

THE NEGRO IN INDUSTRY, UTILITIES,  
COMMERCE AND PUBLIC SERVICE IN  
NEW JERSEY

1934



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SUMMARY REPORT

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THE NEGRO IN INDUSTRY  
UTILITIES, COMMERCE AND  
PUBLIC SERVICE

in

New Jersey

1934

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N.J. State Emergency Relief Administration

Report of

A State-Wide Survey Project S-F2-130

Conducted by the New Jersey Emergency Relief Administration

Sponsored by the New Jersey Department of Institutions and  
Agencies in Cooperation with the Interracial Committee of  
the New Jersey Conference of Social Work and the New Jersey  
Urban League.



## CONTENTS

	Page
List of Charts . . . . .	1
Lists of Tables . . . . .	2
Introduction . . . . .	3-5
Summary . . . . .	6-7
I The Negro on Relief in New Jersey . . . . .	8-13
II The Negro in Industry, Commerce, Utilities and Public Service . . . . .	13
A. Total Negro Employees in New Jersey Establishments Employing 25 or more Persons . . . . .	13
B. Distribution of Negro Employees by Socio-Economic Groups . . . . .	20
C. The Negro at Work in New Jersey . . . . .	24
D. Wages of Negro Employees in New Jersey's Industries . . . . .	27
III Attitude of Employees Toward the Employment of Negroes. . . . .	42
A. Participation in Labor Unions and Plant Welfare Activities . . . . .	45
IV The Negro in New Jersey Communities . . . . .	48
A. Employment . . . . .	49
B. Income . . . . .	49
C. Home and Environment . . . . .	50
D. Education . . . . .	51
E. Recreation and Leisure. . . . .	52
F. CRIME . . . . .	53



### INTRODUCTION

During October-1934 a survey project sponsored by the New Jersey State Department of Institutions and Agencies in cooperation with the interracial committee of the New Jersey Conference of Social Work and the New Jersey Urban League was begun. The purpose of the project was to promote an intensive and extensive inquiry into employment opportunities available for Negro workers in New Jersey for the purpose of determining proper fields of training and of discovering new occupations that may have evolved since the depression. The information sought was in relation to the following problems:

- (a) Determining the character of employment available to Negroes in New Jersey industries.
- (b) Discovering new outlets for occupational adjustments of Negro Workers.
- (c) Discovering what occupational groups among Negro workers are most seriously affected at present.
- (d) Determining what employment factors have provoked community maladjustments in certain areas.

The project was designed to secure comparative data relative to the number of Negroes employed in the various industries; capacities in which employed; relative wages; hours of labor; participation in organized activities and general attitude of employers. In the pursuit of these aims data were secured from the following sources:

- (A) Canvass of employers in commerce, industry, utilities and public service.
- (b) Interviews with community leaders to determine what adjustments Negro workers have been able to effect; what factors in the community have contributed to adjustment or maladjustment, and what changes have been experienced in communities included in the interracial committee survey of 1931.
- (c) Analysis and inclusion in the final report of data secured in S.E.R.A. studies of Negro families on Relief.

The field work of canvassing employers in commerce, industry, utilities and public service was carried on in all of the counties of the State excepting Warren, Sussex and Cape May.

In the course of canvassing the State 2,211 establishments were contacted, which at that time were employing 25 or more persons. The New Jersey Industrial



Directory, (1934 edition), listed 2,919 establishments in the State employing 25 or more persons. Hence, this survey covered 75.4 per cent of the total operating in the State. Of the 2,211 establishments furnishing data to the survey, 344 were not operating at peak capacity and were employing less than 25 persons. The remaining 1,867 establishments were employing 334,180 persons, which constituted 70.6 per cent of the persons employed in establishments having personnels of 25 or more employees.

This report consists of an analysis of the data assembled by this survey pursuant to the study of the problems affecting Negro workers in the State of New Jersey.

In addition to this report, 14 separate reports dealing with the industrial employment situation as it affects Negroes in the various counties of the State have already been completed. Three of the 14 reports treated of the employment situation in larger establishments in the cities of Newark, Jersey City and Paterson.

#### STAFF

The field work of the survey was done by 60 interviewers, selected from Essex, Hudson, Union, Mercer, Camden, Atlantic and Monmouth Counties. The sociological studies were made by Elizabeth Hall and Margaret Pride, Geo. Lipscomb and Rev. Yancey Thompson. The preparation of the reports were under the direction of Joseph A. Bailey, who served as State Supervisor of the project, succeeding Thelma S. Fuller (resigned). Mr. Wendell Price served as statistician assisted by Mr. John Sydnor and Clarence Adams. Dr. Emil Frankel, Director of Research of the Department of Institutions and Agencies and Mr. Harold Lett, Executive Sec'ty of the New Jersey Urban League served as consultants. Mr. Lett in addition to his duties as director and consultant assisted in the preparation of this final report.

The project at the peak of the field work period in December gave employment to 77 Negro white collar workers. Most of these individuals had no previous experience in this type of work. The fact that an organization was set up which

# LIST OF TABLES

		<u>Page</u>
Table I	Total Employees in Establishments Contacted	56
Table II	Number and Percentage Distribution of Persons Employed in Industries of New Jersey	57
Table III	Total and Negro Employees in Industrial Groups	58
Table IV	Negro Employees in Socio-Economic Groups	60
Table V	Medium Wage Scale of Negro Employees in Socio-Economic Groups by Counties	61
Table VI	Weekly Wage Rates of Negro Employees in Specified Occupations, in Industries, and Public Employment of New Jersey	62
Table VII	Negro Employees in Labor and Welfare Organizations	63
Table VIII	Attitude of 1856 New Jersey Establishments Toward the Employment of Negroes	64
Table IX	Policies of Establishments not Employing Negroes	65
Table X	Percent of Negro in Total Population, Employment in Establishments, and Relief Load in New Jersey by State and County	66
Table XI	Federal Unemployment Relief Census, October 1933	67



LIST OF CHARTS

	<u>Page</u>
(1) White and Negro Employees in five Specified Industrial Classifications.	14
(2) White and Negro Employees in Industries Percentage Distribution by Sex.	16
(3) Total Negro Employees in Socio-Economic Groups Percentage Distribution.	20
(4) Weekly Wage Scale of 12,505 Negro Employees in 838 Industrial Concerns.	26
(5) Median Wage Scale of Negro Employees by County.	28
(6) Median Wage Scale of Negro Employees in Socio-Economic Groups.	29
(7) Weekly Wage Scale of 8,127 Negro Employees in 572 manufacturing and mechanical Concerns.	31
(8) Weekly Wage Scale of 618 Negro Employees in (17) Transportation and Communication Establishments.	33
(9) Weekly Wage Scale of 616 Negro Employees in 62 Trade Establishments.	35
(10) Weekly Wage Scale of 1306 Negro Employees Professional and Public Service.	37
(11) Weekly Wage Scale of 1838 Negro Employees in 122 Domestic and Personal Service Establishments.	38
(12) Weekly Wage Rate of Negro Male Employees in Specified Occupations.	40
(13) Weekly Wage Rate of Negro Female Employees in Specified Occupations.	41
(14) Negro Employees in Labor Unions Percentage Distribution.	45

1) in the time allowed for field work interviewed 75 per cent of all establishments  
(S) in the State, employing 25 or more persons, and in which were working 71 per  
(E) cent of the persons employed in large establishments, bespeaks for the high  
(4) resolve and purpose of the entire staff engaged in making the survey.

(2) The following pages will unfold the data secured and its interpretation.

(2) Joseph A. Bailey

(2) Newark, New Jersey  
(7) June--1935.



### SUMMARY OF FINDINGS

- I. Negro families are considerably over represented on the relief rolls as compared to their ratio in the general population.
- II. Employment opportunities in Industry, Trade, Commerce, Utilities and Public Service are very limited for Negroes.
- III. Restricted opportunities for Negroes are reflected in an almost lack of difference in incomes of the various groups. Thus, many years of formal training in schools and colleges as well as years of practical experience and the acquiring of special skills go unrewarded in promotions and in increased incomes.
- IV. Employment opportunities are as disproportionate for the Negro as compared to his ratio in the general population as is his over representation on the relief rolls.
- V. Employment opportunities in various types of industry vary from locality to locality.
- VI. Negroes are employed in some capacity in all of the broad divisions of enterprise as used by the Federal Bureau of Census.
- VII. Manufacturing and Mechanical Industry and Domestic and Personal Service absorbed 79.7 per cent of the Negroes gainfully employed in establishments touched by this survey.
- VIII. 1,867 establishments were employing 334,180 persons when this survey was made. 321,675 of these were white.
- IX. 838 of the establishments employed 12,505 Negroes, who constituted 3.7 per cent of the employees in the 1867 establishments.
- X. 9,949 of the Negro total of employees were males as compared with 2556 Negro females.
- XI. 54.9 per cent of all establishments contacted, numbering 1018 were not employing Negroes. 230 of these had employed Negroes at some time in the past, but 788 had never had Negroes in their employ.

- XII. 67.2 per cent of the Negroes employed in establishments touched by this survey were unskilled as compared with 2.3 per cent as professionals, 1.0 per cent clerks, 11.9 skilled, and 17.6 semi-skilled.
- XIII. 89.5 per cent of all Negro employees were unorganized. 1.7 per cent had A.F.L. affiliations, 3.8 per cent were in Company Unions, and 5.0 per cent were in Industrial Union.
- XIV. It is significant that Negro work opportunities were more restricted in areas in the state where the workers in the dominant industries were highly organized.
- XV. The Negro part of the community is not more nor less restless than the other parts. It has been subjected to the same influences, and tho its environment is less attractive, often lacking essential facilities, yet it has reacted with as great fortitude under adversity as has the rest of the American population.



THE NEGRO ON RELIEF IN NEW JERSEY

The 1930 Federal Census of population showed that 208,828 Negroes were residents of the State of New Jersey and that they constituted 5.2 per cent of the State's population. The Federal Unemployment Relief Census of October-1933 revealed that 84,452 families were on relief in the State and that 19.1 per cent or 16,143 of them were Negro families. There has been no complete and satisfactory check of unemployment since the Federal Census of 1933. However, municipal and county authorities charged with the responsibility of administering relief have since then published figures from time to time showing the total persons on relief. The problem that confronted the members of this survey's staff was the securing of a break down of the total persons on relief in to races in order that it might analyze such data in relation to the data secured relative to Negro employment opportunities in New Jersey industry, commerce and public employment and the study of social conditions in the Negro Community.

From the time the Federal Government began to help the States' pay relief costs, (May-1933), until March-1935, there was a gradual but steady increase in the number of families as well as persons on the relief rolls in the United States. Many conflicting estimates have been made as to the actual size of the relief rolls some estimates between 30 and 40 millions. Taking middle ground it seems reasonable to say that at the peak the relief rolls contained somewhere between 25 and 30 million persons.

As would be expected those persons and groups in the population who had the lowest income and who in the normal course of things performed the marginal tasks of industry, were the first to be let out of jobs, hence, composed the first applicants for relief.

Negroes hold the marginal jobs in industry and as a race group they occupy the lowest income bracket in the nation. In the State of New Jersey the Federal Census of occupations show that in 1930, the percentage of the Negro

population, 10 years and over that would have been gainfully employed to be 63.3 per cent of the Negro population as compared with 53.2 per cent of the white population. Normally then, the ratio of Negro gainfully employed exceeds that of the white gainfully employed population by significant percentages. In 1930 25.9 per cent of native white females and 18.5 per cent of foreign-born whites as compared with 44.9 per cent of Negro females 10 years old and over were gainfully occupied. It appears then, that in most Negro homes even prior to the depression that it was necessary for both male and female to combine their efforts in gainful occupations in order to make ends meet. With the general slackening in employment opportunities, curtailment of operations and retrenchments in industry and domestic and personal service, the fields in which most Negroes gainfully occupied were employed, it was natural for them to soon feel the depression with full and devastating severity.

In view of the fact that the Negro vocational survey staff had as one of its objectives the securing of relative data on unemployment and relief; it is therefore, the aim of this report to offer partly by deduction and partly by analysis such information as has been gathered in an effort to explain the disproportionate size of the Negro relief load.

This survey early discovered a disposition evinced in the report on policies and attitudes of employers included in this survey; that Negro workers had been displaced or discharged, not because the plants in which they labored have closed, nor because of curtailed operations, but, because whites were without jobs. This survey further revealed that of the total establishments interviewed 54.9 per cent were not employing Negroes, and 61.1 per cent stated that they will not employ them in the future.

A compilation was made during December-1934, in Essex County of relief families who had at least one member employed. It was found that of the Negro families on relief in the county 37.1 per cent had at least one member employed



as compared with 29.8 per cent for whites on relief. The implications brought out by these statistics are clear:

- (1) That even with lowered standards of living the wage of one member of a Negro family is not adequate to support a family.
- (2) The person in the relief family gainfully occupied, has only part time employment.
- (3) Most of the persons in relief families with part time employment were female domestics.

Statistics released during May by the executive directors of emergency relief in the various counties of the State, revealed that 51.2 per cent of the Negro population of the State as compared with 13.2 per cent of the white population of New Jersey was on relief. The Negro constituted only 5.2 per cent of the total population of the State as contrasted with 17.7 per cent of the total relief load. To analyze only the figures New Jersey's 20th man appears in a very unfavorable light; from 20th man in population to 5th man on relief. The story back of the Negro family on relief explains in full why it is there. It further lends emphasis to the necessity of bringing to bear all the energy and ingenuity of all the social agencies and social minded individuals in the community for the purpose of bringing relief, the only kind that is worthwhile, the chance to have a job to this segment of our population.

This survey brought out the fact that Negro employees constituted only 3.7 per cent of the employees in establishments employing 334,180 persons. In Passaic County where the Negro is 1.8 per cent of the population, his employment ratio was only 0.6 per cent or 50 in establishments employing 14,260 persons. Denied an opportunity to work in the mills of Paterson, because they are black, these citizens have had no recourse but to the relief rolls. Hence, 1.8 per cent of the citizens constitute 7.6 per cent of the relief recipients. A survey under the direction of Mr. Howard B. Myers made the following observation relative to the Negro relief turnover in Paterson:

"Negro families appeared in the relief turnover in greater ratio than in the general population." Although they constituted only about two per cent of

the population, they were responsible for 10 per cent of the opened and closed cases."<sup>1</sup>

The disproportionate size of the Negro relief load in Paterson is due to the attitude of the dominate industry of the area, the textile mills. A deliberate policy of exclusion of black workers is practiced by the textile industry and many other enterprises of this area have a similar policy in effect. The existence of no employment opportunities leaves an appeal for relief as the only recourse from starvation for these people denied the privilege of selling their labor in an open market in competition with other workers of other races.

The problem of relief for Negroes in Paterson is the problem of relief for Negroes in every community in the state where they constitute an appreciable part of the population. Individuals may be improvident but an entire race group cannot be so labeled. The biggest handicap Negro-Americans possess is the fact that they are an easily marked racial minority which makes it impossible for them to escape the virus of race prejudice, which is expressed in its most heart rending form when it deprives a man of an opportunity to work and then brands him as shiftless.

The other factor of transcending importance is analyzing the problem of Negro on relief is that of income. This survey found the median wage of 12,505 Negro employees to be \$17.41 per week, while this compares favorably with the average individual industrial wage of more than 5,000 industrial establishments in 1933, which was \$18.80. Yet it is hardly sufficient to lay aside anything for a rainy day; and it takes no account of the fact that there is a tremendous upper level of clerical, office and executive workers to which the Negro alone of the Nations Citizens as yet has no entree which debars him from sharing higher incomes and the standards of living made possible thereby.

<sup>1</sup>Preliminary tabulations, Survey of Closed, Opened, and Reopened Unemployment Relief Cases. Paterson, N.J.



The matter of charging Negroes all that the traffic will bear for inferior shelter and other methods of exploitation are matters that should not be overlooked in trying to understand the conditions surrounding the Negro and relief.

In the City of Newark the establishments the survey interviewed were employing 14.3 per cent of the total white population as compared with 5.3 per cent of the Negro population. The Atlantic City ratio was 19 per cent of the white population as compared with 13 per cent of the Negro population. In Atlantic County, Negroes constitutes 15.8 per cent of the Negro population, and 40.5 per cent of the relief load. This disproportionate ratio exists in Atlantic City despite the fact the Negro gets a better chance at the type of employment opportunities available there than any county in the state. The logical conclusion on all that has been written on this subject is:

- (1) The Negro constitutes a disproportionate part of the relief load because he does not have an equal opportunity to share the available jobs.
- (2) The average earnings of the Negro is the lowest of any of the many groups that make up our population.
- (3) It is impossible for any appreciable number of Negroes to build up reserves or savings as 90 per cent of the race earns only a subsistence wage.
- (4) The disproportionate ratio of Negroes on relief reflects an unhealthy condition in the economic and social order rather than a discredit to the Negro as a citizen in a free society.

An impartial appraisal of the racial aspect of the relief situation demands level headed realism in the handling of the problem. The first step is the admission that of all Americans the Negro is the most handicapped in seeking work and in making progress when he is fortunate enough to get it. Facts amply demonstrate that receding employment opportunities for any group means an increase in the relief rolls. The Negro is caught in a vicious circle, closing door of employment opportunities and an opening door to the relief rolls. The exchange is a poor one and the recipient is impotent against the force that brings it into being.

TOTAL AND NEGRO EMPLOYEES IN NEW JERSEY ESTABLISHMENTS

HAVING 25 OR MORE EMPLOYEES

1,867 establishments in the State of New Jersey at the time this survey was being made were employing 334,180 persons; 227,876 of whom were males and 106,304 females. Of the total employment of 334,180 persons, 12,505 were Negroes, 9,949 males and 2,556 females, Negro employees constituting 3.7 per cent of the total employment. Negro males composed 4.4 per cent of the total male employment while Negro females composed 2.4 per cent of the total female employment.<sup>(1)</sup>

1,469 interviews with establishments engaged in manufacturing and mechanical enterprises revealed that 237,061 persons were working in these industrial plants. Of the 237,061 employees in manufacturing and mechanical industry 166,562 were males and 70,489 were females. Of the total males, Negro males numbered 6,872 and Negro females 1,255, Negro employees constituting 3.4 per cent of the total employment in the industry. Negro males composed 4.1 per cent of all males, and Negro females 1.7 per cent of all females in manufacturing and mechanical industries.<sup>(1)</sup>

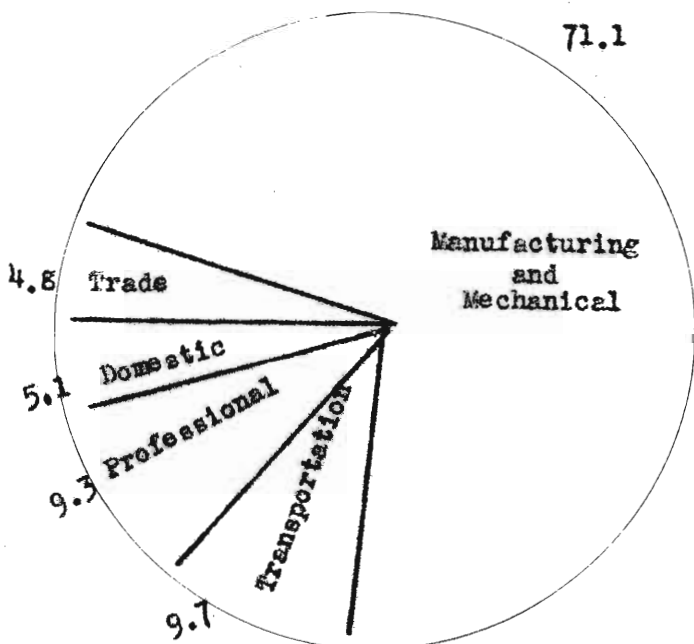
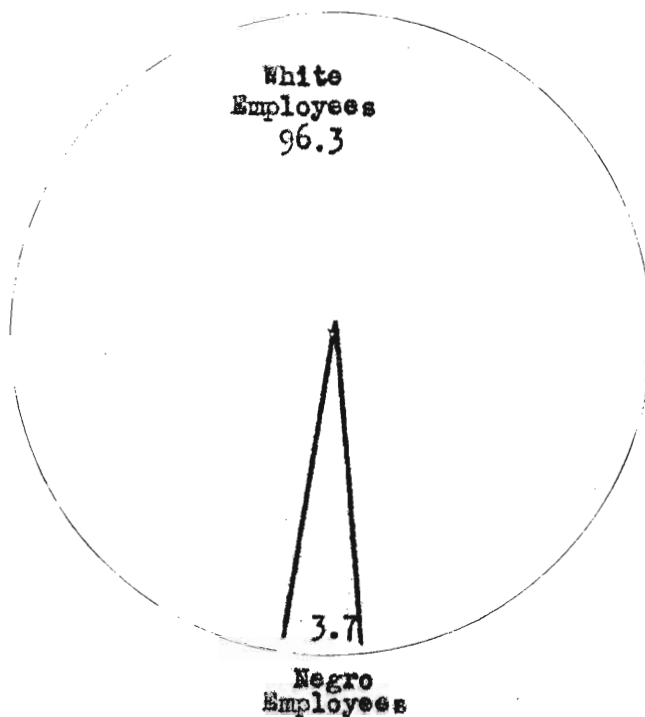
71.1 per cent of all persons gainfully employed and 65 per cent of all Negroes were working in manufacturing and mechanical industries. 73.3 per cent of all white males and 66.7 per cent of all white females were in these industries as compared with 69 per cent of all Negro males and 49.1 per cent of all Negro females.<sup>(2)</sup>

28 establishments engaged in the transportation and communication industry employed 31,723 persons, 21,616 of these were males and 10,112 were females. Transportation and communication establishments employed 618 Negroes, 610 were males and 8 were females. Negro employees constituted 1.9 per cent of the total employment, Negro male employment in the industry was 2.8 per cent

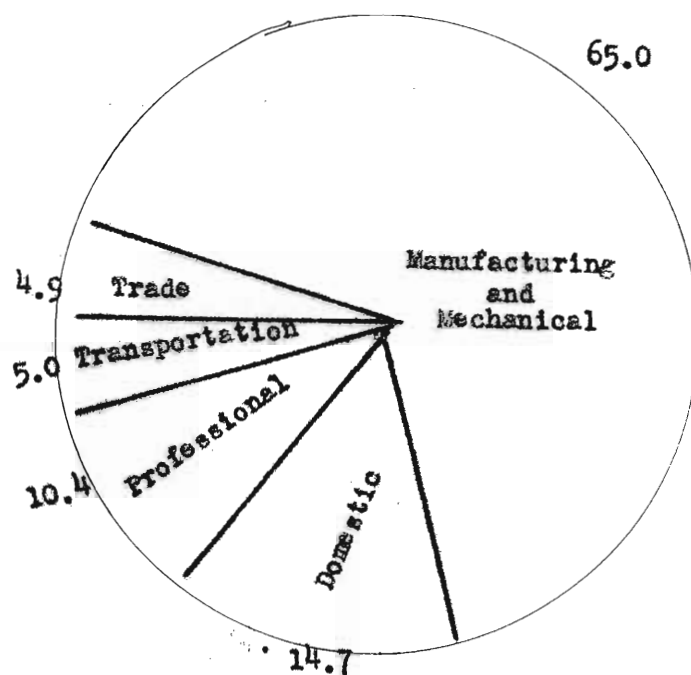
1. See Table I

2. " " II

PERCENTAGE DISTRIBUTION - WHITE AND NEGRO EMPLOYEES IN THE FIVE SPECIFIED INDUSTRIES



White Employees - 321,675



Negro Employees - 12,505



of the total male employment while Negro female employment was less than 0.1 per cent of the total female employment. <sup>(1)</sup> This industry absorbed 9.5 per cent of all persons gainfully employed and 5.0 per cent of all Negroes. 9.6 per cent of all white male employees and 9.7 per cent of all white female employees were working in this industry as compared with 6.1 per cent of all Negro males and 0.3 per cent of all Negro females. <sup>(2)</sup>

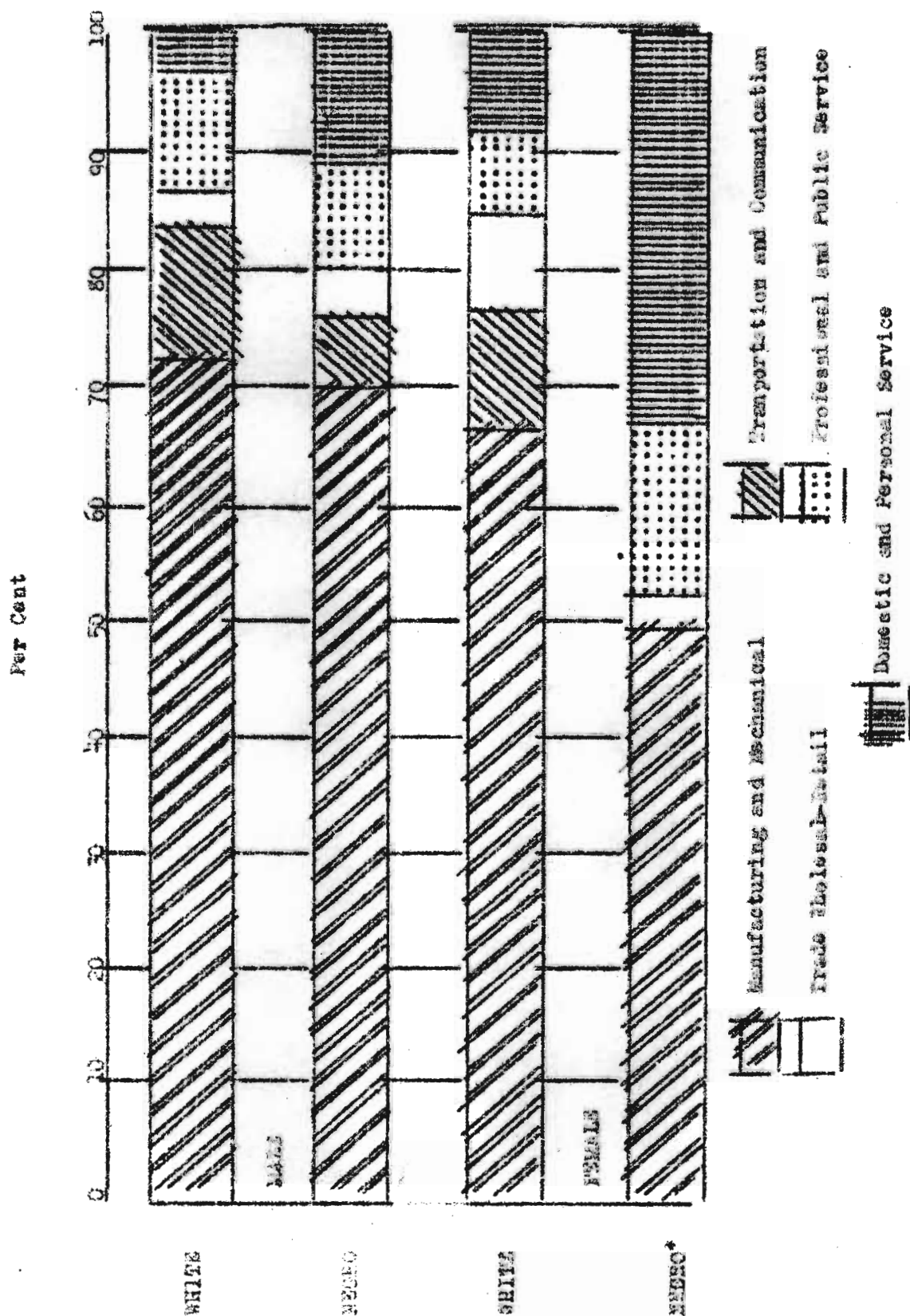
90 establishments engaged in trade were employing 16,020 persons, this number being composed of 7,131 males and 8,839 females. Of the 16,020 employees in trade industries 616 were Negroes, 537 males and 79 females; Negro employees constituting 3.8 per cent of the total employment. <sup>(1)</sup> Trade absorbed 4.8 per cent of all white persons working in the concerns covered by this survey; 3.1 per cent of all white males and 8.4 per cent of all white females as compared with 4.9 per cent of all Negroes; 5.4 per cent of all Negro males and 3.1 per cent of all Negro females. <sup>(2)</sup> The 537 Negro male employees constituted 7.5 per cent of the total male employment in the industry as compared with the 79 Negro female employees in trade who constituted 0.9 per cent of the total female employees. <sup>(1)</sup>

31,170 persons were engaged in professional and public service, 22,004 males and 9,166 females. 1,306 Negro employees, composed of 946 males and 360 females found employment in this field, Negro employees constituting 4.2 per cent of the total employees, and Negro males 4.3 per cent of the total male while Negro females composed 3.9 per cent of the total female employment. <sup>(1)</sup>

9.3 per cent of all white persons working in the establishments surveyed were employed in professional and public service, 9.6 per cent of all white males and 8.6 per cent of all white females were gainfully employed in this field as compared with 10.4 per cent of all Negroes, 9.5 per cent of all Negro males and 14.1 per cent of all Negro females. <sup>(2)</sup>

1. See Table I
2. " " II

# WHITE AND NEGRO EMPLOYERS IN INDUSTRIES PERCENTAGE DISTRIBUTION BY SEX



Negro Female in Transportation - 0.3 Per Cent - Not Shown



total. Domestic and personal service were employing 18,211 persons, 10,513 males and 7,698 females. Of the total of 18,211 employees in domestic and personal service 1,838 were Negroes, 984 of these were males and 854 were females; Negro employees in domestic and personal service constituting 10.1 per cent of the total employment. Negro males composed 9.4 per cent of the total employed in domestic and personal service, white Negro females composed 11.1 per cent of all females employed in the industry. (1)

The field of domestic and personal service accounted for 5.3 per cent of the total employment in establishments covered by this survey, 5.1 per cent of all white employees, 4.4 per cent of all white males and 6.6 per cent of all white females as compared with 14.7 per cent of all Negro employees, 9.9 per cent of all Negro males and 33.4 per cent of all Negro females. (2)

The Federal Census, ( Occupational Statistics ) revealed that in New Jersey in 1930, 1,420,543 persons were gainfully employed in industry, 1,110,463 were males and 310,080 were females. Of the 1,110,463 males 62,124 were Negro males and of the 310,080 females, 38,177 were Negro females. Negroes gainfully employed in the industries of the State of New Jersey constituted 7.0 per cent of the total gainfully employed persons. Negro males were 5.6 per cent of the gainfully employed males and Negro females were 12.3 per cent of the gainfully employed females. (3)

While this survey was limited to an investigation of establishments employing 25 or more persons it covered 70.6 per cent of all such establishments in operation in the State at the time this survey was made. Hence, a comparison of the Federal Occupational statistics of 1930 showing that the Negro composed 7.0 per cent of the total of gainfully employed persons, 5.6 per cent of the males and 12.3 per cent of the females with this survey's 3.7 per cent of the

1. See Table I  
2. " " II  
3. Vol. IV Fed. Census, 1930, Pgs. 1023 - 1026



total, 4.4 per cent of the males and 2.4 per cent of the females is interesting, inasmuch as it reveals that if the Negro has not been disproportionately displaced in industry since the depression got underway, the smaller industrial enterprises must provide the employment opportunities to Negro workers, that are sought in vain with the larger industrial enterprises.

The Federal Census of (1930) figures show that 3.2 per cent of the gainfully employed persons in manufacturing and mechanical industry were Negroes, that 3.5 per cent of all the males and 3.1 per cent of all the females as compared with this survey's 3.4 per cent of the gainfully employed, and 4.1 per cent of all Negro males, and 1.7 per cent of all Negro females.

The Federal Occupational Statistics on transportation and communication and professional and public service and those collected by this survey, show in spite of the small size of the samples ( of this survey ), a striking similarity. Negro workers constituted only 2.1 per cent of the total of gainfully employed persons in transportation and communication according to the Federal statistics (1) as compared with 1.9 per cent in this survey. In professional and public service the percentages were Federal 2.2 and survey 4.2 per cent.

A significant difference occurs between the Federal statistics on domestic and personal service, in which 22.6 per cent of the total gainfully employed were Negroes in 1930, and the statistics of this survey which reveals that Negroes constitute 10.1 of gainfully employed in this field in the establishments giving data. While recognizing the fact that establishments employing less than 25 persons absorbs a significant percentage of persons gainfully employed in this field yet it is open to question that the gains in Negro employment could make in the smaller establishments would be sufficient to maintain the high percentage of employment in the domestic and personal service field held by Negro workers in 1930, and at one time almost monopolized by Negro employees.

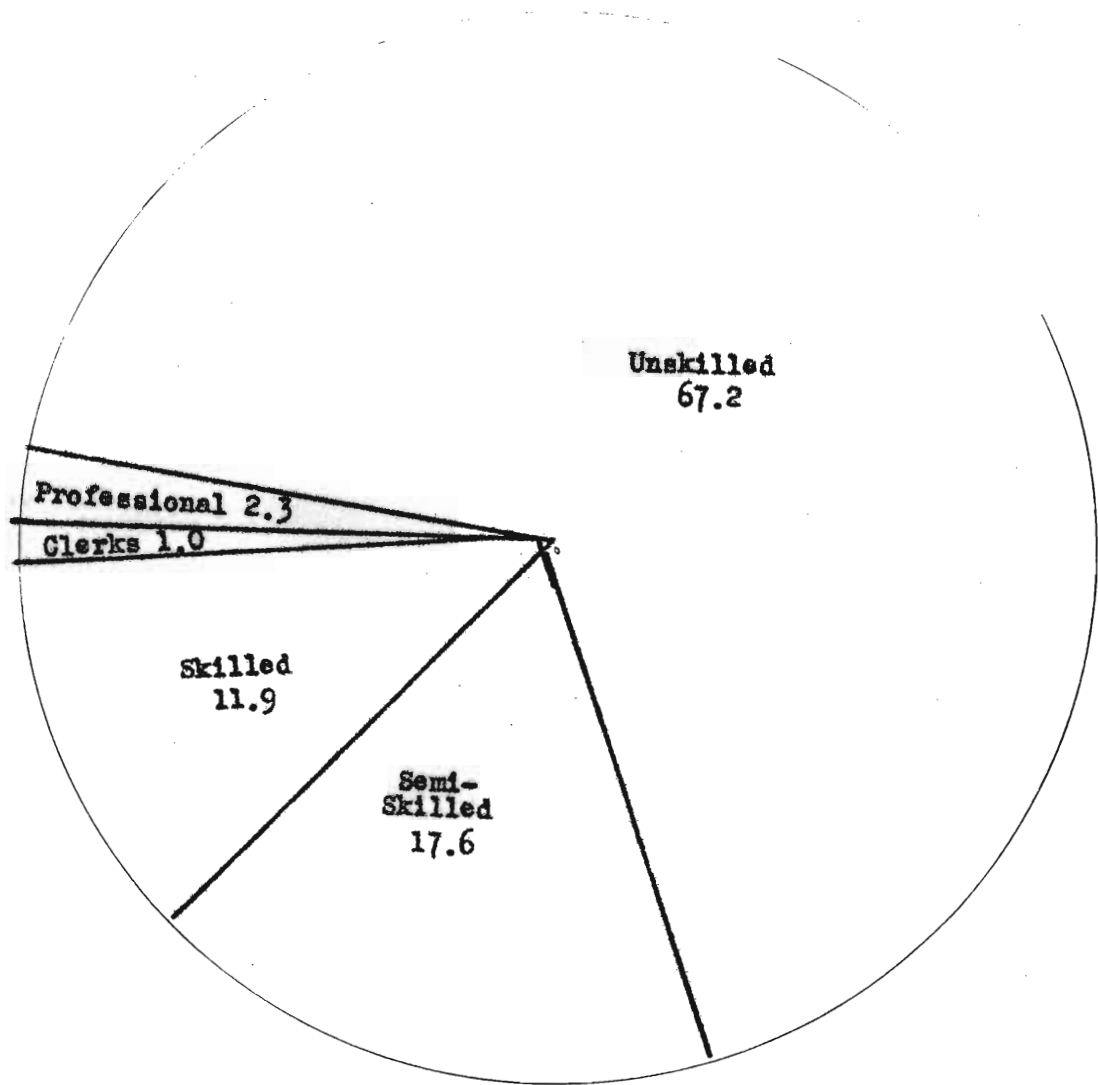
## DISTRIBUTION OF NEGRO EMPLOYEES BY SOCIO- ECONOMIC GROUPS

The socio-economic grouping of the Negroes employed in the establishment investigated by this survey revealed that 291 were engaged in professional and technical occupations, 126 as clerks, 1,484 as skilled workers, 2,205 as semi-skilled and 8,399 or 76.2 per cent as unskilled workers. In the field of professional work two interesting observations were noted: (1) there was a preponderance of females over males, 246 as against 45; (2) 193 or 66.3 per cent of the persons engaged in professional activities were residents of Atlantic and Camden Counties. Essex County, containing approximately one third of the Negro population of the State as compared with only 17.7 per cent in Atlantic and Camden Counties combined, showed an employment of 37, Mercer County 38, and Monmouth County 22. In all of the counties, Essex excepted, segregated school systems accounted for most of the professional employment of Negroes.

