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Unemployment Relief
New Jersey - State

STATE OF NEW JERSEY

EMERGENCY RELIEF ADMINISTRATION

SURVEY

of

10,000 RELIEF FAMILIES

in

NEW JERSEY

RE-EMPLOYABILITY

STATE REPORT NUMBER 2

(Preliminary)

March 28, 1935

RE-EMPLOYABILITY OF FAMILY HEADS

INTRODUCTION

For maximum effectiveness of the government's plan of re-employment on public works, or any other re-employment plan, it is essential to know what kinds of work can be done by relief clients. For this purpose, the Survey of 10,000 Relief Families not only presents a list of occupations pursued by relief family heads, but has classified the family heads to show the proportion in each division of skill.

This report also shows the ages of workers in the various classifications, the proportion of workers who have alternate types of skill through changes from one occupation to another, and their incomes in 1925-29, a period when economic conditions tended to open unusual opportunities for workers to apply their skills and aptitudes.

Data for this report are taken from the Survey of 10,000 Relief Families in New Jersey. The methods of this survey have been explained in State Report Number 1(preliminary) issued in January, 1935.

For the purpose of studying re-employability, the 10,000 relief families were divided into two groups, (1) those in which the family head is now available for employment, and (2) those in which the family head is not available. The first group embraces 7,888 families, or nearly four-fifths of the relief families surveyed.

Group number (1) is the subject of this report. Families in which no one is available for employment, or only some one other than the head of the family, will be the subject of a later report. Some of these data were presented in summary form in State Report Number 1 (preliminary). Data on the employment records of relief family members other than family heads will be presented later.

The detailed list of occupations or types of skill corresponds in general with that shown in the 1930 census of occupations. Detailed types are combined to

show the degree of skill, and the division between white-collar and manual workers. These groupings are in accord with the plan of Alba M. Edwards in the Journal of the American Statistical Association, (December, 1933), and differ from the groupings in the census.

Following the sections in this report on List of Occupations, and Changes in Types of Occupation, is a section on Changes in Types of Business. The major types under which business is classified, are those given in the 1930 census, such as agriculture, manufacturing, trade, clerical, etc. The classifications of skilled and unskilled do not enter into these headings. Under the types of business, only manual workers are listed under building, manufacturing and mechanical industries, and transportation and communication, while the office and executive workers of these industries are listed under clerical and professional.

For the purposes of this report, relief family heads have been classified in prevailing occupations by five-year periods, 1920-24, 1925-29 and 1930-34. The detailed list of occupations (or types of skill) is made up from the prevailing type of employment of each family head over the entire 15-year period, while the changes are recorded according to the five-year periods.

Less than 2 per cent of the relief family heads available for employment have never worked, and about the same proportion have unknown types of work.

Workers also are divided between male and female family heads in this report and treated in separate sections. As only 7 per cent of the family heads who are now available for employment are females, the discussion of females in the various occupations is brief.

For the sake of brevity in the following discussion, the expression "workers on relief" is used to indicate "relief family heads who are available for employment" and also to distinguish between those who are on relief and the general population as listed in the census.

RE-EMPLOYABILITY OF FAMILY HEADS

DEFINITIONS

The following definitions will aid in the interpretation of the data in this report.

Eligibility for Relief

A person is eligible for relief when unable to maintain himself or those dependent upon him.* Inability to provide the necessities of life is the only qualification which entitles a family to receive public aid in New Jersey.

Family Head

A family head is a person responsible for carrying on a home. The husband usually is the family head. In the case of his death or separation, the wife generally becomes the family head. In a few instances a single person is the head of a home in which relatives or friends live. Lone persons also are considered as family heads.

Availability for Employment

Male family heads are considered as available for employment unless physical or mental condition renders them unable to work. Female family heads are considered as available for employment if they are physically able to work and have no children under 16 years old.

In most sections of this report, family heads of 70 years or older are not counted as available. In the first section, however, on the list of prevailing occupations in 1920-34, family heads over 70 are counted as available if they report they are able to work.

Work Record

Employment records of family heads, as compiled for this report, cover the period of 1920-34. Only family heads are covered in this report. Where male family heads were not married until after

* Chapter 132 PL 1934

1920 the employment records date from the assumption of family responsibility (marriage).

In the case of female family heads the work records, if not extending back to 1920, are begun with the time when the female became the family head (death or separation of husband).

Prior to Work Record

This item is made necessary in some tables because work records begin with the year 1920 and at the same time limit the data to family heads. Accordingly, there are two situations under which family heads are listed in this classification for part of their time: (1) Those who became family heads after 1920, (2) those who never worked until after 1920. Since this report deals mostly with married men, the "prior" classification generally covers a period in which family heads worked but their employment before marriage is not studied at this time.

Regular Work

Regular work is defined in this study as steady employment at one type of work providing a relatively secure means of livelihood. Included in regular work are certain types of business that are by nature intermittent or seasonal, where workers shift readily from one employer to another but remain in the same type of skill. Building, mining and domestic service are of this type.

Odd Jobs

An odd job is considered in this study as one lasting three months or less.

Prevailing Occupation and Business

The prevailing type of occupation (or skill) of each family head is that in which he spent the most time in any period under consideration.

The prevailing type of business of each family head is determined in similar manner.

In establishing these prevailing types, the survey excludes all relief employment, such as C.W.A. and C.C.C. This report also disregards distinctions between regular work and odd jobs, and full time or part time.

RE-EMPLOYABILITY OF FAMILY HEADS

SUMMARY

In 10,000 relief families covered in this survey, four-fifths of the family heads are available for employment.

Prior to the tragedy of depression, these "availables" had regular work at representative pay. A few may have been shiftless but the data in this report reveal that in general, the relief family heads now available for employment are very close to a characteristic cross-section of society. While the relief rolls are concentrated in the direction of unskilled labor, they also include a number of workers who made $5,000 a year or more in business and the professions.

Practically all occupations and all except the higher incomes are represented by relief family heads who are now available for employment. The distribution among occupations, however, differs from that of the census.

White-collar workers, representing one-eighth of the availables, are in smaller proportion on relief than in the census.

Skilled workers, representing about one-fifth of the availables, constitute about the same proportion of the relief total as in the census.

Semi-skilled workers, taking in one-quarter of the availables, and unskilled workers taking in one-third of the availables, constitute larger proportions of the relief rolls than of the census.

The ages of workers on relief show little variation among the various kinds of occupation. However, there is a somewhat greater concentration of relief family heads between the ages of 35 and 54, than exists in the general population.

Negroes constitute one-quarter of the family heads available for work, or about five times their proportion in the general population. Nearly two-thirds of them are unskilled.

One-eighth to one-third of the members of each occupational group changed their type of occupation in the period of 1930-34. These fractions apply to those who spent the major portion of their time in this five year period in a different type of work from the previous period. Such family heads

may be considered as now having an alternate type of occupation or skill. Many others changed for short periods but in these instances it is questionable whether they were in the alternate type of occupation sufficiently long to acquire any considerable amount of skill.

Since 1929 the changes in occupations show a greater number of relief family heads tending toward their own business ventures, agriculture and service types of occupation, away from manufacturing and building.

