, the Greater London Council and National Bus Company on the employment of women bus drivers

Reference	Covering Dates	Event/Subject
LT000107/179	April – June 1980	Correspondence between London Transport and British Passenger Transport Executives (PTEs) on subjects of common interest, including the Conditions of Service for Common-law spouses, and correspondence among the PTEs on the employment of women bus drivers
LT000107/189	June 1960 - March 1973	Factories Acts - General: Employment of Women
LT000115/144	1965 - 1973	Joint Consultative Committee minutes of Meetings and reports. Staff Shortages, Drivers and Conductors, Report of Joint Working Party of London Transport Executive and the Transport and General Workers' Union, Section 8 Women Drivers, 4 August 1970
LT000124/078	April 1973 - March 1990	Factories Acts General. Exemption Order to allow women to work at Food Production Centre, Croydon
LT000201/002	1934 - 1967	Damage to floors and floor coverings by Stiletto Heels, 8 June 1962
LT000201/018	1907- 1965	Factories Acts. Workshop Acts with regard to the Employment of Women and Young Persons 1937
LT000232/082	March 1953 - April 1956	Parliamentary Proposals and Executive Committee Meetings. Section 20 Employment of women by night.
LT000232/191	March 1950 - October 1951	March 1950 - October 1951. Trades Unions Negotiations and Agreements. Rates of Pay for Women Clerical staff. Employment of Women to ease shortage of male staff