Clerical workers were concentrated in 4 counties; 55 in Atlantic, 50 in Essex, 8 in Union and 8 in Hudson. Three counties; Camden, Mercer and Monmouth, while employing 139 Negroes in professional activities, provided only 2 with jobs in clerical capacities. Negro professional workers constituted 2.3 per cent of the total gainfully employed as against 1.0 per cent gainfully employed in clerical work.

It is difficult for Negro workmen to secure many of the normal advantages afforded white workers by industrial activity. Were such advantages available to the Negro, a fair index as to the industrial progress that has been made by the group should be reflected in the relative ration of the gainfully employed who are skilled, as compared with those who are unskilled. However, Table IV reveals that 11.9 per cent of the Negro workmen in the

TOTAL (12,505) NEGRO EMPLOYEES IN SOCIO-  
ECONOMIC GROUPS  
PERCENTAGE DISTRIBUTION





establishments contacted were skilled as against 17.6 per cent semi-skilled and 67.2 per cent unskilled.

An analysis of the socio-economic grouping of the persons employed in establishments with personnels of 25 or more shows the definite need for the improvement of the status of the Negro in the industrial activities of the State. This improvement can come only when there is an extension of industrial opportunities. Extension of opportunities would make possible a more even distribution of Negro employees in the socio-economic groups, which inturn would provide a more equitable sharing in the socail income derived from industrial activity. It is fundamental to progress for all elements that make up the population that men find work which will afford an outlet for their abilities and provide an inventive for their future development. For the Negro population it means the choice of those occupations which will enable them to improve their standards of living and of efficiency. In the end, every community where they constitute an appreciable proportion of the population would be the beneficiary in better citizens, in lessened crime and dependency.

THE NEGRO AT WORK IN NEW JERSEY

All types of New Jersey's diversified industrial establishments have afforded employment opportunities to Negroes.

Table III of this survey shows that while the absorption of Negro works in many industries is restricted to a very small proportion of the gainfully employed persons in those fields, yet no large industrial groups anywhere in the State practiced a policy of total exclusion of Negro labor. More than half of the individual firms within these groups, however, do invoke exclusion policies or practices.

Employment of Negroes in the industrial activities of the state vary from one establishment to another and from community to community. Accordingly, there has not appeared to be any body of opinion in industrial groups as such concerning the fitness or unfitness of the Negro worker to adapt himself to the requirements exacted of workman in such groups.

Negro workers find their greatest opportunity in those fields of industry requiring little if any technical skill, and where physical strength and exposure to extremes of heat or cold or some other form of physical discomfort obtains by the very nature of the work. Thus, in the heavy and laborious tasks of industry Negro labor does not experience the barriers set up in its path when seeking work that is not so taxing in physical strength, or where the conditions of work lend themselves to stimulating a desire to self improvement and advancement.

Examples of types of industries in which less difficulty of entrance is experienced, and in which Negro males are employed freely are: asbestos products, where 7 establishments reported a Negro employment percentage of 5.3 of the persons employed in the industry and 9.6 per cent of the building materials workers. The chemical and allied industries which comprises one of the most important industries in the State from the standpoint of value of product, industrial wages paid and in number of wage earners, is another illustration of an industry in which Negro labor has been given a chance to work and in which they have made good records.

Investigators of this survey interviewed 130 executives of this industry. It was found that 1,677 Negroes were gainfully employed and that they constituted 6.6 per cent of the persons employed in the establishments contacted.

Foundries, in which Negro workers constituted 11.7 per cent of the employed; glass, 9.1 per cent; iron-steel and allied industries 7.5 per cent; and lumber-millwork 7.1 per cent are other illustrations of industries in which Negro male workers experience no great difficulty in obtaining employment. In all the above named industries Negroes are employed in a ratio greater than the percentage of gainfully employed Negro males as given by the Federal Census of (1) Occupation.

Negro females have not as yet been widely accepted in industry. This, in all probability, is due to the fact that female workers are not physically equipped to perform many of the tasks in the heavy industries where Negro male workers find their greatest employment opportunities, and as yet no place has been made for Negro female white collar workers as clerks, stenographers, etc., in which capacities the majority of white females are employed.

Table III shows that 50 per cent of the Negro females working in the establishments surveyed were in Manufacturing and Mechanical industry. Of the 1,255 thus employed, 601 or approximately 50 per cent were employed in some one of the branches of the clothing industry. In only one branch of this industry, children's clothing, however, were they employed in a really significant ratio, forming 7.4 per cent of the employees.

Negro women are also employed in appreciable numbers in the manufacture of surgical appliances and toys and dolls. In the former industry Negro employees constituted 8.9 per cent of the total personnel and in the latter 21.7 per cent.

Outstandingly noticeable in their failure to employ Negro females are the electrical products and textile industries, both of which are large employers of female workers. In the electrical products industry, out of a total employment of 9,562 females only 3 were Negro. In this same industry out of a total employment of 29,896 persons in 60 establishments only 238 were Negro. Negro



employees in the electrical products industry constituted 0.8 per cent of the total employees.

The textile industry centering around Paterson, and constituting one of the most important industries of the State, was employing only 205 Negroes in 212 establishments when this survey was made. The total employees in these establishments were 33,048, of which 15,387 were females. In this industry employing 15,387 females, only 57 Negro women could find employment. In an industry employing 33,048 persons the Negro percentage was a mere 0.6 per cent.

In the field of transportation and communication, Negro job seekers as yet have been able to secure positions only as laborers in maintenance departments, road building and repairs, porters and waiters on railroads, laborers in shipbuilding, and as longshoremen and stevedores on drydocks.

In trade, Negro job seekers are faring better than in transportation and communication. The employment opportunities are more diversified and no branch of the industry apparently finds it necessary to practice an exclusion policy.

In trade, as in manufacturing, the black worker has the greatest opening in an industry that requires physical strength, exposure and adaptability to unpleasant working conditions. Thus 19 plants engaged in the manufacture of ice and the selling of coal employed 24.7 per cent of its workers from the Negro group; 3 establishments engaged in the cold storage business had 8.2 per cent Negroes, while 3 wholesale establishments had 19.2 per cent of their employees from the Negro race.

In the field of professional and public service Negro employees composed 3.8 per cent of the persons working in the establishments contacted. The members of the Negro group, engaged in professional service were employed principally by municipal governments. Of the 28,913 persons in municipal government employ, 1,132 were Negroes, of which number 822 were males and 310 females. This number constituted 3.9 per cent of the employees in the departments contacted.

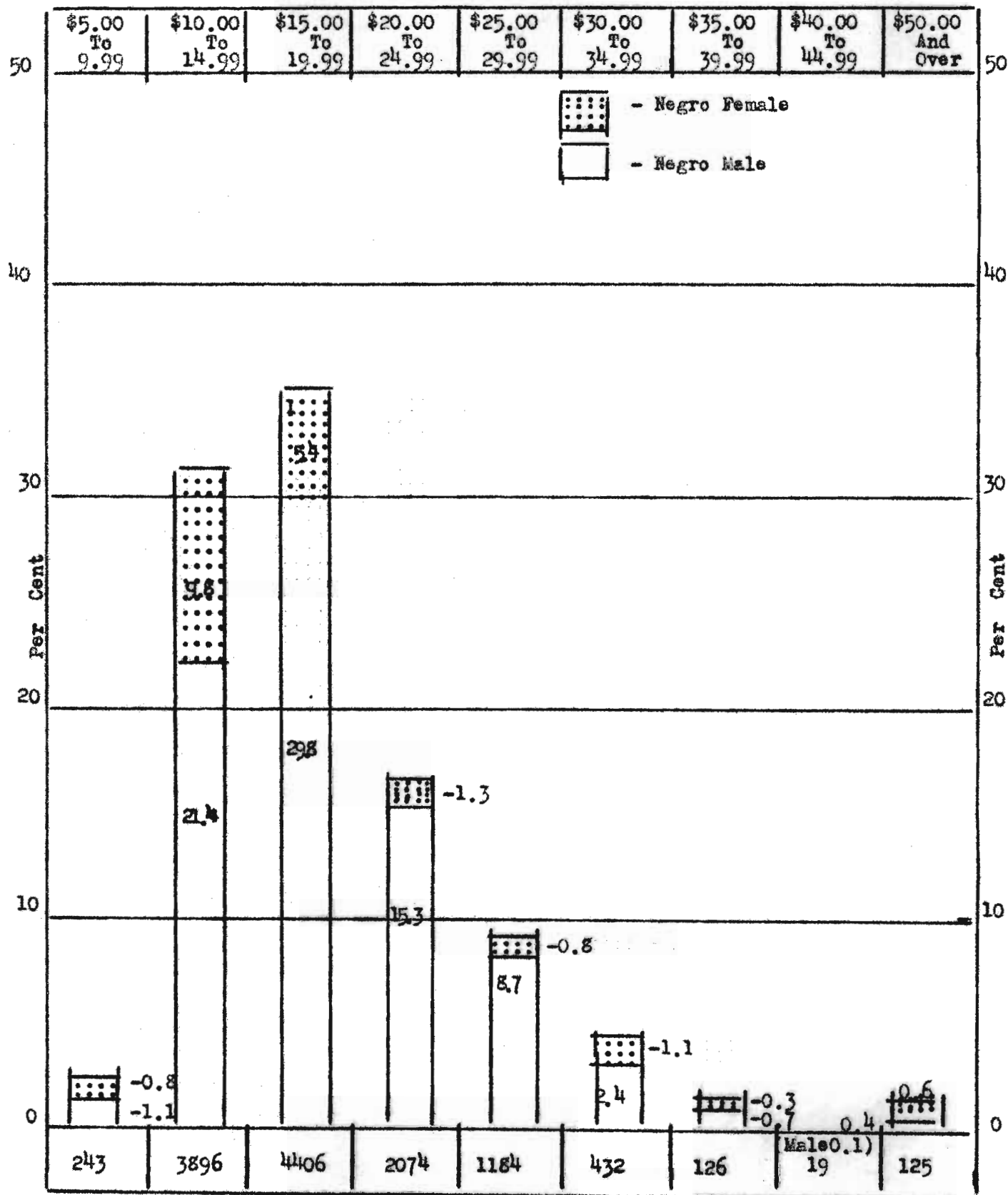
15 interviews with recreational interests showed that 10.9 per cent of the employees were Negroes. 12 additional contacts were made with other organizations engaged in rendering services of a professional and public service nature in which 87 persons out of a total of 1,457 or 5.9 per cent were Negroes.

Domestic and personal service, which has long been the most prolific source of gainful employment for Negroes, proves to be no exception to the rule in New Jersey establishments employing 25 or more persons. Thus on the basis of the number of establishments interviewed, a larger percentage of Negro employees were engaged in domestic and personal service than in any other branch of industry.

The types of establishments engaged in domestic and personal service enterprises employing Negroes were: (1) cleaning and dyeing plants, in which Negro workers constituted 2.7 per cent of the workers; (2) hotels, where they represented 27.7 per cent of the employees; (3) laundries, in which Negroes were 13.3 per cent of the employees; and (4) restaurants in which 11.3 per cent of the employees were Negroes.

Table III vividly shows the extent to which Negro labor has been absorbed in the industrial life of the state of New Jersey and at the same time reveals industries such as electrical products and textile manufactures in which only a very limited number of Negroes are hired. The facts as uncovered in the center of the textile industry in the Paterson area, demonstrates beyond a doubt that a policy of exclusion of Negro applicants is practiced. In the electrical products industry, the problem of Negro employment apparently turns on the question of introducing Negro employees in an industry in which they have not been used to any extent in the past.

# WEEKLY WAGE SCALE OF 12,505 NEGRO EMPLOYEES IN 838 INDUSTRIAL CONCERNS





WAGES OF NEGRO EMPLOYEES IN NEW JERSEY'S INDUSTRIES

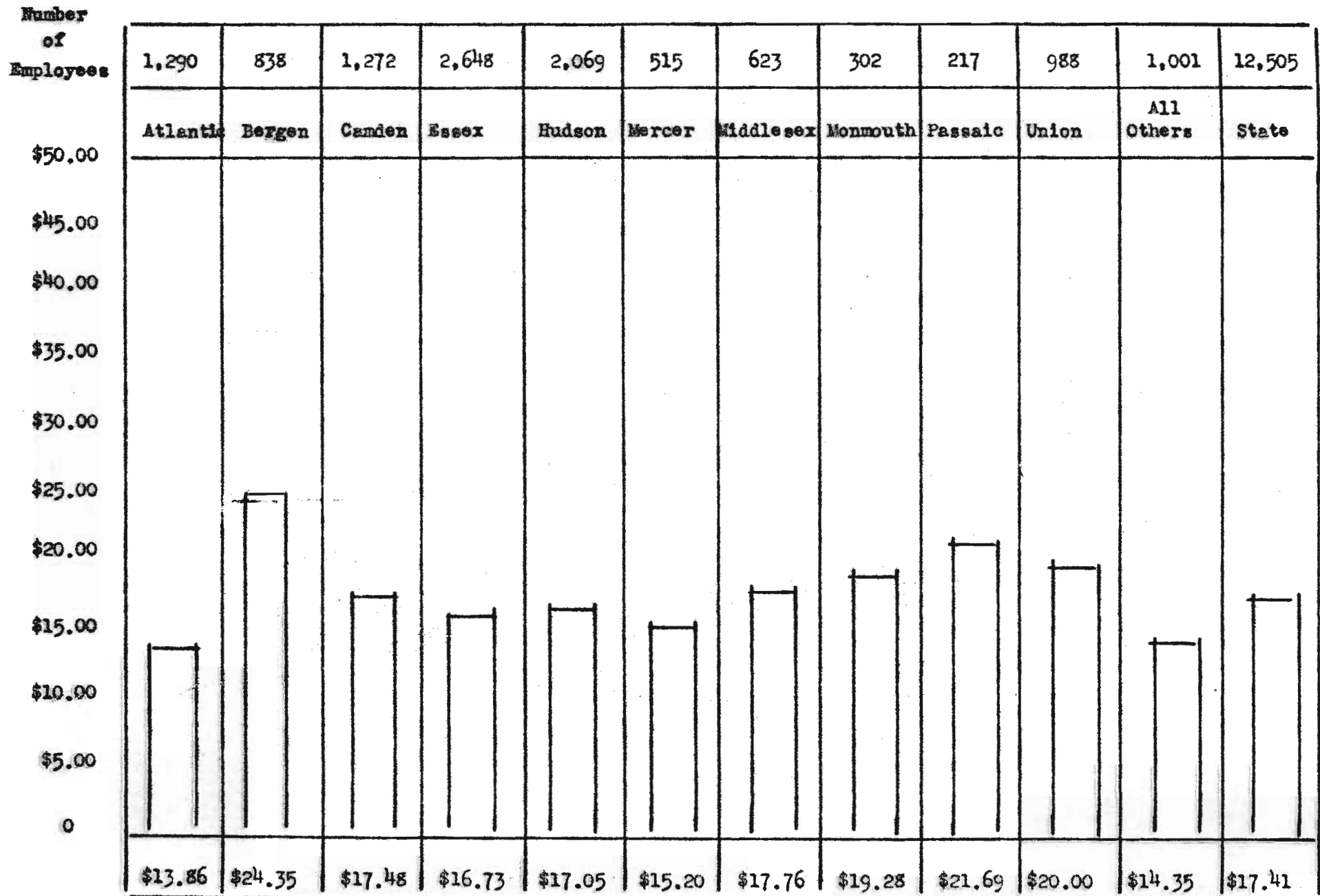
The median wage of 12,505 Negro employees in the industries of the State of New Jersey when this survey was made was \$17.41 per week. (1)

291 or 2.3 per cent of the 12,505 workers were engaged in professional capacities and as a group they were earning a median weekly wage of \$33.41. 257 of these professional workers were females, engaged in teaching school, their average earning per week being \$35.12. (2) 126 or 1.0 per cent were clerical workers, they were earning a median weekly wage of \$20.00. 4,484 or 11.9 per cent of the total employees were skilled workmen, and their median weekly wage was \$23.73. 2,205 or 17.6 per cent were working in semi-skilled capacities, the median wage of this class was \$17.38. 8,399 or 65.2 per cent of all Negro employees were unskilled and the median weekly wage received by these workers was \$16.77.

Atlantic County establishments employed 1,290 Negro workers, 109 or 8.4 per cent of the total were employed by a Negro owned and operated cosmetic and hair preparation concern, which was not listed in the New Jersey Industrial Directory.

123 or 9.5 per cent of the employed persons in Atlantic County were engaged in professional work, they were earning a median wage of \$46.12. This figure represented the highest median wage received by any group of workers in the State. 55 clerks in Atlantic County were receiving a median wage of \$13.12 per week. The number of clerks in Atlantic County represented 43.6 per cent of all the Negroes working in clerical capacities in the establishments surveyed in the State and the median weekly wage being earned by these clerks also represents the lowest wage being received by any group of workers anywhere in the State. (1) 67 skilled workers in Atlantic City were earning a median weekly wage of \$38.64. This figure represented the highest median weekly wage being received by a group of skilled workers anywhere in the State, but the sample of 67 cases on which it is based represents only 4.5 per cent of the skilled workers in the establishments visited by field workers of the survey. 76 or 3.4 per cent of the total of semi-skilled persons working in the establishments covered by this survey, were working as semi-skilled employees in Atlantic County and were earning a median weekly wage of \$13.88.

MEDIAN WAGE SCALE OF NEGRO EMPLOYEES BY COUNTY



## THE NEGRO IN NEW JERSEY COMMUNITIES

### INTRODUCTION

A survey was made in 1931 in New Jersey which had for its purpose two broad objectives:

1. "To ascertain the social and economic status of the Negro population of New Jersey through an analysis of that group's advantages and disadvantages in the fields of Education, Employment, Housing, Business, Health, Law Observance, Dependency, Delinquency, Recreation and Citizenship."
2. "To make available these facts for the several communities in New Jersey that they may be used as the basis for a constructive program in promoting the social well-being of the Negro, and in improving interracial relationships."

This project, following the procedure of the survey of 1931, secured interviews with community leaders in the following communities: Essex County, Newark and the Oranges; Hudson County, Jersey City; Union County, Elizabeth and Summit; Bergen County, Englewood and Hackensack; Morris County, Morristown.

In each community interviews were had with such persons as the superintendents of schools, local health officers, employment secretaries, executives of all social agencies dealing with Negro families and Negro and white community leaders, in order to ascertain the pertinent problems of interracial adjustment to all social agencies engaged in programs open to Negroes.

### "COMMUNITY CONDITIONS" 1934

In the main investigators for this project found conditions in the several communities surveyed to be approximately as they were in 1931. There is perhaps today a greater awareness on the part of the white community majority of the economic status of the black community minority, but in the stress and strain of the present, it is questionable whether very many of this majority outside of a few students and sympathetic agencies, dealing with social problems have given any consideration to the underlying causes provoking the maladjustments in community interracial life. As a matter of fact there has been a tendency on the part of



white residents, and to a degree on the part of older Negro residents to complain of the burden upon the community of the more recent arrivals from the South. Both groups of course, failing to go back a few years, to the time when these same migrants did the rough marginal work of industry and were employed in domestic service in many homes now no longer living on the scale that prevailed at that time.

#### EMPLOYMENT

The chief centers of public employment of Negroes remain in those communities having separate schools; Atlantic City, Camden, Asbury Park and Trenton. Of the Northern counties only Essex and Hudson can show any appreciable employment of Negroes in public affairs. In two instances in Essex County, two positions held by Negroes when the survey of 1931 was made are not now occupied. (Probation Officer's, and Investigator, State Board of Children's Guardians.)

The field of general employment opportunities for Negroes has been governed in the past four years by the depression which has made the already difficult position of the Negro ever more acute, by virtue of the fact that he has had to face the competition of other groups who were formerly occupied in other types of jobs. This survey's report from Englewood is an example of what investigators were told by informed people in several of the communities visited to be conditions that made work opportunities scarce for Negroes:

"The Italians who were largely engaged in contracting and building prior to the depression, now constitute a large percentage of the unemployed. The Negro who formed very largely a domestic group has been forced out of employment by the retreat of the white industrial class into domestic service, and by a general preference shown for Germans and Japanese as Domestics."

#### INCOME

Table V of this survey showed the median wage of 12,505 Negroes working in industrial establishments, commerce, trade, and public service to be \$17.41. The

The survey of 1931 showed that 55<sup>4</sup> Negro male industrial workers were earning a median wage of \$26.14 per week. This survey further revealed that the median weekly family income for 1,816 Negro families in New Jersey was \$22.17, and included the earnings of heads of families, children and revenues from lodgers and other sources.  
(1)

#### HOME AND ENVIRONMENT

With many employed Negroes having an income that is not adequate for the maintenance of a "decent" standard of living, this segment of the communities' population has been forced to occupy the most dilapidated and run down sections. Economic status in a real way controls the type of neighborhood in which people live. The masses of Negroes are poor hence they occupy the most run down sections of the community, often paying more than one-fourth of their small income for rent. "With few exceptions, wherever rents were below twenty per cent of the income of a Negro family, the houses were dark, unsanitary, illkept and too costly at any price."  
(1) Generally then, housing conditions are poor for the Negro masses in most communities. There are sections in communities like Englewood that provide excellent housing facilities for Negro families but these decent places are out of the reach of people badly in need of better housing. An investigator for this survey in writing of dwellings in the vicinity of the city dump made this observation:

"this area is very low and damp, smoke and fumes of every sort emanate, there are no paved streets and only very recently were a sewerage system installed."

The housing situation in the Oranges has improved considerably since 1931, sections formerly occupied by whites in Berwyn Place in Orange, and Steuben St., 9th Avenue, and 17th St., East Orange are now rented to Negroes.

(1) The Negro in New Jersey P. 34

The group housing development of the Prudential Insurance Company in Newark's Third Ward has greatly improved the quality of citizenship in that section of the city but has brought no real relief to the bad housing situation in that area, since very few of the people living in the dilapidated dwellings of the ward can pay the rental required of tenants of the buildings.

This survey investigator stated that, "housing conditions have not improved in Morristown", and that in many instances, "they are worse than they were in 1931. This same investigator made a report on housing conditions in Summit, and again it was revealed that an extremely bad situation obtained in which some families were living under conditions almost beyond comprehension in an enlightened community.

### EDUCATION

In the matter of education it would appear, that Negroes have followed the same trend as the other groups in the population. Superintendents of schools in every community touched by the survey, reported increased enrollments of Negro children. They are not only staying in grammar school but according to superintendents, an increasing number of Negro pupils are entering and completing high school courses.

The problem of vocational training for the Negro child continues to be a serious one and will continue to aggravate educators so long as the placement difficulty based on color stands as a buffer to expert vocational guidance built upon aptitude and interest and ability.

Negroes' graduates of Normal schools, Jersey City excepted, have not experienced any degree of success in securing positions in the school systems of municipalities in the Northern Counties. Those who have prepared themselves for teaching careers have had to seek placement in the school system of southern New Jersey counties and out of the state.



The death rate which is commonly accepted as the barometer of the health condition of a community, continues to remain higher for the Negro than the community at large.

Tuberculosis and pneumonia still take heavy toll of Negro lives. Here no doubt, is reflected the heavy penalty this segment of the community population pays for the poor housing, over-crowding, and depressing surroundings under which it lives.

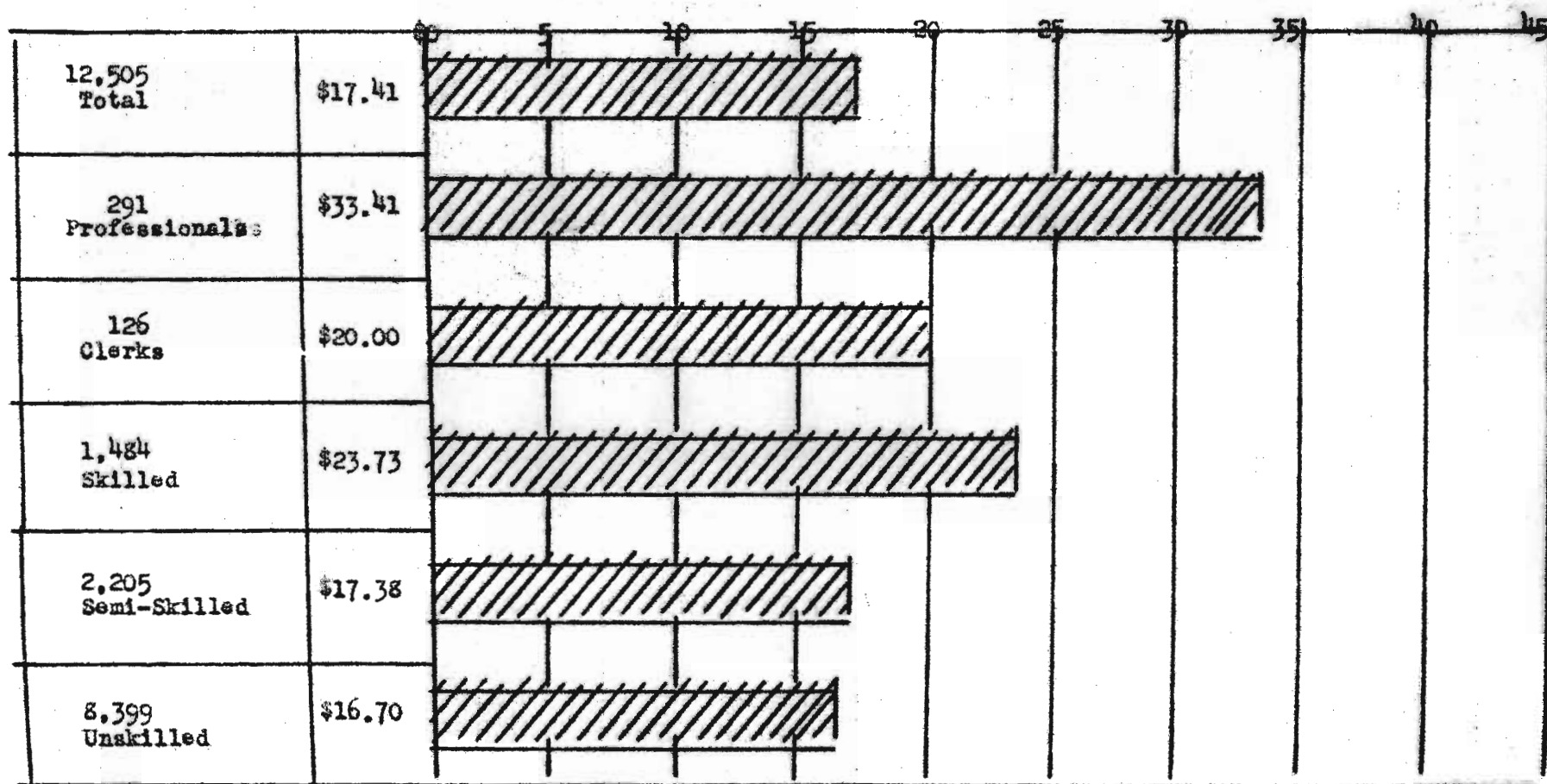
Each community for which statistics were secured showed a declining birth rate for both races, the rate of decline of the white, however, being at a more rapid rate than that of the Negro group.

Hospital facilities are open and available to Negroes in wards of most hospitals and in every community private or semi-private accommodations can be secured provided the patient has the means to pay for it. None of the hospitals, however, anywhere in the state provided opportunities for young Negro women to secure training as nurses. In recent years Negro physicians have made forward strides in a few communities, securing places on clinical staffs and courtesy privileges but on the whole the Negro physician is still suffering a tremendous handicap as it is impossible for him to acquire the skill, practice and hospital training necessary to their profession.

#### RECREATION AND LEISURE

One of the many problems made acute by the depression has been that of keeping people occupied at something; hence recreation and leisure time activities have come in for considerable attention. Heretofore but little consideration has been given to leisure time activities of Negroes, this as has been frequently observed, has much to do with,

MEDIAN WAGE SCALE OF NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS





969 workers of the total of 1,290 in Atlantic County were unskilled, they were earning a median weekly wage of \$13.35. Of the total Negro workers gainfully employed in the establishments interviewed, the unskilled represented 75.1 per cent of the County total and 11.5 per cent of the State total of unskilled Negro workers. The median weekly wage of \$13.35 being earned by this group also represents the lowest median wage being received by any similar group in any of the counties of the State.

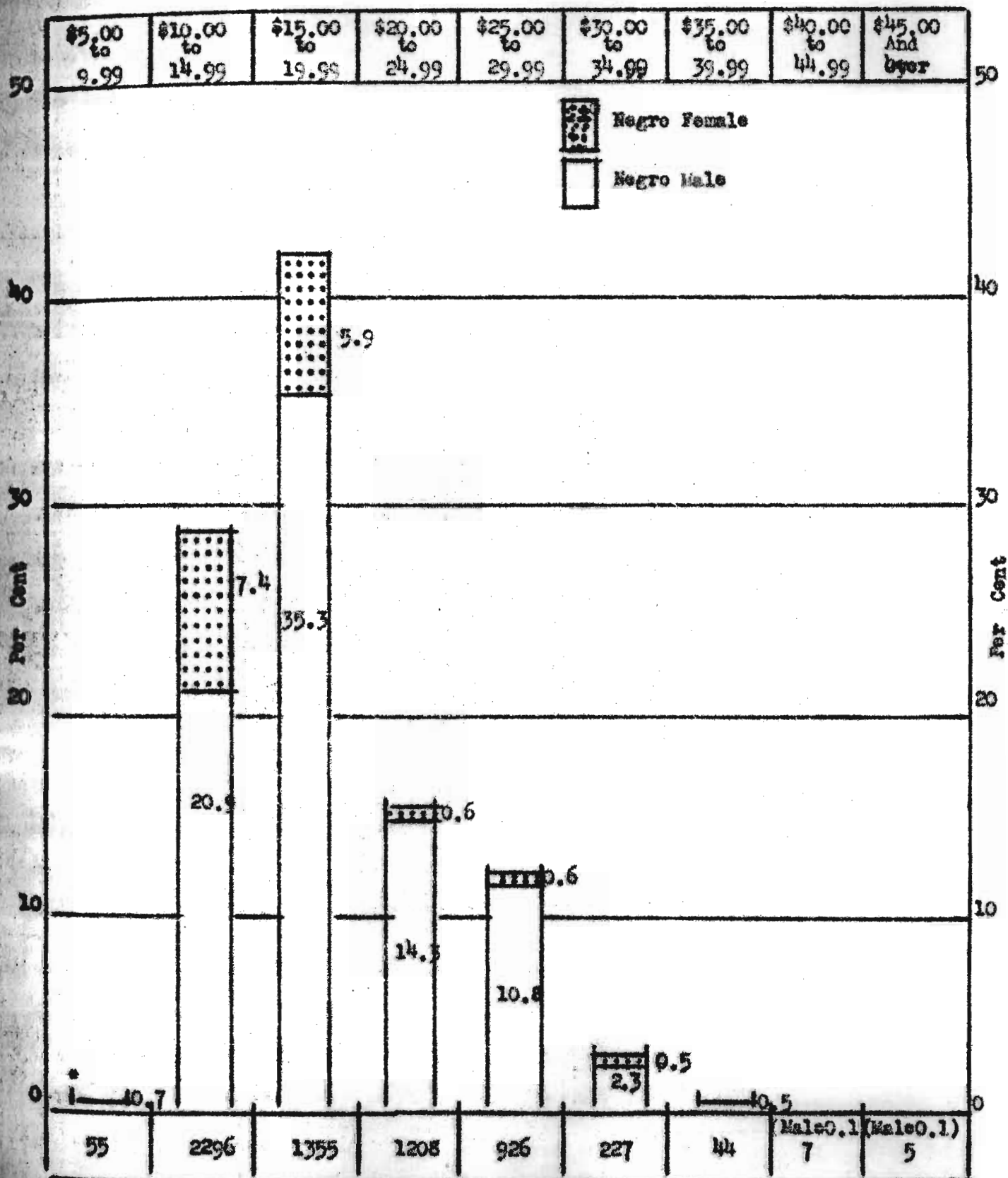
Atlantic County presents the contrast of paying the highest median wage to professional and skilled workers of any of the counties in the State and at the same time of having the lowest median weekly wage scale for all groups. This contrast is due in part to the low wages being received by those working in clerical capacities in Atlantic City (\$13.12); the low median wage of semi-skilled workers, (\$13.88), and unskilled workers (\$13.35); and the fact that many of the employees in this low wage group, 571 of whom are working in hotels in Atlantic City, where additional compensation is earned by 344 of the 571 in the form of tips and would no doubt increase considerably the median earnings of these workers.

In Bergen County 838 employees were earning a median wage of \$24.35 per week. This represented the highest median wage being paid in any County in the State to Negro employees. There were no professional workers and only 1 clerk was numbered among the Negro employees in the enterprises of Bergen County. 256 skilled workers were earning a median wage of \$27.63 per week as contrasted with 127 semi-skilled workers who were earning only \$13.23, while 454 unskilled workman were earning \$20.89 which was also the highest wage in any county in the State for unskilled workers.

Camden County with 1,272 Negro employees in the establishments surveyed was paying a median weekly wage of \$17.48 which was a little higher than the median for the State. By socio-economic groups, the median of \$32.50 for professional workers in Camden is below that of the median for the State. Industry employed only 2 Negroes as clerks in Camden County, and they as was also the case with the



# WEEKLY WAGE SCALE OF 6,127 NEGRO EMPLOYEES IN 572 MANUFACTURING AND MECHANICAL CONCERNS



Note: \* In the \$5.00 group 0.3 = Male and 0.4 = Female

Middlesex County establishments employed 623 Negroes and paid them a median weekly wage of \$17.76. 1 worker was employed in a professional capacity at \$22.50 per week, there being none in clerical positions; while the median for both skilled and semi-skilled workers was less than the median for the State. 300 unskilled employees in Middlesex County were earning a median wage of \$17.95, which was more than the median wage of unskilled workers for the State as a whole.

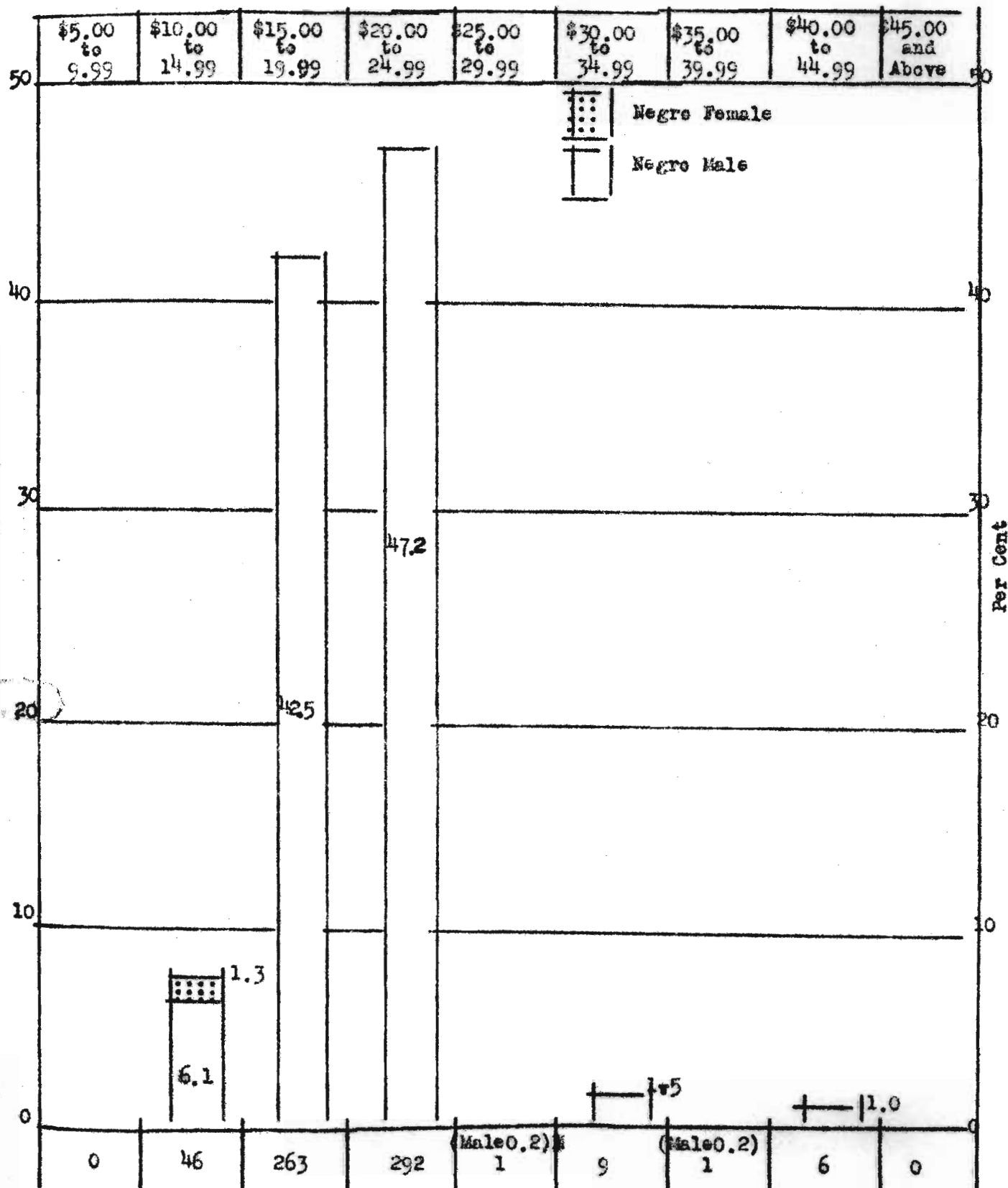
Monmouth County industries in the establishments interviewed were employing 302 Negro employees and were paying them a median wage of \$19.28 per week. In this county Negro employees engaged in professional pursuits, semi-skilled, and unskilled workers were earning median wages higher than those being paid in the State as a whole to workers engaged in similar activities.