The most effective work relief program would employ each man on a job where he could apply his highest type of skill. As many of the relief workers come from factories, this ideal probably would prove difficult of accomplishment in a public works program. However, in view of the adaptability of many of the relief workers, a temporary re-employment program does not need to embrace the same percentage of any type of skill as indicated in the list here given of prevailing occupations over the past fifteen years. This statement is made in view of the fact, as shown in this survey, that many men have worked at alternate types of occupation in the past five years, where a lower degree or different type of skill was involved than in their previous employment. However, any effort toward a more satisfactory and permanent placement of relief family heads should be planned with consideration of the occupational proportions here shown.

LIST OF OCCUPATIONS OF RELIEF FAMILY HEADS

NOW AVAILABLE FOR EMPLOYMENT

Males

Practically all occupations listed for male workers in New Jersey in the 1930 federal census are represented among male relief family heads now available for employment. The distribution of workers on relief among these various occupations, however, differs considerably from that of the census.

The workers covered in this report include only family heads, whereas the census of occupations includes all employed persons. The occupations section of the census includes many unmarried men without identifying them. Most of the latter, of course, are young, and therefore the distribution of types of occupation of all males probably differs from the distribution of married males. If unmarried workers on relief were included in the list here compiled, it is probable that larger proportions would be shown for the unskilled, semi-skilled and clerical occupations. In the light of these considerations, the following comparisons between relief and census data are not expected to show complete relationships but to indicate general tendencies.

Professional, managerial and clerical workers are in much smaller proportion among workers on relief than among all workers in the census. This is true not only of these groups as units, but of practically all the subdivisions under these groups, such as technical engineers, musicians, proprietors and managers of business, accountants, clerks, etc. The foregoing classifications, sometimes called white-collar workers, embrace one-eighth of the male family heads on relief who are available for employment.

Skilled workers constitute about the same proportion among relief family heads as they do among all workers in the state, or one-fifth of the total. Semi-skilled and unskilled workers, on the other hand, constitute much larger proportions among the relief family heads than among

all workers in the state. The semi-skilled are one-quarter of the relief total and the unskilled one-third.

Trades Most Affected

The following occupations of family heads show larger proportions on relief than in the state census of all occupations:

Skilled

Blacksmiths
Masons
Carpenters
Molders
Plasterers
Sawyers
Structural iron workers
Boiler makers
Cabinetmakers
Glass blowers
Painters, paper hangers
Roofers
Shoemakers

Semi-skilled

Chauffeurs, truck drivers, bus drivers
Brakemen, trainmen, yardmen, etc.
Grinders, polishers, etc.
Operatives in:
Rubber
Leather
Chemicals
Clay, glass, stone
Iron and steel
Textile industries

Unskilled

Deliverymen
Teamsters
Service industries, as:
Bootblacks
Elevator operators
Janitors
Servants
Waiters
Firemen, smeltermen, etc.
Longshoremen
Laborers (common) in:
Garages
Building construction
Farms
Iron and steel
Clay, glass, stone

Trades Least Affected

In addition to the white-collar workers, the following occupations show smaller proportions on relief than in the state census:

Skilled

Compositors
Coopers
Engineers, cranemen, etc.
Foremen, inspectors, etc.-
Locomotive engineers and firemen
Machinists
Municipal employees
Tailors
Conductors
Electricians
Engravers
Jewelers
Loom fixers
Mechanics
Plumbers

Semi-skilled

Bakers
Deck hands
Guards
Barbers
Dyers
Telephone linemen

Unskilled

Fishermen
Farm laborers

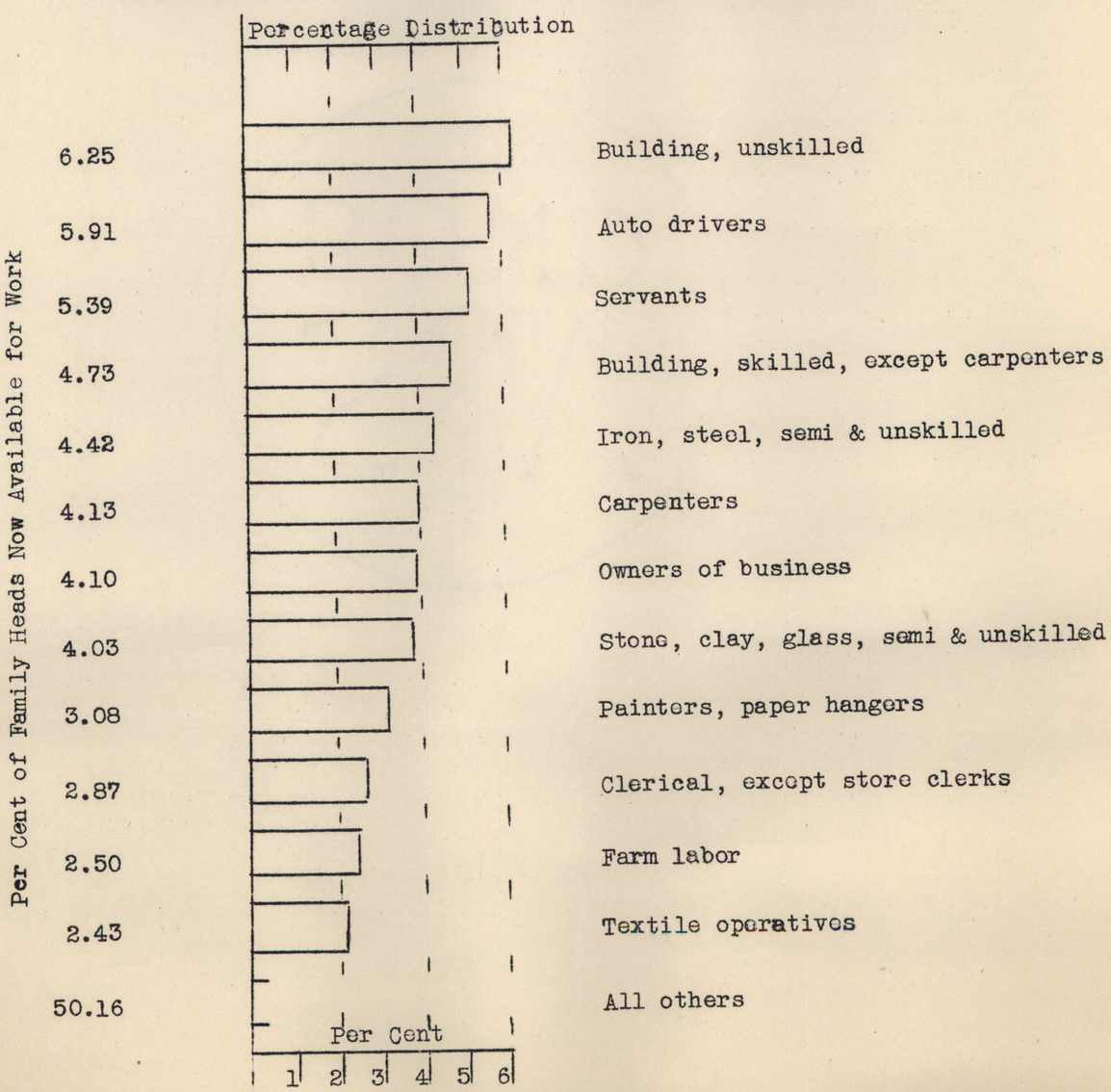
Trades Moderately Affected

Several trades not listed in either of the foregoing tables show practically the same proportions on relief as in the state census. Among them are:

Pattern makers
Tinsmiths
Attendants at amusements
Oilers
Pressmen and printers
Upholsterers
Boarding-house keepers
Hostlers

Out of more than a hundred distinct occupations listed among workers on relief, twelve comprise a half of the male relief family heads. These occupations range from 6.25 per cent of the workers for unskilled labor in building, to 2.43 per cent for textile operatives. The distribution of relief workers among these leading occupations is shown in the accompanying chart.

