anism of women during pregnancy, pregnant women might be adversely affected by exposure to concentrations of toxic substances which would otherwise be safe Chemical substances, such as carbon monoxide, chloroform, phosphorus, and mercury, and ionizing radiations which pass through the placenta, may produce harmful effects on the fetus and lead to abortion

Pregnancy limits the ability of women to do physical work, since a pregnant woman tires more readily, has poorer balance, may be adversely affected by industrial poisons, and is unable to respond normally to the physiological demands of strenuous physical work

Placement of women

State and Federal laws and regulations governing employment of women in industry should be studied carefully before female employees are placed, and should be rechecked before women are transferred to other types of work or are placed on different shifts Seating, night work, home work, wages, hours, age, and lifting or carrying heavy weights are some of the items regulated

The examining physician, at the time of employment, should furnish enough information to help place the applicant most advantageously from the standpoint of her health and safety Periodic examinations and medical histories have indicated that properly trained women are capable of performing safely most types of work except those involving heavy muscular strain—women generally have one third the muscular strength of men

Methods for the prevention of industrial accidents among women are the same as those for men However, when women are placed on machine jobs ordinarily done by men, it is important that adjustments be made at all points of operation because improper adjustment for women can result in accidents For example, machine guards should be set so that women's smaller hands cannot enter the openings Height of benches, distance away from parts, and foot or hand controls should be adjusted to conform to the generally shorter stature and reach of women For some jobs low platforms may be provided Smaller hand tools may also be advisable

Because women have less muscular strength, some jobs may need to be broken down into simpler operations or mechanical aids may need to be provided

First Aid

A universal symbol for emergency medical identification has been developed by the American Medical Association (Fig 40-3) The object of the symbol is to identify its wearer immediately as a person with a physical condition requiring special attention If the wearer is unconscious or otherwise unable to communicate, the symbol will indicate that there are vital medical facts to be found on a health information card in the bearer's purse, wallet, or elsewhere These should be known by anyone helping the individual struck down by an accident or sudden illness



FIG 40-3 —Emergency identification symbol

Definition and limitations In many small organizations and in field operations, it is neither practical nor justifiable to have qualified professional medical personnel available In such cases, the best arrangement is a suitable first aid kit or a station administered by trained lay first aid attendants who follow procedures and treatments outlined by a doctor The doctor should be available on an on-call or referral basis to take care of injuries not of a minor nature

It should be noted that in some jurisdictions injured employees have their choice of a physician In such cases, the employer should comply with this request, if possible

At this point it is well to recognize that there are really two kinds of first aid

- *One is emergency treatment*—according to the American Red Cross first aid textbook, "First aid is the immediate, temporary treatment given in the case of accident or sudden illness before the services of a physician can be secured" Proper first aid measures reduce suffering and place the injured person in a physician's hands in a better con-