217 employees in Passaic County were earning a median weekly wage of \$21.69 and this scale of pay was exceeded by only one county (Bergen) in the State. It should be mentioned, however, that Negroes constitute less than 0.5 per cent of the workers employed in the industries of the county and that the industry absorbing most of the employees almost excludes Negro labor.

No samples of professional and clerical workers appeared in Passaic County, there being only 9 cases of skilled workers, and they were receiving a median wage less than the median scale of pay of the State for skilled work. 81 semi-skilled workers were earning a median wage of \$21.80 per week, Camden County alone was paying a higher wage to semi-skilled workmen. 127 unskilled employees were being paid a median wage of \$21.53 per week, which represented the highest median wage being paid to unskilled workers in any county in the State.

Union County establishments were paying a median wage of \$20.00 per week to 988 Negro employees. 2 professional workers were among the 988 employees, and they were earning \$22.50 per week; the two groups last named were earning a weekly wage higher than that of the State as a whole. Skilled and semi-skilled workers in Union received \$19.40 and \$15.42 respectively which was lower than the State's median for employees in those groups.

# WEEKLY WAGE SCALE OF 618 NEGRO EMPLOYEES IN 17 TRANSPORTATION AND COMMUNICATION CONCERNS





1,001 employees in all other counties of the State including Burlington, Cumberland, Gloucester, Hunterdon, Morris, Ocean, Salem and Somerset were receiving a median weekly wage of \$14.35 per week. Only Atlantic County paid a median wage lower than that received by the workers in these counties.

There were no persons engaged in professional or clerical work in the establishments giving interviews in these counties. In the skilled group 89 employees were being paid a median weekly wage of \$13.84 458 semi-skilled workers were earning a weekly wage of \$14.13 and 454 unskilled were earning \$14.52. In each of the three last named groups the median weekly wage was smaller than the State median for such groups.

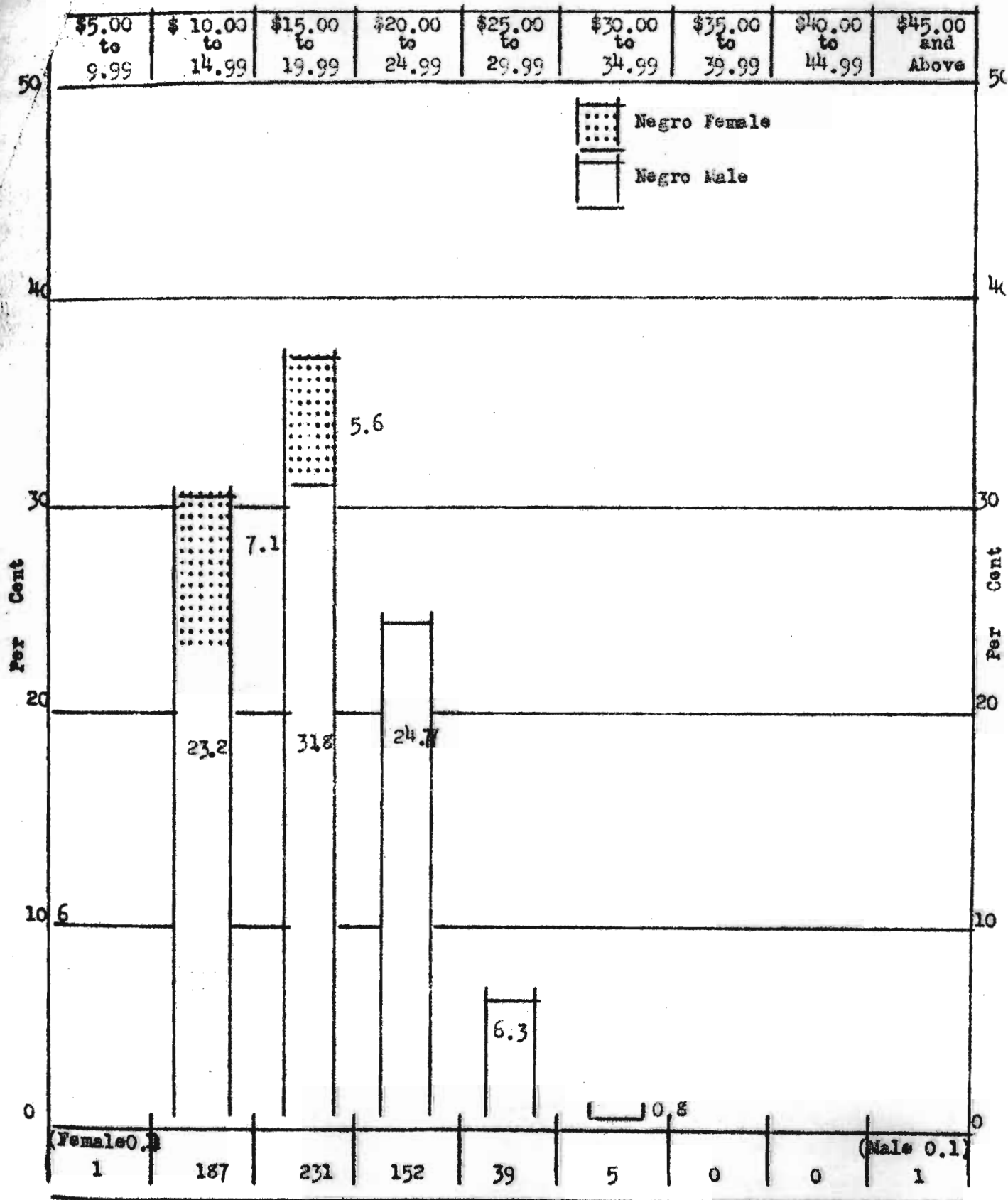
Reports for the cities of Newark, Jersey City and Paterson showed that Newark with a median wage of \$21.47 for 2,180 Negro employees, and Paterson \$19.78 for 50 workers were paying median wages higher than the State's median while Jersey City with \$17.05 for 906 employees was below the State's median of \$17.41.

The samples for professional workers were not very numerous in the three cities, only Newark establishments, with 26 professional workers yielded information relative to such employment and the median wage of \$15.00 in this instance is less than 50 per cent of that of the State's median for those engaged in professional work. Newark establishments had 50 Negro employees working in clerical positions; they were earning a median wage of \$22.25 per week. Not any Negro employees were working in clerical positions in Paterson.

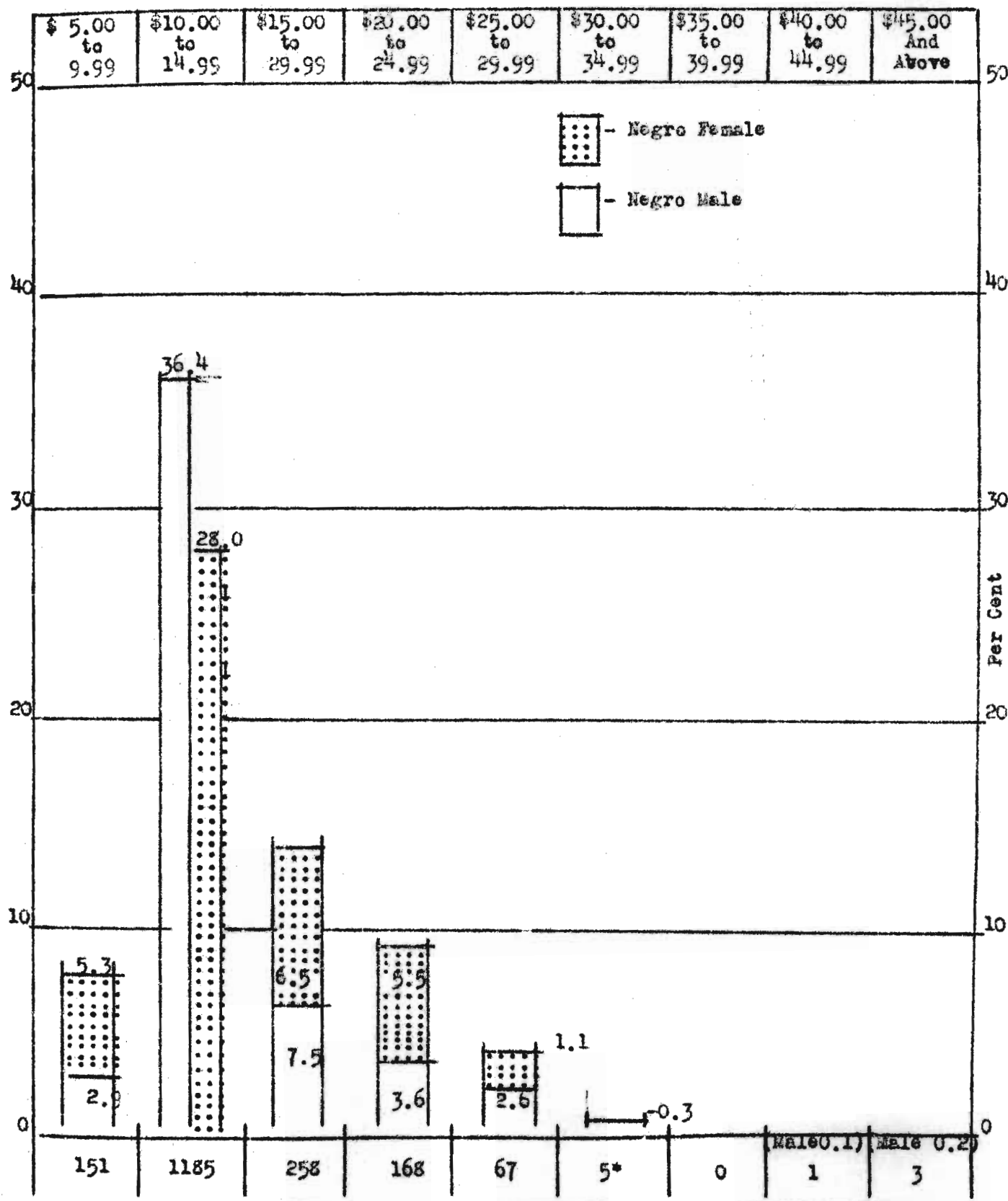
The survey showed that 153 skilled Negro workers in Newark were earning a median weekly wage of \$18.40 as compared with \$26.45 in Jersey City for 117 skilled employees; 416 semi-skilled workers in Newark were earning \$17.06 per week; 103 in Jersey City, \$17.38, and 10 in Paterson \$22.14. 1,533 unskilled workers in Newark, 683 in Jersey City and 36 in Paterson were earning in the above order \$16.00; \$16.04 and \$18.33 per week.

This analysis as to the earnings of Negroes in New Jersey has been made along broad socio-economic class lines. Table V reveals these facts at a single

WEEKLY WAGE SCALE OF 616 NEGRO EMPLOYEES IN 62 TRADE CONCERNS



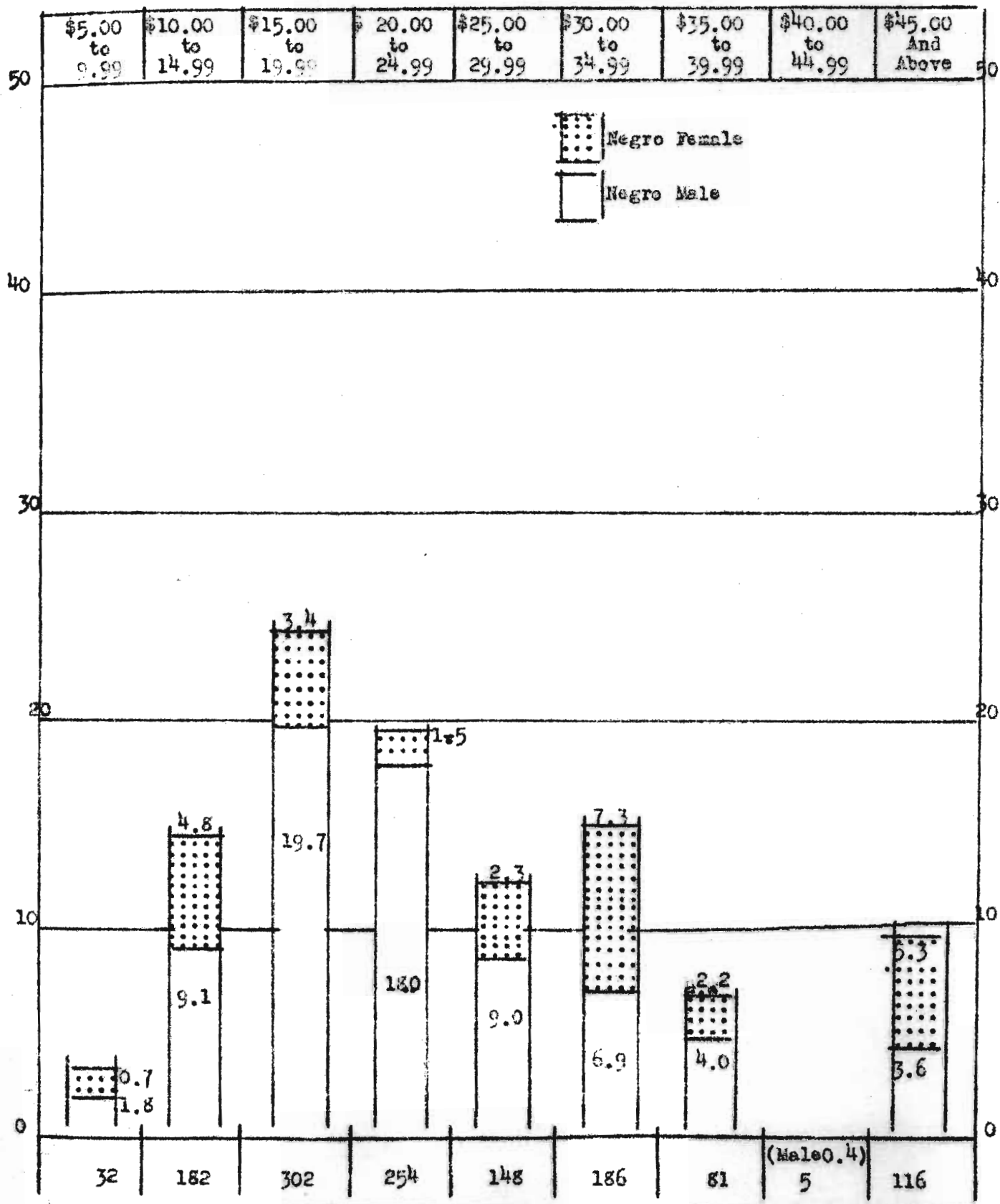
WEEKLY WAGE SCALE OF 1,838 NEGRO EMPLOYEES IN 122  
DOMESTIC AND PERSONAL CONCERNS



\*Note: In this group Male - 0.2 Female - 0.1



WEEKLY WAGE SCALE OF 1,306 NEGRO EMPLOYEES IN 65 PROFESSIONAL AND  
PUBLIC SERVICE CONCERNS

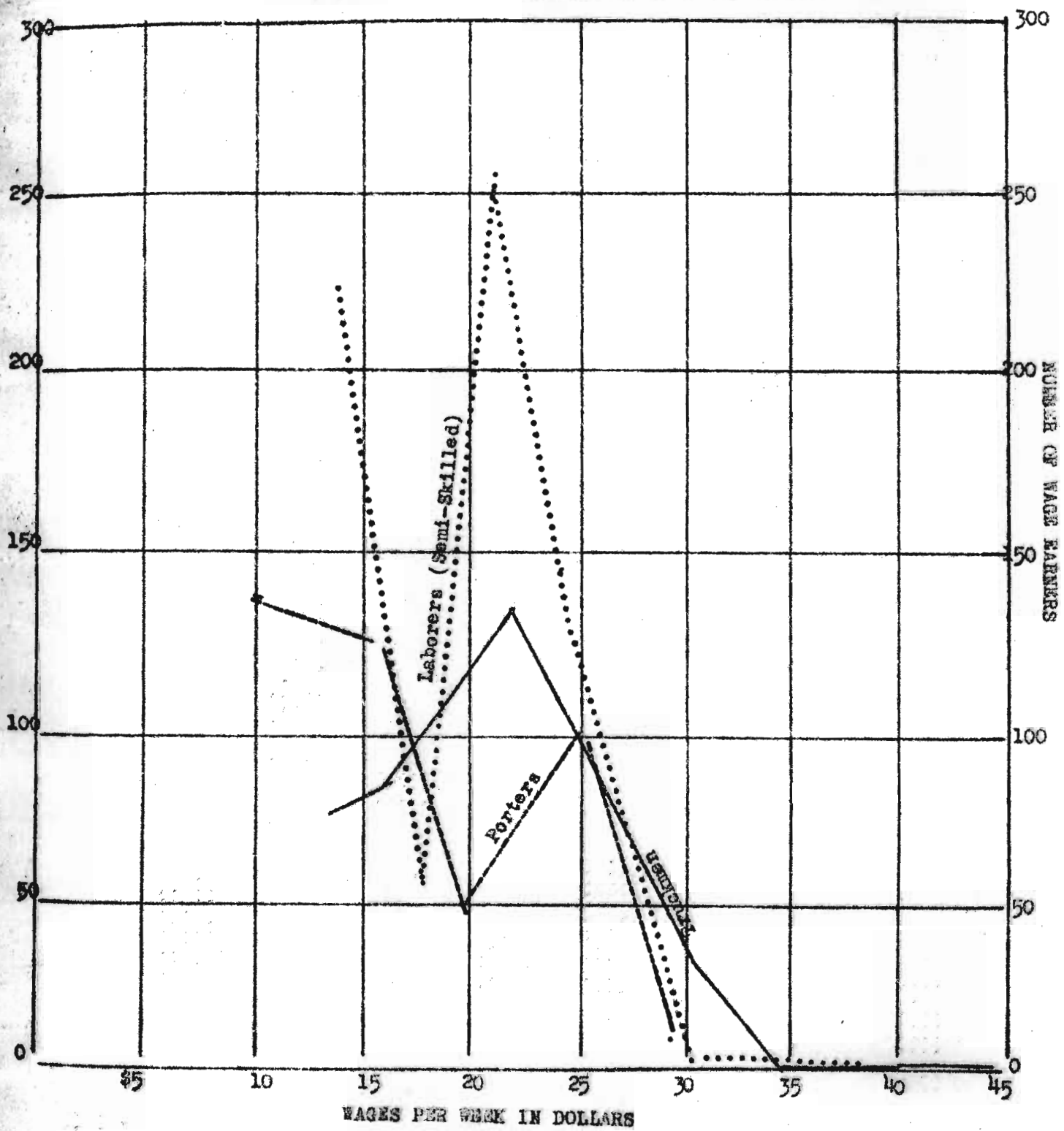


glance. As to the specific occupations at which these employees are toiling the reader is referred to Table VI. It will be seen that this table conforms to the general types of employment that have been available to the Negro in New Jersey in the past and that no new types of employment have evolved since the depression. As would be expected, there has been a big decline in the median earning of all groups.<sup>(3)</sup>

A close analysis of the earnings of Negro employees in New Jersey industries and commerce, in public and professional service will show that the Negro experiences very limited and restricted opportunities to rise above the "ordinary run of jobs" or attain the higher brackets of pay. The many factors involved in limiting the Negro's opportunity to advance in positions and in earnings adequately explain his present economic status, to which the prolonged depression is an added and aggravating factor, exposing in bold relief a condition that challenges the interest of all individuals and agencies interested in affording to all of the people an equal chance to lead worthwhile and profitable lives.

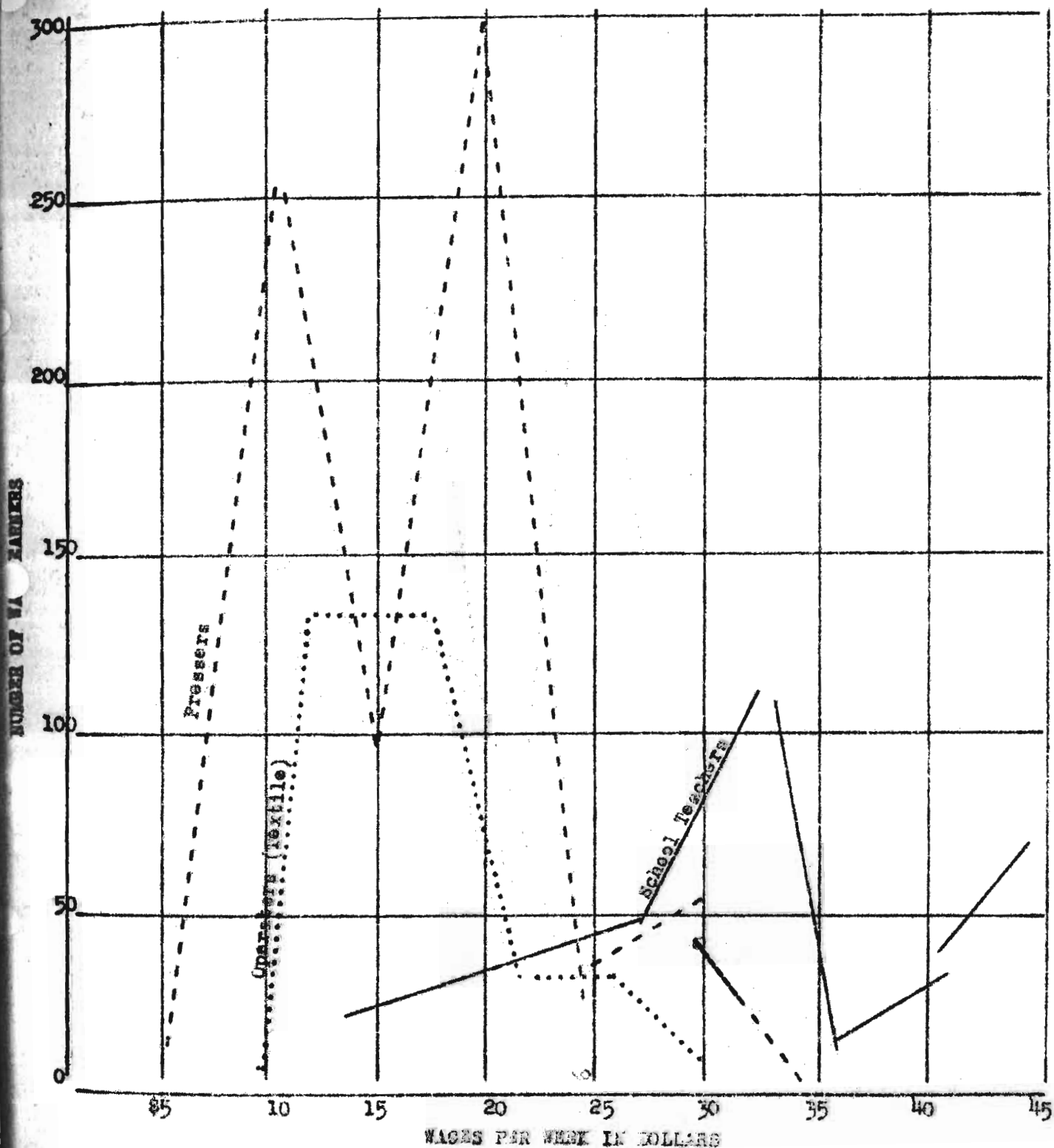
(3) The Negro in New Jersey P. 26.

WEEKLY WAGE RATE OF NEGRO MALE EMPLOYEES IN SPECIFIED OCCUPATIONS





WEEKLY WAGE RATE OF NEGRO FEMALE EMPLOYEES IN SPECIFIED OCCUPATIONS



The schedule carried a supplementary section to be devoted exclusively to establishments in which no Negroes are employed. This supplement was employed in 1,018 instances for 54.9 per cent of the 1,856 firms contacted in the course of the project; this number representing the employers having 25 or more workers who reported having no Negroes in their employ. As shown in Table 7, 77.4 per cent of this total, or 788 establishments have never had a Colored worker on their payroll in the firm's history, while the remainder of 230 firms had engaged one or more Colored workers at some time in the past.

The entire number of 1,018 firms responded to the query, "Will Negro workers be employed in the future?"; 396 or 38.9 per cent stating that such would be their intention. On the other hand, 622 of the officials interviewed declared that their policy of excluding Negro workers would be continued in the future.

Whatever the underlying causes, it is significant that reports from certain sections of the State seem to indicate the existence of more pronounced racial attitudes than in other sections. Surprisingly enough, geographical location seems to have little bearing on these attitudes.

For instance, the most unfavorable section of the State in the matter of employment opportunities for Colored workers is the highly industrialized county of

Passaic, the State's Northernmost county containing an appreciable number of Negro residents. In this county 199 or 82.6 per cent of all firms contacted do not employ Colored workers, 89 per cent of this number have never employed Negroes, and 74.9 per cent have decided that they will not employ them in the future. Of Bergen County's 97 firms contacted, 68 per cent do not employ Negroes, 72.8 per cent of this group have never employed them and 53 per cent will not find places for Negroes on their payrolls. 45 of Camden County's 113 firms do not hire black workers, 30 have never used them and 28 of the 35 have adopted this exclusion program as a permanent policy. Hudson and Essex Counties too exhibit tendencies which characterize their neighbors, Bergen and Passaic.

In contrast to these, it is shown that in Atlantic County but 20 per cent of the employers exclude Negroes of which group 92 per cent have never employed them. Only 5 of the 13 employers included in this group, however, have adopted this as a permanent policy of exclusion.

(1)

An analysis of the reasons advanced for the arbitrary exclusion of such a numerous segment of the laboring population resulted in the following responses from the 1,018 firms involved:

	No. Firms	Per cent Distribution
"Negroes have never applied"	28	29.3
"Unions supply workers, hence no Negroes"	65	6.3
"Negroes not skilled in our work"	237	23.3
"Against company's policy"	114	11.2
"White workers object to Negroes"	63	6.2
"Negroes are unreliable"	21	2.
"No special reason"	220	21.7
	<hr/> 1018	<hr/> 100.0

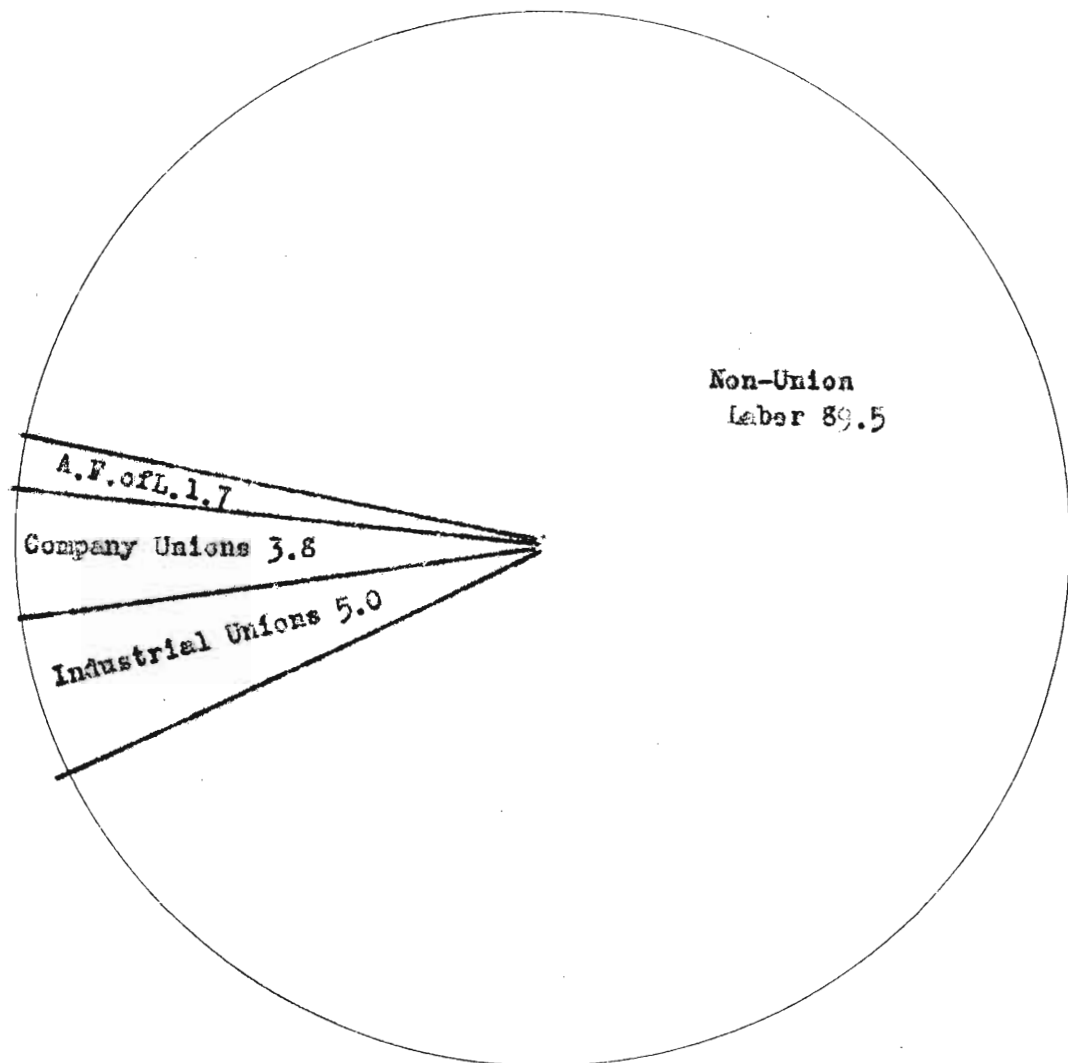
One very striking thing brought out in this analysis is the low number and per cent of the 1,018 firms who resort to a reason that before the World War was



almost traditional -- that "Negro workers are unreliable." Here again, we find a community attitude represented in employment relations, when we note that 12 of the 21 firms resorting to this answer are found in Passaic County, which as previously reported employs a minimum of Negroes, 3 in Hudson and the 6 remaining firms being distributed in five different counties. 26 per cent of Passaic's 199 firms give as their reason for non-employment of Negroes, that "They are unskilled in our type of work;" 14 per cent say, "It is not the company's policy." In Essex County, 31.7 per cent of the discriminating firms state that Negroes "Are unskilled in our type of work," and 25.6 per cent can ascribe no specific reason for their policy of exclusion.

# NEGRO EMPLOYEES IN LABOR UNIONS

## PERCENTAGE DISTRIBUTION



ACTIVITIES

A premise upon which most authorities in the field of Negro economic life seem to agree is that one of the most potent factors in the universal limitation of opportunities extended the colored worker is the attitude of organized labor. In this survey, therefore, an attempt was made to secure from employers any information bearing upon the relation of their colored workers to labor organizations in their establishments.

It should be no surprise to these same authorities, therefore, to note that in 838 establishments in New Jersey employing Negroes among their 25 or more workers, only 1.7 per cent had working agreements with the American Federation of Labor. Significant are the findings that but 3.8 per cent of these industries resorted to the establishment of "company unions," so-called. More striking, perhaps, is the evidence of attraction being afforded by the industrial union group, embodying as it does in a large measure, those movements exhibiting "left-wing" tendencies. In these findings, 5 per cent of the employers engaging Negro workers in this field of study are reported as having relations with organizations of this type.

One needs but remember the original motives and underlying philosophy of labor organization to appreciate the economic significance of 89.5 per cent of Negro workers of New Jersey being without benefit of unity, as is disclosed in this survey.

For example, Passaic County and the city of Paterson represent the section of New Jersey most highly organized under American Federation of Labor affiliation. There, it is disclosed, 199 establishments reported that they do not employ colored workers, and 115 of this number are in the heavily organized textile industry. This same area reports the employment of colored workers in a total of 61 different establishments and industries, only one of this number being among those recognizing organized labor in any form.



An illustration of the manifestations of this attitude is given in May, 1935, in one of the larger cities of Northern New Jersey. Three colored motion picture projectionists, two having ten years working experience and the other nearly twenty-five, filed application for membership in the A.F. of L. local. Each had been employed in local neighborhood theatres for five years and longer, but were never approached by organizers in this time. Anticipating such approach when Sec. 7-A of the National Recovery Act stimulated union activity they applied. Their applications were delayed and the men referred from official to official. In the meantime, their employers were visited by union business agents and the Negro operators were discharged, to be supplanted by white operators.

Each of these men has been a quiet, hardworking, home-owning citizen of the higher type. Each has been forcibly removed from the occupation for which he has had training and experience. Each is disillusioned, bitter, resentful as a result of the obvious unfairness of this experience.

Commenting upon the state of mind which is the Negro worker's after experiences such as this, Lester B. Granger (1) of the National Urban League, explains the purpose of a recently organized body, the Negro Worker's Council:

"They realize that there can be no neutrality for Negroes in this struggle. In any bitter conflict, the neutral becomes the buffer, and Belgium discovered in 1914 how hapless is the buffer's fate. If Negro workers would avoid a similar fate they must choose shortly whether they will be friend or foe of organized labor.\*\*\*\*They must learn that organized labor and A.F. of L. are not necessarily synonymous, but sometimes antithetical - that to uphold the interest of the one may be to attack the plan of the other."

(1) "THE NEGRO\*FRIEND OR FOE OF ORGANIZED LABOR", Opportunity, A Journal of Negro Life, May-1935.

"his reputation for crime, and becomes more evident when one notes numbers of Negro men idling on the street, largely because they have nowhere to go."

The E.R.A. program, it was found, had made some provision for Negro recreational activities in all communities touched by this survey. However, it was a general observation everywhere that this program lacked a satisfactory standard of efficiency in the Negro community due largely to a lack of facilities to carry on such work. The city of Newark is a glaring example of a community lacking a place equipped with essential facilities. Approximately 50,000 Negroes live in Newark, yet this tremendous population does not have access to a single place properly equipped where it might enjoy an evening of recreational activity. This does not take into consideration the community social centers which form a part of the Newark Board of Education's program, three of which are located in the heavily Negro populated hill district; two being model centers which carry out very extensive programs. (\*)

#### C R I M E

The investigations and assembling of data by this survey revealed that the Negro community was still contributing a disproportionate share of the total crime. It was noted, however, that a large percentage of the Negro offenses against society were of a minor nature, such as disorderly conduct, and petty thievery. While recognizing that it is an easy step from petty law breaking to hardened criminal offenses, it should provide students of social problems, especially specialists in the field of criminology deep thought, that during these recent years despite the precarious position of the Negro, economically and socially in the community, seldom, if ever, has he been numbered among the great major enemies of society, to the extent that the entire law enforcing machinery of the nation has had to link together in order to apprehend him.

(1) The Negro in New Jersey p. 51

(\*) Prince-Charlton and Morton School Centers.

This analysis of the Negro community in New Jersey would be incomplete without reference to one factor making for great maladjustment, that factor is the small band of young Negro men and women who have in recent years graduated from our schools and colleges. The young men and women of the whole population without regard to race, color or national origin have experienced these trying days with many misgivings, but the lot of the young Negro has been made harder, inasmuch as so many avenues of employment that are closed to him have been open to white youth.

With approximately half of the total Negro population on relief, Negro business enterprises, (those that have survived) have not been in a position to absorb recent graduates. The professions, likewise have suffered, and the Southern schools which once were a fertile field of employment for graduates of Northern schools can no longer take up the slack and are now beginning to advocate a policy of placement of their own graduates in local positions.

The transcending importance of the dilemma the young trained Negro finds himself in, has lead an experienced social mind like that of Charles S. Johnson to write as follows:

"The theoretical expansion limits of vocations will scarcely be acceptable to many graduates at this period of widespread unemployment. It can be pointed out by them with some justification of their disillusionment that the numbers of college students are increasing at the very moment that the old line vocations are showing a decline.--- Any student who has given thought to these social changes must have noted that the whole pattern of occupations has been altered; that social change itself is a phenomenon requiring new educational measures and vocational readjustments; that these changes are bringing a reorientation of social attitudes and setting up



the imeratives of new educational objectives; and that neither the new graduates nor the College students nor the colleges have as yet seriously related themselves to their new conditions."<sup>(1)</sup>

Saving the morale of this group of young people, whose task it will be to lead their communities in the not too distant future, should be of increasing concern to those placed in a position to ascertain the facts and possessed of the power and influence to ameliorate the situation.

(1) Opportunity, Journal of Negro Life, June-1934.