Leading Occupations in 1920-34 of Male Relief Family Heads



As indicated in Report Number 1, negroes constitute nearly half of the unskilled workers, but only small proportions of other divisions of skill.

Age Ranges in Various Trades

In age range, the various major divisions of skill show little variation.

Among the white workers on relief, one-eighth are under 30, a little over a half are 30 to 49 years old, one-fifth are 50 to 64 and about 5 per cent are 65 or over.

Professional workers differ in age distribution from the whole group of white male workers on relief in that a slightly larger proportion of the professional group is under 30 and none is over 64. On the other hand, managerial workers (including proprietors) show the oldest age range, with few in the youngest group and one-twelfth of this classification in the oldest group.

White skilled workers on relief are well distributed through the foregoing age ranges, with the exception that very few are in the youngest group. White semi-skilled workers, on the other hand, show a younger distribution than do skilled workers or relief workers as a whole. White unskilled workers show an older age range than do skilled workers or the relief group as a whole.

Negro workers on relief have a slightly younger age distribution than the whites. This is particularly true of unskilled and semi-skilled negroes. These two groups include nearly all of the workers of this race. On the other hand, the few skilled negroes show a decidedly older age distribution than either negro relief workers as a whole, or skilled white workers.

Among the various skilled trades of white workers on relief, the following show a large proportion over 50 years of age: Carpenters, masons, machinists, boiler makers, and foremen in various trades. Negro carpenters and plumbers also show a large proportion above 50 years of age.

Among wage earners it is probable that age beyond 50 offers a handicap to re-employment. The age question probably is more serious with manual workers than with white-collar workers. Several of the skilled trades show especially large proportions younger than 50 years of age. These

classifications are mechanics, plasterers, electricians, structural iron workers, roofers, and compositors.

Females

Very few of the female family heads who are now available for employment outside of the home come under the classifications of white-collar and skilled mechanical workers. Nearly all of those who are classified as white-collar workers are either owners of small business or clerks, and mostly over 50 years old.

The female family heads who are available for work constitute only 7 per cent of the workers on relief. Those classed as semi-skilled worked mostly in textile factories or operated boarding-houses. By far the largest group of unskilled workers were domestics, while a fewwere charwomen and laundresses.

Unlike the male workers, more of the females are over 50 years old than younger. The younger female family heads generally are unavailable for work outside of the home on account of children under 16 years old.

PREVAILING OCCUPATIONS (1920 - 1934)

FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT *

	Total	% of Each Sex Available for Work	
		Male	Female
Total Number	7888	7361	527
Per Cent	100.0	100.0	100.0
White-Collar	11.5	11.8	7.2
Professional	.9	.8	1.1
Managers and Owners	6.0	6.3	2.3
Clerical	4.6	4.7	3.8
Skilled Workers	21.6	23.1	.4
Semi-skilled Workers	28.6	29.0	23.1
Unskilled Workers	34.5	33.5	48.8
Never Worked	1.9	.7	18.8
Unknown	1.9	1.9	1.7

* Includes 128 family heads over 70 years old who reported they were able to work at the time of survey visits. The detailed list of occupations also includes these family heads.

PREVAILING OCCUPATIONS (1920-1934)

MALE FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

BY TYPES OF SKILL

	% of Males Available for Work	
	White-collar	All occupations
TOTAL WHITE-COLLAR WORKERS (868)	100.0	11.8
Owners (all lines of business)	34.8	4.10
Clerks in stores (including salesmen)	15.6	1.83
Clerks other than in stores	13.0	1.53
Agents (all kinds)	7.0	.83
Managers of retail trades	5.2	.61
Managers of manufacturing and mechanical industries	4.7	.56
Others (managerial)	2.6	.31
Captains, masters, mates, pilots	2.5	.30
Others (professional)	2.0	.23
Musicians	1.5	.18
Managers of transportation and communication	1.5	.18
Accountants, bookkeepers, cashiers	1.3	.15
Technical engineers	1.3	.15
Others (clerical)	1.2	.14
Telegraph, telephone and radio operators	1.0	.12
Draftsmen, designers, inventors	.7	.08
Actors and showmen	.6	.07
Bankers, brokers, etc.	.6	.07
Managers of wholesale trades	.5	.05
Travelers (commercial)	.5	.05
Artists and architects	.3	.04
Chemists	.3	.04
Managers of amusements	.3	.04
Officials and inspectors - Government Agencies	.3	.04
Messengers of offices, telegraph, etc.	.3	.04
Authors, editors and reporters	.2	.03
Teachers	.1	.01

	% of Males Available for Work	
	Skilled Workers	All occupations
TOTAL SKILLED WORKERS (1705)	100.0	23.1
Carpenters	17.9	4.13
Painters, paper hangers, glaziers	13.3	3.08
Brick and stone masons and stone cutters	8.2	1.90
Mechanics	7.9	1.83
Machinists, millwrights, toolmakers	6.9	1.60
Foremen, overseers, inspectors	6.8	1.56
Plumbers, gas and steam fitters	4.4	1.02
Plasterers and cement finishers	4.2	.98
Molders, founders, casters	3.9	.92
Electricians	3.8	.89
Engineers, cranemen and hoistmen	2.4	.58
Tailors	2.4	.58
Blacksmiths, forgemen, hammermen	2.2	.50
Structural iron workers	2.1	.48
Shoemakers, cobblers	1.6	.38
Roofers, slaters	1.5	.35
Tinsmiths and coppersmiths	1.3	.30
Compositors and type setters	1.1	.25
Boiler makers	1.0	.23
Locomotive engineers and firemen	.9	.22
Cabinetmakers	.9	.22
Municipal employees (firemen, policemen, sheriffs)	.8	.18
Conductors (all kinds)	.7	.16
Jewelers, watchmakers, gold and silversmiths	.7	.16
Others (not otherwise specified)	.6	.14
Pattern makers	.5	.11
Upholsterers	.5	.11
Glass blowers	.4	.08
Pressmen and printers	.4	.08
Sawyers	.3	.07
Coopers	.2	.04
Engravers	.1	.03
Puddlers	.1	.03
Loom fixers	.1	.01

PREVAILING OCCUPATIONS (Cont'd.)

