RACIAL DISCRIMINATION IN
EMPLOYMENT**

I. RECENT TRENDS IN EMPLOYMENT OF NEGROES AND EXTENT
OF RACIAL DISCRIMINATION IN EMPLOYMENT

Becker, Gary S. The economics of discrimination. Chicago 37. Uni-

Develops a theoretical framework for analyzing discrimination in the
market place because of race, religion, sex, color, or other non-pecuni-
ary considerations. Gives major emphasis to discrimination in em-
ployment, although consumer discrimination is also considered. Ap-
plies the theory in interpreting census and other statistical data on the
relative economic position of Negroes and how it has changed over
time.

Dewey, Donald. "Negro employment in southern industry." Journal of
Political Economy (5750 Ellis Ave., Chicago 37), August, 1952.
pp. 279-293. $1.50.

Describes and discusses the long-established racial division of labor
in the South. Concludes that southerners Negroes have made little pro-
gress up the occupational ladder, either before or since World War II.
When southern plants become unionized, segregated white and Negro
locals are established in most instances, with the result that Negro
workers become frozen even more rigidly in the unskilled and menial
jobs.

ity Press (2960 Broadway). 1956. 144 pp. $3.00.

Analyzes the census figures on employment by race and occupational
categories to show the gains in occupational status of Negroes between
1940 and 1950. Summarizes the disadvantages with respect to job op-
portunity and income potentiality that still beset the Negro. Discussion
of educational opportunities and disabilities, as well as of the experi-
ence of Negroes in the armed forces, is also included.

Hill, Herbert. Statement before the Special Subcommittee on Labor,
January 15, 1962. Equal employment opportunity; hearings before the
Special Subcommittee on Labor of the Committee on Education
and Labor, House of Representatives, 87th Congress, 2nd Session,
on proposed legislation to prohibit discrimination in employment.

* Compiled by Paul H. Norgen, Project Director, Research Project on Minority
Group Employment, Industrial Relations Section.
** Items from this list should be ordered directly from the publisher. Addresses are
given in connection with each reference.

Summarizes the present situation with respect to racial discrimination by labor unions, by unions and employers jointly through collective bargaining agreements, and by state employment services. Principal attention is focused on exclusion of Negroes from railroad and building craft unions, discriminatory seniority agreements in southern industries, and discriminatory job referrals by public employment offices in southern states.


Examination of the racial issue as it affects Southern labor unions leads to the conclusion that it has had little effect upon the success of organizing activities, that few locals or members have withdrawn from unions because of equalitarian racial policies, that segregationist labor organizations have been relatively unsuccessful, and that "the main impact... has probably been in the political area."


Discusses the recent and current occupational distribution of Negroes in American industry, emphasizing the failure of employers to utilize their potential skills and the consequent waste of manpower. Names a number of companies that employ Negroes in white-collar and other skilled jobs, and briefly discusses the relevant practices and experience of several of them, including Piney-Bowes, the author's own firm.


This interview study covered 43 firms representing five major industry groups and 17 branches of manufacturing. Employment in these firms in 1951-52 constituted about 29 percent of total employment in the area. The main findings were (a) that the great majority of Negro workers were located in unskilled and semiskilled occupations and in personnel and building service occupations, and (b) that this occupational pattern had remained practically unchanged since 1939, the earliest year considered.


Statistical survey based on census data, comparing the economic and labor market position of nonwhites with that of whites. Includes comparative figures for recent years (1958, 1959, or 1960) on labor force participation, employment and unemployment, wage and salary income, and distribution of employed persons among the major occupational categories. Income comparisons are also shown for 1939 and 1947, and occupational distribution comparisons for 1940.
2. PRIVATE EFFORTS AND EXPERIENCE IN PROMOTING
RACIAL EQUALITY IN EMPLOYMENT


Recounts the experience of the United Packinghouse Workers (AFL-CIO) in implementing its nondiscrimination policy in its local units and in their relationships with local plant management. Of particular significance were the UPW’s efforts—in the main successful—to obtain desegregation and equal treatment of Negroes in southern packing plants.


A depth interview study of management policies and practices in 44 business and industrial establishments employing Negroes in jobs for which they traditionally have not been considered. Analyzes the experience of the establishments surveyed in formulating and carrying out a policy of affirmative bi-racial employment. Major attention is given to the “change-over experience.”

3. GOVERNMENTAL EFFORTS TO ELIMINATE RACIAL
DISCRIMINATION IN EMPLOYMENT


Analyzes the provisions of the various state and municipal anti-discrimination laws and the policies and practices of the commissions that administer these laws. Examines the relationships between individual commissions and other agencies in the same state, and between commissions in different states. Discusses the legal problems arising from the fact that anti-discrimination agencies have both investigatory-prosecuting and adjudicatory functions.

Hope, John H. “Central role of intergroup agencies in the labor market; changing research and personnel requirements.” *Journal of Intergroup Relations* (2037 Massachusetts Ave., N.W., Washington 6), Spring, 1961. pp. 130-144.

A constructive critique of governmental “fair employment practices” agencies and of the anti-discrimination laws and executive orders which they administer. Argues that these agencies should concentrate on “economically irrelevant” causes of employment discrimination (causes based solely on bias) and that the problem of eliminating “economically relevant” causes (inadequate skills of minority-group workers, etc.) should be dealt with by other agencies, using different personnel and

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1 Additional references on this subject are given in Selected References No. 60, November 1954 which is available from the Industrial Relations Section for 20 cents.
different techniques. Also argues that FEP agencies should focus their efforts more on discriminatory employment patterns and less on obtaining redress for individual victims of discrimination.


A summarized account of the practices and experience of the commissions that administer the fair employment practice laws in effect in twenty-two states and seven major cities and of the successive “Presidents’ committees” established over the past 20 years to promote compliance with the non-discrimination clause in federal procurement contracts. Assesses the degree of success of these agencies in carrying out their assigned duty and makes suggestions for more effective governmental efforts in this sphere.


A study of the first and second federal “Fair Employment Practice Committees” established during World War II to combat employment discrimination in defense and other government-contract plants. Recounts the various efforts and experiences of the two FEPC’s and assesses their achievements.


A detailed discussion of the two sections of the National Labor Relations Act—8(b)(2) and 9(2)—which as interpreted by the courts constitute a limited racial antidiscrimination law directed to labor unions. Argues that, while these strictures against racial discrimination by unions are weak compared with what is needed for Negroes denied admission to or fair representation by unions, such Negro workers could obtain some relief by utilizing the complaint procedures of the National Labor Relations Board and the federal courts to the full extent of the possibilities.


Summarizes: (1) activities and experience of the several federal “fair employment practice” agencies that have functioned between 1941 and 1961; (2) the nature and current extent of racial discrimination in administering federally subsidized vocational education programs, apprentice training programs, and state employment services; (3) racial discrimination by labor organizations. Recommends various governmental steps to correct racial employment discrimination in different areas.