TABLE I

TOTAL EMPLOYEES IN INDUSTRIES OF NEW JERSEY

INDUSTRIES	# Of Es- tablish- ments	<u>Total Employees</u>			<u>Negro Employees</u>			<u>% Negro of Total</u>		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	1867	334180	227876	106304	12505	9949	2556	3.7	4.4	2.4
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	1469	237051	156562	70489	8127	6872	1255	3.4	4.1	1.7
Transportation & Communication	28	31728	21616	10112	618	610	8	1.9	2.8	0.1
Trade - Wholesale - Retail	90	16020	7181	8839	616	537	79	3.8	7.5	0.9
Professional & Public Service	74	31170	22004	9166	1306	946	360	4.2	4.3	3.9
Domestic & Personal	206	18211	10513	7698	1838	984	854	10.1	9.4	11.1

TABLE II

NUMBER AND PERCENTAGE DISTRIBUTION OF PERSONS EMPLOYED IN INDUSTRIES OF NEW JERSEY

INDUSTRIES	Number of Establish- ments	TOTAL EMPLOYEES			PERCENTAGE DISTRIBUTION					
		Total	Male	Female	WHITE EMPLOYEES			NEGRO EMPLOYEES		
					Total	Male	Female	Total	Male	Female
TOTAL	1867	334180	227876	106304	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	1469	237051	166562	70489	71.1	73.3	66.7	65.0	69.1	49.1
Transportation & Communication	28	31728	21616	10112	9.7	9.6	9.7	5.0	6.1	0.3
Trade - Wholesale - Retail	90	16020	7181	8839	4.8	3.1	8.4	4.9	5.4	3.1
Professional & Public Service	74	31170	22004	9166	9.3	9.6	8.6	10.4	9.5	14.1
Domestic & Personal	206	18211	10513	7698	5.1	4.4	6.6	14.7	9.9	33.4



TABLE III

## TOTAL AND NEGRO EMPLOYEES IN INDUSTRIAL GROUPS

INDUSTRIES	Estab.	TOTAL EMPLOYEES			NEGRO EMPLOYEES			% Negro
		Total	Male	Female	Total	Male	Female	
ALL INDUSTRIES	1867	334180	227876	106304	12505	9949	2556	3.7
Manufacturing & Mechanical								
TOTAL	1469	237051	166562	70489	8127	6872	1255	3.4
Asbestos Products	7	2219	1890	329	117	117	0	5.3
Bricks-Stone Masonry	20	1899	1708	191	105	105	0	5.5
Brushes	5	357	265	92	10	10	0	2.8
Building Materials	40	5140	4914	226	495	495	0	9.6
Button Factories	10	751	454	297	25	8	17	3.3
Chemicals & Allied Ind	130	25429	22110	3319	1677	1606	71	6.5
Cigars-Tobacco	12	3420	891	2529	33	5	28	0.1
Clothing-Children's	18	1352	156	1196	100	4	96	7.4
Clothing-Ladies'	148	11987	2888	9099	396	32	364	3.3
Clothing-Men's, Boys'	106	11713	4034	7679	154	13	141	1.3
Cooperage	3	142	140	2	8	8	0	5.1
Dairies	24	1845	1753	92	83	83	0	4.5
Electrical Products	60	29856	20334	9562	238	235	3	0.8
Felt Products	5	688	435	253	24	22	2	3.5
Food & Allied Ind.	80	16624	12612	4012	856	849	7	5.2
Foundries	26	3902	3715	187	458	458	0	11.7
Fur Industry	15	1763	1073	690	62	29	33	3.5
Furnishings	17	1520	1171	349	53	49	4	3.5
Glass Industry	13	3054	2564	490	278	258	20	9.1
Insul. Wires & Cables	4	1860	1742	118	40	40	0	2.2
Iron-Steel-Allied Ind.	64	8816	8007	809	659	630	29	7.5
Iron-Steel-Mach.-Veh.	8	620	526	94	21	21	0	3.4
Jewelry	14	1115	829	286	20	18	2	1.8
Leather Industry	42	4292	3482	810	200	200	0	4.7
Lumber-Millwork	27	1610	1474	136	114	113	1	7.1
Machinery	60	6071	5222	849	100	100	0	1.6
Machinery-Auto Factories	8	3933	3895	38	148	148	0	3.8
Metal Prod.-Allied Ind.	80	16536	13704	2832	398	306	92	2.4
Musical Instruments	5	317	212	105	8	8	0	2.5
Novelties-Stationery	20	3045	1711	1334	15	10	5	0.5
Paper Industries	32	3821	2904	917	154	153	1	4.0
Plumbing	8	701	578	123	7	7	0	1.0
Printing-Publishing	40	6447	5127	1320	34	34	0	0.5
Public Service	5	736	555	181	10	8	2	1.4
Rubber Goods	23	9243	7630	1613	151	149	2	1.6
Surgical Appliances	3	2246	1729	517	200	100	100	8.9
Specialties	54	5934	4443	1491	178	160	18	3.0
Textiles-Fabrics	212	33048	17661	15387	205	148	57	0.6
Toys-Dolls	5	1045	480	565	227	67	160	21.7
Undertaker's Supplies	3	128	109	19	2	2	0	1.6
All Others	13	1786	1435	351	64	64	0	3.6
Transportation & Comm.								
TOTAL	28	31728	21616	10112	618	610	8	1.9
Railroads	5	7945	7750	195	529	521	8	6.7
Ship Build. & Drydock	5	4565	4553	12	8	8	0	0.2
Buses & Trolleys	5	1426	1386	40	44	44	0	3.1

INDUSTRIES	# Es- tab.	TOTAL EMPLOYEES			NEGRO EMPLOYEES			% Negro
		Total	Male	Female	Total	Male	Female	
<b>Trans. &amp; Comm. (Cont'd.)</b>								
Telephone & Telegraph	4	12583	4959	7624	2	2	0	0.02
All Others	9	5209	2968	2241	35	35	0	0.7
<b>Trade-Wholesale-Retail</b>								
<b>TOTAL</b>	90	16020	7181	8839	616	537	79	3.8
Banks-Insurance-Brok.	17	2184	1559	625	37	34	3	1.7
Cold Storage	3	280	229	51	23	23	0	8.2
Ice & Coal Ind.	19	1090	1050	40	269	267	2	24.7
Stores (General)	5	280	93	187	7	6	1	2.5
Stores (Dept.)	32	11518	4015	7503	231	158	73	2.0
Stores (Retail)	11	564	153	411	29	29	0	5.1
Stores (Wholesale)	3	104	82	22	20	20	0	19.2
<b>Professional &amp; Pub. Ser.</b>								
<b>TOTAL</b>	74	31170	22004	9166	1306	946	360	3.8
Municipal Employees	47	28913	20214	8699	1132	822	310	3.9
Public Service	10	1254	1109	145	60	58	2	4.8
Recreation	15	800	606	194	87	59	28	10.9
All Other	2	203	75	128	27	7	20	13.3
<b>Domestic &amp; Personal Serv.</b>								
<b>TOTAL</b>	206	18211	10513	7698	1838	984	854	10.1
Cleaning - Dyeing	61	8487	6318	2169	231	173	58	2.7
Hotels	31	2288	1395	893	634	461	173	27.7
Laundries	104	6743	2340	4403	895	272	623	13.3
Restaurants	10	693	460	233	78	78	0	11.3



NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS

	Number Of Establishments Reporting	Number of Employees			Professional & Technical		Clerical & Kindred Workers		Skilled		Semi-Skilled		Unskilled	
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>TOTALS THE STATE</b>	838	12505	9949	2556	45	246	89	37	1261	223	1819	386	6735	1664
Atlantic	52	1290	831	459	15	108	27	28	62	5	46	30	681	288
Bergen	31	838	740	98	0	0	1	0	256	0	122	5	361	93
Camden	68	1272	1153	119	1	69	2	0	59	2	47	7	1044	41
Essex	273	2648	1963	685	12	23	42	8	179	15	373	104	1357	535
Hudson	112	2069	1686	383	0	0	8	0	364	5	198	167	1116	211
Mercer	44	515	365	150	13	25	0	1	80	10	69	14	203	100
Middlesex	38	623	431	192	0	1	0	0	70	89	163	0	198	102
Monmouth	32	302	174	128	3	19	0	0	39	69	8	16	124	24
Passaic	42	217	201	16	0	0	0	0	7	2	81	0	113	14
Union	85	988	727	261	1	1	8	0	27	5	215	35	476	218
All Others	51	1001	948	53	0	0	0	0	70	19	452	6	426	28
Miscellaneous	10	742	730	12	0	0	1	0	48	0	45	2	636	10
<b>CITIES</b>														
Newark	213	2180	1593	587	6	22	42	8	138	15	314	102	1093	440
Jersey City	62	906	733	173	0	0	3	0	112	5	99	4	519	164
Paterson	19	50	43	7	0	0	0	0	2	2	10	0	31	5
<b>PER CENT DISTRIBUTION</b>														
		Total	2.3		1.0		11.9		17.6		67.2			
		Male	0.5		0.9		12.7		18.2		67.6			
		Female		9.6		1.4		8.7		15.1			65.2	
<b>Total Employees in Socio-Economic Groups</b>			291		126		1484		2205		8399			



TABLE V

MEDIAN WAGE SCALE OF NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS BY COUNTIES

	S O C I O - E C O N O M I C   G R O U P S											
	TOTAL		PROFESSIONAL		CLERKS		SKILLED		SEMI-SKILLED		UNSKILLED	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
The State	12505	\$17.41	291	\$33.41	126	\$20.00	1484	\$23.73	2205	\$17.38	8399	\$16.77
Atlantic	1290	13.86	123	46.12	55	13.12	67	38.64	76	13.88	969	13.35
Bergen	838	24.35	0	0.00	1	45.00*	256	27.63	127	13.23	454	20.89
Camden	1272	17.48	70	32.50	2	17.50	61	22.24	54	23.53	1085	17.00
Essex	2648	16.73	35	23.50	50	22.27	194	18.66	477	17.95	1892	16.22
Hudson	2069	17.05	0	0.00	8	23.33	369	24.28	365	17.85	1327	16.12
Mercer	515	15.20	38	32.43	1	22.50*	90	14.09	83	13.09	303	15.15
Middlesex	623	17.76	1	22.50	0	0.00	159	18.19	163	17.01	300	17.95
Monmouth	302	19.28	22	37.50	0	0.00	108	17.80	24	17.74	148	19.00
Passaic	217	21.69	0	0.00	0	0.00	9	22.50	81	21.80	127	21.53
Union	988	20.00	2	22.50*	8	22.85	34	19.70	250	24.25	694	18.00
**All Others	1001	14.35	0	0.00	0	0.00	89	13.84	458	14.30	454	14.52
Newark	2180	16.34	28	15.00	50	22.27	153	18.40	416	17.06	1533	16.00
Jersey City	906	17.05	0	0.00	3	21.25	117	26.45	103	17.88	683	16.04
Paterson	50	19.78	0	0.00	0	0.00	4	15.00	10	21.14	36	18.33

Note: \*Salary

\*\*Burlington, Cumberland, Gloucester, Hunterdon, Morris, Ocean, Salem, Somerset.

WEEKLY WAGE RATES OF NEGRO EMPLOYEES IN SPECIFIED OCCUPATIONS

IN INDUSTRIES AND PUBLIC EMPLOYMENT OF NEW JERSEY

M A L E

OCCUPATIONS	Number Employed	Per Cent Of Total Negroes Employed	WEEKLY SALARIES PAID		
			Lowest	Highest	Average
Cleaners	225	1.8	\$10.00	\$36.00	\$18.35
Cooks	35	0.3	14.50	32.50	20.00
Furnacemen	68	0.5	12.50	45.00	16.95
Foremen	42	0.3	14.50	37.50	20.71
Handy Men	441	3.1	10.00	30.00	14.82
Janitors	130	1.0	14.50	40.00	18.10
Machinists	125	1.0	14.50	32.50	18.80
Molders	187	1.5	12.80	33.00	22.16
Night Watchmen	45	0.4	14.00	40.00	18.45
Porters	405	3.2	10.00	31.50	16.65
Pressers	240	1.9	10.00	32.50	18.56
Truckmen	455	3.6	14.50	45.00	19.25
Waiters	129	1.0	10.00	17.50	10.00
Laborers					
(a) Building	134	1.1	18.50	32.50	19.50
(b) Public Service	266	2.1	14.50	32.50	15.50
(c) Skilled	492	3.9	14.50	47.50	21.25
(d) Semi-Skilled	705	5.6	14.50	38.00	17.50
(4) Unskilled	4567	36.6	10.00	32.50	15.00

F E M A L E

Cleaners	345	2.8	\$7.50	\$30.00	\$13.25
Laundry Workers	629	5.0	8.00	32.00	12.18
Pressers	725	5.8	5.50	35.00	16.52
Textile Operators	323	2.6	9.80	30.00	14.46
Teachers	257	2.1	14.50	46.00	35.12

POLICIES OF THE ESTABLISHMENTS NOT EMPLOYING NEGROES														
COUNTIES	Number of Concerns Reporting	Past Employment Of Negroes		Future Employment Of Negroes		Positions To Be Held By Negroes		Never Applied	No Special Reason	Unions Supply Workers Negroes not Members	Unskilled In This Type Of Work	Not the Com- pany's Policy	Race Preju- dice Shown Among Workers	Not Reliable
		Yes	No	Yes	No	Same	New							
The State	1018	230	783	196	622	165	202	298	220	65	237	114	63	21
Atlantic	13	1	12	8	5	1	7	6	3	1	3	0	0	0
Bergen	66	18	48	31	35	10	21	29	16	3	10	1	7	0
Camden	45	15	30	17	28	6	11	10	17	3	10	0	5	0
Essex	211	54	157	90	121	36	42	38	54	19	67	21	12	0
Hudson	196	40	156	73	123	43	30	71	47	7	32	32	4	3
Mercer	50	21	29	27	23	15	12	9	11	1	15	1	12	1
Middlesex	64	6	58	34	30	5	30	23	6	6	22	5	1	1
Monmouth	18	7	11	5	13	3	0	1	8	0	2	4	3	0
Passaic	199	22	177	50	149	20	30	60	19	17	52	28	11	12
Union	60	16	44	21	39	7	1	12	12	5	10	15	4	2
All Others	96	30	66	40	56	19	18	39	27	3	14	7	4	2



TABLE VIII

ATTITUDE OF 1,856 NEW JERSEY ESTABLISHMENTS TOWARD  
THE EMPLOYMENT OF NEGROES

ALL ESTABLISHMENTS

ESTABLISHMENTS NOT AT PRESENT EMPLOYING NEGROES

	Do You Employ Negroes				Have You Employed Negroes				Will You Employ Negroes			
	Number		Per Cent		Number		Per Cent		Number		Per Cent	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Atlantic	52	13	80.0	20.0	1	12	7.7	92.3	8	5	61.5	38.5
Bergen	31	66	32.	68.	18	48	27.2	72.8	31	35	47.	53.
Camden	68	45	60.2	39.8	15	30	33.3	66.7	17	28	37.7	62.3
Essex	273	211	56.4	43.6	54	157	25.6	74.4	90	121	42.6	57.4
Hudson	112	196	36.4	63.6	40	156	20.4	79.6	73	123	37.2	62.8
Mercer	44	50	46.8	53.2	21	29	42.	58.	27	23	54.	46.
Middlesex	38	64	37.2	62.8	6	58	9.3	90.7	34	30	53.1	46.9
Mouthmouth	32	18	64.	36.	7	11	38.9	61.1	5	13	27.7	72.3
Passaic	42	199	17.4	82.6	22	177	11.	89.	50	149	25.1	74.9
Union	85	60	58.6	41.4	16	44	26.7	73.3	21	39	35.	65.
All Others	61	96	38.8	61.2	30	66	31.2	68.8	40	56	41.6	58.4
STATE TOTAL	838	1018	45.1	54.9	230	788	22.6	77.4	396	622	38.9	61.1

TABLE X

## NEGRO EMPLOYEES IN LABOR AND WELFARE ORGANIZATIONS

LABOR ORGANIZATIONS						WELFARE ORGANIZATIONS						
	Number of Estab- lishments Reporting	None	A. F. of L.	Company Unions	Industrial Inde- pendent Unions	Number of Estab- lishments Reporting	None	Retirement Fund	Direct Relief	Welfare Workers	Educational	Recreational
THE STATE TOTALS	839	751	14	32	42	838	766	21	27	8	4	13
Atlantic	52	50	0	1	1	52	44	3	2		1	2
Bergen	31	27	1	1	2	31	29		1			1
Camden	68	63	1	2	2	68	62			4		2
Essex	273	242	6	3	22	273	246	10	16		1	
Hudson	112	96	0	5	11	112	109		1			2
Mercer	44	40	2	2	0	44	41	1			1	1
Middlesex	38	36	1	1	0	38	36	1				1
Monmouth	32	32	0	0	0	32	29	3				
Passaic	42	41	1	0	0	42	41			1		
Union	85	67	2	13	3	85	71	3	5	2	1	3
All Others	51	49	0	2	0	51	48		2			1
Miscellaneous	11	8	0	2	1	11	10			1		
% Distribution	100.0	89.5	1.7	3.8	5.0	100.0	91.2	2.5	3.2	1.0	0.5	1.5
Newark	213	192	6	2	13	213	196	10	5		2	
Jersey City	62	55	0	3	4	62	57	3	1		1	
Paterson	19	19	0	0	0	19	19					

## FEDERAL UNEMPLOYMENT RELIEF CENSUS OCT. 1933

NEW JERSEY	Total	Families on Relief			Total	Persons on Relief		
		White	Negro	Per Cent Negro		White	Negro	Per Cent Negro
Atlantic	3,900	1,985	1,915	49.1	13,288	7,376	5,912	44.4
Bergen	5,953	5,303	634	10.6	25,650	23,201	2,382	9.2
Burlington	1,262	1,016	246	19.5	5,210	4,216	994	19.1
Camden	8,174	5,940	2,230	27.3	29,389	22,646	7,234	24.2
Cape May	18	18	-	-	92	88	4	4.3
Cumberland	539	504	35	6.5	2,265	2,129	136	6.0
Essex	19,626	14,103	5,512	28.0	32,604	61,662	20,903	25.3
Gloucester	1,776	1,163	613	34.5	7,052	4,730	2,272	32.2
Hudson	17,554	16,516	1,031	5.8	75,454	71,369	4,032	5.6
Hunterdon	152	147	5	3.3	566	543	23	4.0
Mercer	3,473	2,617	854	24.6	14,890	11,224	3,656	24.4
Middlesex	6,752	6,286	461	6.8	27,809	26,126	1,677	6.0
Monmouth	1,562	1,065	494	31.6	5,719	4,068	1,643	28.7
Morris	1,149	1,010	128	11.14	4,666	4,198	444	9.3
Ocean	862	749	113	13.1	2,788	2,474	314	11.3
Passaic	5,014	4,605	404	8.05	19,303	17,814	1,470	7.61
Salem	59	37	22	37.3	223	137	86	38.5
Somerset	662	612	49	7.40	2,635	2,452	182	6.83
Union	5,342	3,945	1,392	26.7	22,149	16,940	5,194	30.6
NEW JERSEY	84,452	68,244	16,143	19.1	345,146	286,334	58,571	16.9



PERCENT OF NEGRO IN TOTAL POPULATION, EMPLOYMENT IN ESTABLISHMENTS  
AND  
RELIEF LOAD IN NEW JERSEY BY STATE AND COUNTIES

County	% Negro in Total Popu- lation	# Employed in es- tablishments contacted			Relief Load		
		Total	Negro	Percent Negro	Total	Negro	Percent Negro
Total	5.2	334,130	12,405	3.7	596,320	103,298	17.7
Atlantic	15.8	6,842	1,290	18.9	30,975	12,545	40.5
Bergen	2.4	16,824	838	4.9	30,597	2,530	8.3
Camden	6.7	35,572	1,272	3.6	45,864	9,802	21.4
Essex	7.2	74,552	2,648	3.5	134,226	34,251	25.5
Hudson	2.3	45,470	2,609	4.5	124,891	7,993	6.4
Mercer	6.4	18,914	515	2.7	33,231	9,238	27.8
Middlesex	2.8	15,707	625	3.9	38,639	2,718	7.0
Morris	9.4	4,176	302	7.2	17,785	3,786	21.4
Passaic	1.8	36,401	217	0.6	31,817	2,448	7.6
Union	5.9	21,364	988	4.6	33,967	9,375	27.6
All Others	5.9	58,349	1,743	3.0	74,328	10,612	14.3
<u>Cities</u>							
Newark	8.8	61,070	2,180	3.6	94,342	24,065	25.2
Jersey City	4.0	17,613	106	5.1	51,736	3,316	6.4
Paterson	2.1	14,310	50	0.3	11,714	869	7.4

Report  
of the

SURVEY OF NEGRO BUSINESS  
in  
NEW JERSEY  
S-F2-156

Sponsored by the  
New Jersey Manual Training and Industrial School  
at  
Bordentown

Financed by the  
Emergency Relief Administration

1934

N. J. URBAN LEAGUE  
58 West Market St.  
Newark, N.J.

Advisory Committee

James A. Jackson - Special Representative of the Standard Oil Company  
Harold Lett - Executive Secretary of the New Jersey Urban League  
Emil Frankel - Research Director, Department of Institutes and Agencies  
Ralph W. Bullock - National Council of Y. M. C. A.'s. of America  
Ira D. Reid -

State Supervisor

James A. Curtis - Extension Worker at the  
Bordentown Manual Training and Industrial School  
George E. Hayes - Statistician



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Emil Frankel, Research Director of the Department of Institutes and Agencies in New Jersey, for the advisory activities.

James A. Jackson, Special Representative of the Standard Oil Companies of New Jersey, Pennsylvania, and Louisiana, for advisory activities.

## Introduction

The Survey of Negro Business in the State of New Jersey makes available a comprehensive study of Negro business which should prove advantageous to teachers of vocational subjects, youth planning to enter business fields, proprietors already in operation, and to the State Negro Business Men's organization. A careful analysis of the facts presented herein should prove enlightening to all, whether engaged in business or not. Since the State of New Jersey is often referred to, and correctly so, as representing a miniature picture of the Negro of America, the results of the survey might be looked upon, in generality, as typical of Negro business in America at the present time.

Still in the throes of the depression the small proprietor is finding it increasingly difficult to keep his doors open. Since the establishment of the N. R. A., for the Negro, the difficulty seems to have become even more acute. Especially, is this true in certain businesses in which the code closing hours interfere with the volume of trade that could arrive only after said closing hours have elapsed. These businesses are, namely: Barber, Beauty, Grocery, and General Merchandise, which represent respectively, 13.4%, 10.3%, 5.4% and .8% of the entire business of the State.

The Negro business man is greatly handicapped in the conduct of his business by his inability to purchase in larger quantities. By so doing his purchases would become less expensive, thereby enabling him to meet the competitive process of chain organizations, and, at the same time he would gain a larger net profit. It is hoped that one of the results of this survey will be the establishment of some sort of co-operative buying concern.

### Origin of the Survey

This survey is one of the projects of the State Emergency Relief Administration. The investigators were chosen through the county offices, the number employed in each county depending upon the Negro population of the county. These investigators were under the direction of a State Supervisor, Mr. James A. Curtis, who is the Extension Worker at The Bordentown Manual Training and Industrial School.

The actual study began the week beginning November 12 and lasted through the week ending December 27. A week was considered to be of three days duration.

Fourteen counties, comprising 68 cities, were covered. Unfortunately, a few businesses, located in places where workers were not employed, had to be omitted. It was hoped that they could be covered but shortage of time did not permit it.

The counties covered represent an aggregate Negro population of 190,656 which is 91.2% of the State's Negro population.

The following counties and cities were investigated.

	<u>Total Negro Population</u>
Atlantic County	19,703
Atlantic City	
Pleasantville	
Smith's Landing	
Bergen County	8,872
Englewood	
Burlington County	6,762
Bordentown	
Brown's Mill	
Burlington	
East Riverton	
Moorestown	
Mount Holly	
Palmyra	
West Palmyra	
Riverside	
Riverton	
Camden County	16,813
Camden	
Lawnside	
Merchantville	
Pensauken	



Cape May County	<u>Total Negro Population</u>
Cape May	2,782
Ocean City	
Wildwood	
Cumberland County	
Bridgeton	4,748
Cedarville	
Greenwich	
Marlboro	
Millville	
Newport	
Port Norris	
Vineland	
Essex County	
Belleville	60,236
Bloomfield	
East Orange	
Milburn	
Montclair	
Newark	
Nutley	
Orange	
Hudson County	
Bayonne	15,970
Jersey City	
Hunterdon County	
Lambertville	407
Mercer County	
Cranbury	11,949
Eggerts Crossing	
Eldridge Park	
Hightstown	
Hopewill	
Lawrence Township	
Lawrenceville	
Pennington	
Princeton	
Robbinsville	
Trenton	
Middlesex County	
New Brunswick	5,895
Monmouth County	
Asbury Park	13,897
Long Branch	
Red Bank	
Salem County	
Salem	4,763
Union County	
Crawford	17,859
Elizabeth	

## Union County (Continued)

Plainfield  
Perth Amboy  
Rahway  
Roselle  
Scotch Plains  
Springfield  
Summit  
Vaux Hall  
Westfield

Total Counties	14	
Cities	68	190,656

While the work was in progress many problems arose; some due to the inexperience of the investigators, and others due to the skepticism with which the business men viewed the questionnaire. Though the names and addresses of the enterprise were omitted from the questionnaire, some of the proprietors thought the questions dealing with wages paid employees, value of real estate owned, and amount of rental paid per month, and gross and net incomes, were entirely too personal, and thus refused to answer them. Many of those interviewed, however, exhibited great interest in the survey and expressed willingness to co-operate in the rejuvenation of the State Negro Business League.

#### Scope of the Survey

The following tabulations represent the study of 1,328 enterprises which give employment to 2,604 persons. These enterprises are grouped under the same 28 classifications used in the Survey of Negro Business conducted by the National Negro Business League in 1928, plus the following four: Junk, Farm Produce, Beauty, Finance and Insurance. At first glance the classification of Farming may seem to be inharmonious with the remainder of the classifications. An explanation as to the composition of that group will clarify its seeming vagueness. In Cumberland

Scope of the Survey (Continued)

County there exists a group of landowners who specialize in raising various products and then retail them in stores of their own ownership or rental. It is this group which has been categorized as Farming.

TABLES

Group I.

The first table gives the State picture of the Kind of Business by Counties with percentages of total number. The following tables of this group give the various county pictures of the Kind of Business by cities within the various counties.

Of the 1,328 enterprises studied, barber shops lead with 13.4%; Beauty shops with 10.3%, second; soft drinks, cigars, etc., with 7.37% third; cleaning, pressing, and tailoring establishments are fourth with 6.62%; and restaurants are fifth with 6.47%.

Essex County leads in the number of businesses, with 324; Atlantic County is second, with 188; Hudson County is third, with 142; and Camden County is fourth with 135.

There is but one photographer in the State; there are two florists; 7 finance and insurance companies; 17 real estate operators and 21 undertakers.

Group II

The first table of this group shows the type of ownership (i. e. whether sole proprietor, partnership, or corporation) and the nature of the ownership (i. e. whether all Negro, Negro-white, or white with Negro manager)

Of the 1,32 enterprises, 1,182 are sole proprietorships with all Negro ownership. 3 places of amusements, 3 barber shops, and one moving establishment are sole proprietorships with white ownership and Negro Management.



Tables (Continued)

These are 87 Partnerships with all-Negro ownerships; there are 4 partnerships with Negro-white ownerships; there are 26 partnerships with white ownerships and Negro managers. All 26 of these establishments are in the farming group.

There are 20 corporations with all-Negro ownerships, 3 of which are real estate companies and 7 of which are finance and insurance companies. There are 2 corporations with white ownerships and Negro managements. One is a drug store and the other is a hotel.

The second table of this group shows the Age of Business. 712 or 54.3% of the businesses have been established since 1929. 196 or 15% of these are less than one year of age.

Of the remaining 616 or, 45.7%, 191 are from 6 to 10 years of age and 196 are from 11 to 15 years of age.

There are four businesses 46 years of age and over; 3 from 41 to 45 years of age; and 6 from 36 to 40 years of age. The mean age falls in the group 5 years and less than 6.

The third table of this group shows the transference of ownership since the establishment of the business. 1,304 of the 1,328 establishments have had no transference of ownership. This represents 98.2%. Of the remaining 24, or 1.8%, which have had ownership transfers, 4 are barber shops and 3 each are the following: grocery, auto, and publishing and printing.

Group III

The table under group III shows the per cent of patronage as to race. 121 establishments do 100% white business. Forty-six of this number are in the farming group; twenty-two are barber shops; 12 are beauty shops.

Four hundred sixty-eight establishments have 100% colored trade. Some member or members of every group, except photography, have some part of their patronage white. One hundred twenty-three concerns have from 80% to 99% white patronage; one hundred eleven have from 60% to 79% white patronage; and one hundred twenty-two report white patronage ranging from 40% to 59%.

#### Group IV

This table shows the number of full-time employees, the number of part-time employees, the percentage of the total number of businesses and the average employee per business. There are two thousand and two hundred ten full-time employees and three hundred ninety-four part-time employees. Finance and insurance companies are employing the largest average number of persons, 7.9; next are undertaking establishments, which employ an average of 3.04 persons per establishment. An average of 1.96 persons per establishment is employed by the one thousand and three hundred twenty-eight businesses.

#### Group V

The first table of this group shows the average and total amounts invested in business, excluding real estate. One thousand one hundred fifty-six establishments reported investments totaling \$1,774,058, an average of \$1,534.65 each. Finance and insurance led with the highest average amount invested, \$11,300; transportation was second with \$8,018.18; and undertaking was third with 7,300. Groceries reported an average investment of \$784.33, restaurants \$751.79; meat and fish \$410.71; furniture \$225; electrical and radio \$400; and photography \$400.

The second table of this group shows the location of the business as to its being a part of the dwelling or in a separate building. Five hundred three, or 37.88%, reported business establishments

not a part of the dwellings, and eight hundred twenty-five, or 62.12% reported their businesses located in a part of their dwellings.

Thirty-five of the thirty-seven auto concerns have business establishments which are not a part of their dwellings. Seventy-six barber shops, forty-four beauty parlors, forty-six amusement places, thirty-eight stores handling soft drinks, etc., thirty-three restaurants, thirty ice, coal and wood yards, and twenty-six groceries, are located in separate buildings.

The third table of this group shows the total and average gross and net incomes from one hundred fifty-one businesses. The number reporting was so small that no comment had better be made upon the result of their figures.

#### Group VI

This table shows the type of records kept, i. e. whether memorandum, cash book, ledger, bank account, or none. It was found that seven hundred forty-eight used a memorandum; three hundred sixty used a cash book; two hundred twenty-one used a ledger; two hundred eleven used bank accounts; and two hundred used none.

Forty-six barber shops; thirty-one beauty shops and twenty-nine groceries make use of cash book. Twenty-two of the miscellaneous group; nineteen beauty shops and seventeen barber shops and amusement places use ledgers. Twenty-six restaurants; eight groceries and eighteen tailoring establishments reported using no records, whatsoever.

#### Group VII

This table shows the school preparation and special training of the proprietors of the businesses.

Six proprietors reported having never been to school; six have been no farther than the first grade; three hundred ninety-five



Tables (Continued)

have finished the eighth grade; one hundred seventy-four have finished high school; fifty-two have finished college; and one hundred thirty-three reported having had special training.

The average schooling of the grocery proprietors is less than the eighth grade. The average for the undertaking group is 10.71; for real estate is 11.60; for moving is the eighth grade; for general merchandise 7.89; for publishers and printers 11.77; and for drug stores 16.

Comparing the findings with those obtained in the Survey of Negro Business conducted by the National Negro Business League in 1928 and those obtained in the Occupation Statistics for New Jersey conducted by the Department of Commerce and the Bureau of the Census 1929, there is in evidence the results of the depression namely:

(1) the establishment of numerous small businesses, the profits from which, though small, afford a livelihood which surpasses that of the unemployment situation even with the present methods of relief. (2) The decline, and even disappearance, of formerly profitable concerns and (3) the transference of business locations from separate buildings to part of the dwellings. Since the repeal of the Eighteenth Amendment, the number of amusement places shows a marked increase in that classification. For the major portion these amusement places have assumed the forms of what might be termed "Beer Gardens". Therein liquor and beer are sold and various forms of entertainment are offered. The two aforementioned surveys seemingly have omitted beauty shops of which there are one hundred thirty-eight in this State, giving employment to two hundred thirty-three persons.

In the Survey of Negro Business conducted by the National Negro Business League the findings showed an average of 4.5 persons employed per enterprise, while our findings show only 1.96 persons employed per enterprise. This marked decrease may be accounted for by two causes, (1) the great nation-wide increase in unemployment which means the prospective customer can not buy and thus decreases the trade the proprietor would have and makes him no longer need to employ as many persons as formerly, (2) the cities which were surveyed by the National Negro Business League have practically all a larger number of Negroes than the largest settlement in New Jersey (Newark) and are located in sections where Negroes are more acutely conscious of the needs

and benefits to be derived from race patronage, thus leading to an increase in volume of trade which always affords additional employment.

A greater variation in the Nature of Business Ownership was found to exist in New Jersey as compared to the cities surveyed by the National Negro Business League. This again may possibly be explained by the differences in locality. This difference is shown by comparisons of Table IX of the National Negro Business League with the table of this survey entitled, "Nature of Business Ownership", the latter showing seven sole proprietorships with white ownership and Negro management; four Negro-white partnerships, twenty-six white partnerships with Negro managers; and two white-owned corporations with Negro management.

The National Negro Business League Survey shows 35.9% of the businesses ten years of age and over (\*) while the results of this survey in the table entitled "Age of Business" show only 31.1% of the businesses being ten years of age and over. In our statistics 54.3% of the businesses are "depression businesses", i. e. they have been established since 1929. Fifteen per cent of the 54.3%, or almost one-fourth, show an age of less than one year. Many of these, no doubt, may be non-existent within a year and new ones will arise to take their places.

In comparing Table XII of the National Negro Business League Survey with the Customers by Race Table of this survey we find approximately the same proportion in evidence. There is, however, one notable exception. One hundred twenty-one establishments in our survey reported 100% white patronage as against none in the former survey. Both surveys show that the Negro business man must be meeting the accepted standards of business practices, otherwise such large numbers of Negro proprietors would not attract so much white patronage.

Of course, it must be remembered that the findings obtained

(\*) Table XI National Business League Survey



Comparisons (Continued)

In such a percentage table are the results of estimations given by the proprietors. It is practically impossible for a proprietor to give exact proportions of Negro and white patronage, so, if desired, there is room for doubt as to the authenticity of these proportions. However, there seems to be little need for doubt as to the validity of the 100% groups. Since most of the answers to this question fell into groups of 80-20; 75-25; 50-50 etc., it hardly seemed advisable to divide the percentage groups into smaller denominations.

### Additional Findings

Of the one thousand three hundred twenty-eight inquiries made, six hundred nine, or forty-five per cent replied affirmatively as to compliance with the N. R. A. Forty-one of these thought the N. R. A. had been beneficial; two hundred eighteen could see no appreciable effect, i. e. it neither helped nor hindered their business; three hundred fifty thought that it had been detrimental in its effect on their business. Of this last group most thought the early closing hours were a hindrance, especially in view of the fact that some of their competitors who did not comply with the N. R. A. regulations were gaining their trade.

Only one hundred ninety-one of the businesses have attempted to secure loans through normal business channels; one hundred forty-seven, or 76.96% of these have been successful in securing them. Of the forty-four refused only two felt that color prejudice was the basis for refusal. The remainder were refused because of their inability to put up sufficient security. The seemingly small per cent (14.38) that have applied for loans is not surprising in view of the fact that small businesses have no need for loans. Only a comparatively small amount of capital is needed to establish most of the businesses and even with times at a low ebb only a comparatively small amount is needed to maintain operation. Business frequently desire to secure loans when remodellings and expansions of plant are proposed. Businesses, whose trade is of such small denomination find little need or desire either to expand or remodel.

The following were the answers given to the question, "What do you consider the greatest handicap in the conduct of the business?"

- (1) The general depression, expressed in such phrases as (a) "lack of money among customers", (b) "lack of trade" (c) "unemployment of prospective customers";
- (2) "seasonal peaks at sea-shore resorts with increased

Additional Findings (Continued)

costs of operation during the remaining seasons"; (3) "lack of money to expend"; (4) "inability to secure efficient help"; (5) "lack of educational and business training"; (6) "ill health"; (7) "old age"; (8) "lack of race co-operation"; (9) "competition from chain stores"; (10) "N. R. A. closing hours"; (11) "too many in the same business for the number of people to be served"; (12) "giving credit to customers"; (13) "city relief food vouchers which prohibit the holders from patronizing where they wish to"; (14) "church dinners to which the food has been donated and is sold for practically nothing".

It was found from the table entitled "Business conducted at Home or outside of Home", that five hundred three, or 37.88% of the businesses were conducted in places apart from the proprietors' dwellings. The complimentary 62.12% is not surprising, for so many proprietors have found it necessary to place their businesses on the first floor of their dwellings. The 37.88% shows that at least a little better than one-third of the Negro business men are doing well enough to maintain their separate business establishments.