	% of Males Available for Work	
	Semi-skilled workers	All occupations
TOTAL SEMI-SKILLED WORKERS (2133)	100.0	29.0
Chauffeurs, truck drivers and bus drivers	20.4	5.91
Textile and allied operatives	8.4	2.43
Iron and steel operatives	8.3	2.42
Stone, clay and glass operatives	8.0	2.32
Other manufacturing operatives	4.1	1.18
Chemical operatives	3.4	1.13
Leather operatives	3.1	.91
Deliverymen (all kinds)	3.1	.91
Rubber operatives	2.8	.81
Painters, enamelers, etc., (factory)	2.3	.68
Barbers, hairdressers, manicurists	2.3	.67
Filers, grinders, buffers, polishers	2.2	.63
Brakemen, trainmen	1.7	.50
Guards, watchmen, doopkeepers	1.6	.46
Bakers	1.5	.44
Switchmen, flagmen, yardmen	1.0	.30
Dyers	.9	.27
Soldiers, sailors, marines (U. S. Army)	.8	.23
Boatmen, deckhands, sailors	.6	.16
Oilers	.4	.12
Attendants, pool room helpers, movie theater ushers	.2	.07
Apprentices (all kinds)	.2	.06
Boarding house, hotel and lodging house keepers	.1	.03
Telephone and telegraph linesmen	.1	.01
Others (Operatives in various industries)	22.5	6.45

	% of Males Available for Work			
	Unskilled workers		All occupations	
TOTAL UNSKILLED WORKERS (2468)	100.0		33.5	
Laborers:	74.1		24.83	
Building trades		18.6		6.25
Farm		7.5		2.50
Iron and steel		6.0		2.00
Road, street and bus lines		5.8		1.96
Stone, clay, glass		5.1		1.71
Others (35 different industries)		31.1		10.42
Servants:	16.1		5.39	
Domestics		6.5		2.17
Waiters		3.1		1.03
Porters		2.5		.83
Janitors and sextons		2.4		.80
Elevator operators		.7		.23
Cleaners		.6		.19
Bootblacks		.4		.14
Miscellaneous unskilled:	9.8		3.30	
Firemen, furnacemen, smeltermen		4.8		1.60
Longshoremen		1.7		.56
Draymen, teamsters, etc.		1.5		.50
Garagemen, other than mechanics		1.1		.37
Fishermen and oystermen		.4		.15
Others (n.o.s.)		.2		.06
Hostlers and stable hands		.1		.03
Lumber camp employees		.1		.03

MALE FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

DISTRIBUTION OF OCCUPATIONS BY COLOR

TYPE OF OCCUPATION *	Total % of each skill	PERCENTAGE IN EACH COLOR		
		Total	White	Negro ‡
TOTAL	100.0	100.0	75.5	24.5
White-Collar Workers:	11.8	100.0	87.8	12.2
Professional	.8	100.0	80.3	19.7
Managerial	6.3	100.0	83.5	16.5
Clerical	4.7	100.0	94.8	5.2
Skilled Workers	23.1	100.0	89.6	10.4
Semi-skilled Workers	29.0	100.0	83.6	16.4
Unskilled Workers	33.5	100.0	56.7	43.3
Miscellaneous Industries	28.1	100.0	61.0	39.0
Servants	5.4	100.0	34.3	65.7
Never Worked	.7	100.0	64.6	35.4
Unknown	1.9	100.0	39.0	61.0

FEMALE FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

DISTRIBUTION OF OCCUPATIONS BY COLOR

TYPE OF OCCUPATION /	Total % of each skill	PERCENTAGE IN EACH COLOR		
		Total	White	Negro ‡
TOTAL	100.0	100.0	57.5	42.5
White-Collar Workers:	7.2	100.0	89.5	10.5
Professional	1.1	100.0	66.7	33.3
Managerial	2.3	100.0	83.3	16.7
Clerical	3.8	100.0	100.0	
Skilled Workers	.4	100.0	100.0	
Semi-skilled Workers	23.1	100.0	82.8	17.2
Unskilled Workers	48.8	100.0	34.0	66.0
Never Worked	18.8	100.0	77.8	22.2
Unknown	1.7	100.0	11.1	88.9

‡ Includes a negligible proportion of family heads of other color.

* Prevailing occupations of 7,361 family heads in 1920-34.

/ Prevailing occupations of 527 family heads in 1920-34.

MALE FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT *

AGE DISTRIBUTION BY COLOR AND OCCUPATION

TYPE OF OCCUPATION /	TOTAL PER CENT	WHITE 75.5%					NEGRO 24.5%				
		Total	Under 30	30 to 49	50 to 64	65 & over	Total	Under 30	30 to 49	50 to 64	65 & over
TOTAL PER CENT	100.0	100.0	12.9	60.0	22.6	4.5	100.0	17.4	57.0	21.3	3.7
White-Collar Workers:	11.8	100.0	13.7	60.9	19.9	5.5	100.0	14.2	56.6	23.6	5.6
Professional	.8	100.0	16.3	75.5	8.2	.0	100.0	25.0	41.7	33.3	.0
Managerial	6.3	100.0	9.1	60.0	23.1	7.8	100.0	13.2	55.3	25.0	6.5
Clerical	4.7	100.0	18.6	59.8	18.0	3.6	100.0	11.1	72.2	11.1	5.6
Skilled Workers	23.1	100.0	8.7	64.7	22.3	4.3	100.0	9.0	56.5	32.3	2.2
Semi-skilled Workers	29.0	100.0	17.2	59.6	19.5	3.7	100.0	22.9	60.9	14.0	2.2
Unskilled Workers:	33.5	100.0	10.0	55.6	29.1	5.3	100.0	16.1	57.6	22.4	3.9
Miscellaneous Industries	28.1	100.0	9.3	56.1	30.1	4.5	100.0	14.6	59.0	22.2	4.2
Servants	5.4	100.0	16.2	50.7	19.9	13.2	100.0	20.7	53.3	23.0	3.0
Never Worked	0.7	100.0	74.2	22.6	3.2	.0	100.0	64.7	29.4	5.9	.0
Unknown	1.9	100.0	21.8	61.8	12.7	3.7	100.0	22.1	53.5	16.3	8.1

* Percentages based on 7,361 male family heads now available for employment, of whom 107 reported they were able to work at the time of this survey, though over 70 years old.

/ Prevailing type of occupation in 1920-34.

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CHANGES IN TYPES OF OCCUPATION OF RELIEF FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

Males

A high degree of regularity in the type of skill or occupation is indicated in the employment records of male relief family heads now available for work. This regularity has both encouraging and discouraging aspects, as in some cases it is an asset, but in others it may indicate a lack of flexibility in meeting the problems of depression. Similarly, a change from one type of skill to another is not necessarily an indication of resourcefulness, but at any rate, it shows the relief client has at least one alternate type of skill. Such experience should broaden the possibilities of re-employment.

