

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION, PRINCETON UNIVERSITY

NO. 23

PRINCETON, N. J. SEPTEMBER, 1948

THE HANDICAPPED WORKER IN INDUSTRY*

I. GENERAL DISCUSSION AND LEGISLATION

American Museum of Safety and the Center for Safety Education, New York University. *Safety training digest: industrial rehabilitation*. New York II. New York University (8 Fifth Ave.). 1945. 91 pp. 35 cents.

A compilation of articles describing industrial rehabilitation programs in selected industries. Includes a list of sources of further information.

Kessler, Henry H. *Rehabilitation of the physically handicapped*. New York. Columbia University Press. 1947. 274 pp. \$3.50.

Covers problems of various classes of handicapped persons, principles of rehabilitation, and experience in dealing with different types of impairments. Out of his long experience with state and federal rehabilitation programs, the author presents recommendations for a better integrated and more adequate national program for meeting the needs of the physically handicapped.

Shortley, Michael J. "New concepts of rehabilitation." *Mental Hygiene* (1790 Broadway, New York 19), October, 1944. pp. 555-564. 75 cents.

A discussion by the Director of the Office of Vocational Rehabilitation of that agency's program as it was broadened by the Vocational Rehabilitation Amendments of 1943.

United States 79th Congress, 2d session. House of Representatives, Committee on Labor. House Document No. 753. *Laws relating to the physically handicapped*. Washington. Government Printing Office. 1946. 223 pp. 35 cents.

Compilation as of November 15, 1945, arranged in chart form, of both federal and state laws referring to the rights and status of the physically handicapped.

———, House Report No. 2731. *Aid to the physically handicapped*; report of the Committee on Labor Subcommittee on Aid to the Physically Handicapped, pursuant to H. Res. 45. Washington. Government Printing Office. 1946. 21 pp. On file in Depository Libraries.

* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

Based on two years of hearings, this report contains the Committee's recommendations for "better organization and expansion of existing services to the physically handicapped, and to provide some services not now existing." The hearings themselves, published in 25 parts during 1944-1946, provide a wealth of information on the extent or lack of aid to those with various types of handicaps and on their employment problems.

United States Department of Labor, Division of Labor Standards. *Second-injury funds as employment aids to the handicapped*. Washington 25. 1944. 12 pp., proc. On request.

A brief analysis of experience under various state second-injury fund laws.

2. EFFICIENCY OF HANDICAPPED WORKERS AND PLACEMENT PROGRAMS

American Federation of Labor. Collective Bargaining Series No. 2. *Jobs for the handicapped through collective bargaining*. Washington 1 (A. F. of L. Building). 1947. 11 pp. On request.

States that "It is the policy of the American Federation of Labor that every practical means shall be used to insure the employment of disabled veterans and other handicapped workers" and outlines a program to this end, including suggested contract clauses.

Bridges, Clark D. *Job placement of the physically handicapped*. New York 18. McGraw-Hill Book Company, Inc. (330 W. 42nd St.). 1946. 329 pp. \$3.50.

Written as a practical guide for laymen engaged in the hiring, selection, placement, and supervision of handicapped workers. The author gives specific data concerning methods for physical evaluation of the disabled and appraisal of jobs, as well as extensive non-technical discussion of particular disabilities and the limitations they place on the performance of the handicapped. Includes a bibliography and a list of visual aids.

California Institute of Technology, Industrial Relations Section. Bulletin No. 13. *The physically handicapped worker in industry*. By Gilbert Brighthouse. Pasadena 4, California. 1946. 54 pp. \$2.00.

Comparison of work experience and effectiveness of 1,815 physically handicapped workers with 538 physically normal workers at Lockheed Aircraft Corporation during a four-month period. The author concluded that his data indicated that "the physically handicapped have a place in industry, but their effective use requires an intelligent personnel policy with regard to their selection and placement, and particularly with respect to their supervision."

Hanman, Bert. "Matching the physical characteristics of workers and jobs." *Industrial Medicine* (605 N. Michigan Ave., Chicago 11), May, 1945. pp. 405-426, 428, 430. 50 cents.

A study of representative plans used in industry and government for matching the physical characteristics of workers and jobs. Seven different plans are analyzed and the advantages and disadvantages of each are discussed.

Hanman, Bert. "Placing the handicapped; a positive, individual and specific approach." *Industrial Medicine*, October, 1946. pp. 597-604. 50 cents.