At the table headed "Approximate Amount Invested in Business Excluding Real Estate", one thousand one hundred fifty-six establishments reported business investments, excluding real estate, totaling \$1,774,058.00. This gives an average of \$1,534.65 per enterprise. The results may seem to be exaggerated but it must be remembered that the figures given by proprietors were, in many cases, merely their own extemporaneous estimations. Being such, the validity may, no doubt, be questioned. The average amounts given by the finance and insurance group, as well as that given by the transportation group (taxicab and bus companies) tend greatly to raise the average. Undertaking, moving, real estate and miscellaneous groups raise, measurably, the entire average



Additional Findings (Continued)

That the finance and insurance groups should have such large investments is not surprising when it is recalled that all are corporate organizations, thus, their investments assume the form of stocks. It is necessary that undertaking establishments have a sizeable investment in transportation facilities in order to perform their duties. Hence their investments are resultingly larger. Again, the transportation group must of necessity have a larger investment. This group includes taxicab and bus companies. Moving concerns must also have large outlays in order to conduct their businesses. The investments of real estate concerns would be confined to real estate, but since such purchases are not used for office space or other operative functions they may be included as amounts invested in business, excluding real estate.

In the question entitled, "Preparation of Owners by Business" some of the facts found were as follows: Six persons engaged in business in New Jersey have never attended school; six never have been farther than the first grade; three hundred ninety-five have finished the eighth grade; one hundred seventy-four have finished high school and fifty-two have finished college. Most persons who started grade school finished the eighth grade; most persons starting high school finished the four years' work and a like situation holds in those who began college work. A total of one hundred thirty-three have had special training in their fields. The largest single group having special training were beauty parlor operators, sixty out of one hundred thirty-two having had special training. However, in the drug store group, all of the thirteen proprietors have had special training (schools of pharmacology) in addition to their four years of college work. The high degree of education and ~~training~~ training in this past group is demanded by State legislation and as the necessity of passing the State board examination is required in order

**Additional Findings (Continued)**

to practice pharmacy. The average for the entire group of business proprietors was found to be 8.94, which signifies only a little more than an eighth grade education. The lowest group in educational preparation were junk dealers with 5.12; farm produce 6.35; laundry 6.09; and ice, coal, and wood 6.95. The two most numerous businesses, barber shops and beauty parlors, averaged respectively, 7.77 and 9.23.

### Summary and Conclusions

Drawing a brief summary from the tables we find the following outstanding facts:

(1) Essex County has the largest per cent of all counties of the Negro business in New Jersey.

(a) Newark, a city in Essex County, has the largest per cent of Negro business of all the cities of New Jersey.

(b) Atlantic City, a city in Atlantic County, has the second largest per cent of Negro business.

(2) There are one hundred seventy-nine barber shops; one hundred thirty-eight beauty shops; eighty-eight tailoring establishments; seventy-six places of amusement; seventy-two grocery stores; twenty-one undertaking establishments; seventeen real estate organizations; eleven drug stores; seven finance and insurance companies; two florists; and one photographer in the State.

(3) Of the one thousand three hundred twenty-eight enterprises studied, one thousand one hundred eighty-two are sole proprietorships with all-Negro ownerships. Four are Negro-white partnerships; twenty-six are partnerships with white ownerships and Negro management. All twenty-six of this group are located in Cumberland County. There are twenty corporations with all-Negro ownership, seven of which are finance and insurance concerns. There are two corporations with white ownership and Negro management.

(4) Seven hundred twelve, or 54.3% of the business have been established since 1929. One hundred ninety-six of these, or 15%, are less than one year of age. The mean age for the entire group is 5.7.

(5) Only twenty-four businesses show continuation of life with transference of ownership.

(6) One hundred twenty-one establishments have 100% white



trade. Four hundred sixty-eight have 100% Negro trade. One hundred twenty-three have from 80% to 99% white patronage; one hundred eleven have from 60% to 79% white patronage; one hundred twenty-one report patronage ranging from 40% to 59%.

(7) There are two thousand two hundred ten full-time employees. There are three-hundred ninety-four part-time employees. Finance and insurance companies employ an average of 7.9 persons per establishment. The one thousand three hundred twenty-eight businesses employ an average of 1.96 persons per establishment.

(8) One thousand one hundred fifty-six establishments reported business investments, not including real estate, totaling \$1,774,058.

(9) Five hundred three businesses reported operating in places which were not a part of their dwellings. Thirty-five of thirty-seven auto concerns have separate establishments for their businesses.

(10) Reliable income figures could be obtained for only one hundred fifty-seven establishments.

(11) Seven hundred forty-eight reported use of memorandum; three hundred sixty used a cash book; two hundred twenty-one used a ledger; two hundred eleven used bank accounts; and two hundred used no method of record keeping. Twenty-six restaurants, eighteen tailoring establishments, and eight groceries reported using no records, whatsoever.

(12) Six proprietors have never attended school. Three hundred ninety-five have finished the eighth grade. One hundred seventy-four have finished high school. Fifty-two have finished college. The average schooling for all proprietors is eighth grade.

(13) Six hundred nine comply with the regulations of the N.R.A.

(14) Statistics concerning the wages paid employees, owner-

ship and value of real estate, and rental paid per month were not obtainable in large enough numbers to be of any benefit.

(15) One hundred ninety-one establishments have attempted to secure loans through normal business channels. One hundred forty-seven of these have been successful.

(16) The greatest handicap in the conduct of the business is the depression. From the results of the survey it may be concluded that Negro business, though continually approaching that which is recognized by government departments and business men as being a business, is still essentially a small retail trading establishment whose volume of patronage is comparatively inconsequential. Though barber shops, beauty shops, tailoring establishments, and grocery stores are represented by seemingly large numbers, there is still room for additional ones of high calibre. There are too many Negro establishments that are disgraces to the communities in which they are located.

Too, from the data gathered, there is in evidence, the possibilities of new businesses whose function would be to supply the needs of the businesses already established. Some possibilities that seem likely are these. With one hundred seventy-nine barber shops in the State, there is created a demand for barber supplies. Here is an opportunity for a new establishment which could buy the necessities of barber shops in large enough quantities to be able to sell to the various shops at cheaper rates than the shops could individually purchase their supplies. Or, even placing such an establishment on a larger scale, why would it not be possible for such a concern to handle the supplies of both barber and beauty shops? That would mean this concern would be acting as the supply agent for three hundred seventeen establishments. Or, are Negro business men still retarding themselves by their jealousies and fears of someone else making more money than they? If there are too many objec-



Summary and Conclusions (Continued)

ions to the situation just outlined would it not be feasible, as well as profitable, to have the forty-barber shops and thirty-two beauty shops in Essex County buy their supplies in wholesale lots through a person or persons designated by their own groups? Could not analagous situations be made from the seventy-seven groceries; eighty-six restaurants; ninety-four tailoring shops; one hundred one soft drink establishments; and the twelve suppliers of general merchandise?

Negro business, as all small businesses, is badly in need of some mechanism through which the advantages of larger scale buying may be secured.

Most of the three hundred fifty establishments whose proprietors complied with the regulations of the N. R. A. were in the following groups: Barber, beauty, soft drinks, cigars, etc., and tailoring. The proprietors of these groups depend largely upon the working class of people for their trade. This being so, it is necessary for the establishment to remain open long enough to allow the working individual time to get to his evening meal, refreshen, and attend to small chores before he would be able to patronize the establishment. Those places of business which close before this time has elapsed lose the trade that might befall them. If, at the same time, like places of business remain open by disregarding the N. R. A. code regulations, an unfair competitive situation results which can hardly be offset by additional inducements on the part of the proprietor who complies with the code regulations. With this loss of prospective trade, it becomes increasingly more difficult to pay employees wages demanded by the N. R. A. Is it surprising, then, that proprietors, visualizing this situation, should become skeptical as to the value of such legislation, or, that they should refuse to comply with the regulations? It is not the value of such legislation that they fail to see or consider, but rather, the increased trade of non-com-



Summary and Conclusion (Continued)

pliers, in addition to the possibility of losing their own. Then, too, is the problem of paying higher wages to employees when help could be secured much cheaper without an accompanying decline in efficiency. In most cases the proceeds from the business afford just a bare livelihood for the proprietor, and assuredly, in the face of decreasing trade, do not warrant increased wages to employees. It is admitted that if all competitors complied with the N. E. A. regulations, the resulting conditions would, indeed, tend to be idealistic. But such is not true, hence the feeling which almost borders on betterness.

In answers numbers three, five, six, and seven, to the question, "What do you consider the greatest handicap in the conduct of the business", we see that some proprietors realize their own inadequateness. In four there is issued a challenge to those who claim inability to find employment. From their answers there are obviously employers suffering in the progress of their own business because of inability to find sufficient number of efficient help. The teachers of vocational subjects, as are all teachers, are valiently trying to rectify this condition but with a laikadasical attitude of the would-be employee after his vocational training is completed, teachers' efforts will have been of little avail.

In answer number eleven we again hear an oft uttered complaint. Yet, in the same field there are others who are succeeding. This question then should arise: "What is my most successful competitor offering"? What is he doing that gives him trade"? The answer to these questions may be the solution to the problem of little trade. This would increase the business of the efficient and drive the inefficient where he belongs, out of business. In efficiency and lack of desire to progress have no places in the modern business world.

An attempt was made to get some reliable information as

Summary and Conclusions (Continued)

to the amount of wages paid to employees in the various businesses. It was not surprising that the attempt met with little success. The reason for the failure is due, in a large measure, to three factors.

The first is that many of the businesses are family establishments. All members of the family devote their energies to the operation of the business and the profits derived are used for the family maintenance. Thus, no wages are paid.

The second is that the wages paid are so uncertain, so varying, that no fairly accurate estimation could be given.

The third is that small retail business men are still believing that all money matters are personal affairs and any inquiry as to the nature and amounts of such, oversteps the right of all investigation.

The findings showed a total of twenty corporations with all-Negro ownership. Seven of this number are members of the finance and insurance group. It is required by law that the constituents of such a group be incorporated. Three of the twenty corporations were in the real estate group. It is doubtful if all of the remaining ten replied affirmatively as to being incorporated, are really corporations. Some proprietors probably have attached the word corporation to the title of their business, little realizing the implication of such.

There are twenty-six partnerships with white ownership and Negro management. All of these are located in Cumberland County and are members of the farming group. Here we see remnants of the "share cropping" system, which came into being immediately following slavery in the Southern states. Too, there are other evidences of the southern atmosphere in the southern part of New Jersey. Most of the businesses whose patronage is totally white are located in this southern section of New Jersey. Here we see evidences of the southern white man's pre-Civil

War treatment of Negroes. The latter shall shine his shoes, carry away his rubbish, cut his hair and wash his clothes.

An attempt was made to gather the incomes from the various businesses but it, like the attempt to gather wages, met with little success. In many cases the wages were not obtainable because the proprietors had no idea of them. Is not such a condition to be expected with such inadequate methods of record keeping being used? In an even larger number of cases, though, the proprietors refused to answer the question because of the personal element they deemed to be attached to it. Some, however, were refused this information because they thought authorities, federal or local, might require income taxes from them. It is to be hoped that someday in the near future small retail operators will rid themselves of these channels of thinking.

One might be led to believe that the entire trouble with Negro business is found in the results obtained from the question concerning the amount of preparation of the owners. Such belief could easily be justified. How successfully can a proprietor operate a grocery store, a restaurant, a barber shop, a printing establishment, a tailor shop, a hotel or a general store with less than an eighth grade education? The chance of failure is far greater than the chance of success.

Is it surprising, the seemingly lack of prosperous business when it is realized that the educational average for the Negro business men of the entire state is a mere eighth grade? Is the attitude of self-sufficiency surprising? Is not the absence of efficient methods of management to be expected? Is it surprising that "memorandum" should be an alien word? Even in the semi-professional groups the averages fall below what would be expected. Though educational training does not assure success in business, it at least increases the possibility of success.

The proprietors, may, no doubt, retort to the above accusa-



**Summary and Conclusions (Concluded)**

tions by replying that it is too late now and that they will have to proceed as best they can. Such is not the case in this era of free night schools, extension and correspondence courses. If the desire to advance is a part of the proprietor, the way can be made.



## Kind of Business by Counties

Kind of Business	Counties															PERCENTAGE TOTAL
	TOTAL	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Salem	Union	
Grocery	72	7	5	5	5		4	24	9		6		2	1	4	5.4
Restaurant	86	32	2	4	3		4	20	4		13	1	6	1	7	6.5
Bank	26				25				1							2.0
Tailoring	88	15	1	4	6			29	12		5		8		8	6.6
Undertaker	21		1		5		1	6	4		2		1		1	1.6
Second Hand	13	1		1	4			6			1					1.0
Real Estate	17	2	1		2			3	5		2				2	1.3
Farming	82						75		3					3	1	6.2
Moving	60		1	4	6		1	21	15	1	5		4	1	1	4.5
Clothing	34	1		2			1	8	10				1		11	2.6
Meat & Fish	8	4						2			1				1	.6
Laundry	12	1			1			2	1		1	3	2		1	.9
Barber	179	22	4	15	18	2	5	43	14		18	6	11	2	19	13.4
Beer	138	19	5	4	16	1	4	35	18		11	3	5	2	15	10.3
Soft Drinks	98	40	2	2	3	1	1	13	4		15	2	7		8	7.4
Cigars, Etc.,																
Mechanical Ind.	6				1		2	1	2							.5
General Mdse.	11	3			2	1	2	2							1	.8
Bld'g, Contr.,	54		1	2	6		5	20	4		4		6		6	4.1
Excavating																
Shoe Repair, Etc.	33	8	2	1		1	1	11	6		1		1		1	2.5
Auto	37	3			3		3	8	4		6		5		5	2.8
Finance & Ins.	7				1			3	2		1					.5
Furniture	3	1						1					1			.2
Publishing &																
Printing	15	3		1	4			5	1						1	1.1
Transportation	15	1					2	2			2		1	1	7	1.1
Trical &																
Radio	8	1			1			4	1				1		8	.6
Amusements	76	9		2	10	2	1	25	8		6		5		8	5.7
Ice, Coal & Wood	61	10						19	4		6		11	1	10	4.6
Drug Store	11	1			1			6	1		1		1			.8
Photography	1	1														.1
Sc. M'f'g.	6	1		1					2				1		1	.5
Flowers	2	1							1							.2
Miscellaneous	48	11	1	1	2	2	2	15	6	1	2				5	3.6
TOTAL	1328	188	26	49	135	10	114	324	142	2	109	15	79	11	124	100.0



## Kind of Business by Cities

## Union County

Kind of Business	TOTAL	City										
		Crawford	Elizabeth	Perth Amboy	Plainfield	Rahway	Rochelle	Scotch Plains	Springfield	Summit	Vaux Hall	Westfield
Grocery	4		1				1	2				
Restaurant	7	1			5		1					
Tailoring	8		2	1	3					2		
Undertaker	1				1							
Real Estate	2				1	1						
Farming	1				1							
Moving	1				1							
Clothing	11	3			3	1	4					
Meat & Fish	1				1							
Laundry	1				1							
Barber	19	1	3	1	8	1	2				1	2
Beauty	15		1		6	3	2	1			1	1
Soft Drinks, Etc.,	8	1	2		5							
General Merchandise	1											1
Bld'g., Contracting	6		1		4		1					
Excavating												
Shoe Repair, Etc.,	1				1							
Auto	5			1	2			1		1		
Publishing & Print'g	1				1							
Transportation	7				4		3					
Amusement	8		2		3	1	1					2
Ice, Coal & Wood	10	1			3		4		1			1
Miscellaneous M'f'g.	1		1									
Miscellaneous	5				2		3					
TOTAL	124	7	13	3	56	7	22	4	1	3	2	6

## Kind of Business by Cities

Camden County

## City

Kind of Business	TOTAL	Camden	Lawnside	Merchantville	Pensauken
Grocery	5	4		1	
Restaurant	3	3			
Junk	25	25			
Tailoring	6	6			
Undertaker	5	5			
Second Hand	4	4			
Real Estate	2	2			
Moving	6	4		2	
Laundry	1			1	
Barber	18	17	1		
Beauty	16	15		1	
Soft Drinks Etc.	3	3			
Mechanical Ind.	1	1			
General M'A'se.	2		2		
Bld'g. Contr.	6	6			
Excavating					
Auto	3	2			1
Finance & Ins.	1	1			
Publishers & Printers	4	4			
Electrical & Radio	1	1			
Amusements	10	8	1		1
Ice, Coal, Wood	10	9		1	
Drug Store	1	1			
Miscellaneous	2	2			
TOTAL	135	123	4	6	2

## Kind of Business by Cities

Burlington County

## City

Kind of Business	TOTAL	Bordentown	Brown's Mill	Burlington	Moorestown	Mount Holly	Palmyra	West Palmyra	Riverside	Riverton	East Riverton
Grocery	5			1		1		1			2
Restaurant	4	2			1	1					
Tailoring	4	1					1		1	1	
Second Hand	1									1	
Moving	4	1		2	1						
Clothing	2				1					1	
Barbers	15	8	1	6	2	3					
Beauty	4			1	1	1				1	
Soft Drinks Etc.,	2							1		1	
Bld'g, Contr'n.	2				2						
Excavating											
Shoe Repairs Etc.	1									1	
Publishers & Printers	1			1							
Ice, Coal, Wood											
Misc. Man'f'g	1									1	
Miscellaneous	1										1
Amusements	2	2									
TOTAL	49	9	1	11	8	6	1	2	1	7	3



## Kind of Business by Cities

Atlantic County

Kind of Business	TOTAL	Atlantic City	Smith Landing	Pleasantville
Grocery	7	5	1	1
Restaurant	32	30		2
Tailoring	15	15		
Second Hand	1	1		
Real Estate	2	2		
Clothing	1	1		
Meat & Fish	4	4		
Laundry	1	1		
Barber	22	21	1	
Beauty	19	18		1
Soft Drinks Etc	40	40		
Gen'l Mdse.	3	2	1	
Shoe Repair Etc	8	8		
Auto	3	3		
Furniture	1	1		
Publishing & Printing	3	3		
Transportation	1	1		
Electrical & Radio	1	1		
Amusements	9	7	1	1
Drug Store	1	1		
Photography	1	1		
Miscel M'f'g.	1	1		
Flowers	1	1		
Miscellaneous	11	9		2
TOTAL	188	177	4	7

Kind of Business by Cities

Bergen County

City

Kind of Business	TOTAL	Englewood	
Grocery	5	5	
Restaurant	2	2	
Tailoring	1	1	
Undertaker	1	1	
Real Estate	1	1	
Moving	1	1	
Barber	4	4	
Beauty	5	5	
Soft Drinks Etd	2	2	
Bld'g, Contr.	1	1	
Excavating			
Shoe Repair Etc.	2	2	
Miscellaneous	1	1	
TOTAL	26	26	

Kind of Business by Cities

Salem County

Kind of Business	TOTAL	C i t y	
		Salem	
Moving	1	1	
Beauty	2	2	
Barber	2	2	
Farming	3	3	
Grocer	1	1	
Ice, Coal & Wood	1	1	
Transportation	1	1	
TOTAL	11	11	



## Kind of Business by Cities

Monmouth County

Kind of Business	Total	City			
		Asbury Park	Long Branch	Red Bank	
Grocery	2	2			
Restaurant	6	3	2	1	
Tailoring	8	7		1	
Undertaker	1	1			
Moving	4	2	2		
Clothing	1			1	
Laundry	2	1		1	
Barber	11	7	2	2	
Beauty	5	3		2	
Soft Drinks Etc	7	6	1		
Bld'g., Contr., Exc'v'g	6	6			
Shoe Repair Etc	1	1			
Auto	5	3	1	1	
Furniture	1			1	
Electrical & Radio	1			1	
Amusement	5		3	2	
Ice, Coal & Wood	11	7		4	
Drug Store	1	1			
Miscellaneous Manufact'ng	1	1			
TOTAL	79	51	11	17	

Kind of Business by Cities

Kind of Business	TOTAL	CITY	
		New Brunswick	
Restaurant	3	3	
Laundry	1	1	
Barber	6	6	
Beauty	3	3	
Soft Drinks Etc	2	2	
TOTAL	15	15	

Mercer County

## Kind of Business by Cities

Kind of Business	TOTAL	City	
		Princeton	Trenton
Grocery	6	1	5
Restaurant	13	5	8
Tailoring	5		5
Undertaker	2		2
Second Hand	1		1
Real Estate	2		2
Moving	5	1	4
Meat & Fish	1		1
Laundry	1		1
Barber	18	4	14
Beauty	11	5	6
Soft Drinks Etc	15	1	14
B'ld'g., Contr., Exc'vtg	4		4
Shoe Repair Etc	1		1
Auto	6		6
Finance & Insurance	1		1
Transportation	2	2	
Amusement	6	1	5
Ice, Coal & Wood	6	1	5
Drug Store	1		1
Miscellaneous	2		2
TOTAL	109	21	88



Kind of Business by Cities

Hunterdon County

Kind of Business	TOTAL	City	
		Lambertville	
Moving	1	1	
Miscellaneous	1	1	
TOTAL	2	2	

## Kind of Business by Cities

Essex County

## City

6

Kind of Business	TOTAL	Pelville	Bloomfield	Milburn	Montclair	Newark	Hutley	Orange	East Orange
Grocery	24					22			2
Restaurant	10				1	7		1	1
Tailoring	29		1		1	22	1	1	3
Undertaker	6					5			1
Second Hand	6					5		1	
Real Estate	3								3
Moving	21	1	4			10			6
Clothing	8	1				5			2
Meat & Fish	2					1		1	
Laundry	2					2			
Barber	43	1	1		1	37			3
Beauty	35				4	29		2	1
Soft Drinks Etc	13				1	11		1	
Mechanical Industries	1					1			
General Merchandise	2					1		1	
B'ld'g. Contr., Exc'v'tg	20				1	11			18
Shoe Repair Etc.	11				2	8		1	
Auto	8					7	1		
Finance & Insurance	3					3			
Furniture	1	1							
Publishers & Printers	5					5			
Transportation	2		1			1			
Electrical & Radio	4					4			
Amusement	25				2	22			1
Ice, Coal & Wood	19	2	1		1	11		2	2
Drug Store	6				1	3		2	
Miscellaneous	15	1	1	2		9			2
TOTAL	324	7	9	2	15	242	2	13	34

## Kind of Business by Cities

Hudson County

Kind of Business	TOTAL	City	
		Bayonne	Jersey City
Grocery	9	3	6
Restaurant	4		4
Junk	1		1
Tailoring	12	3	9
Undertaker	5		4
Real Estate	4		5
Farming	3		3
Moving	15		15
Clothing	10		10
Laundry	1		1
Barber	14	1	13
Beauty	18	3	15
Soft Drinks Etc	4		4
Mechanical Industries	2		2
Bld'g., Contr., Exc'v'tg	4		4
Shoe Repair Etc	6		6
Auto	4		4
Finance & Insurance	2		2
Publishers & Printers	1		1
Electrical & Radio	1		1
Amustments	8	1	7
Ice, Coal, & Wood	4		4
Drug Store	1		1
Miscellaneous Manuf't'ng	2		2
Flowers	1		1
Miscellaneous	6		6
TOTAL	142	11	131



Kind of Business by Cities

Cape May County

City

Kind of Business

TOTAL

Ocean City

Wildwood

Barber  
Beaury  
Soft Drinks Etc  
General Merchandise  
Shoe Repair Etc.  
Amusements  
Miscellaneous

TOTAL

2  
1  
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City

Kind of Business	TOTAL	Bridgeton	Cedarville	Greenwich	Marlboro	Millville	Newport	Port Norris	Vineland
Grocery	4	2							2
Restaurant	4	1						2	1
Undertaker	1	1							
Farming	75	51	5	3	1	3	4	5	3
Moving	1		1						
Clothing	1	1							
Barber	5	2				1		1	1
Beauty	4	3							1
Soft Drinks Etc	1			1					
Mechan'l Industries	2	1				1			
General Merchan'se	2	2							
Bld'g, Contr, Excav't'g.	5	5							
Shoe Repairs Etc	1	1							
Auto	3				1				2
Transportation	2	2							
Amusement	1	1							
Miscellaneous	2	2							
TOTAL	114	75	6	4	2	5	4	8	10

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Kind of Business		Sole Proprietor			Partnership			Corporation		
		All Negro Ownership	Negro-White	White with Negro Manager	All Negro Ownership	Negro - White	White with Negro-Manager	All Negro Ownership	Negro-White	White with Negro Manager
Grocery	72	67			4			1		
Restaurant	86	79			7					
Junk	26	25			1					
Tailoring	88	77			9	1		1		
Undertaker	21	19			1			1		
Second-Hand	13	12			1					
Real Estate	17	13			1			3		
Farming	82	53			2	1	26			
Moving	60	51		1	8					
Clothing <sup>34</sup>	34	33			1					
Meat & Fish	8	7			1					
Laundry	12	11			1					
Barber	179	162			14					
Beauty	138	129			8			1		
Soft Drinks, Cigars	98	92			5	1				
Mechanical Industr.	6	66 <sup>6</sup>								
General Merchandise	11	11								
Bldg. Cont. Exc'v'tg.	54	52			2					
Shoe Repair Etc	33	33								
Auto	37	32			4			1		
Finance & Insurance	7							7		
Furniture	3	3								
Publishing & Print'g	15	12			1	1		1		
Transportation	15	12			2			1		
Electrical & Radio	78	78						xxx		
Amusement	76	81		3	1			1		
Ice, Coal, & Wood	61	56			5					1
Drug Store	11	9			1					
Photography	1	1								
Miscellaneous M'f'g	6	5			1					
Flowers	2	2								
Miscellaneous	48	39			6			2		1
TOTAL	1328	1182		7	87	4	26	20		2



Kind of Business	TOTAL	Age of Business														
		46 and over	41 to 45	36 to 40	31 to 35	26 to 30	21 to 25	16 to 20	11 to 15	6 to 10	5 less than 6	4 less than 5	3 less than 4	2 less than 3	1 less than 2	0 less than 1
Grocery	72				1	1	2	1	10	10	5	7	6	12	9	8
Restaurant	86				1			3	8	15	5	8	10	5	13	18
Junk	26				2		2	2	1	3		5	1	5	3	2
Tailoring	88				1		2	4	13	15	7	8	6	6	5	21
Undertaker	21			1	2	2		1	6	4					2	3
Second-Hand	13							2	2		1	2	2	1	1	2
Real Estate	17			1			3	4	5		2	2				
Farming	82	1	2		7	1	5	7	15	14	6	5	5	7	1	6
Moving	60	1			4	1	5	4	11	12	2	6	4	4	3	3
Clothing	34		1			2	3	9	7	4			2	2	1	3
Meat & Fish	8									2			2	2		2
Laundry	12				1			1	1	1	2	2	1	2		1
Barber	176	1		2	6	6	3	8	29	32	18	12	11	27	7	14
Beauty	138				1	1	3	12	19	19	8	13	10	14	14	22
Soft Drinks Etc	95				1	1		4	6	4	10	11	5	11	14	28
Mechanical Industries	6					1		2	3							
General Merchandise	11								2	1	1	1		3	3	
Bldg., Contr. Excvtng	50	1			3	3	4	15	12	10	5	3	1	3		2
Shoe Repair Etc	33			2	1		1	1	1	8	3	2	5	3	2	5
Auto	37				1		1	3	4	8	4	2	1	5	3	5
Finance & Insurance	7							1	3	1		1		1		
Furniture	3								1							2
Publishing & Printing	15					2	1	2	1			3	1	2	1	2
Transportation	15					1	1	2	1	6		3		1		
Electrical & Radio	8								2			1	2	2		1
Amusement	76						2	2	6	7	5	3	7	6	10	20
Ice, Coal, Wood	53				2	2	1	3	12	6		4	4	5	5	9
Drug Store	11							1	6			1	1	1	1	
Photography	1														1	1
Miscellaneous Man'f'g.	6				1	1				2	1					1
Flowers	2							1		1						
Miscellaneous	48				1		8	1	9	8	2	3	3	4	2	7
TOTAL	1310	4	3	6	36	23	47	92	196	191	83	108	90	134	101	196
PERCENTAGE	100.	.3	.3	.5	2.7	1.8	3.6	7.0	15.0	14.6	6.3	8.2	6.9	10.2	7.7	15.0

Business Established under Present or Former Ownership

Kind of Business	TOTAL	Business Established Under Present Ownership	Business Established Under Former Ownership
Grocery	72	69	3
Restaurant	86	86	
Junk	26	26	
Tailoring	88	87	1
Undertaker	21	19	2
Second-Hand	13	12	1
Real Estate	17	15	2
Farming	82	82	
Moving	60	58	2
Clothing	34	34	
Meat & Fish	8	8	
Laundry	12	12	
Barber	1799	1785	4
Beauty	138	137	1
Soft Drinks Etc	98	98	
Mechanical Industries	6	6	
General Merchandise	11	11	
Build'g, Contract'g, Ex'tg.	54	54	
Shoe Repair Etc	33	33	
Auto	37	34	3
Finance & Insurance	7	7	
Furniture	3	3	
Publishers & Printers	15	12	3
Transportation	15	15	
Electrical & Radio	8	8	
Amusement	76	76	
Ice, Coal, & Wood	61	61	
Drug Store	11	10	1
Photography	1	1	
Miscellaneous Mamufact'g	6	6	
Flowers	2	2	
Miscellaneous	48	47	1
TOTAL	1328	1304	24

Composition of Patronage

Kind of Business	6											
	1-19%		20-39%		40-59%		60-79%		80-99%		100%	
	Wh- ite	Col- ored	Wh- ite	Col- ored	Wh- ite	Col- ored	Wh- ite	Col- ored	Wh- ite	Col- ored	Wh- ite	Col- ored
Grocery	18	3	8	7	11	11	7	8	3	18		25
Restaurant	16		2	3	2	2	3	2		16		63
Junk		1		2	3	3	2		1		3	1
Tailoring	28	4	12	16	20	20	16	12	4	28		8
Undertaker	1									1		20
Second-Hand	2	5	1	2			2	1	5	2		3
Real Estate	3	3	3		1	1		3		3		10
Farming		19	2	10	5	5	10	2	19		46	
Moving	5	21	1	10	20	20	10	1	21	5	1	2
Clothing	3	4	2	5	6	6	5	2	4	3	8	6
Meat & Fish	7		1					1		7		
Laundry		2		2	1	1	2		2		7	
Barber	56	16	18	4			4	18	16	56	22	63
Beauty	12	3						3	12		12	111
Soft Drinks Etc	34	5	8	5	11	11	5	8	5	34		35
Mechanical Industries		1		3	2	2	3		1			
General Merchandise	4		3					3		4		4
Bldg. Constr. Excvtg.	9	12	3	10	13	13	10	3	12	9	4	3
Shoe Repair Etc	10	6	2	6	5	5	6	2	6	10		4
Auto	14	2	8	1	3	3	1	8	2	14	5	4
Finance & Insurance	1								1			6
Furniture			1	1			1	1			1	
Publishers & Printers	3	3	1					1	3	3	3	5
Transportation	4	3	3	1	3	3	1	3	3	4	1	
Electrical & Radio		2	3	2			2	3	2		1	
Amusement	15		2					2		15		59
Ice, Coal & Wood	6	20	5	16	12	12	16	5	2	6		10
Drug Store	6		3		2	2		3		6		
Photography												1
Miscellaneous M'f'g	1	3							3	1		3
Flowers				1			1					1
Miscellaneous	6	6	2	4	2	2	4	2	6	6	7	21
TOTALS	246	123	94	111	122	122	111	94	123	264	121	468



Employees

Kind of Business	Number	Percentage of Total Number	Full Time Employees	Part Time Employees	Average Employee Per Business
Grocery	72	5.42	99	6	1.5
Restaurant	86	6.47	151	7	1.8
Bank	26	1.95	37	5	1.6
Drapery	88	6.62	147	21	1.9
Maker	21	1.58	54	10	3.04
Second-Hand	13	.98	15	2	1.3
Real Estate	17	1.28	38	3	2.4
Farm Produce	82	6.17	119	45	2.
Drying	60	4.51	132	32	2.7
Clothing	34	2.56	49		1.4
Meat & Fish	8	.6	10		1.25
Laundry	12	.9	16	10	2.2
Barber	179	13.4	307	43	1.9
Dentist	138	10.3	208	25	1.7
Soft Drinks Etc	98	7.37	150	20	1.7
Mechanical Industries	6	.45	6		.1
Merchandise	11	.82	13	1	1.3
Build'g, Contr'g, Excvt'g.	54	4.06	79	22	1.9
Auto Repair Etc	33	2.48	48	4	1.6
Auto	37	2.78	78	16	2.5
Finance & Insurance	7	.52	35	20	7.9
Furniture	3	.22	3		1.
Publishers & Printers	15	1.12	20	14	2.3
Transportation	15	1.12	40	1	2.7
Electrical & Radio	8	.6	10	3	1.6
Assessment	76	5.72	125	33	2.05
Oil, Coal, & Wood	61	4.59	96	29	2.04
Drug Store	11	.82	20	5	2.7
Photography	1	.07	2		2.
Miscellaneous Manuf'g	6	.45	9	1	1.7
Amusements	2	.15	3	1	2.
Miscellaneous	48	3.61	91	13	2.2
TOTAL	1328	100.	2210	394	1.96

Business conducted at Home and Outside of Home

Kind of Business	TOTAL	Location of Business	
		Business in Separate Building	Business in Part of Dwelling
Grocery	72	26	46
Restaurant	86	33	53
Junk	26	2	24
Tailoring	88	42	46
Undertaker	21	55	16
Second-Hand	13	5	8
Real Estate	17	6	11
Farming	82	4	78
Moving	60	17	43
Clothing	34	2	32
Meat & Fish	8	4	4
Laundry	12	4	8
Barber	179	76	103
Beauty	138	44	94
Soft Drinks Etc	98	38	60
Mechanical Industries	6	53	3
General Merchandise	11	3	8
Building, Contr't'g, Excav'tg.	54	12	42
Shoe Repair Etc	33	23	10
Auto	37	35	2
Finance & Insurance	7	6	1
Furniture	3	1	2
Publishers & Printers	15	3	28
Transportation	15	7	8
Electrical & Radio	8	2	6
Amusement	76	46	30
Ice, Coal, & Wood	61	30	31
Drug Store	11	7	4
Photography	1		1
Miscellaneous Manufacturing	6	3	3
Flowers	2		2
Miscellaneous	48	10	38
TOTAL	1328	503	825
PERCENTAGE	100.	37.88	62.12

Approximate Amount Invested in Business, Excluding Real Estate

Kind of Business	Number of Businesses	Invested Amounts		Not Stated
		Average Amount Invested	Total Amount Invested	
Grocery	72	\$ 784.33	\$ 52,350	5
Restaurant	86	751.79	60,895	5
Bakery	26	185.	1,350	16
Tailoring	88	786.71	62,150	9
Undertaker	21	7,300.	131,400	3
Second-Hand	13	800.	7,200	4
Real Estate	17	2,866.07	40,125	3
Farm Produce	82	2,007.47	150,560	7
Moving	60	4,390.75	245,882	4
Clothing	34	329.50	9,885	4
Meat & Fish	8	410.71	2,875	1
Laundry	12	1,013.25	8,250	4
Barber	179	611.39	94,765	24
Beauty	138	501.39	60,167	18
So. Drinks Etc	98	473.39	41,185	11
Mechanical Industries	6	1,600.	8,000	1
General Merchandise	11	1,102.78	9,925	2
Building, Contr't'g, Excav'tg	54	709.32	31,210	10
Shoe Repair Etc	33	459.31	13,320	4
Auto	37	2,086.48	68,854	4
Finance & Insurance	7	11,300.	67,800	6
Furniture	3	225.	450	1
Publishers & Printers	15	1,550.	23,250	
Transportation	15	8,018.18	88,200	4
Electrical & Radio	8	400.	3,200	
Amusement	76	1,824.23	118,575	11
Ice, Coal, & Wood	61	1,486.03	86,190	3
Drug Store	11	4,468.18	49,150	
Photography	1	400	400	
Miscellaneous Manufacturing	6	4,625	18,500	2
Flowers	2	2,050	4,100	
Miscellaneous	48	5,080.83	213,395	6
TOTAL	1328	\$ 1,534.65	\$1,774,058	172



Incomes for the Last Fiscal Year

Kind of Business	Number	Gross	Incomes	Net Incomes	
		Total Gross Income	Average Gross Income	Total Gross Income	Average Net Income
Grocery	13	\$ <del>43,000.00</del> 43,575.49	\$ 3,351.96	\$ 11,066.95	\$ 774.38
Restaurant	11	14,080	1,280	3,971	361
Tailoring	11	13,224	1,202.18	5,850	531.81
Undertaker	9	70,080	7,786.67	28,089	3,121
Second-Hand	5	950	190	380	72
Real Estate	4	16,000	4,125	7,400	1,850
Moving	8	18,700	2,337.50	7,261	907.63
Clothing	6	6,050	1,008.33	3,785	630.83
Meat & Fish	3	4,300	1,433.33	1,175	390.67
Barber	12	12,213	1,017.75	5,015	417.92
Beauty	12	4,460	1,205	3,834	319.50
Soft Drinks Etc	17	21,826	1,272.12	6,112	359.63
General Merchandise	2	4,100	2,050	2,150	1075
Build'g, Contr. Escavating	9	11,300	1,255.56	6,080	675.56
Shoe Repair Etc	8	8,552	1,069	3,245	405.63
Auto	2	11,000	5,500	5,900	2,950
Publishers & Printers	1	3,350	3,350	800	800
Transportation	3	3,180	1,060	1,346	442
Amusement	7	11,320	1,617.14	2,240	320
Ice, Coal & Wood	3	6,000	2,000	3,100	1,033.33
Drug Store	2	5,000	2,500	2,000	1,000
Miscellaneous	3	4,080	1,360	1,180	393.33
TOTAL	151	\$303,640.49	<del>xxxx</del>	\$111,959.95	
AVERAGE			\$ 2,010.81		\$ 741.45