Among the various types of skill, one-half to three-quarters of the workers on relief pursued the same type of occupation in 1925-29 as in the previous five-year period. And in the past five years of depression, the same proportions of workers continued in the respective types of skill they had pursued in the last five years of boom. The others were divided between those who went to different types of occupation and those who were entirely unemployed in 1930-34. This completely unemployed group, however, constitutes only about 5 per cent of the family heads now available for employment.

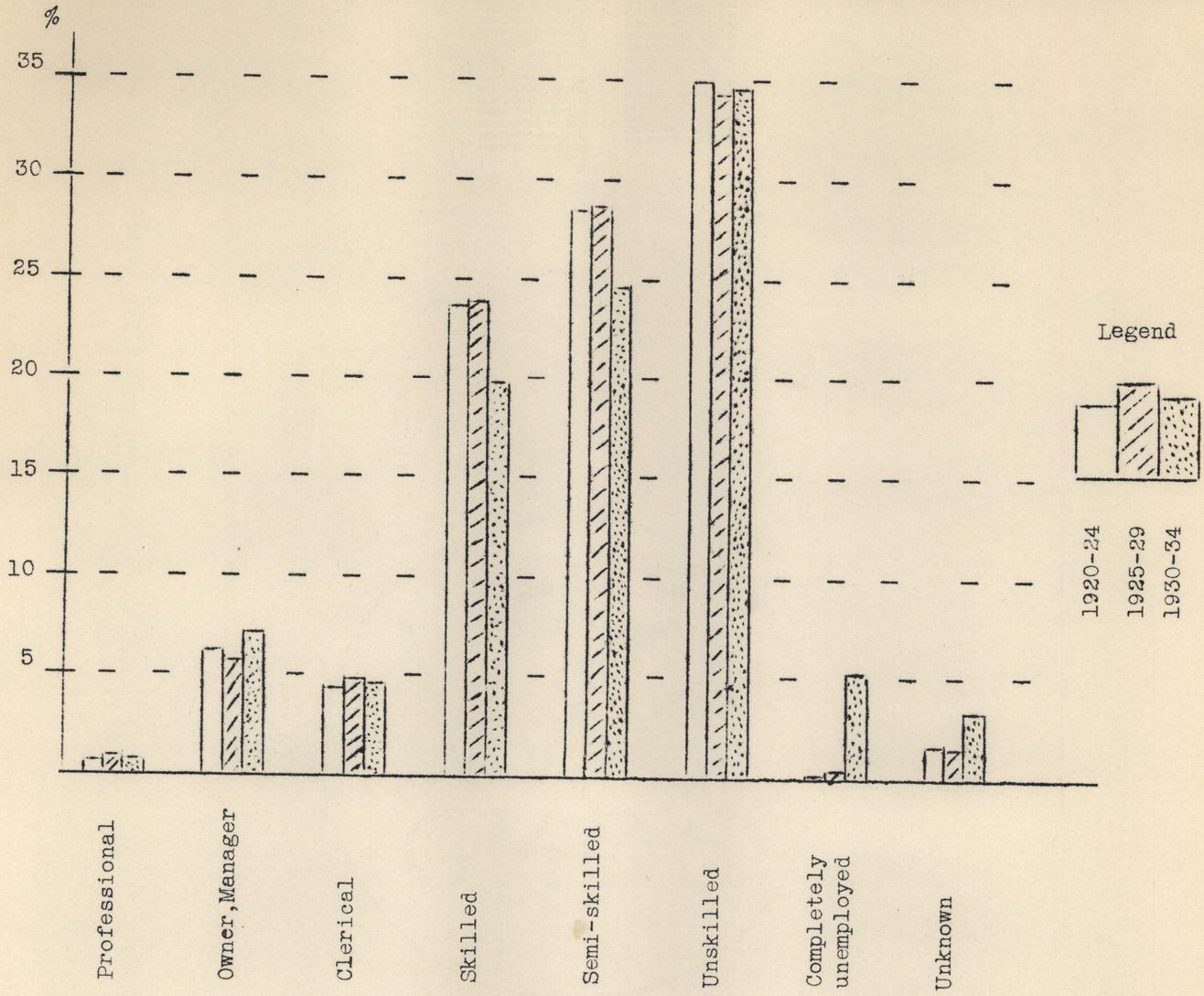
In the effort to overcome unemployment in the past few years, workers now on relief showed a trend toward unskilled work and ownership of small enterprises. These two classifications increased, while the number engaged in skilled and semi-skilled types of occupation in the past five years decreased. Meanwhile, the number of professional and clerical workers showed very little change.

Among those who were classified as skilled workers in 1925-29, only about one-eighth came from the ranks of unskilled and semi-skilled workers in the previous five-year period. A somewhat larger fraction returned to unskilled and semi-skilled work in the past five years. The latter change undoubtedly was made as a last resort in staving off unemployment. The relatively limited change on the part of unskilled workers from the first period to the second period

appears to indicate a lack of progress by this class.

Changes in Occupations of Male Relief Family Heads Now Available for Work

Percentage of Workers by Occupations and Periods



Alternate Types of Occupation

This study does not reveal the extent to which workers moved from one job to another within any one major type of occupation. It does indicate, however, that one-eighth to one-third of the workers were employed in different types of occupation in the past five-year period, from their respective types in 1925-29. In other words, a number of those who were clerks in 1925-29 became skilled or unskilled manual workers in 1930-34, and similarly some of those who were unskilled and skilled manual workers in 1925-29, later became clerks, proprietors of small businesses, and so forth. As previously indicated there also were numerous adjustments from unskilled to skilled work and vice versa.

Changes of this kind give the workers what is sometimes called an

alternate type of occupation as well as a prevailing type. The possession of an alternate type of skill should afford a worker not only more numerous opportunities of re-employment, but a greater variety of choices among types of work.

While many skilled and semi-skilled workers were compelled by circumstances in the past few years to work at manual occupations requiring less than their accustomed skill, the unskilled workers had to look farther afield in order to avoid unemployment. In other words, as skilled workers stepped down the ladder, they crowded many unskilled workers out of manual labor. The curious result is that a higher percentage of unskilled workers than of skilled workers became proprietors of business.

In the accompanying table on changes in type of occupation, large numbers of relief workers are classified as "prior to work record". The classification of some of these workers was changed to definite occupations in 1925-29, and the balance was similarly changed in 1930-34. Many worked in the earlier period but their records were not studied because they were not at that time the heads of families. In the changes from "prior" to definite classifications, these workers were distributed among the various occupations in about the same proportions as the relief workers already classified in the respective occupations.

The accompanying statistical data show changes from one type of occupation to another only in those instances where the new occupation was pursued a longer time within any one five-year period than the previous occupation. Many additional changes are known to have been made for short periods. A large proportion of the workers on relief are known to have been employed mainly at "odd jobs" since about 1930 or 1931, and even such work has been intermittent.

Age and Occupation

Male family heads over 50 years old showed slightly greater stability in type of employment than did younger men. But this stability may indicate lack of adaptability to changing conditions. Moreover, a higher percentage of the older than of the younger men were unskilled. A larger proportion of the older men also have been entirely unemployed since 1929.

Females

Female family heads who are available for employment changed their types of occupation in a manner very similar to the changes by the males.