Report of experience with a plan in which placement of the handicapped was accomplished by relating information secured through analysis of the physical demands of available jobs with analysis of workers' physical capacities.

Harvey, Verne K. and E. Parker Luongo. "The physically handicapped in industrial establishments of the government; possibilities for their increased placement." *Journal of the American Medical Association* (535 N. Dearborn St., Chicago 10), January 9, 1943. pp. 100-107. 25 cents.

———, "Physical impairment and job performance; a comparative study of accident experience, production and efficiency, sick absenteeism and turnover among 2,858 physically impaired and 5,523 able bodied workers in government industry." *Journal of the American Medical Association*, April 7, 1945. pp. 902-907 and April 14, 1945. pp. 961-970. 25 cents each.

———, "Physical capacity for work; principles of industrial physiology and psychology related to the evaluation of the working capacity of the physically impaired." *Occupational Medicine* (535 N. Dearborn St., Chicago 10), January, 1946. pp. 1-47. 50 cents.

A series of articles by the Medical Director and former Assistant Medical Director of the United States Civil Service Commission reporting studies made in connection with that agency's program for employment of physically impaired persons.

International Labour Office. Studies and Reports Series E (The Disabled), No. 7. *The training and employment of disabled persons; a preliminary report*. Montreal. 1945. 302 pp. \$1.50. [Available in the United States from the Washington Branch, International Labour Office, 1825 Jefferson Pl., Washington 6.]

"A general survey of the measures adopted or planned [in member countries] to facilitate the occupational reestablishment of disabled persons."

Jacobs, Arthur T. *How to use handicapped workers*. Deep River, Conn. National Foremen's Institute, Inc. 1946. 186 pp. \$3.50.

Manual for foremen, supervisors, and personnel administrators concerned with placement techniques.

Monthly Labor Review (Government Printing Office, Washington 25), January, 1948. "Work performance of physically impaired workers." pp. 31-33. 40 cents.

Summarizes a study made in 109 plants over a period of nearly two years during which the efficiency, absence records, and accident and

quit rates of 11,028 impaired workers were compared with those of 18,258 unimpaired workers. "Industry's own records indicate that even seriously impaired workers, when properly placed, are capable of holding their own with their unimpaired fellow workers on a purely competitive basis." *

United States Civil Service Commission. Pamphlet 14. *A guide for the placement of the physically impaired*. 4th edition. Washington. Government Printing Office. 1946. 337 pp. 60 cents.

A list of 6,160 Federal civil service positions including practically all governmental industrial establishments. The positions are arranged alphabetically by agencies in each civil service region, and acceptable orthopedic, vision, hearing, and chest defects for each are indicated.

United States Employment Service. *Selective placement for the handicapped*; information for the placement of disabled applicants in competitive employment. Washington. Government Printing Office. 1945. 136 pp. 25 cents.

A handbook divided into three parts: "How to Serve the Handicapped," "Specific Disabilities and Their Evaluation," and "Physical Demand Analysis and Physical Capacities Appraisal." Advocates the use of the "physical demands analysis technique" and "physical capacities appraisals" as a basis for matching capacities of individuals with requirements of jobs, thus emphasizing the abilities, rather than the disabilities of handicapped workers. Includes a bibliography.

United States Federal Security Agency, Office of Vocational Rehabilitation. Rehabilitation Services Series No. 1. *Efficiency of the impaired worker*; a review of information on the experience of employers of handicapped workers. Washington 25. Government Printing Office. June, 1946. 12 pp. 5 cents.

A survey of experience in the United States based on published studies.

Wagner, Tobias. *Selective job placement*; a plan for promoting personnel proficiency. New York. National Conservation Bureau, Association of Casualty and Surety Executives (60 John St.). 1946. 151 pp. \$2.50.

Chiefly concerned with the development of a selective placement program to achieve the greatest possible work efficiency, the author has studied disabled workers in light, medium, and heavy industries located in New York, New Jersey, Maryland, and Connecticut. In addition to drawing up a placement program, he includes in Chapter III statistics comparing the work-efficiency of the normal and the handicapped worker as related to rate and quality of production, weekly wages, accident frequency and severity, and absenteeism. Concludes that "... when special consideration is given by industry to the proper placement of the disabled ... (they) are generally more efficient than the normals."

* A full report of this study will be published shortly in the Bureau's Bulletin No. 923, "The Performance of Physically Impaired Workers in Manufacturing Industries."