Types of Records Kept

Kind of Business	Types				
	Memo- randum	Cash Book	Ledger	Bank Account	None
Grocery	51	29	12	8	8
Restaurant	46	24	10		26
Junk	16	8			9
Tailoring	66	20	9	6	18
Undertaker	9	4	8	6	
Second-Hand	8	6	2	2	2
Real Estate	8	4	4	2	
Farm Produce	50	5	12	36	21
Moving	27	13	9	14	8
Clothing	24	6	4	2	2
Meat & Fish	4	6			2
Laundry	6	3			6
Barber	91	46	17	7	29
Beauty	59	31	19	15	11
Soft Drinks Etc	56	24	16	11	21
Mechanical Industr's	2		1	4	2
General Merchandise	6	4	1		4
Build'g.Contr.Excav'g	47	8	6	5	3
Shoe Repair	23	19	4		5
Auto	15	7	13	8	
Finance & Insurance	4	3	6	6	
Furniture	2	1			
Publishers & Print'r	7	15	3	5	
Transportation	12	5		5	1
Electrical & Radio	5	2	2		
Amusement	41	19	17	23	9
Ice, Coal, & Wood	34	10	9	14	2
Drug Store	5	11	9	5	
Photography		1			
Miscellaneous M'f'g	2	2	3	1	
Flowers	1				1
Miscellaneous	21	24	22	26	9
TOTAL	748	360	218	211	200
PERCENTAGE	56.3	27.1	16.4	15.9	15.1

Preparation of Owners by Business

Kind of Business	TOTAL OWNERS.	No Schooling	Grade School								High School				College				No Answer	Average Schooling	Special Training
			1	2	3	4	5	6	7	8	1	2	3	4	1	2	3	4			
Grocery	77			1	1	7	11	4	6	25	4	7		6	1	1	1	1	1	7.76	
Restaurant	86			1	4	9	6	10	2	34	4	4		6		2			4	7.54	
Junk	27			2	4	6	3	3	3	3		1							2	5.12	
Tailoring	94			1		3	5	9	6	30	7	3	2	18		3	3	2	2	7.40	2
Undertaker	21							1		3	2	3	2	8	1			1	1	10.71	17
Second-Hand	14				3	1		2		4		1						1	1	7.30	
Real Estate	20					1				3		1	1	10			1	3		11.60	5
Farming	56			1	5	10	4	4	5	13						1		2	11	6.35	1
Moving	66		1			6	8	2	2	21	2	3	3	6		2		1	9	8.00	
Clothing	35			1			1	3	3	9	1	3	1	6			1	2	4	9.26	6
Meat & Fish	9							1		1		2	2	1					2	9.70	
Laundry	13			1			1	2	2	2	2			1				2	2	6.09	
Barber	190	2	1	5	5	11	20	15	15	49	7	16	5	20	1	5		2	11	7.77	
Beauty	141	1			3	3	4	5	9	42	6	12	9	29	1	5	3		9	9.23	60
Soft Drinks Etc	101	1			3	6	7	5	4	31	6	10	2	8	1	3	1	4	9	8.48	1
Mechanical Industries	6							1		4		1								8.00	2
General Merchandise	12		1				1	1	1	3				1				1	3	7.89	
Bld'g. Contr. Excav't'g	56		1	2	4	6	4	3	3	11	1	3	1	8	1			5	3	8.06	5
Shoe Repair Etc	33	1			2	3	3	3	2	9		1	1	5	1			1	1	7.34	2
Auto	40				1	4	3	1	3	15	1	1		8				2	1	8.41	2
Finance & Insurance	8											2	1	2		2		1		12.37	2
Furniture	3									2				1						9.33	
Publishers & Printers	18						1			5		1		4			3	4		11.77	6
Transportation	17			1		1	1			6		1		5			1	1	1	9.00	
Electrical & Radio	8									1		2	1	1		2		1		11.87	4
Amusement	81			1	1	5	2	11		30	7	4	4	7		3		2	4	8.38	
Ice, Coal, & Wood	66	1	2	2	3	5	4	8	5	21	1	3	2	4				1	4	6.95	1
Drug Store	13																	13		16.00	13
Photography	1									1										8.00	1
Miscellaneous Manuf'g	6				1					2				1				2		7.75	
Flowers	2											1		1						11.00	
Miscellaneous	53					3	1			15	2	4	6	6		2	1	2	11	9.71	3
AND TOTAL	1373		6	19	40	90	90	94	71	395	53	90	42	174	7	31	15	52		8.84	133





REPORT OF  
NEGRO VOCATIONAL SURVEY  
ATLANTIC COUNTY

1934

E.R.A. PROJECT-S-P2-130

REPORT OF NEGRO VOCATIONAL SURVEY IN ATLANTIC COUNTY

- I      Analysis of Total and Negro Employees in Industries  
Table 1. Distribution of Total and Negro Employees according to sex.
- II     Analysis of Total and Negro Employees in Selected industries  
Table 2. Classification of Total and Negro Employees  
Chart 1 and 2. Per cent distribution of Negro and White Employees.
- III    Weekly Wage Scale of Negro Employees in Industries according to Socio-Economic Groups. Table 3. Chart 3.  
Weekly Wage Scale of Negro male and female Employees in: (a) All Industries. (b) Manufacturing and Mechanical Industries.  
Chart 4 and 5.
- IV     Affiliation and Participation of Negroes in Labor Unions and Welfare Programs
- V      Policies of Industries not Employing Negroes. Table 4.
- VI     Classification of Negro Employees according to Sex into Industro-Economic Groups. Table 5. Chart 6.



I.

DISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDING TO  
SEX IN INDUSTRIES SHOWING PER CENT NEGRO

65 establishments in Atlantic County employing 25 or more persons surveyed during January and February 1934 had a total of 6,842 employees. 1,290 or 18.9 per cent of the total were Negroes.

24 of the establishments were engaged in manufacturing and mechanical pursuits and employed 39 per cent of the total of employed persons in the concerns interviewed in Atlantic County. 192 Negroes were employed in Manufacturing and mechanical industries, 112 males and 80 females. Negro males fared well in dairies, 4 concerns, having a total employment of 280 persons, listed 46 as Negroes which was 16.4 per cent of the total employment in these establishments. 8 concerns, engaged in different types of manufacture accounted for the employment of 120 Negroes, and average of 15 per establishment, which constituted 12.9 per cent of the total employment in these plants. 3 Ladies' clothing concerns employed 191 persons, 7 of whom were Negroes, the percentage Negro employment being 3.7 per cent, while 6 establishments manufacturing men's clothing, employed 922 workers, of which, only 4 were Negroes, all of whom were females.

11 concerns engaged wholesale and retail trade were interviewed. These establishments employed 910 persons; 374 males and 536 females, 145 of whom were Negroes, 143 males and 2 females. Negro employees composed 15.9 per cent of the total employment in this industry.

7 Ice and coal establishments employed 240 workers, of which Negro workmen numbered 120 or 50 per cent of the total employment in these plants. 3 Stores employed 12 Negro males out of a total employment of 220, Negro employment accounting for 5 per cent of the total employment in the 3 stores.

In the field of professional and public service, municipal employment in Atlantic City absorbed most of the Negroes finding work in that capacity. The total persons employed in this field were 1,398; 295 being Negroes, 184 males and 11 females, constituting 21.1 per cent of the employment. 5 departments of the municipal

II

government were interviewed by field workers, 1,346 persons were employed; 275 or 22.1 per cent were Negroes.

24 establishments were interviewed in the domestic and personal service field. These 24 concerns gave employment to 1,861 workers, 658 of whom were Negro, which constituted 35.4 per cent of the total employed in these establishments. Hotels accounted for the bulk of the employment in this field, 513 Negroes constituting 38.8 per cent of the total employment in hotels, while 144 constituted 36.2 per cent of the employment in laundries.

## III

TABLE IATLANTIC COUNTYDISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDINGTO SEX IN INDUSTRIES SHOWING PER CENT NEGRO

INDUSTRIES	# Establish- ments	<u>Total Employees</u>			<u>Negro Employees</u>			% Negro
		Total	Male	Female	Total	Male	Female	
<b>ALL INDUSTRIES</b>	65	6842	3802	3040	1290	831	459	18.9
<b>Manufacturing &amp; Mechanical</b>								
<b>TOTAL</b>	24	2673	1497	1176	192	112	80	7.2
Clothing-Ladies'	3	191	50	141	7	1	6	3.7
Clothing - Men's	6	922	289	633	4	0	4	0.4
Dairies	4	280	262	18	46	46	0	16.4
Food & Allied	3	349	173	176	15	9	6	4.3
All Others	8	931	722	208	120	56	64	12.9
<b>Transportation &amp; Communication</b>	-	---	---	---	---	-	-	---
<b>Trade - Wholesale - Retail</b>								
<b>TOTAL</b>	11	910	374	536	145	143	2	15.9
Ice - Coal	7	240	238	2	120	120	0	50.0
Stores - Retail	3	220	36	184	12	12	0	5.0
All Others	1	450	100	350	13	11	2	2.8
<b>Professional &amp; Public Service</b>								
<b>TOTAL</b>	6	1398	964	434	295	184	111	21.1
Municipal Employees	5	1346	919	427	275	164	111	22.1
All Others	1	52	45	7	20	20	0	38.5
<b>Domestic &amp; Personal Service</b>								
<b>TOTAL</b>	24	1861	967	894	658	392	266	35.4
Hotels	16	1323	834	489	513	380	133	38.8
Laundries	7	398	93	305	144	11	133	36.2
All Others	1	140	40	100	1	1	0	3.3

Notes: All industries having less than three concerns reporting have been grouped under "All Others".



ATLANTIC COUNTY

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES

The distribution of employees by sex and color in 65 industrial establishments in Atlantic County shows a total employment of 6,842. The total Negro employment in these establishments was 1,290 or 18.9 per cent of the total employment. 3,802 constituted the total number of male employees, while the Negro male was 831 or 21.8 per cent of the total male employees. The total number of female employees was 3,040. Of this number the Negro female represented 459 or 15.2 per cent of the total number of female employees.

The distribution of these 6,842 employees in the 4 industrial classifications of Atlantic County report, indicates that 24 of the 65 industrial establishments interviewed were engaged in manufacturing. The total number of employees in this industry was 2,673 or 39.1 per cent of the total. The total number of Negro employees were 192. This number represents 14.9 per cent of the total Negro employment in these 4 types of industries; the 192 Negro employees also represented 7.2 per cent of the total number of employees in the manufacturing industry. 80 of these were female employees.

Eleven establishments engaged in the trade industry reported 910 as the total number of employees. This number is 13.3 per cent of the total number of employees and is also 11.2 per cent of the total Negro employment in these four classes of industries. Only two Negro females were employed.

1,398 was the total number of employees reported by 6 professional and public service concerns. 295 or 21.1 per cent of these were Negro employees. 111 of the 295 Negro employees were female. These 295 Negro employees represented 22.9 per cent of the total number of Negro employees in all industries reporting.

24 domestic and personal service establishments had 1,861 employees; this number represented 27.2 per cent of the total employment in this report. The total Negro employment was 658 or 35.4 per cent of the total employment in domestic enterprises and also represents 51.0 per cent of the total Negro employees in all industries. 266 of these were females, and constituted 58.0 per cent of the total females employees.

The interesting item in this report is that Negro females constitute 25.1 per cent of the total female employees in professional and public service in Atlantic County; while in Essex and Hudson Counties it is less than 2 per cent, and in Union less than one. This relatively large percentage of Negro professional employees is due to the fact that more than 100 Negro females are employed by the Board of Education, as public school teachers, clerks and kindred positions, and 55 males are employed as policemen, firemen and similar types of positions in the various capacities, in the department of public safety.

**ATLANTIC COUNTY**

**DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE**

(65 INDUSTRIES REPORTING)

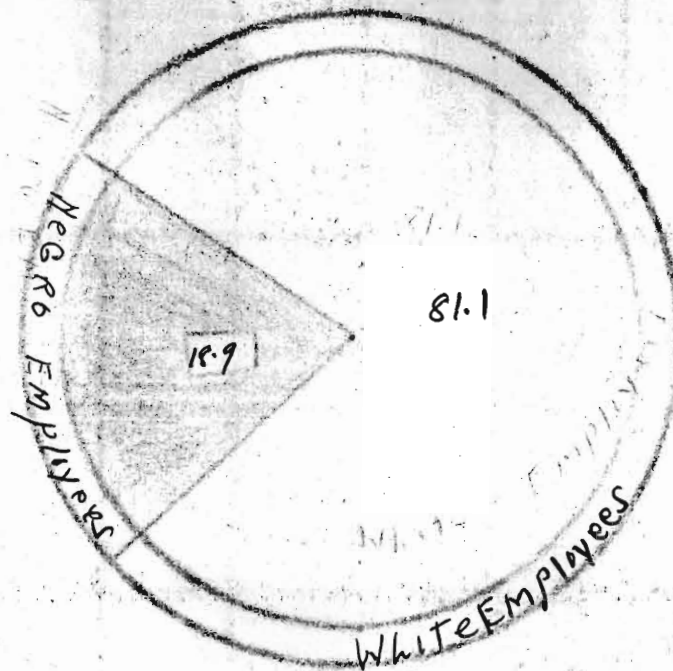
INDUSTRIES	# of Establishments	Total Employees			Negro Employees			% Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	65	6842	3802	3040	1290	831	459	18.9	21.8	15.2
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	24	2673	1497	1176	192	112	80	7.2	7.5	68.0
Transportation & Communication	--	---	---	---	---	---	---	---	---	---
Trade - Wholesale - Retail	11	910	374	536	145	143	2	15.9	38.2	0.4
Professional & Public Service	6	1398	964	434	295	184	111	21.1	19.1	25.1
Domestic & Personal	24	1861	967	894	658	392	266	35.4	40.5	29.8

**PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE & INDUSTRY**

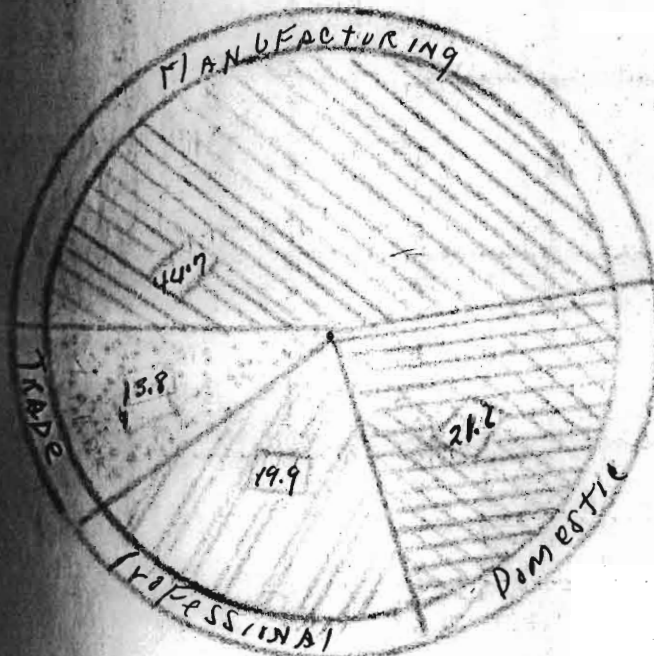
INDUSTRIES	Total Employees			Negro Employees		
	Total	Male	Female	Total	Male	Female
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture						
Forestry & Fishing						
Extraction of Minerals						
Manufacturing & Mechanical	39.1	39.4	38.7	14.9	13.5	17.4
Transportation & Communication	---	---	---	---	---	---
Trade - Wholesale - Retail	13.3	9.8	17.6	11.2	17.1	0.4
Professional & Public Service	20.4	25.4	14.3	22.9	22.2	24.2
Domestic & Personal	27.2	25.4	29.4	51.0	47.2	58.0



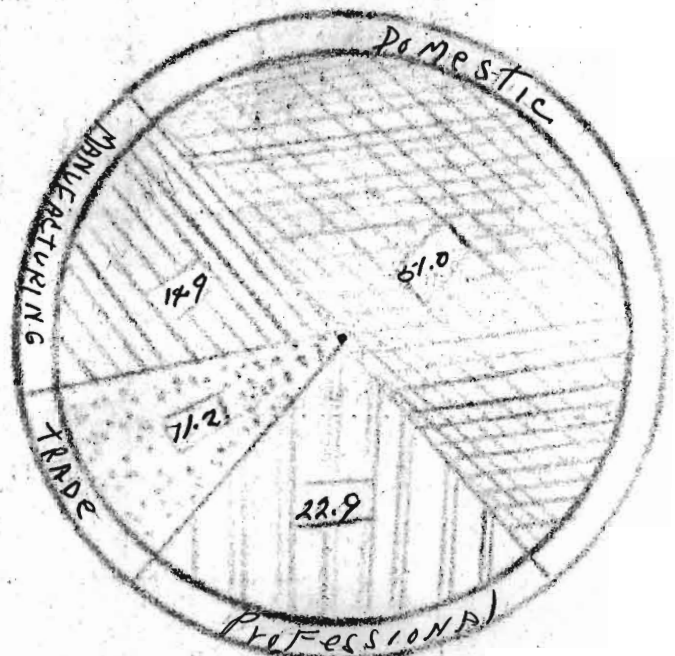
CHART NO. I



Per Cent White and Negro Employees in 52 Industrial Concerns



White Employees - 5552



Negro Employees - 1290

Per Cent Distribution

ATLANTIC COUNTY

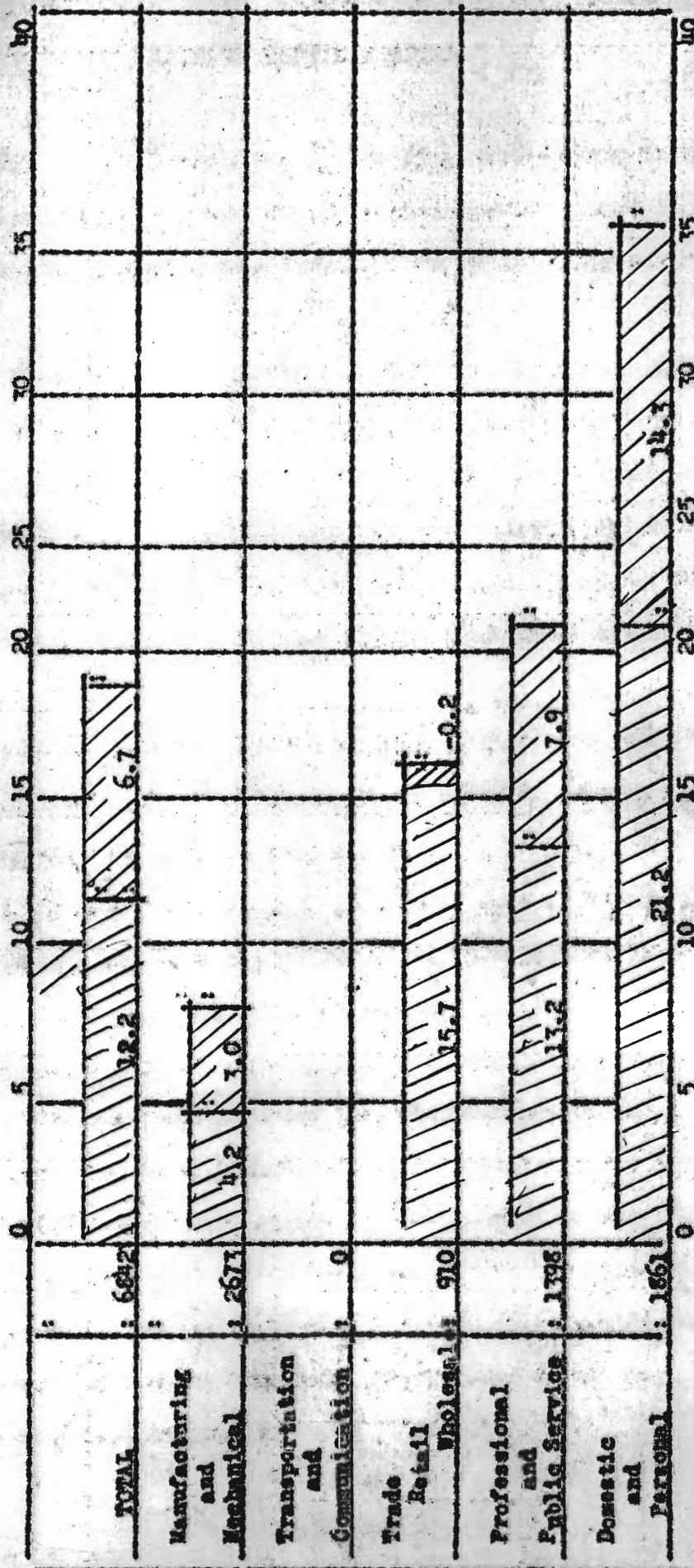


CHART # 2

Percentage of Negro Employees According to Sex of the

Total Employees in Industries by Type

Per Cent



Atlantic County

= Negro Male

= Negro Female

TO SOCIO-ECONOMIC GROUPS

The total of Negro employees in the 65 establishments interviewed by the Negro vocational Survey workers in all socio-economic groups in Atlantic County was 1,290 and the median wage being earned by the group as a whole was \$13.56.

123 persons in the professional socio-economic groups were earning a median wage of \$46.12 per week. 19.5 per cent of those belonging to this class were earning more than \$15.00 per week; 17.1 per cent were earning more than \$25.00 per week but less than \$30.00, and 61 per cent were earning \$45.00 and above per week. This group, 75 in number, constituted the largest group of Negroes anywhere in the State with a salary scale in that class. This makes Atlantic City unique in that respect.

55 Clerks were earning a median wage of \$15.12 per week; 44 per cent of them were earning less than \$15.00 per week, 11 per cent between \$20.00 and \$29.00 and 9 per cent earning \$45.00 and above per week.

67 skilled Negroes were earning a median wage of \$38.64 per week; 22.4 per cent were earning less than \$15.00 per week, 35.8 per cent were earning between \$35.00 and \$39.99 and 40.3 per cent were earning \$45.00 and above per week.

The median wage per week received by 76 unskilled workers was \$13.88; 65.5 per cent of them were earning less than \$15.00 per week; 26.3 per cent were earning between \$15.00 and \$30.00 and 9.2 per cent were earning above \$30.00 which was the highest weekly wage received by any member of the semi-skilled group.

969 or 75.1 per cent of the total employment were unskilled and were earning a median wage of \$13.35 per week; 90.7 per cent were earning less than \$20.00 per week; the remaining 9.3 per cent being distributed in all wage brackets from \$20.00 per week to \$45.00 and above.



In Atlantic County we have the seeming paradox of professional and skilled workers earning a median wage per week far superior to that being earned by Negro workers belonging to the same socio-economic class in the other counties of the state, while the median wage for all socio-economic groups in the county is lower than that received by all classes in any other county. However when the number of samples appearing in each socio-economic group is analyzed and it becomes evident that of the 1,290 cases of Negro employment 969 or 75 per cent are unskilled, this seeming paradox becomes easily understandable, in as much as most of the unskilled workers in Atlantic City are employed in Hotels, in capacities where the salary received from the management is nominal and not a true gauge as to the earnings per week of the persons thus employed, since the major portion of the earnings of persons thus employed is derived from tips received for services rendered to guests of hotels, restaurants etc.

SOCIO-ECONOMIC GROUPS :	Total	\$5.00 to 9.99	\$10.00 to 14.99	\$15.00 to 19.99	\$20.00 to 24.99	\$25.00 to 29.99	\$30.00 to 34.99	\$35.00 to 39.99	\$40.00 to 44.99	\$45.00 and Above	Medians
TOTALS	1290	129	662	227	81	43	13	26	0	109	\$13.86
PROFESSIONAL	123	0	24	0	0	21	1	2	0	75	\$106.12
CLERKS	55	0	44	0	3	3	0	0	0	5	\$13.12
SKILLED	67	0	15	0	1	0	0	24	0	27	\$18.64
SEMI-SKILLED	76	0	49	7	4	9	7	0	0	0	\$13.88
UNSKILLED	969	129	530	220	73	10	5	0	0	2	\$13.35

## PER CENT

TOTALS	100.0	10.0	51.3	17.6	6.3	3.3	1.0	2.0	0.0	8.5
PROFESSIONAL	100.0	0.0	19.5	0.0	0.0	17.1	0.8	1.6	0.0	61.0
CLERKS	100.0	0.0	80.0	0.0	5.5	5.5	0.0	0.0	0.0	9.0
SKILLED	100.0	0.0	22.4	0.0	1.5	0.0	0.0	35.8	0.0	40.3
SEMI-SKILLED	100.0	0.0	64.5	9.2	5.3	11.8	9.2	0.0	0.0	0.0
UNSKILLED	100.0	13.3	54.7	22.7	7.6	1.0	0.5	0.0	0.0	0.2

WEEKLY EARN SCALE OF NEGRO EMPLOYEES IN INDUSTRIES ACCORDING TO SOCIO-ECONOMIC GROUPS



CHART #3

Chart Showing What Percent of Negro Employees in the  
Socio-Economic Groups are Earning More Than  
A Specified Amount Up to \$45.00

Week Wage Dollars

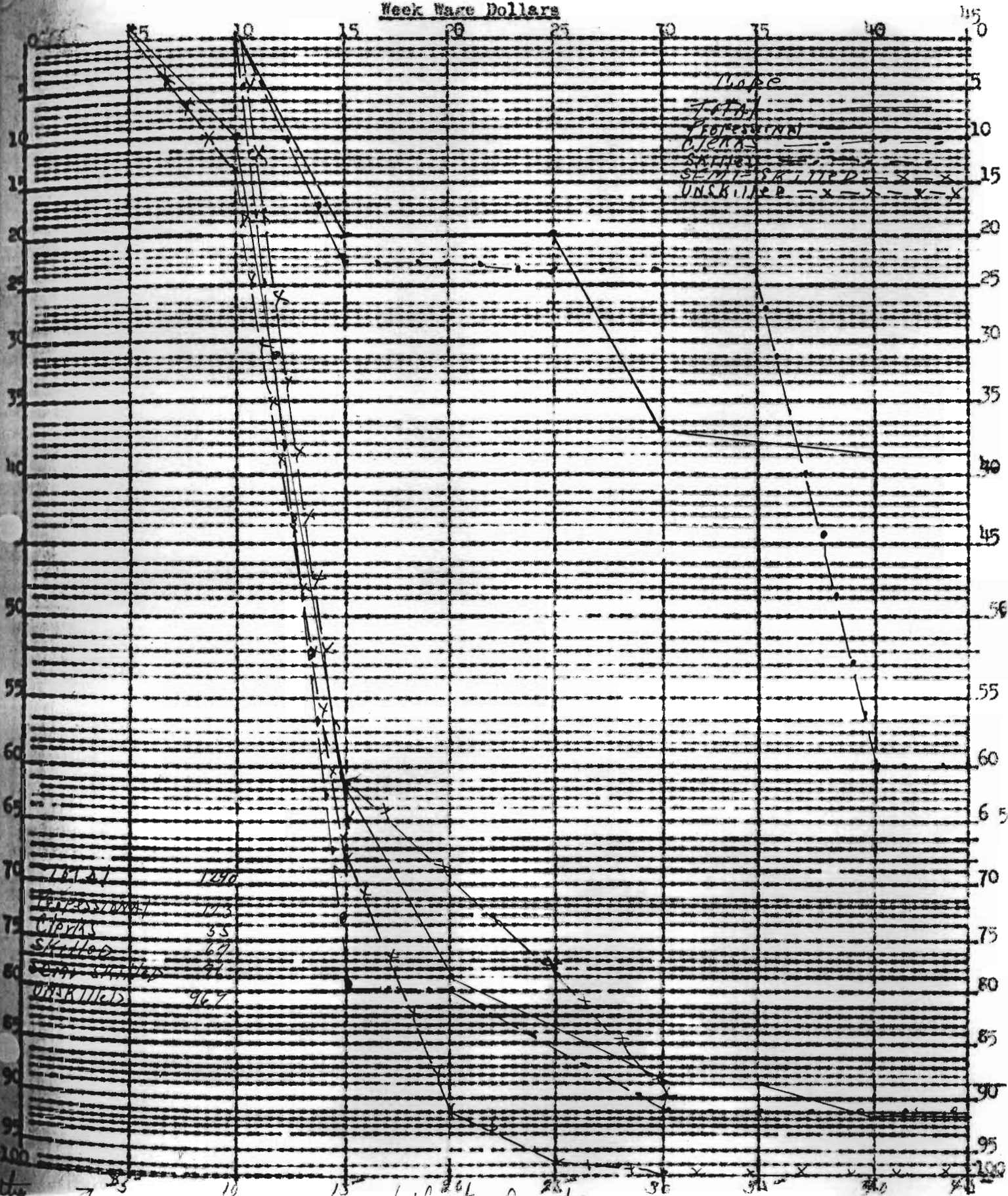




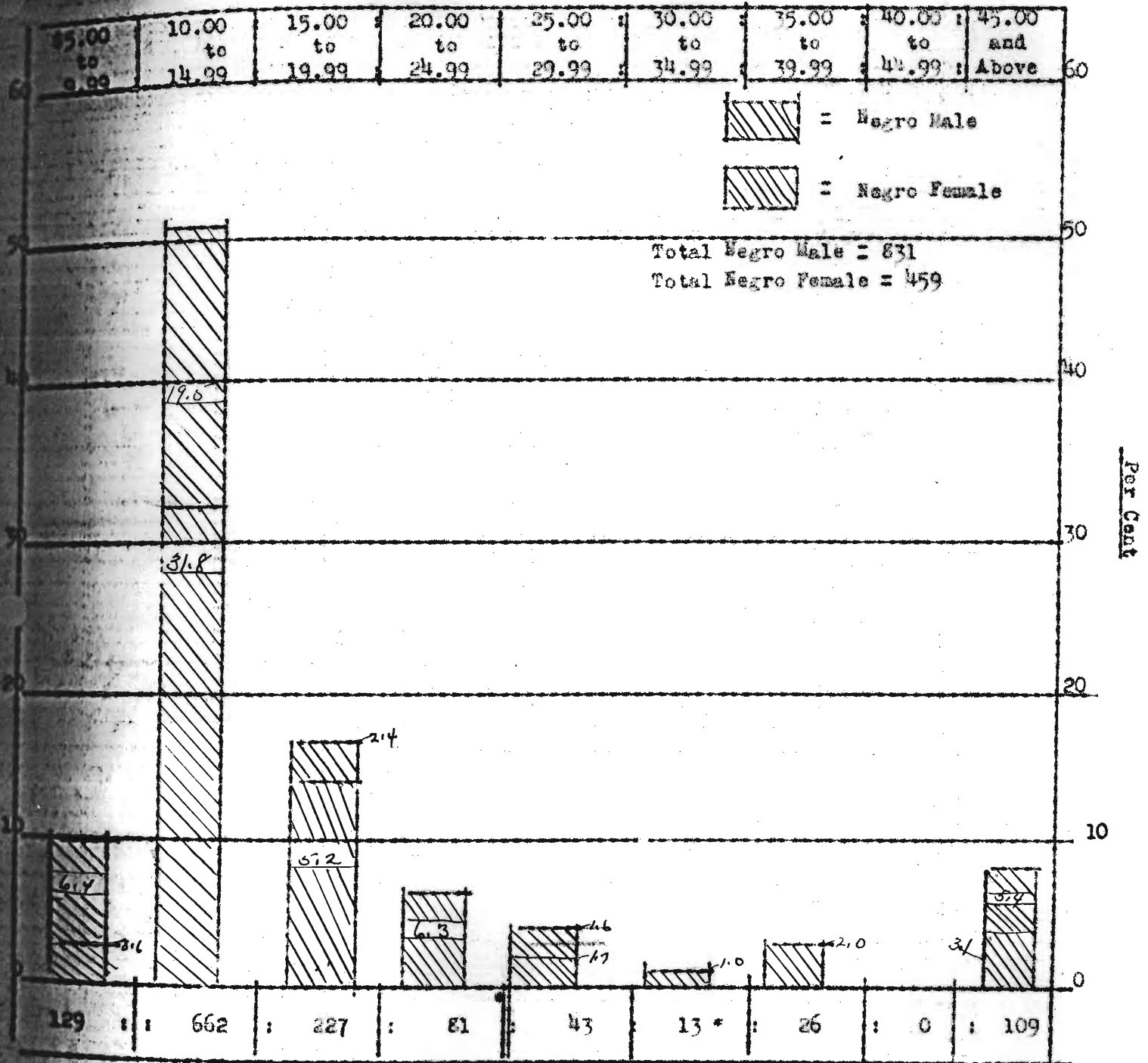
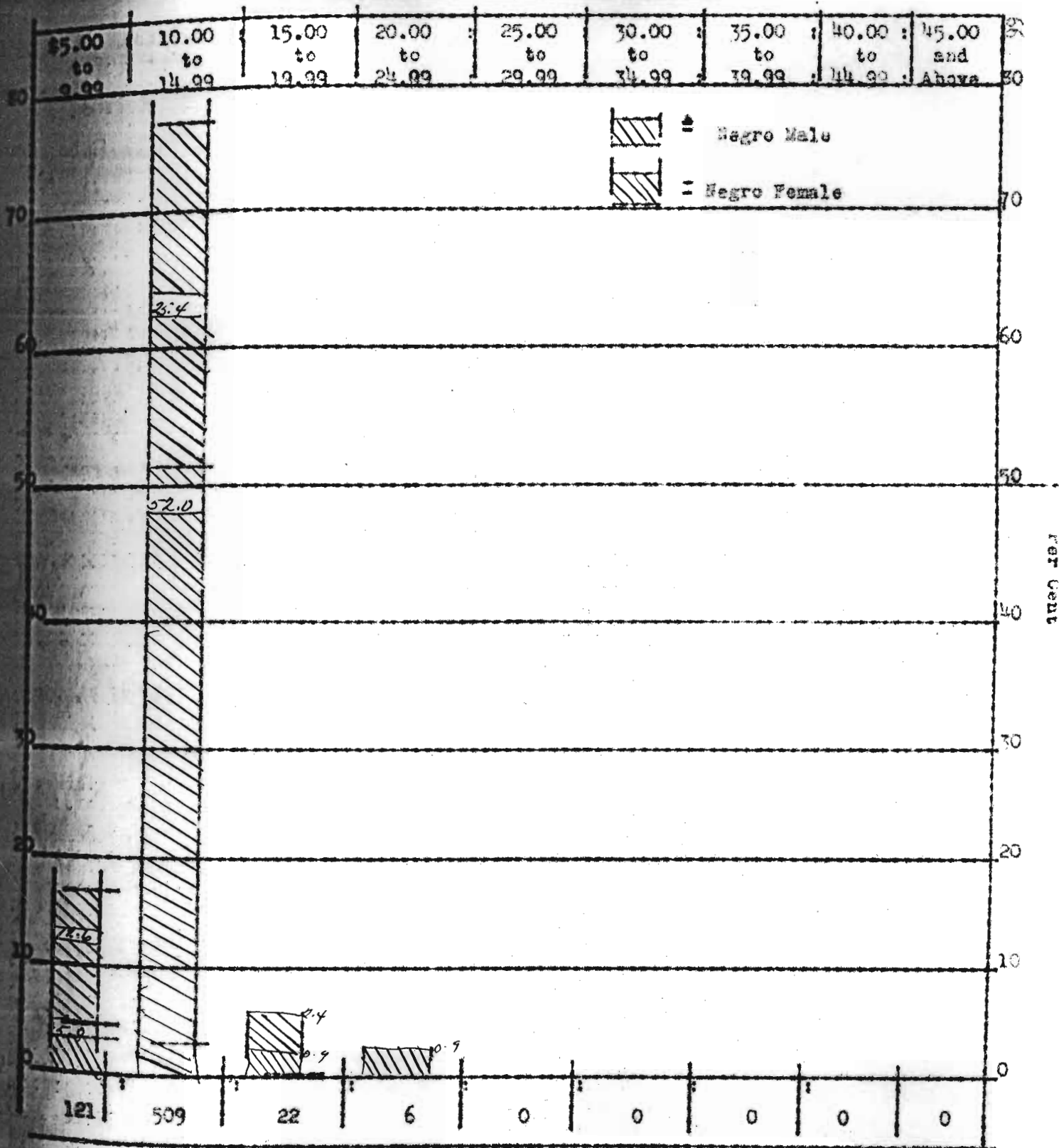
CHART #4Percentage Distribution of Weekly Wage Scale of 1290Negroes in 52 Industrial ConcernsATLANTIC COUNTY\* Note:- Female less than 0.5 Per Cent.

CHART #5

Percentage Distribution of Weekly Wage of 658 Negroes  
in 22 Domestic and Personal Concerns



ATLANTIC COUNTY

NEGRO MEMBERSHIP IN LABOR UNIONS, WELFARE

ORGANIZATION AND RECREATIONAL PROGRAMS

65 industrial establishments were interviewed during the survey in Atlantic County. 47 of the 65 establishments replied to the inquiry regarding Negro membership in Labor Unions and Negro participation in Welfare Organizations and Recreational Programs. 45 of the 47 establishments stated that they had no Negro employees who held membership in Labor Unions. One concern engaged in the manufacturing of chemicals reported Negro employees had membership in a Company's Union, and one men's clothing concern had Negro employees who had membership in the American Federation of Labor.