CHANGES IN TYPE OF OCCUPATION OF FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

TYPES PREVAILING IN EACH PERIOD	PERCENTAGE DISTRIBUTION BY PERIODS 1920-24	1925-29	1930-34
Male Family Heads Now under 50 - Totals	100.0	100.0	100.0
Professional	.8	1.0	.8
Proprietors, managers and officials	5.9	5.6	7.2
Clerks and kindred workers	4.8	5.2	4.8
Skilled workers	23.7	23.8	20.0
Semi-skilled workers	30.8	30.7	26.7
Unskilled workers	32.2	31.9	33.5
Completely unemployed	.2	.2	3.6
Unknown	1.6	1.6	3.4
Number classified each period (100%)	3495	4764	5404
Number not classified - Prior to work record	1909	640	0
Total now available for work	5404	5404	5404
Male Family Heads Now 50 to 69 - Totals	100.0	100.0	100.0
Professional	.3	.4	.4
Proprietors, managers and officials	6.7	6.2	7.4
Clerks and kindred workers	3.4	3.8	3.9
Skilled workers	23.5	23.8	18.7
Semi-skilled workers	24.5	23.8	18.6
Unskilled workers	40.0	40.4	38.7
Completely unemployed	.2	.3	9.5
Unknown	1.4	1.3	2.9
Number classified each period (100%)	1797	1839	1850
Number not classified - Prior to work record	53	11	0
Total now available for work	1850	1850	1850
Female Family Heads Now under 50 - Totals	100.0	100.0	100.0
Professional	2.0	2.5	1.7
Proprietors, managers and officials	2.0	.0	1.3
Clerks and kindred workers	6.9	4.3	2.2
Skilled workers	1.0	.0	.9
Semi-skilled workers	23.8	24.7	18.3
Unskilled workers	56.4	58.6	55.7
Completely unemployed	3.0	6.2	14.8
Unknown	4.9	3.7	5.2
Number classified each period (100%)	101	162	230
Number not classified - Prior to work record	129	68	0
Total now available for work	230	230	230
Female Family Heads Now 50 to 69 - Totals	100.0	100.0	100.0
Professional	.6	.5	.7
Proprietors, managers and officials	2.5	3.4	2.9
Clerks and kindred workers	5.6	6.3	4.7
Skilled workers	.0	.0	.0
Semi-skilled workers	26.3	28.5	22.5
Unskilled workers	47.5	41.0	37.3
Completely unemployed	16.2	19.8	29.7
Unknown	1.3	.5	2.2
Number classified each period (100%)	160	207	276
Number not classified - Prior to work record	116	69	0
Total now available for work	276	276	276

CHANGES IN OCCUPATIONS OF MALE FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT *

PREVAILING OCCUPATIONS IN 1930-34 OF 7254 FAMILY HEADS	Total	DISTRIBUTION OF 1930-34 OCCUPATIONAL GROUPS BY OCCUPATIONS FOLLOWED IN 1925-29									
		Total	Profes-sional	Props. Mgrs. officials	Clerks, kindred workers	Skilled Workers	Semi-skilled Workers	Unskilled Workers	Unem-ployed	Unknown	Prior to work record
Per cent	100.0	100.0	.7	5.3	4.4	21.7	26.2	31.2	.2	1.3	9.0
Professional	.7	100.0	67.9	3.8	3.8	3.8	3.8	.0	1.9	.0	15.0
Proprietors, managers and officials	7.2	100.0	.4	46.9	5.0	8.0	13.7	19.3	.2	.4	6.1
Clerks and kindred workers	4.5	100.0	.9	6.1	59.9	6.7	10.9	4.9	.0	.3	10.3
Skilled workers	19.7	100.0	.3	1.5	1.3	79.3	6.5	3.9	.1	.1	7.0
Semi-skilled workers	24.7	100.0	.2	1.6	1.7	5.6	69.9	8.4	.0	.7	11.9
Unskilled workers	34.8	100.0	.0	1.7	1.3	6.1	12.6	69.5	.2	.8	7.8
Completely unemployed	5.2	100.0	.5	2.7	2.4	22.9	21.3	35.1	2.4	1.0	11.7
Unknown	3.2	100.0	.4	5.2	1.3	15.2	20.0	24.2	.0	24.2	9.5

* Not including family heads 70 years or older

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CHANGES IN TYPES OF BUSINESS OF RELIEF FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

Males

Just as most family heads on relief showed little change in type of occupation or skill through the past 15 years, so most of them showed little change in type of business. However, in most of the business classifications, one-eighth to one-third of these workers changed from one distinct type to another in this interval.

The "type of business" classification is used to indicate occupational function, as distinguished from the preceding section of this report where occupations are classified mainly according to degree of skill.

Since the beginning of the depression, the trend among family heads now on relief has been away from building, manufacturing, transportation and communication, toward agriculture, trade, public service, domestic and personal service, and professional types of business. The number in clerical work has shown little change. The number entirely unemployed through the past five-year period, as compared with the previous five-year period, increased from .2 per cent to 5 per cent.

Those who went into agriculture in the depression period came largely from building, manufacturing, and transportation and communication.

While there was a falling off in the number of relief family heads engaged in building, a considerable number of other relief family heads went into building from manufacturing, and a few from other trades.

Similarly in manufacturing, while many went to different types of business, many others entered manufacturing from building, and transportation and communication. The manufacturing classification includes a few mechanical workers from other kinds of business where mechanical work is incidental rather than the main function.

