COMPANY EXPERIENCE WITH THE EMPLOYMENT OF NEGROES*

1. PATTERN OF NEGRO EMPLOYMENT


Very comprehensive statistical survey of the economic and employment position of the Negro. Includes data on number of Negroes in labor force, employment by occupational group, and employment by industry. Comparison made between the Negro worker’s position in 1940 and 1950.


Statistical survey of the employment status of Negro women. Information on number in labor force, occupational distribution, and average earnings.

2. GENERAL SURVEYS OF EMPLOYER EXPERIENCE


Contains valuable material on employer experience in Connecticut with the integration of minority groups into the work force. Much of the data describes employer reaction to the hiring of these groups.


Careful study of the minority group integration experience of 33 firms in New York State. Subjects discussed include methods of introducing new workers, special sources of recruitment, and maintenance of segregated areas. Various sources of friction and methods of coping with those frictions are also discussed.

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

Reports that skilled and semi-skilled white workers of 114 companies surveyed by and large had no objection to working alongside of Negroes. Companies divided almost evenly on question of whether skilled Negro workers were equal to or poorer than whites in performance.


This work draws upon the author's wide experience in the field of fair employment practices. Numerous company programs, whose operation the author has personally observed, are described. Need for supervisor cooperation and education in the successful operation of a non-discrimination policy are stressed. Concludes with a number of guides for a successful integration policy.


Most comprehensive treatment available of our World War II experience with the integration of Negroes into the work force. Author surveys the general pattern of Negro employment in war industries. Consideration is given to specific problems that accompanied the shift in wartime employment pattern. With regard to one very important problem, upgrading, he discusses many cases where success was due to adoption of a definite and firm policy by management.

3. Case Studies of Particular Companies and Industries


Case study of the wartime experiences of three transit companies with the integration of Negroes into the work force. In the cases of Philadelphia and Los Angeles resistance from white workers was encountered; in Chicago there was none. Authors conclude that "The attitude of positive leadership, exhibited by management in Chicago, is the most fundamental requirement for the successful accomplishment of Negro upgrading in the traction industry."


Describes the integration procedures of three companies. All three programs were initiated by top management decision, and in each case, "Actual integration was far smoother than expected."
Greene, Marjorie. "Fair employment is good business at G. Fox of Hartford." Opportunity (National Urban League, 1133 Broadway, New York 10), Spring, 1948. pp. 58-59, 73-75. 25 cents. Discusses experience of large department store in hiring of Negroes. Ten percent of work force consisted of Negroes employed in wide range of categories including sales, clerical work, and personnel counselor. "The almost revolutionary change in the department store’s employment pattern was managed without a ripple in its reputation or profits."

National Planning Association, Committee of the South. Report No. 6: 1. Negro employment in 3 southern plants of International Harvester Company. By John Hope II. Washington 9 (1606 New Hampshire Ave., N.W.). 1953. 143 pp. $1.75. By far the best empirical study available of the integration experience of a company dedicated to the advancement of fair employment practices. Detailed description of company’s use of educational program as solvent for racial friction is included. Author contends, "The widely publicized statement of this policy [of non-discrimination], supported by the strong determination of top management, provides the keystone upon which plant action depends."


Reed, Bernice Anita. "Accommodation between Negro and white employees in a West Coast aircraft industry 1942-1944." Social Forces (Mt. Royal and Guilford Aves., Baltimore), October, 1947. pp. 76-87. $1.00. Detailed account of the shift in racial attitudes of whites following introduction of Negro workers into this wartime aviation plant. Article is replete with quotations from employee interviews that illustrate the different stages in this alteration of view.

Rubin, Abraham and George J. Segal. "An industrial experiment." Annals of the American Academy of Political and Social Science (3937 Chestnut St., Philadelphia 4), March, 1946. pp. 57-64. $2.00 paper; $2.50 cloth. Account by top executives of the National Smelting Company, Cleveland, Ohio, of successful integration of Negroes into work force during World War II. Company’s program was notable for its employment of Negroes in supervisory and white-collar positions. In execution of
plan, role of labor-management committees and responsibility of supervisory personnel were stressed.


4. Techniques for Successful Operation of an Integration Program


Consists mainly of a set of working rules for employers interested in introduction of Negroes into their work force. Among points stressed are advance education of supervisors and care in the introduction and selection of the first Negro recruit. Contains material on efficiency of Negro worker.


Author enumerates necessary procedures for facilitating introduction of Negroes into work force. Among points emphasized are clear management policy, winning over of supervisory staff, and advance educational activity.


Contends that successful integration of Negroes into the work force requires consideration of social patterns prevailing among white workers. Asserts that manner in which Negroes are introduced is of greater importance than racial attitudes of white workers.


Analyzes the working relations of southern white migrants and Negroes in a number of plants in Chicago. Author concludes that southern whites will work amicably with Negroes if management has adopted a clearly defined policy of non-discrimination.