45 of the 47 reporting establishments stated that no provision was made for employees in Welfare organizations and Recreational Programs. One department store reported that employees had received direct relief, such as food, shelter, clothing, cash and medical attention; and one establishment engaged in the dairy products industry had Negro employees receiving direct relief. The industrial establishments in this area had no Recreational or Welfare Programs for its employees in which Negro workers participated; but in the field of municipal employment, and in education, teachers, firemen, policemen, etc., held membership in the existing organizations in their respective fields and shared membership privileges on the same basis as did their fellow workers.



ATLANTIC COUNTY

POLICIES OF ESTABLISHMENTS NOT EMPLOYING NEGROES

Of the 65 interviews yielding data to the field workers of the survey, only 15 were not employing Negroes, and of these 12 had never employed them in the past. 8 stated that they will employ Negroes in the future, while 5 stated that it will be the policy of the concern not to hire Negro workers in the future. As to the type of positions to be held, 7 of the establishments promising future employment to Negroes stated that they will give Negro employees an opportunity to work in positions not previously held.

11 of the establishments not hiring Negroes were engaged in manufacturing mechanical industry. 4 men's clothing firms had never employed Negroes, but 2 of the establishments stated they will hire Negroes in the future. 2 establishments engaged in domestic and personal service had not hired Negroes in the past but stated that they will hire them in the future.

6 of the establishments stated that the reason Negroes had not been hired in the past was due to the fact that they had never applied for employment. 1 concern used only union labor, and Negroes were not members, while 3 firms stated that Negroes were not skilled in their line of work, 2 of the business being manufacturers of men's clothing.

75 per cent of all establishments contacted in Atlantic County used Negro employees, in Camden County 61.2 per cent used Negro employees, Bergen, 68 per cent; Hudson, 62.2 per cent; and Passaic 20.7 per cent. From these figures it becomes evident that business establishments in Atlantic County are well disposed toward the employment of Negroes and that in spite of curtailment and readjustments made necessary by the depression, Negro employees must have demonstrated their worth in order to have maintained an employment ratio in the concerns contacted, (18.9 per cent) greater than the Negro ratio in the general population ( 15.8 ).

POLICIES OF ESTABLISHMENTS NOT EMPLOYING NEGROES

XVII





ATLANTIC COUNTY

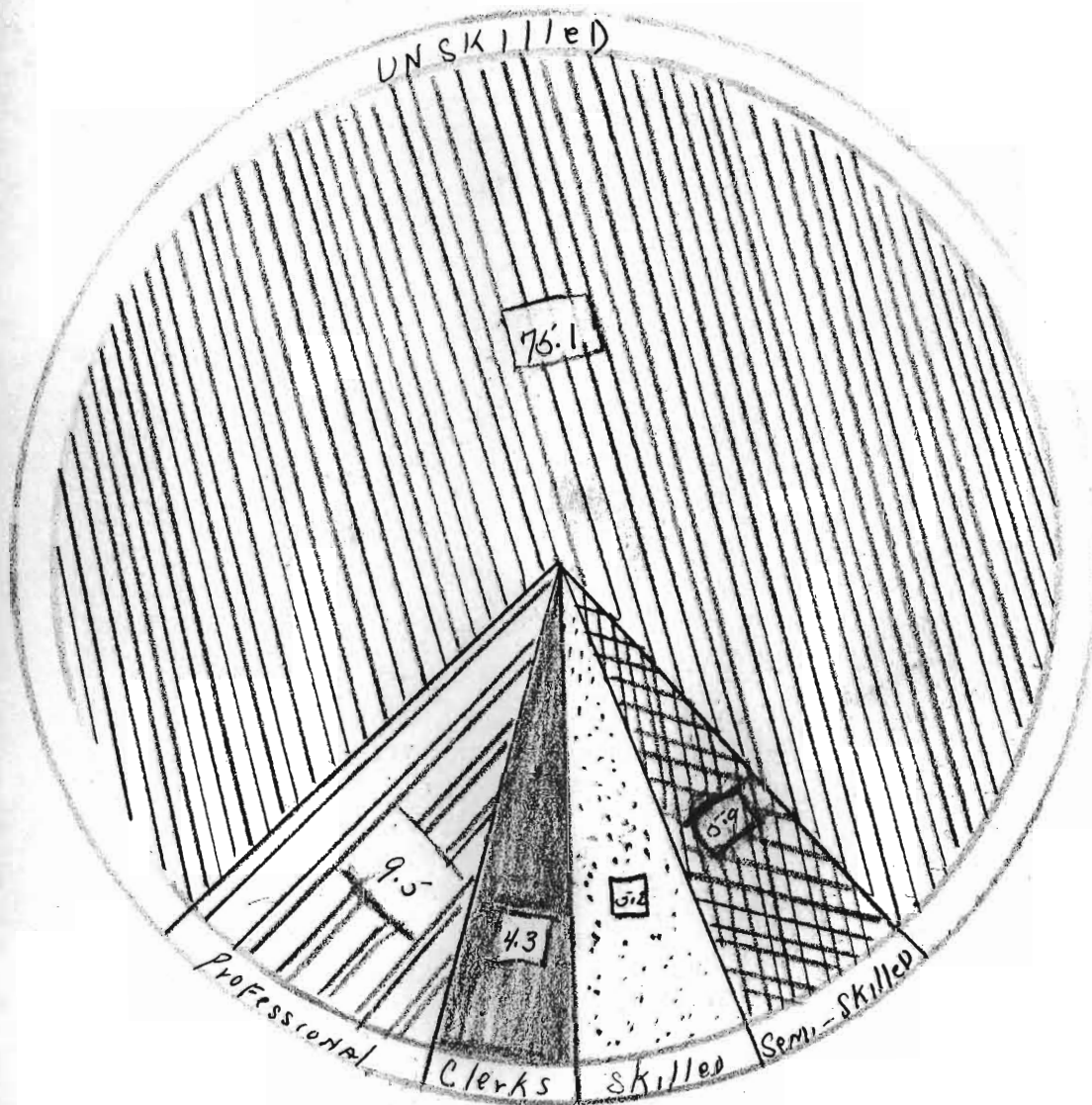
CLASSIFICATION OF NEGRO EMPLOYEES ACCORDING TO SEX INTO INDUSTRIAL-SOCIO-ECONOMIC GROUPS

Industrial Classes	# Of Establishments Reporting	Number of Employees		Professional & Technical	Clerical & Kindred Workers	Skilled		Semi-Skilled		Unskilled	
		Total	Male Female			Male	Female	Male	Female	Male	Female
Manufacturing	13	192	112 80	5 19	21 25	12	4	23	20	51	12
Transportation	0	0	0 0	0 0	0 0	0	0	0	0	0	0
Trade	11	145	143 2	0 0	0 0	1	0	2	0	140	2
Professional	6	295	181 111	10 89	6 3	49	1	14	2	105	16
Domestic	22	658	392 266	0 0	0 0	0	0	7	8	385	258
Sub-Total	52	1290	831 459	15 108	27 28	62	5	46	30	681	288
Grand Total	52	1290	1290	123	55	67		76		969	
Per Cent Dist. Total			100.0	9.5	4.3	5.2		5.9		75.1	
Male			64.4	1.8	3.3	7.5		5.5		81.9	
Female			35.6	23.5	6.1	1.1		6.5		62.8	



CHART XVI

Per Cent Distribution of 1290 Negro Employees in  
Socio-Economic Groups



ATLANTIC COUNTY



REPORT OF NEGRO VOCATIONAL SURVEY

OF

BERGEN COUNTY

- I. Distribution of Total and Negro Employees according to sex in industries, showing per cent Negro.  
Table 1. Distribution of Total Negro Employees according to sex.
- II. Distribution of Employees by sex and color in industries by type.  
Table 2. Classification of Total and Negro employees.  
Chart 1 and 2. Per cent distribution of Negro and white employees.
- III. Weekly wage scale of Negro employees in industries according to Socio-Economic Groups. Tables 3, Chart 3.  
Weekly wage scale of Negro male and female employees in: (a) All industries. (b) Manufacturing and Mechanical industries.  
Chart 4 and 5.
- IV. Affiliation and participation of Negroes in Labor Unions and Welfare Programs.
- V. Policies of industries not employing Negroes. Table 4.
- VI. Classification of Negro employees according to sex into industry-socio-economic groups. Table 5. Chart 6.



SEX IN INDUSTRIES SHOWING PER CENT NEGRO

The distribution of total and Negro employment in 97 industrial concerns covered in Bergen County shows a total employment of 16,824 of which the Negro employees are 838 or 4.3 per cent. The total number of male employees is 13,324 and the Negro male is 682 or 5.5 per cent. The Negro female is 98 or 2.8 per cent of the total number of female workers.

The greatest concentration of both white and colored workers is in manufacturing and mechanical industry, where there are 12,743 white workers and 657 Negro workers. It is striking to note that there are no Negro female workers in places where food is served, in the clothing industry nor in textiles. The Negro male is concentrated in chemical and allied industries and comprises twenty-five out of every 100 workers. The next concentration is in the building trades where they comprise 9.3 per cent of the employment. The clothing industry and the textile factories have been about as unfavorable to the Negro male as to the Negro female, since there are none in textiles and only one in the clothing industry. There is a number of industries with one concern reporting that shows no Negro employment, such as dairies, electrical plants, the fur industry and metal products. In contrast, there are a few industries with one concern reporting with a fair representation of Negro workers; in foundries, they constitute 25.3 per cent of the total employment and in the auto-industry, there are 100 Negro employees.

There are no Negro employees in transportation and communication, but there are 32 in trade and 119 in domestic and personal service. In trade they are concentrated in the ice and coal industry, where they comprise 11.6 per cent and in domestic and personal service, they are concentrated in laundries, where they comprise 34.1 per cent of the employees. The most favorable outlook for the Negro in Bergen County seems to be in the chemical industry, where they are 25 out of every 100 workers; in the ice and coal industry where they are 11 out of every 100; and in laundries, where they are 34 out of every 100 employees.

DISTRIBUTION OF EMPLOYEES BY SEX AND

IN INDUSTRIES BY TYPE

An analysis of table 2 revealed that there are 16,824 persons employed in the 97 industrial concerns covered in the survey of Bergen County, of which 838 or 4.9 per cent were Negroes. The Negro male has a decided advantage over the Negro female, there being less than 1.0 per cent female represented in the 4.9 per cent total Negro employment. It is to be noted that the Negro has a rather regular representation in all types of industry showing employment; 5.1 per cent is in manufacturing and mechanical industry, 4.6 per cent in trade and 4.4 per cent in domestic and personal service. Because of inadequate sampling, no cases are represented in transportation and communication and in professional service. The nature of the industry within the county makes for an automatic eliminating of representation in agriculture, forestry and fishery and in the extraction of minerals.

In considering the per cent distribution of the workers by sex and color throughout the various types of industries, it is to be noted that of the white workers, 79 out of every 100 are engaged in manufacturing and mechanical industry, four out of every 100 in trade and 16 out of every 100 in domestic service. The Negro workers show a slightly different shift with fourteen out of every 100 in domestic and personal service, 82 out of every 100 manufacturing and mechanical industry and three out of every 100 in trade. The greatest disparity is seen in manufacturing mechanical industry and in domestic and personal service where the concentration of Negro workers is in excess of the white worker. The Negro male shows a reverse concentration to that of the Negro female, 92.2 per cent of the male are engaged in manufacturing and mechanical industry, while the same per cent of the female is engaged in domestic and personal service. Only 3.0 per cent of the Negro male is engaged in domestic and personal service. This indicates that most of the Negro male is engaged in industry, while only a few are engaged in trade and domestic service.



TABLE II

BERGEN COUNTY

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

( 97 INDUSTRIES REPORTING)

INDUSTRIES	# Of Industries	<u>Total Employees</u>			<u>Negro Employees</u>			<u>Per cent of Total</u>		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	97	16824	13524	3500	858	740	98	4.9	5.5	218
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	76	13430	10772	2658	687	682	5	5.1	6.3	0.2
Transportation & Communication										
Trade - Wholesale - Retail	7	690	569	121	32	30	2	4.6	5.3	1.6
Professional & Public Service										
Domestic & Personal	14	2704	1983	721	119	88	91	4.4	1.4	12.6

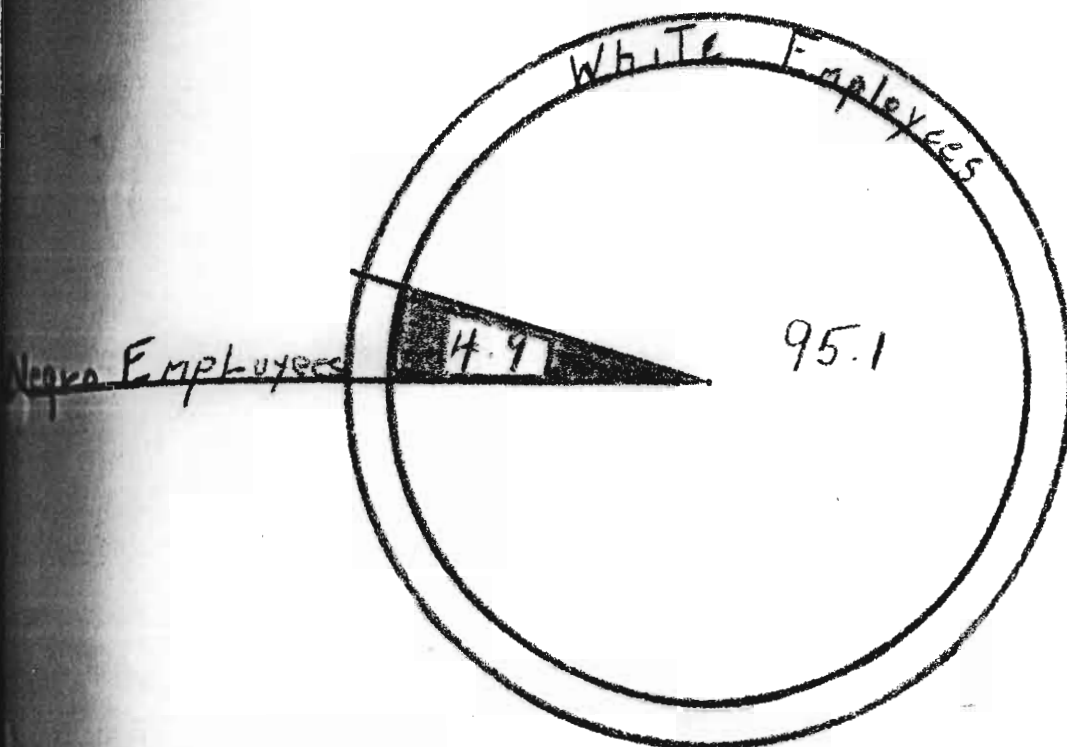
66

PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY

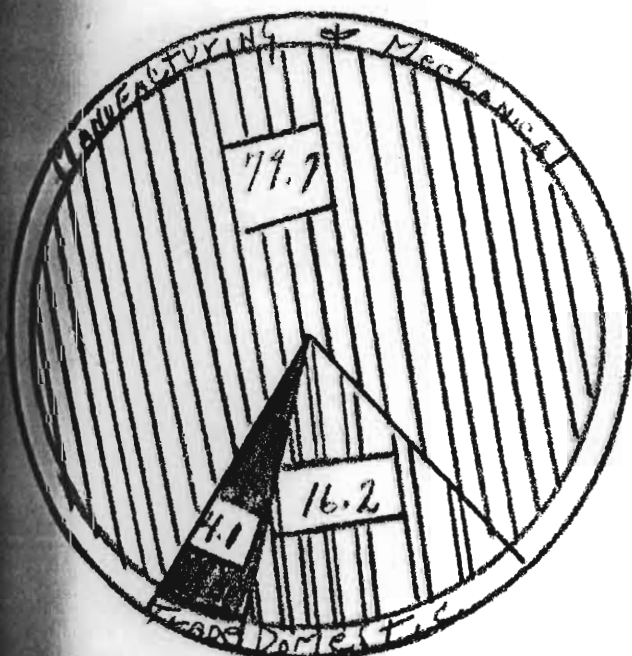
INDUSTRIES	<u>Total Employees</u>			<u>Negro Employees</u>		
	Total	Male	Female	Total	Male	Female
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture						
Forestry & Fishing						
Extraction of Minerals						
Manufacturing & Mechanical	79.7	80.8	75.9	82.0	92.2	5.1
Transportation & Communication						
Trade - Wholesale - Retail	4.1	4.3	3.5	3.8	4.0	2.0
Professional & Public Service						
Domestic & Personal	16.2	14.9	20.6	14.2	3.8	92.9



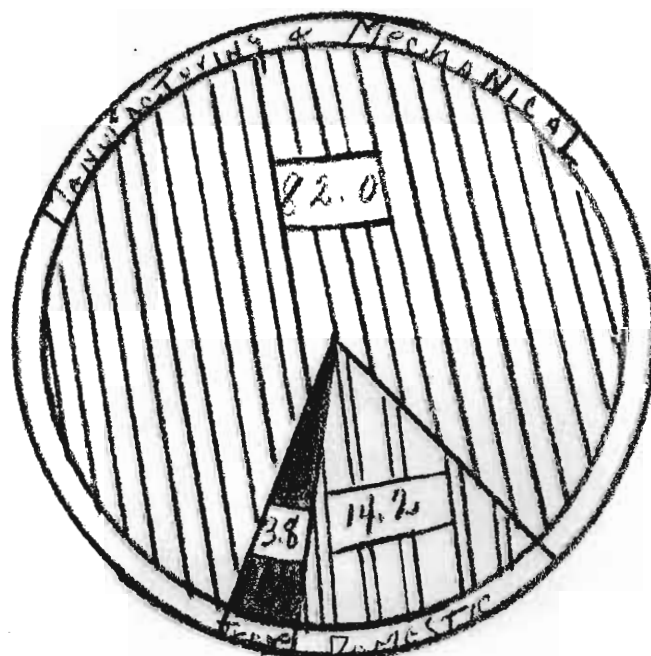
CHART # 1



PER CENT WHITE AND NEGRO EMPLOYEES IN 31 INDUSTRIES



White - 15986



Negro - 838

Per Cent Distribution

BERGEN COUNTY

BERGEN COUNTY

WEEKLY WAGE SCALE OF MEMBERS IN INDUSTRIES ACCORDING  
TO SOCIO-ECONOMIC GROUPS

The data of table III shows that the median weekly wage of all of the Socio-Economic Groups is \$24.35, and of the unskilled \$20.89.

It is noticeably striking to in that the median weekly wage (13.23) of the semi-skilled is lower than that of the unskilled. This difference is due largely to the fact that the bulk of the semi-skilled workers are employed in the chemical industry at a minimum code wage.

The weekly wage for the female in Bergen County seems to be a slight bit higher than that found in Essex or Hudson County. In Bergen County, 60.6 per cent of the female is earning between \$20.00 and \$25.00, while in Essex and Hudson Counties the largest percentage of the female are earning between \$10.00 and \$20.00. It is also interesting to note that 50.3 per cent of the male is earning below \$25.00 and \$30.00. 46.0 per cent of the male is earning below \$25.00, the highest point of frequency distribution, while only 17.4 per cent of the female is earning below \$25.00, the highest point of frequency for the female. None of the female are earning above \$30.00 per week, while 2.7 per cent of the male is earning above \$30.00, the point of their highest frequency.

TABEL III

BERGEN COUNTY

WEEKLY WAGE SCALE OF NEGRO EMPLOYEES IN INDUSTRIES ACCORDING TO SOCIO-ECONOMIC GROUPS

SOCIO-ECONOMIC GROUPS	TOTAL	\$5.00 To 9.99	\$10.00 To 14.99	\$15.00 To 19.99	\$20.00 To 24.99	\$25.00 To 29.99	\$30.00 To 34.99	\$35.00 To 39.99	\$40.00 To 44.99	\$45.00 and Above	Median
TOTALS	838	1	112	191	132	374	12	14	0	2	\$24.35
Per cent	100.0	0.1	13.4	22.8	15.8	44.6	1.4	1.7	0.0	0.2	
PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	\$0.0
Per Cent	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
CLERKS	1	0	0	0	0	0	0.00	0	0	1	\$45.00
Per Cent	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	
SKILLED	256	0	0	0	1	241	0	14	0	0	\$27.63
Per Cent	30.5	0.0	0.0	0.0	0.4	94.1	0.0	5.5	0.0	0.0	
SEMI-SKILLED	127	0	98	0	14	3	12	0	0	0	\$13.23 \$20.89
Per Cent	15.2	0.1	77.2	0.0	11.0	2.4	9.4	0.0	0.0	0.0	
UNSKILLED	454	1	14	191	117	130	0	0	0	1	
Per Cent	54.3	0.2	3.1	43.1	25.8	28.6	0.0	0.0	0.0	0.2	



NEGRO MEMBERSHIP IN LABOR UNIONS AND  
WELFARE ORGANIZATIONS

The Bergen County survey covered 97 industrial concerns. 66 of these concerns do not have Negro employees. Thirty-one of the 66 concerns replied to the question of Negro membership in Labor Unions and Welfare Organizations. 27 of this number reported that they had no Negro employees who were members of Labor Unions; while four of these 31 concerns stated that they had Negro employees who were members of Labor Unions. The Independent Labor Unions were the only types of Labor Organizations found in these industries. These industries which had Negro employees, who had membership in Labor organizations were: the building trade, lumber-millwork and chemical and allied industries.

Considering Negro membership in Welfare programs in these industrial enterprises, it is seen that of the 31 concerns reporting, twenty-three have no Welfare programs in which Negro employees have membership. One concern reporting for the Felt Products industry shows that direct relief is given to Negro employees, and one concern reporting for machinery and auto industry shows Negro membership in a recreational program.

POLICIES OF INDUSTRIES NOT EMPLOYING NEGROES  
IN BERGEN COUNTY

Ninety-seven industrial concerns were covered in the Survey of Bergen County. Sixty-six of these industries reported that they had no Negro employees at the time of the Survey; eighteen of these had employed Negroes in the past, but 48 of them had not. Thirty-one of these concerns said they would employ Negroes in the future; while thirty-five said they would not. Eight of these concerns stated that Negroes would hold the same positions in the future as they had held in the past; but twenty-three plan to give Negroes new positions in the future.

The following reasons were given for not employing Negroes:

Twenty-nine of the 66 industries reporting stated that Negroes never applied; ten gave no special reason for not employing Negroes; three said they secured their help through Labor Unions, of which Negroes were not members; ten claimed that Negroes were not skilled in their type of work; one said it was not the policy of the company to employ Negroes; while seven gave race prejudice as their reason.

Considering the past and future policies of these industries not employing Negroes by type, it is seen that in the Manufacturing Industry there were 56 concerns reporting, and 15 of these concerns stated that they had employed Negroes in the past, while 41 of them had not. Twenty-nine of the fifty-six said they would hire Negroes in the future, but 27 said they would not; seven of these concerns said that Negroes would hold the same positions in the future as they had held in the past, while 22 of them plan to give Negroes new positions. The Men's and Boys' Clothing Industry is seen to be more favorable to Negro employment than other manufacturing concerns. Of the four reporting concerns 3 or 75 per cent stated that they will employ Negroes in the future, while

the future seems to be less favorable in chemical and food industries.

In Transportation and Communication no Negroes are employed in the reporting concerns.

The Trade Industry offered no opportunity for Negro employment in the past, and the three reporting concerns state that they will not employ Negroes in the future.

There are no Negro employees in the Professional and Public Service Industry.

#### DOMESTIC & PERSONAL SERVICE

The Domestic and Personal Service enterprises had 7 concerns reporting: three of them had employed Negroes in the past, and four had not; two of them said they would hire Negroes in the future, but five said they would not. Of the six Cleaning and Dyeing Concerns reporting for this type of industry, 3 had employed Negroes in the past, and three had not; two said they would employ Negroes in the future and 4 said they would not.

While the policies of these industries regarding past and future employment of Negroes vary widely from one type to another and also within the same type, it is rather encouraging to note that those industries which have employed Negroes in the past have registered their approval of hiring them in the future.



TABLE V

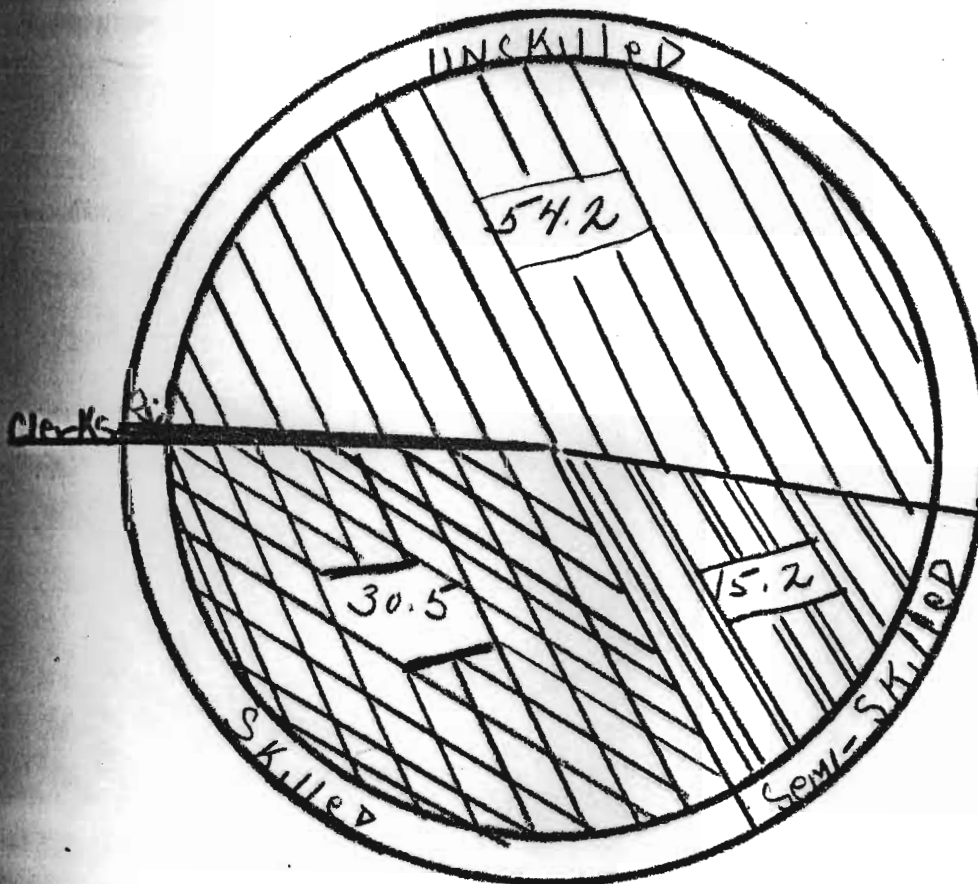
BERGEN COUNTY

CLASSIFICATION OF NEGRO EMPLOYEES ACCORDING TO SEX INTO INDUSTRIAL-SOCIO-ECONOMIC GROUPS

Industrial Classes	Number of Industries Reporting	Number of Employees			Professional & Technical		Clerical & Kindred Workers		Skilled		Semi Skilled		Unskilled	
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Manufactur- ing	20	687	682	5	0	0	1	0	256	0	108	5	317	0
Transporta- tion	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Trade	4	32	30	2	0	0	0	0	0	0	12	0	18	2
Professional	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Domestic	7	319	28	31	---	---	---	---	---	---	2	0	26	91
Sub-Total	31	838	740	98	0	0	1	0	256	0	122	5	361	93
Grand Total	31		838				1		256		127		454	
Per Cent Dist. Total			100.0		0.0		0.1		30.5		15.2		54.2	
Male					0.0		0.1		34.6		16.5		48.8	
Female						0.0		0.0		0.0		5.1		24.5

CHART NO. VI

DISTRIBUTION OF 838 NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS



BERGEN COUNTY

## POPULATION

In 1930, Englewood had a population of 17,808 which represents 4.9 per cent of the total population of Bergen County. It had a Negro population of 2,524 which constituted 27.1 per cent of all the Negroes in the county and 14.2 per cent of the city's population. From 1930 through 1933, it is estimated that the total population of Englewood has increased on the average of 600 per year through migration and the excess of births over deaths. During the same period, it is estimated that the Negro population increased at a higher rate both through migration and the natural process, and, at present, has a population of approximately 3,000. This would mean that the Negro population at present constitutes about 15.3 per cent of the total population of the city and has increased 18.8 per cent above that of 1930.

Between 1900 and 1930, the Negro population of Englewood increased from 385 to 2,524 or 554% while the total population increased 85 per cent. Within the last thirty-four years the number of Negroes per 100 of the total population has increased from six in 1900 to seven in 1910, to nine in 1920, to fourteen in 1930 and to fifteen in 1934. The largest group of foreign born persons in Englewood is Italian. This group constitutes approximately 3.0 per cent of the total population. Besides Italians, there are a considerable number of Jews, Germans, Poles and Lithuanians. All of these groups are relatively small. The two most unadjusted groups in the city are Italians and Negroes. The Italians who were largely engaged in contracting and building prior to the depression, now constitute a large percentage of the unemployed. The Negro who formed very largely a domestic group has been forced out of employment by the retreat of the white industrial class into domestic service, by a general preference shown for German and Japanese as domestics, and by an over influx of Negroes from neighboring communities and the South.

The migration of the Negro to Englewood has been both direct and indirect for the last thirty-four years. The largest per cent has come from New York



also many have come from various parts of New Jersey and Pennsylvania. Since 1932, there has been an increased influx from South Carolina (especially from Bennettsville), North Carolina and Georgia. A few have come from Florida and Alabama.

It was reported that many of the Negroes who came into the city since 1932 were brought by private agencies. Now, to accept this surplus and to adjust these new migrants into the community, even though immediate relief had to be given in many instances, was the only just and appropriate procedure to take under such acute circumstances.

While the Negro population lives in many sections of the city about 90 percent live in the 4th ward. The average number of rooms per household is six, and the average number of persons per family is four.

## E D U C A T I O N

In November 1934, the enrollment of colored children in the public schools of Englewood was 681 or 22.1 per cent of the total enrollment. In June 1930, the enrollment of colored children was 673 or 20.3 per cent showing an increase in the rate per cent of enrollment of 1.8. The Negro children are twenty-three of every 100 in the elementary schools, seventeen of every 100 in the junior high school and eight of every 100 in the senior high. There is a high mortality rate among Negro children in the course of the years of their public school education. The mortality rate and shrinkage from one grade level to another throughout the system is due very largely to the nature and status of the Negro population in the city.

In November 1934, 66.8 per cent of the Negro children were enrolled in the elementary schools, 22.3 per cent in the junior high school and 10.9 per cent in the senior high. Since June 1930, there has been a decrease of 17.6 per cent in the enrollment of Negro children in the elementary schools, an increase of 100 per cent in the junior high and 61 per cent in the senior high.

### PUBLIC SCHOOL ENROLLMENT OF ENGLEWOOD, N.J.

(November 1, 1934)

Schools	Total	White	Negro	Negro
Cleveland	466	456	1	0.2
Franklin	194	177	17	8.8
Liberty	465	432	33	7.1
Lincoln	494	94	400	81.0
Roosevelt	347	343	4	1.2
Junior High	863	711	152	17.6
Senior High	893	819	74	8.3
TOTAL	3722	3041	681	18.3

# E D U C A T I O N

## P U B L I C   S C H O O L   E N R O L L M E N T   F O R Nov. 1, 1934

JUNE 1934      and      JUNE 1930

	<u>Nov. 1934</u>			<u>Per Cent</u>			<u>June 1933</u>			<u>Per Cent</u>			<u>June 1930</u>		
<u>Schools</u>	<u>T.</u>	<u>W.</u>	<u>N.</u>	<u>N</u>	<u>T.</u>	<u>N.</u>	<u>N.</u>	<u>T.</u>	<u>W.</u>	<u>N.</u>	<u>N</u>	<u>PER CENT</u>	<u>T.</u>	<u>W.</u>	<u>N.</u>
Elementary	1966	1511	455	23.6	2207	1698	509	23.6	2297	1745	552	24.0			
Junior High	863	711	152	17.6	953	793	160	16.8	371	296	75	20.2			
Senior High	893	819	74	8.3	838	757	81	9.6	646	600	46	7.1			
	3722	3041	681	18.3	3998	3248	750	18.8	3314	2641	673	20.3			

## D I S T R I B U T I O N   O F   N U M B E R   A N D   P E R   C E N T   O F   N E G R O

C H I L D R E N   I N   T H E   P U B L I C   S C H O O L S   F O R   1930   and   Nov. 1934

	<u>1930</u>		<u>1934</u>	
Elementary	552	82.0%	455	66.8%
Junior High	75	11.1%	152	22.3%
Senior High	46	6.9%	74	10.9%
	673	100.0%	681	100.0%
Per Cent of Total Enrollment	20.3%		22.1%	

While the illiteracy rate of the Negro of Englewood is the lowest to be found in the state for any community having more than two hundred Negroes, the Negro produces a number of social and educational problems that have to be met through the schools out of proportion to the size of the Negro population. The low rate of illiteracy found among Negroes in Englewood is partially due to the fact that a large proportion of Englewood's Negro population has come to the city from New York and Pennsylvania already literate. It is also due to the fact that the school attendance of Negro children in Englewood is



relatively high. The transient Negro from New York and Pennsylvania has brought with him social and educational problems that have grown out of the economic and social background of their communities as well as the Negro from communities farther south. The Lincoln School has had for a number of years a large Negro enrollment. At the time of this investigation, Negro children constituted 81.0 per cent of the enrollment in the Lincoln School. While the native whites have been gradually moving out of the fourth ward and the Lincoln School district, a relatively large number of foreign born still attend this school. Many of the Negro and foreign born children have been severely handicapped through language defects and poor educational background in their native communities and have come into the schools of Englewood seriously retarded. Boys and girls of both races ranging in chronological age from twelve to sixteen years often enter the schools of Englewood unable to do the work of the third and fourth grades, and, by necessity, have to be placed in the ungraded classes. The Binet Classes for the backward pupils of all the public schools of the city are held at the Lincoln School. The enrollment of the ungraded and the Binet classes at the time of the investigation may be noted from the following table:

Ungraded and Binet Classes as of Nov. 23, 1934

Classes	Total	White	Negro	Boys	Girls
Ungraded	17	3	14	13	4
Binet (Boys)	8	2	6	8	0
Binet (Girls)	11	2	9	0	11
Total	36	7	29	21	15

In the ungraded classes, the pupils are taught the regular academic subjects, but at a rate which they can comprehend the subject matter. Whenever individual pupils show sufficient proficiency in handling the subject matter of any particular grade or subject, they are promoted at regulated intervals to the subject or grade level which their qualifications tend to justify.

The Binet pupils are drilled in handicraft, domestic and industrial arts courses with less emphasis on theoretical material.

The problem of retardation with Negro children in the main, and with all children in general, continues to be acute throughout the intermediate grades and the high school. According to the Superintendent of Schools, Negro children show an average retardation of one and one-half years at the high school level. The number of Negro students graduating from high school range between five and ten per year.

The most outstanding behavior problem met with in dealing with Negro children is that of local antagonism resulting in fighting and gang life. Another is that of a rather acute racial sensitivity which operates against the adjustment of Negro children in the schools and against their academic progress. These problems are met by re-educating and reconditioning the children along these lines.

Outstanding records have been made by Negro students in art and in athletics, two Colored boys are with the team this year. No racial antagonism has been directed toward any of the Negro athletes when meeting opposing teams nor from members of the home team.

The Colored Boys' Work Department has organized a Hi-Y Club of 27 Negro Boys at the Dwight Morrow School, which has made an excellent approach to handling and directing the vocational interest of Negro boys while in high school and after graduation. About eight of the Hi-Y boys have matriculated in schools of higher learning in Newark, New York and Virginia and are seeking degrees in fields of their major interest.

There are 151 teachers in the public schools of Englewood, none of whom are Colored. There has been some effort in Englewood toward effecting employment of Negro teachers in the public schools. The Board of Education however, has not extended this privilege to Negro teachers, though the Superintendent of Schools has been approached in this regard. The Superintendent seems to be of the opinion that Negro teachers may be employed in the future in the Lincoln School, but whatever steps the Board of Education may take in this regard will not advance any faster than the sentiment and the education of the citizenry of the city in this direction would tend to warrant. Up to date, Negroes of Englewood who have qualified themselves to teach, have received their training in other communities and have accepted appointments elsewhere.



HEALTH

In 1933, the Negro population of Englewood constituted approximately 15.3 per cent of the total population of the city. The Negro contributed 25 out of every 100 births, 16 out of every 100 deaths, 20 out of every 100 infant deaths under the age of one year, 36 out of every 100 still births and all of the reported illegitimate births. The ratio of the Negro deaths-total deaths is higher than the ratio of Negro births to the total births. The same condition prevailed in 1930. While the Negro death rate is just slightly higher than that of the whites, the birth rate is about twice as high. The health conditions in Englewood seem to be relatively good and improved housing conditions within the last seven years have served to reduce tuberculosis, pneumonia and infant deaths approximately 50 per cent.