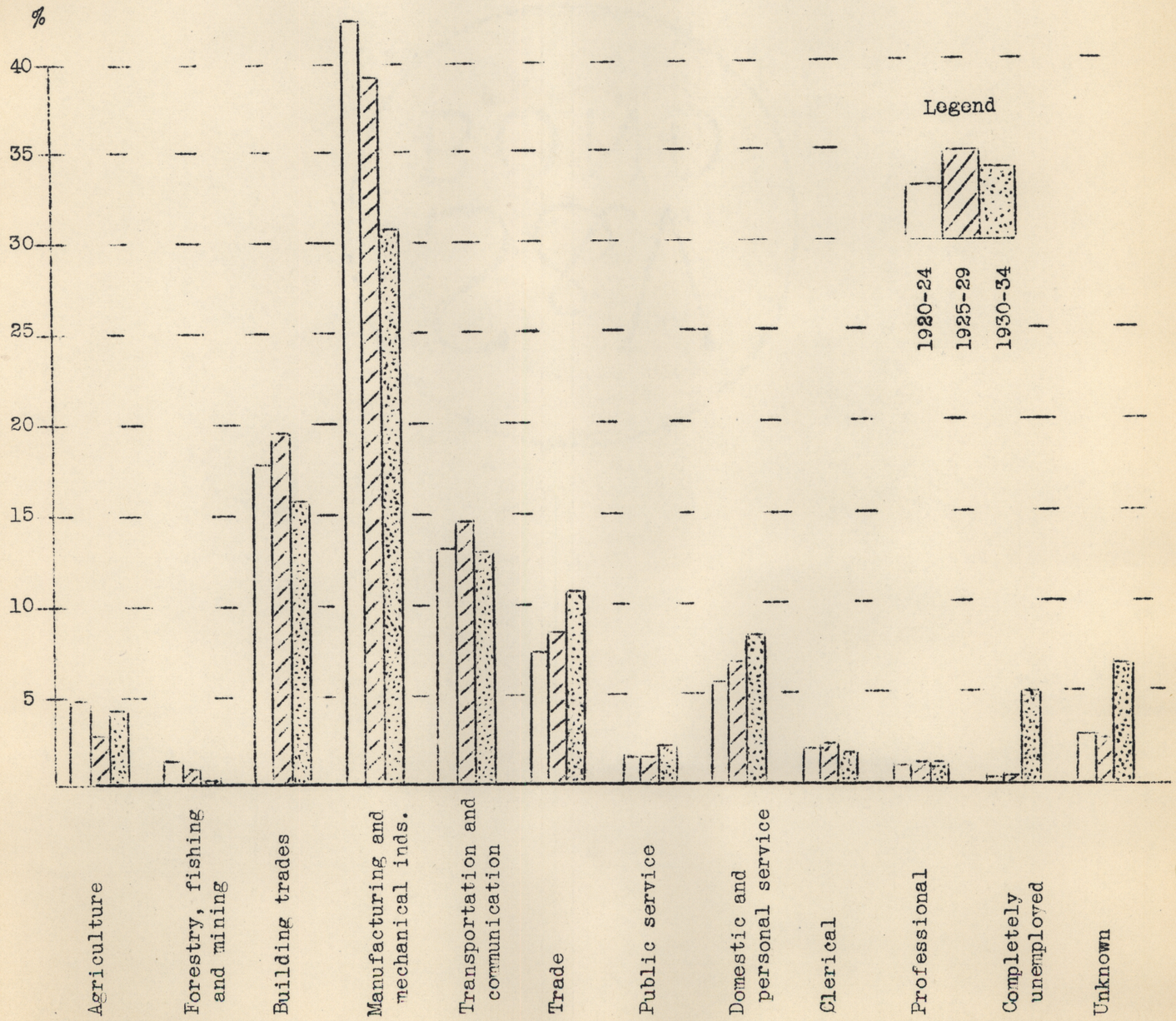
The increased number of relief family heads in trade, public service, and domestic and personal service in the past five years was due largely to those leaving building, manufacturing, and transportation and communication. The new

comers probably did not mean a net gain in the number employed at any one time but were accounted for through a large turn-over. Moreover, many relief family heads engaged in small ventures of their own when employment failed. These enterprises in turn failed to furnish support for any great length of time and were followed by applications for relief.

All of this changing about is evidence of a desperate effort to stave off unemployment.

Changes in Business of Male Relief Family Heads Now Available for Work

Percentage Distribution of Workers by Business and Periods



A change from one type of business to another may not mean a change in the type of skill. For instance, a carpenter might apply the same type of skill

in working for a manufacturing company as in working for a construction company. So in these changes many workers undoubtedly moved from one type of business to another without changing the type of skill, while others went to something totally new. These changes, of course, succeeded in holding off dependency, but the process could not continue, due to lack of employment opportunities, as indicated by the fact that these family heads are on relief, and most of them have been on for a considerable period.

For these reasons it is difficult to tell the extent that changes from one type of business to another afford an alternate type of skill. And this is particularly true when the changes were among such classifications as building, manufacturing, and transportation and communication.

However, there were numerous changes from various types of business into agriculture and from mechanical industries into clerical work and trade, and vice versa, where the kind of work would seem to be entirely different from that previously pursued. Such changes indicate that at least one-eighth and perhaps one-quarter of the family heads on relief have had an alternate type of business experience as well as a prevailing type within the past 10 years. The reference here is only to changes where the alternate type covered a considerable portion of time. And in many other cases there has been one or more alternate types for short periods, a few weeks to a year or so. It is not practicable to determine in this study the degree of skill acquired through these changes.

Females

Female family heads on relief who are available for work outside the home were employed in fewer types of business than males, the number being extremely small outside of manufacturing and domestic and personal service. Their changes in types were similar to those of male workers. However, a much larger proportion of female heads than of males had no work record prior to 1930. A large proportion also has been completely unemployed since 1929, many of these being from the ranks of those who had no previous work record. The tendency toward unemployment has been greater among those over 50 years old than among the younger females.

CHANGES IN TYPE OF BUSINESS OF FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

TYPES PREVAILING IN EACH PERIOD	PERCENTAGE DISTRIBUTION BY PERIODS 1920-24	1925-29	1930-34
Male Family Heads Now under 50 - Totals	100.0	100.0	100.0
Agriculture	4.3	2.4	3.7
Forestry, fishing, and mining	1.3	.9	.4
Building trades	17.5	18.9	15.7
Manufacturing and mechanical industries	42.0	38.9	31.1
Transportation and communication	14.2	16.2	14.5
Trade	7.7	8.7	11.1
Public service	1.4	1.2	1.7
Domestic and personal service	5.2	6.5	8.2
Clerical	2.2	2.2	1.9
Professional	1.3	1.3	1.3
Unknown	2.7	2.6	6.7
Completely unemployed	.2	.2	3.7
Number classified each period (100%)	3495	4764	5404
Number not classified - Prior to work record	1909	640	0
Total now available for work	5404	5404	5404
Male Family Heads Now 50 to 69 - Totals	100.0	100.0	100.0
Agriculture	5.6	4.2	5.6
Forestry, fishing, and mining	1.7	1.1	.2
Building trades	18.7	20.7	16.0
Manufacturing and mechanical industries	42.9	40.0	29.6
Transportation and communication	10.8	10.5	8.7
Trade	7.0	7.6	9.7
Public service	1.7	2.4	3.2
Domestic and personal service	6.8	8.2	8.7
Clerical	1.6	1.7	1.6
Professional	.5	.7	.8
Unknown	2.5	2.6	6.6
Completely unemployed	.2	.3	9.5
Number classified each period (100%)	1797	1839	1850
Number not classified - Prior to work record	53	11	0
Total now available for work	1850	1850	1850
Female Family Heads now under 50* - Totals	100.0	100.0	100.0
Manufacturing and mechanical industries	18.8	18.5	14.3
Trade	3.0	2.5	2.6
Domestic and personal service	63.4	64.8	59.6
Clerical	4.9	1.9	.9
Professional	2.0	2.5	1.7
Unknown	4.9	3.7	5.2
Completely unemployed	3.0	6.1	14.8
Number classified each period (100%)	101	162	230
Number not classified - Prior to work record	129	68	0
Total now available for work	230	230	230
Female Family Heads Now 50 to 69* - Totals	100.0	100.0	100.0
Manufacturing and mechanical industries	16.9	14.5	10.9
Trade	4.4	6.3	6.2
Domestic and personal service	58.1	56.0	48.9
Clerical	2.5	1.5	1.1
Professional	.6	.5	.7
Unknown	1.2	1.0	2.5
Completely unemployed	16.3	19.7	29.7
Number classified each period (100%)	160	207	276
Number not classified - Prior to work record	116	69	0
Total now available for work	276	276	276

* No females in several types of business; agriculture, under 50, in 1930-34 shows .9, and transportation, over 50, in 1925-29, shows .5.

CHANGES IN BUSINESS OF MALE FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT *

PREVAILING BUSINESS IN 1930-34 OF 7254 FAMILY HEADS	Total	DISTRIBUTION OF 1930-34 BUSINESS GROUPS BY BUSINESS FOLLOWED IN 1925-29													
		Total	Agriculture	Forestry Fishing Mining	Bldg. Trades	Mfg. & Mechan. Inds.	Transportation, Communic.	Trade	Public Service	Dom. and Personal Service	Clerical	Professional	Unknown	Completely Unemployed	Prior to Work Record
Per cent	100.0	100.0	2.6	.9	17.7	35.7	13.3	7.6	1.4	6.3	1.9	1.0	2.4	.2	9.0
Agriculture	4.2	100.0	36.8	2.3	11.5	22.7	10.9	2.3	.7	1.3	1.0	.0	1.0	.0	9.5
Forestry, fishing, and mining	.3	100.0	.0	62.5	4.2	8.3	4.2	4.2	.0	.0	.0	.0	.0	.0	16.6
Building trades	15.8	100.0	1.1	.2	73.7	10.5	3.3	1.3	.6	1.0	.5	.5	.5	.0	6.8
Manufacturing and mechanical industries	30.8	100.0	1.1	.9	3.9	78.2	3.7	1.2	.4	.9	.6	.3	1.2	.1	7.5
Transportation and communication	13.0	100.0	.2	.6	5.1	12.9	61.5	3.7	.8	1.9	.6	.1	1.5	.3	10.8
Trade	10.8	100.0	1.1	.4	7.1	15.5	9.9	48.0	1.3	2.7	1.8	.9	.9	.0	10.4
Public service	2.1	100.0	2.0	2.0	8.5	28.7	11.7	4.6	31.4	3.3	1.3	.0	1.3	.0	5.2
Domestic and personal service	8.3	100.0	1.2	.3	5.1	14.8	4.8	5.0	.3	53.2	.7	.5	2.5	.2	11.4
Clerical	1.8	100.0	.0	.8	.8	12.1	4.5	6.1	.8	1.5	64.3	.0	.8	.0	8.3
Professional	1.1	100.0	.0	.0	4.9	8.5	1.2	4.9	.0	2.4	1.2	57.4	1.2	1.2	17.1
Unknown	6.7	100.0	3.1	.4	16.3	23.8	12.9	4.8	1.5	8.7	.2	.6	18.2	.4	9.1
Completely unemployed	5.1	100.0	1.6	.3	22.6	36.8	9.3	5.7	2.4	3.5	.8	.5	2.4	2.4	11.7

* Not including family heads 70 years or older.

EARNINGS OF RELIEF FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

Relief family heads who worked in 1925-29 and are now available for employment, had a median annual income in those five years of $1,270. This figure is only a few dollars less than the average industrial income for the population of the country at large in 1926 as reported by Paul H. Douglas in "Real Wages in the United States, 1890 to 1926."

In the relief study of incomes, 10 per cent of the family heads were in the white-collar class, whereas the average industrial income with which comparison is made, covered only manual workers. The relief group as a whole, however, appears to be roughly comparable with the industrial group for purpose of income study, as the white-collar group is very small and its median income was slightly less than that of skilled relief family heads. Moreover, the inclusion of white-collar workers tends to be balanced with the inclusion of a larger proportion of unskilled or low-income workers on relief than in the general population.

On this basis, the 1925-29 incomes of relief family heads who are now available for work, appear to be approximately representative of the general industrial population.

Another test of the representative character of relief families as to income is furnished in a comparison of the data of the Survey of 10,000 Families with figures in "America's Capacity to Consume", by the Brookings Institution (basis 1929). The latter study covers all families in the country. As the Survey data are based only on incomes of family heads, and three-eighths of the relief families have at least one other member available for work, the incomes here reported necessarily average somewhat lower than family incomes. The Brookings data are the estimated total incomes for all members of the families.

Despite this difference, the two reports show similar proportions in the lower-income brackets. In both studies the greatest concentration of incomes is between $1,000 and $1,500 a year. In the Brookings study 21 per cent

of the families in the country had incomes of less than $1,000 in 1929, whereas in this Survey 26 per cent of the family heads now available for work had the same average range in 1925-29. In the Brookings report, more than 42 per cent of the families had incomes of less than $1,500, whereas this Survey shows a little over 62 per cent of the family heads in this class.

The Brookings data indicate that 21 per cent of the families had incomes of $3,000 and up, whereas only 3 per cent of relief family heads were in this class. As many relief families had supplementary incomes of at least a few hundred dollars from members other than the heads, it is readily seen that relief families compare more favorably with other families than indicated in the foregoing figures alone. Data on supplementary incomes of relief families have not yet been compiled.

Female family heads are included in the data of the foregoing discussion. The median income of female relief family heads was only $492 a year. The scantiness of this income apparently is due to the fact that many worked only part of the time, and a large number were servants.

The accompanying table shows the incomes of only male relief family heads, as the re-employment plans on public works mainly concern males. Moreover, the number of female family heads who reported incomes in 1925-29 was so small that it reduced the median and distribution figures for all family heads only slightly from the figures for male family heads.

The data of this report are based on definite income reports from 64 per cent of the heads in 10,000 relief families.

More complete data on incomes of relief family heads will be presented in a later report.

AVERAGE ANNUAL INCOMES IN 1925-29 OF MALE RELIEF FAMILY HEADS NOW AVAILABLE FOR EMPLOYMENT

PERCENTAGE DISTRIBUTION

ANNUAL EARNINGS	TOTAL	TYPE OF SKILL PREVAILING FOR PERIOD OF 1920-1934						
		Profes-sional	Mana-gerial	Cleri-cal	Skilled	Semi-skilled	Unskilled	Unknown
TOTAL *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$ 600 or less	9.1	15.2	9.7	3.1	3.7	6.1	15.3	43.9
700 to 900	14.0	10.9	11.3	5.6	8.4	12.1	21.3	19.3
1000 to 1200	23.5	13.0	13.5	19.8	14.9	26.5	29.4	22.8
1300 to 1500	21.9	13.0	22.0	21.9	18.2	27.1	20.8	7.0
1600 to 1800	14.1	13.0	14.4	18.8	18.7	18.3	7.9	5.2
1900 to 2400	11.2	17.4	11.9	18.0	21.8	9.0	4.6	
2500 to 3000	3.8	4.4	7.5	5.9	9.2	1.9	.5	1.8
3100 and up	2.4	13.1	9.7	6.9	5.1	.7	.2	
Calculated median in dollars	1297	1500	1464	1550	1626	1308	1085	746

* Includes only definitely known incomes on 6,097 cases. Actual incomes were averaged for the 5-year period and coded to the nearest hundred dollars. Thus, the range in the table of $1,300 to $1,500 would cover all incomes that fall in the range of $1,250 to $1,549. In calculating medians the latter range was used.