NUMBER AND PER CENT DISTRIBUTION OF CAUSES OFDEATHSIN TOTAL AND NEGRO POPULATION IN ENGLEWOOD FOR 1933

<u>Causes of Death</u>	<u>Number of Deaths</u>			<u>Per Cent of Total</u>	
	<u>Total</u>	<u>White</u>	<u>Negro</u>	<u>White</u>	<u>Negro</u>
			7		
Heart Disease	37	30		21.8	25.9
Pneumonia	14	11	3	7.9	11.1
Acute Nephritis	8	5	3	3.6	11.1
Cerebral Hemorrhage	14	12	2	8.7	7.4
Tuberculosis of lungs	5	3	2	2.7	7.4
Violent Deaths	5	5	0	3.6	0.0
Cancer	9	9	0	6.5	0.0
syphilis	1	0	1	0.0	3.7
All others	72	63	9	45.7	33.4
	186	138	27	100.0	100.0

# ACTIVE CASES OF TUBERCULOSIS IN ENGLEWOOD

From 1930 to Nov. 31, 1934

Year	Total	White	Negro	Negro
1930	19	13	6	31.3
1931	19	14	5	26.3
1932	8	6	2	25.0
1933	12	10	2	16.6
1934	20	14	6	31.3
TOTAL	78	57	21	21.0

It is interesting to note that of 27 Negro deaths 25.9 per cent resulted from heart disease, 11.1 per cent from pneumonia and 7.4 per cent from tuberculosis. The Negro death rate from tuberculosis in Englewood and in Bergen County is slightly greater than three times that of the whites; for the state it is four times as great. This prevailing higher death rate from tuberculosis among Negroes is due very largely to poor housing conditions and to a general neglect in reporting the disease to health officials before it has reached an acute stage.

Negro National Health Week - an inter-racial group of the League for Social Service among Negroes conducted its sixth annual health program at the Memorial House in April 1934. A Baby Health Clinic was conducted and 110 Negro babies were given free examination by Negro doctors and baby specialists. Besides the general examination they were given diphtheria anti-toxin and vaccinated against smallpox. The examination revealed the following:

Number of children examined	110
Normal - no defects found	65
1 Defect found	34

2 Defects found	8
3 Defects found	3

DEFECTS:

Enlarged tonsils	20
Phimosis	7
Umbilical hernia	8
Rickets-malnutrition	6
Malformed teeth, dental cavities	3
Enlarged glands	3
Euriosis	1
Cyst	1

IMMUNIZATION - VACCINATION:

Previously immunized	24
Given toxoid	63
Previously vaccinated	9
Vaccinated	30

Besides the Baby Clinic, the Health Officer and visiting physicians talked on Social Hygiene and Birth Control and on other topics of interest to the younger set.

Special clinics are held at the Memorial House for pre-school children, and, in the Nursery, babies are checked by a visiting nurse from the Visiting Nurses Department of the Englewood Hospital. All individuals taking part in physical educational activities have to undergo a physical examination. White and colored doctors are used for such examinations. White doctors examining colored children and colored doctors, white children.

The health facilities of Englewood have expanded with the needs of a growing community. These facilities are open and accessible to whites and Negroes alike. The Englewood Hospital of the city and the Holy Name Hospital of Teaneck are adequate in their facilities to meet the present



demand. Negro patients receive treatment in both of these institutions, but most of the Negroes of Englewood, however receive treatment in the Englewood Hospital. Ward, private and semi-private accommodations are open to them. Private, rather than semi-private accommodations are suggested to Negro patients whenever the condition of the patient would warrant private care, by the attending physician. Negro patients, however, seldom make use of these facilities because of added expense. Negro physicians are members of the Bergen County Medical Association and of the Hospital Board. They are on the Englewood Staff and attend and care for their patients under the same conditions as other physicians, but do not serve on the Consulting Staff.

The Englewood Hospital Association provides for home-nursing and follow-up work through the Out-Patient Department of the Englewood Hospital. These nurses are districted throughout the city and take care of prenatal, preschool, school, tubercular, syphilitic and other cases which need bedside care. Besides the contract work for the Metropolitan and other Life Insurance Companies, these nurses render free services among both white and colored, the most being among the colored. There are no colored nurses on the Nursing Staff.

According to the Board of Health, the Negro presents no problem which might be considered racial. In cases of illegitimacy, the un-married Negro mother seems to be more unprotected than the white un-married mother; the same condition holding true with syphilitic and tubercular patients. The Health Department works in conjunction with other civic organizations in educating the Negro and all other racial groups as to how to keep their homes and premises clean and how to interest themselves in satisfactory social relations with other people.

The improved housing facilities within the last seven years has served to reduce sickness and to minimize the health problems of the Negro and the population at large, considerably. A study of housing conditions in its relation to health has shown a high co-relation between poor housing conditions and increased sickness and death rate. The infant death rate is about four times as high where rent is \$15.00 or less per month as compared with a rental rate of \$40.00 or more. An increased death rate is definitely

## EMPLOYMENT

Opportunity for Negro employment in Englewood, at the date of this investigation, was not as favorable as it was when the last study was made of this community in 1929. The main contributing factors may be considered as, first, the general unemployment situation and, secondly, the sudden periodic influx of Negroes in the City.

Englewood, like other suburban metropolitan towns, has not been able to care for its industrial employees even when times were normal, because it is not an industrial town. For this reason many male industrial workers living in Englewood have found it necessary to go to nearby towns, like Edgewater for employment in its Ford Plants, or New York to work in the sugar factories and similar industries.

Since Englewood is more or less a residential city, its greater demand for Negro employment is of the domestic type. For this service Negro men are usually employed as chauffeurs, butlers, cooks, porters and general handy-men with salaries ranging from \$10.00 to \$30.00 per week. The services of Negro women are demanded for laundry work, as maids, cooks, waitresses, cleaners and for personal service with salaries ranging from \$6.00 to \$15.00 per week. This type of employment for Negroes was cared for to a degree of satisfaction when things were normal, both from the standpoint of demand and supply for Negro employment. But the sudden influx of Negroes into Englewood created a very acute domestic employment condition which made the employment opportunities for Negroes in Englewood less favorable.

The prevailing opinion of the white domestic employer is that the new Negro is a less desirable worker than is the older type of Negro resident in Englewood. As a result many of the domestic workers have been replaced by white help in the last three years. With such a loss of jobs the relief rolls of the city have been enhanced by Negroes as a result, at the time of this investigation the Negro contributed 45 per cent of the total relief list of the city. There were no Negro employees of the Emergency Relief Administration.



In 1929 it was reported that 69 Negroes were on the city payroll of Englewood. Four on the County and three on the Federal payroll. Three of these were civil service appointees. In 1934, it was found that there were twenty Negroes on the city payroll, two on the Federal and none on the County. Making a decrease of 47 Negro employees in the various public affairs of the city of Englewood, or 68.1 per cent decrease. This does not include the two Federal employees in the United States Post Office.

The accompanying table will show the total number of employees in this department and the per cent Negro employees with salary ranges.

UNITED STATES POST OFFICE

POSITIONS	TOTAL	WHITE	NEGRO	PERCENT NEGRO	SALARY RANGE
Letter carrier	15	17	1	5.5	\$1500-2100
Sub-carrier	3	3	0	0.0	
Clerk	12	11	1	8.3	" "
Janitor	2	1	0	0.0	" "



## PRIVATE EMPLOYMENT

Below is a list of some of the businesses owned and operated by Negroes in a Negro population of approximately 3,000.

Barber Shops	4
Pool Parlors	1
Grocery Shops	2
Moving Business	2
Shoe Shops	2
Auto Shops	2
Hairdressers	6
Restaurants	1
Tailors	2

## PROFESSIONAL POSITIONS

Doctors	2
Dentists	2
Lawyers	2
Social Workers	2
Undertakers	1

## THE SALVATION ARMY

This organization extends its help to children, men and women, freely. Neither creed nor color interferes with the benefits, and is open 24 hours each day to meet the needs of the public. It is supported by the Community Chest and private contributions.

The staff is composed of the Captain, his wife and a general caretaker who also has charge of the meals and shelter department.

There are two main phases of activities namely: Religious and Social. A Sunday School service is held every Sunday for both children and adults with an enrollment of 46. The regular religious exercise is held twice a week for all groups.

The young people's hall, where most of the social and recreational activities are carried on, is devoted principally to the interest of the children of the community. In 1933, both the white and colored Boy Scouts held two meetings a week and the Girl Scouts met once a week. An aggregate of 212 public meetings were held in this hall during the year, and the total attendance was 4,473 persons. This number includes colored and white patrons.

This organization maintains a shelter department with 20 beds, where white and colored men are cared for. No difference is made in the accommodation, first come is first to be served.

Three meals a day are served to all who apply, shower baths are also provided for these men.

This institution is also acting at present as a relief organization in that, all persons who apply for relief at the city Emergency Relief Administration are referred to the Salvation Army where they are cared for temporarily until such relief is granted.

## BOY SCOUTS

In Englewood, Boy Scouting is one of the great forces for promoting inter-racial goodwill and directing Negro boys to right living and straight thinking. It tends to awaken the boys power for developing character factors such as honesty, loyalty, courage and temperance and challenges him to test his own personal efficiency.

Englewood had a Negro Scout Troop #30 prior to 1933, but for some reason was re-registered in 1934 as troop #24 under the same scout leader with 24 members. This troop is sponsored by the Memorial House and is given privileges to all of the social and educational activities offered by this institution. This is the only colored troop in Englewood.

Camping opportunities are provided at the Bergen County Camp along with the white boys. Swimming is done at the High School Swimming Pool the same privileges are granted Negro children as the white. In 1933, 243 Merit Badge Tests were passed by Englewood Scouts, the Negroes winning their share of the honors.

## G I R L SCOUTS

The importance of Girl Scouting in Englewood as a character building organization is seen from the fact that 215 girls are under the influence and leadership of a group of more than fifty women who give their time as voluntary members of the Scout Councils, troop leaders, captains and assistants.

The purpose of this movement is to give Girl Scouts opportunities for self-development through practice of cultural and domestic arts. The love of outdoor life is encouraged and a high standard of home-making is taught. The chief aim is to foster resourcefulness and a spirit of self-reliance among the girls. To help them effect the change from childhood to young womanhood. To develop in the girls a sense of civil responsibility and a practical knowledge of community service.

To encourage the practice of these ideals, certain merit badges are given for accomplishment of certain phases of activities familiar to scouts. Of these 215 Girl Scouts in Englewood, there is one Negro troop which was registered in 1934 with 22 members.



This troop has its headquarters at the Memorial House under the direction of an efficient Negro Girl Scout leader. There are about 18 girls in the troop who are not registered. These girls are given opportunity to earn their registration fee.

These girls appeared in an art contest on a Health Program at the Lincoln School 1933-34 presenting marionettes as one of their handicrafts. They also won first prize in a poster contest. Scouting for Negro girls is looked upon as a hopeful activity for social uplift and better racial understanding. The white and Negro girls engage in many activities together at the Memorial House.

#### R E C R E A T I O N

The Recreational program of Englewood is far more centralized than is found in any of the small towns having a similar cosmopolitan type of population. The various types of Recreation carried on during the year are sponsored by the recreational department of the Memorial House, and supervised by members of the staff. This typical social center is the common meeting place and housing quarters for the various social organizations of Englewood.

The Boy Scouts, colored and white, as well as the colored and Girl Scouts meet here in a real inter-racial way. Each of these organizations are directed by a trained staff leader. Their program of Recreational Activities for boys, include basketball, boxing, scouting, dancing and drum corps. Handicrafts, games, health lectures, library, marionettes, movies, piano instruction, sewing, social dancing and other similar character building activities for girls. This club life aims to make a complete tie-up with home, school and community interests. These activities, for the most part, are carried on under the direct careful supervision of the Board of Education.

Community centers of this type with the cooperation of the Board of Education, strive to create in its young people a more healthy attitude toward

government and community civil life, and gives them some conception of the ways in which they can, some day, participate in shaping a society that shall be based on cooperation for the welfare of all. Other centers are operated during the winter months at the various school buildings, sponsored by the Federation in conjunction with the Board of Education.

The Emergency Relief Administration furnishes a worker during the summer for playground activities.

THE NORTHERN VALLEY CHAPTER OF THE AMERICAN RED CROSS

This Chapter is caring for the needs of the disabled veterans and their families, helping them to secure their certificates and compensation when they experience any difficulty. This service is given without compensation.

In addition to this service, the Chapter has served as a relief agent in supplying food, clothing, medical and hospital care to all who need. No difference is made in the service to Negroes.

They are now offering some family relief. While no record is kept of the number of Negro families helped, it is understood a relatively large number of the total roll are Negro clients.

## S O C I A L   O R G A N I Z A T I O N

The Social Service Federation: This organization was founded to meet the needs of an organized system of recreation and social service, where all groups might go and share in creative and satisfying activities.

The official governing body of the Federation is a Board of Trustees. This Board has under its supervision coordinating committees directing the activities of the different social organizations such as:

The Family Welfare Case Work

Recreation for Boys and Girls

Adult groups

School Lunch

Thrift Shop

Nursery

The League for Social Service Among Negroes

This organization is supported by public, private and personal contributions and by receipts from the various house activities such as the Thrift Shop and School Lunch. Each organization has a trained worker who is frequently assisted by a paid or a voluntary worker. The house has two colored trained workers who direct the program of activities for the colored groups. The Memorial House is the general meeting place for most of the colored organizations.

The program of this organization stresses the educational rather than the recreational, and, lays special emphasis on the cultural and technical opportunities for the Negro as well as a program of inter-racial relationships. It is unique, however, in blending two types of activities, namely:

1. Confidential skilled service for the individual problem
2. Educational and Recreational activities which are designed to enrich the daily routine of life. More than 1,000 families are registered



ed in the activities with an aggregate of 2,000 men and women and children, 45 per cent of all attendants are Negroes.

The Family Case Work that the Federation has done heretofore, is now being done by the Emergency Relief Administration. Approximately 50 per cent of all cases were Negro. During October, the School Lunch was served to 1,208 children, working women and mothers at five cents each. The Board of Education furnishes the cook, the Federation secures voluntary waitresses.

#### NURSERY SCHOOL

The Nursery School was organized in 1932 with an appropriation of one hundred and fifty dollars. Twenty-eight children were enrolled with an aggregate total attendance of 989 for the first year of its operation. Thirty one clinics were held and 259 examinations made. A Visiting Nurse comes in twice a week from the Hospital to examine the children for communicable diseases, for vaccination against smallpox, and to inoculate against diphtheria and scarlet fever. Besides this a general clinic is held where children are examined for defective teeth, tonsils, vision and auditory acuity. Much of this work is done by the Negro physicians of the community and by baby specialists. Special recommendation and treatment is made when immediate care is needed which extends beyond the scope of the treatments of this clinic. At stated times, mothers are called in and advised on pre-school, and school age child care.

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## CRIME AND DELINQUENCY

The total Negro crime in Englewood is disproportionately higher than the Negro representation in the city's population. In 1930 the Negro contributed 26.9 per cent of the total arrests in Englewood. While the Negro population of the city has remained constant since 1930, the total number of Negro arrests has increased and now constitutes 29.8 per cent of the city's arrests. This shows an increase in Negro arrests of 25 or 9.8 per cent in 1934 over that of 1930.

In making an analysis of Negro arrests the accompanying table shows that the greater number of arrests were made for disorderly conduct. 36.5 per cent of Negro arrests were during 1930 for disorderly conduct, 10.6 per cent for assault, 9.4 per cent for drunkenness. No contribution was made by Negroes for robbery, slaughter or rape.

In 1934 22.8 per cent of total Negro arrests were for disorderly conduct 14.3 per cent for assault. 7.1 per cent for drunkenness. No Negro arrests were made for forgery, violation of liquor laws or slaughter.

According to the police department of Englewood the older resident is not the frequent offender of the law, but, on the contrary is looked upon as the respectful law-abiding citizen. The increase in the crime wave of Englewood is due to the new migrant Negro who came to Englewood from the southern Atlantic states and various parts of New Jersey. They are also responsible for the sudden increase in population and high per cent the Negroes contributed to the relief rolls of the city.

NUMBER AND PER CENT DISTRIBUTION OF NEGRO CRIME FOR 1930-1933, ENGLEWOOD

OFFENCES	1930		Per cent Negro	1931		Per cent Negro	1932		Per cent of total 1930	1933
	No. of Offenses Total	Negro		No. of Offenses Total	Negro		No. of Offenses Total	Negro		
Disorderly Conduct	205	93	45.3	119	24	53.7			36.5	22.8
Drunkenness	88	24	26.9	92	20	21.7			9.4	7.1
Assault	44	27	61.3	63	40	63.4			10.6	14.3
Larceny	14	5	35.7	17	14	82.3			1.9	5.0
Burglary	11	3	27.2	4	3	75			1.2	1.0
Gambling	4	4	100.	30	30	100.			1.6	10.7
Embezzlement & Fraud	4	2	50.	3	3	100.			0.8	0.0
Auto Theft--Included in Larceny										
Liquor Laws	7	6	85.7	0	0	0.			2.3	0.0
Robbery	5	0	00.	2	2	100.			0.0	0.7
Domestic Relations	2	2	100.	2	2	100.			0.8	0.7
Sex	7	3	42.8	1	1	100.			1.2	0.3
Manslaughter	4	0	00.	4	0	0			0.0	0.0
Carrying Weapons	7	4	57.1	6	6	100.			1.6	2.1
Forgery	3	1	33.3	2	0	0			0.4	0.0
Rape	0	0	0.	3	2	66.6			0.0	0.7
All others	542	81	14.9	587	97	16.5			31.7	34.6
Total	947	255	26.9	936	280	29.8			100.0	100.0



## E D U C A T I O N

In June 1934, there were 661 Negro children enrolled in the public schools of Hackensack. The Negro children constituted 11.5 per cent of the total public school enrollment. There were 80 or 13.8 per cent more colored children in school as of June 1934 than of June 1930. Forty per cent of all the colored children were enrolled in the First Street School.

Of the total enrollment, there were 98 colored children of every 100 in the First Street School and eight of every 100 in Broadway, Union St., Jackson Ave., and Longview. Seventy and eight tenths per cent of all the colored children were enrolled in the elementary schools, 22.4 per cent in the junior high and 6.8 per cent in the senior high. In 1930, 91.6 per cent of the colored children were enrolled in the elementary schools; this high percentage, however, is due to the fact that there were no Junior High Schools in Hackensack in 1930. The 1934 enrollment showed a decrease of 10.2 per cent in the colored enrollment in the senior high school.

At the time of his investigation, there were no white children attending the First Street School, which is located in the heart of the Negro section. During the previous school year, however, three white children were enrolled in this school. The Superintendent states that the Board of Education has taken no positive steps in converting school # 5 into a school for colored children, but that the condition which now prevails in this school has been the result of three contributing factors; first, that white families who formerly lived in this section have moved to other sections of the town; second, that the few white families who still live in this area have been permitted to transfer their children to other schools whenever their reasons for doing so were justifiable, and, finally, that the rapid influx of Negro families into this area made it practically a

concentrated Negro section. The fact that there are only colored children in School # 5 is not considered an abnormal situation by members of either race nor the School Board, because of the contributing factors involved and because colored children attend all of the other schools in the town and the question of race has not been considered. Colored children attend the school within their district as do all children and when prevailing conditions tend to justify such, may be transferred to another school. Whenever a request to transfer a child from one school to another is made to the superintendent of Schools, a thorough investigation is made of the case to determine whether the request is justifiable before a transfer is granted.

The children in the First Street School, who were promoted to the seventh grade last June, and, who should have normally entered the seventh grade of the State Street Junior High this fall, are being taught, as a temporary arrangement because of overcrowded conditions and a general lack of facilities in the State Street School, in the First Street School this year. This arrangement has operated against separation of the seventh grade into the much needed speed level groups. There are no Special Classes in this school, although, according to the Principal, there is a great need for one. She states further that there are a number of boys and girls in this school with chronological age of fifteen or sixteen who can scarcely do work on the fourth and fifth grade levels. This condition, however, is not considered to be one peculiar to Negro children, because there are special classes in three of the elementary schools of the town and from seventy-five to eighty per cent of the enrollment is white. This fact may be seen from the table on special classes.

The work done along vocational lines is that of the pre-vocational type that is usually given in any standard junior high school and in the manual training division of elementary schools. It is the opinion of both the Superintendent and the Principal of the First School that Negro children in Hackensack



are more mechanically inclined than they are theoretically inclined, and that they should be given intensive and extensive instruction along those lines for which they show definite proclivities. They also state that there is a great need for a county industrial school, but at present, the demand is not great enough for any definite action to be taken in that direction. It was suggested that if the Negro were trained more along industrial lines, he could more easily adjust himself to the highly specialized technical and industrial set-up in which he finds himself and, that his general lack in training along these lines, has, in a large measure, been responsible for his unstable economic condition in industrial communities.

There are three colored teachers in the Public School System of Hackensack; one of these is on a leave of absence for a year. These three teachers are on the Staff of the First Street School. They teach in the following grades: 2nd, 3rd, and 5th. The Superintendent and the Principal of the First Street School state that these teachers have fitted well into the System and have helped greatly with the handling of the academic problems confronting Negro children, besides, they have been instrumental in bringing the colored parents into closer contact with the work and programs of the school. According to the Superintendent, there will be increasing opportunities for colored teachers in the future, as the demand for more teachers increases.

The Colored Hi-Y Unit with about fifty members has been helpful in encouraging scholarship and advocating the "go-to-high-school, go-to-college-movement". The number of colored graduates from the high school each year ranges from three to fourteen. Only a very few colored students have been economically able to go to College since the on-set of the depression period.

A colored student has been elected as president of the class in one of the Junior High Schools, one as Captain of the Foot-ball team and one as a representative on the Student Government Council. They have made special achievements in Music and the Art which embody some racial characteristics.



PUBLIC SCHOOL ENROLLMENT OF HACKENSACK

SCHOOLS	JUNE 1934				JUNE 1930			
	TOTAL	WHITE	NEGRO	Per cent NEGRO	TOTAL	WHITE	NEGRO	Per cent NEGRO
Broadway	954	874	80	8.4	940	887	53	5.6
Union Street	485	446	39	8.4	522	465	57	10.4
State Street	227	224	3	1.3	988	893	95	9.6
...Jr. High*	833	689	144	17.3	0	0	0	0
Fairmount	672	668	4	0.6	677	667	10	1.4
...Jr. High*	343	339	4	1.2	0	0	0	0
First Street	272	3	269	98.8	249	4	245	98.4
Jackson Avenue	492	449	43	8.7	539	491	48	8.9
Longview	414	383	31	7.5	349	325	24	6.9
High School	1052	1008	44	4.2	1067	1018	49	4.6
TOTALS	5744	5083	661	11.5	5331	4750	581	10.9

\* In 1930, there were no Junior High Schools in Hackensack.

ENROLLMENT IN SPECIAL CLASSES AS OF OCTOBER 1934				
SCHOOLS	TOTAL	NUMBER		PER CENT NEGRO
		WHITE	NEGRO	
Broadway	18	13	5	27.8
Jackson Avenue	17	15	2	11.8
Union Street	16	12	4	25.0
TOTALS	51	40	11	21.5

DISTRIBUTION OF NUMBER AND PER CENT OF NEGRO CHILDREN IN THE  
Public Schools as of June 1934 and 1930

Class of School	1934		1930	
	Number	Per cent	Number	Per cent
Elementary	469	70.8	532	91.6
Junior High*	148	22.4	0	0.0
Senior High	44	6.8	49	8.4
TOTALS	661	100.0	581	100.0

\* In 1930, there were no Junior High Schools in Hackensack.

## POPULATION

The Negro has been in Hackensack for a number of years. Of every one-thousand people in Hackensack's population in 1900, there were 54 Negroes; in 1910, 55; and in 1930, 103. The Negro population showed the greatest increase within the decades between 1890-1900, and between 1920-1930. Between 1890 and 1900, the Negro population increased 186.1 per cent and between 1920 and 1930 it increased 118.6 per cent.

The Negro migration into Hackensack has been both direct and indirect. Many have come into the city from nearby communities such as Jersey City, Paterson, Newark, New York and other neighboring townships. From the South, they have come from Virginia, North Carolina, South Carolina and a few from Georgia, Alabama and Florida.

In 1930, the total population of Hackensack was 24,568 and the Negro population was 2,520 or 10.3 per cent of the total population. According to the statements of the Health Officer and the Director of the Emergency Relief, the Negro population has not shown any very great increase or decrease since 1930. The Negro death rate has been relatively low and the birth rate has not fluctuated to any appreciable degree in either direction. There has not been any great influx of Negroes into Hackensack since the on-set of the depression period, but a considerable number, in search of employment, migrated to other municipalities. The number that has come into the city since 1930 has probably been equivalent to the number that has gone out of the city.

Since the relief case load of Hackensack is relatively low when compared with that of other towns with a population equal to or greater than that of Hackensack, it might be inferred that the economic security of its entire population has not been seriously endangered. At the time of this investigation, the Negro constituted 37.5 per cent of the relief load or approximately two out of every five persons receiving relief. The Negro men have been more affected by the depression than Negro women as they have not been discharged or displaced to any appreciable extent by white or foreign domestic labor. While wages have been reduced, and shifts have been made to keep employment, Negro women have been able to secure positions and have not increased the number of unemployed among colored to any great degree.



Negro men, who were engaged in domestic services and who worked in silk and dye plants in Bogota and the chemical plant in Maywood, formed a larger unemployed group than did the Negro women. Some of these plants closed entirely, discharging all of their crew and others worked in a two-day week basis totaling the crew in order to give all of the workers an opportunity to earn something. Men who formerly had received from \$25.00 to \$45.00 per week received on the part-time basis from \$5.00 to \$16.00 per week. A silk mill in Lodi reopened the first of December and reinstated about 75 colored workers. The investigator was unable to ascertain whether or not these men would be placed on the full-time basis.

At the beginning of the depression period, Negroes moved around frequently within the southern section of the city in search of cheaper rent, but since 1932 many have received their rent through the emergency Relief and have moved/frequently rather in- after placement. The Negroes who live in the central section of the city have remained relatively stable and have done little moving about from place to place.

# HEALTH

Since the Negro population of Hackensack hasnot changed very much since 1930, the vital statistical record will be based on that report. In 1930, the Negro constituted 10.3 per cent of the total population and contributed 14.0 per cent of the births, 14.6 per cent of the deaths, 17.6 per cent of the infant deaths and 25.0 per cent of the still-births. No uniform differential record has been kept since 1930, approximately one third of the illegitimate births were Negroes. The actual number of Negro births has declined since 1930, but the high per cent for the Negro is due to a greater decline on white births. The death rate for the Negro is still higher than that of the whites.

According to the Health officer, the number of Negro deaths from tuberculosis and the active cases reported by the visiting nurses tend to show that there is no marked difference shown between the races in Hackensack with regard to tuberculosis. The number of active cases reported by years tend to substantiate this statement.

## ACTIVE CASES OF TUBERCULOSIS REPORTED BY RACE

YEAR	NUMBER TOTAL	WHITE	NEGRO	PER CENT NEGRO
1930	17	16	1	5.8
1931	23	22	1	4.6
1932	21	20	1	4.7
1933	22	21	1	4.6
1934	17	15	2	11.8
TOTAL	100	94	6	6.0

The colored people of Hackensack receive treatment in three hospitals, the Hackensack Hospital, Holy Name Hospital in Teaneck and in the Bergen Pine Hospital. Most of the colored people, however, receive treatment in the Hackensack Hospital. While no differential record was obtainable from the Hackensack Hospital, the hospital served in 1933 through its out-patient and in-patient department a total of 33,094 patients of which approximately one-fifth were colored and most of them were either part-pay or free. All of the privileges and facilities were available to colored patients that are available to any other patients. Colored patients may have private or semi-private room accommodations, if they can pay for them, but because of the increased pay, very few make use of these facilities. The hospital has the following bed accommodations: 60 private, 30 semi-private, 130 ward and 40 bassinets. The hospital has 124 physicians on its staff, three of whom are colored. The colored doctors have the same privileges as any other physicians, but none of them are on the surgical or the consultant staff. The clinics are open to colored physicians and one is on the clinical staff. One of the local colored physicians conducts a baby clinic for the Board of Health. At present, he is giving his services free.

A Nurses Training School is operated in connection with the Hackensack Hospital which admits about thirty nurses a year. No colored students have ever attended the Nurses Training School. The hospital employs colored help in the laundry, in the food department and as domestics. Their services are satisfactory.



The Bergen County Tuberculosis and Health association reports 213 deaths from tuberculosis for 1933, of which 14 or 6.6 per cent were colored. The Tuberculosis Association reaches the colored people through direct visitations, the Parent Teachers Association, Negro Health Week, lectures in churches and school and through the distribution of literature.

During 1933 the Visiting Nurse Service took care of 2933 patients in eighteen towns of which 222 or 7.6 per cent were colored. The total number of visits made were 12,265; 1,522 visits or 12.2 per cent were made to colored patients. Of the total number of visits made to colored patients 6.0 per cent were free.

ANALYSIS OF VISITS MADE BY THE VISITING NURSE SERVICE IN 1933				
CLASS	NUMBER		PER CENT	NEGRO
	TOTAL	WHITE	NEGRO	
Maternity	3,067	2,245	822	26.0
Health Supervision	2,044	1,968	76	4.0
Non-communicable	6,115	5,985	615	9.0
Communicable	485			
Tuberculosis	551	545	6	1.0
Syphilis	3	0	3	100.0
TOTAL	12,265	10,743	1,522	12.2

A further analysis of the visits shows that 496 of the colored cases were Metropolitan, 96 Emergency Relief and 40 part-pay. The Emergency Relief pays seventy-five cents per visit and individual persons pay from 25 cents per visit to the regulated price of \$1.25.

## HOUSING AND NEIGHBORHOODS

The Negro of Hackensack lives in three sections of the city. The first section for consideration is centrally located and is bounded on the north by Berry Street, on the south by Central Avenue, on the east by Railroad Avenue, and on the west by Third Street. About 95.0 per cent of the residents in this section are Negroes, and approximately 75.0 per cent of the entire Negro population lives in this section. The houses in this section are one and two-family ranging in room space from five to ten rooms, but with an average of five rooms. There are two rooming houses in this section which have about twelve rooms.

The real estate in this section, while it has decreased approximately 40.0 per cent since 1929, is valued from \$4,000 to \$12,000 with an average valuation of approximately \$6,000. The rent ranges from \$30.00 to \$65.00 per month with an average rental of \$35.00. A single room rents from \$4.00 to \$6.00 per week with an average weekly rental of \$4.50 per week. A few rooms in this section may be rented for \$2.00 and \$2.50 per week. These, however, are on houses where the facilities are poor. In such houses, there are two and three families living in a one-family house with an average of two persons per room. The people living in this section are stable, having lived in one place for about five years. The older residents seldom move and about 25.0 per cent of them own their own homes.

It is estimated that between 250 and 300 Negroes own their homes in Hackensack and that the greatest number of home-owners live in the central section of the city. While a few Negroes have lost their homes within the last five years, most of them have been able to retain their homes. Negroes who own their homes have lived in Hackensack from eight to sixteen years. Since the Negro in this section is so centrally located in the city, he is not free to move around; even the Emergency Relief facilities are relatively stable. The people living in this section could not be considered to be living in an overcrowded condition. While two and three families have come together to reduce rent and general expenses in many instances, the average number of persons living in a one-family house is about five.

The second section in which Negroes live is in the southern part of the city. This section is bounded on the north by Essex Avenue, on the south by Cleveland Avenue and on the east by Hudson Street. About 20.0 per cent of the Negro population lives in this section and constitutes about 15.0 per cent of the total population in this area. Italians constitute the greater part of the population in this section and own most of the real estate which the Negroes rent from them. Besides Italians, there are a considerable number of Jews. The Negroes in this section constitute a floating class and move about within this area rather frequently. Only a few of them own homes. Most of the houses are one and two-family with a few apartment houses here and there. Negroes and Italians frequently occupy apartments in the same building. The housing conditions for the Negro in this section is somewhat below that of the first section described and the rent is cheaper. Rent ranges from \$15.00 to \$35.00 per month with an average of \$3.50 per week. The length of time that the Negro in this section has lived at one address and in the city is somewhat lower than that for those living in the first section described.

The third area in which Negroes live lies between the two sections just described. Not more than 5.0 per cent of the Negroes live in this section and most of those live near the New Jersey Railroad. Very few own their homes and the living conditions are inferior to the first section described and superior to the second. Rent in this section parallels that of the second area.

The housing conditions for Negroes throughout the city could not be rated as a serious one. Only a few dilapidated houses are found in either of the sections where Negroes live and these are not found close together. They have modern conveniences such as inside toilets, running water and a central heating system; the walls and ceilings are in relatively good condition; the roofs are, in the main, in good condition. Streets are paved, lots are large, very little debris is found in the back yards and the houses show no great need for paint. These conditions are largely responsible for the exorbitantly high rent and the relatively high valuation placed on real estate.



## EMPLOYMENT

Although the general employment conditions for Negroes have grown more serious in the various municipalities in the last few years; Hackensack seems not to be as badly affected as some of the neighboring towns. This condition is perhaps due to at least two factors: (1) The statistic conditions of the population. (2) Hackensack is not an industrial town.

Since there has been no recent influx of Negroes in Hackensack no acute employment problem has been created. Hackensack, being more or less a residential town, has been able to care for the employable domestic population. The type of employment for Negro men takes the form of chauffeurs, butlers, caretakers, private and personal service, with a salary range from \$16.00 to \$25.00 per week. Negro women are generally employed as laundresses, cooks, maids and general houseworkers with a salary range from 25¢ to 35¢ per hour. If employed by the week their weekly salary is \$10.00 to \$13.00.

The Negro male industrial employees, who live in Hackensack, find it necessary to go to nearby towns for employment in the Silk-Dye & Paper factories at Bogota, Lodi and Maywood. These men are employed as laborers and semi-skilled workers at a daily wage of 40¢ per hour for a 40 hour week. While many of these men have been put on part time basis, relatively few have been laid off altogether. This is seen from the fact that the relief roll among Negroes in Hackensack has remained about the same. At present it is  $37 \frac{9}{10}$  per cent of the total Relief Roll of the city, according to the Records of the Emergency Relief in this community at the time of this investigation.

In the report of 1931, it was stated that 30 Negroes were employed in the public affairs of Hackensack. Sixteen of these were on the Federal payroll, 4 on the county, and 10 on the city. At the time of this investigation 9 were on Federal payroll, 20 on the county and 12 on the city, making a total of 28. Comparing the present total public employees with that of 1931, there was a decrease of 2 in number of 6.6 per cent decrease in the total Negro employment.

The following table shows positions held by Negroes in the city, December, 1934:

Patrolmen	3
Street Cleaners	4
Laborers	8
E.R.A. Case Workers	2
Teachers	<u>2</u>
	19

Nine Negroes were employed in the U.S. Post Office in 1934. The following table shows the type of their employment and salary range:

	NUMBER		PER CENT	SALARY	
	Total	Negro	Negro		
Clerks	30	0	0.0	\$1800.	\$2000
Carriers	43	7	6.2	"	"
Sub Carriers	14	2	14.2	"	"
Firemen	2	0	0.0	"	"
Cleaners	1	0	0.0	"	"

## EMPLOYMENT

Some of the Businesses owned and operated by Negroes:

Real Estate	2
Undertaker	1
Auto Repair	2
Barber Shops	5
Shoe Shops	1
Grocery Store	1
Hairdressers	5
Pool Parlor	1
Contractors	1

### Professional Service Employment

Doctors	2
Dentists	2
Lawyers	1
Teachers	2
Recreation	2

It is found that since the last study was made in this community 1931, several of the small Negro business places have closed down, a few others have come into existence, thus leaving the general business condition among Negroes fairly stable.



## CRIME AND DELINQUENCY

There were no available statistics of the Juvenile or Domestic Relations Court at the time of this investigation. Therefore, all of the data secured for this study was taken from the records of the police courts.

It is the consensus of opinion among white citizens of Hackensack, that the Negro is not a vicious breaker of the law. Although he commits a disproportionate per cent of the total crime, the causes are of a minor nature, and even these crimes are decreasing both in types and number. "Disorderly conduct and assault are those crimes which have the higher number of offenses from both groups. This is verified by comparing the criminal records of two given periods, namely: The records show from Jan. 1st, 1930 to March 31, 1930, 127 crimes were committed. Negroes contributed  $\frac{34}{100}$  or 26.7 per cent of total; comparing this with the period from Jan. 1, 1934 to March 31, 1934, we find total crimes committed were 153. Negroes were responsible for  $\frac{34}{100}$  or 22.2 per cent of the total crime for that period.

From Jan. 1st to March 31, 1934, forty per cent of the assault arrests were made for Negroes and 13.1 per cent of all disorderly conduct cases. Stated differently, one fourth (23.5 per cent of the total Negro arrests during this period were made for assault cases, and one in every eight for violation of the liquor law.) The Negro made no contribution to the number of arrests for rape, robbery or embezzlement.

From Jan. 1st to March 31, 1930, 47 arrests were made for disorderly conduct. Sixteen of the persons arrested were Negroes ( $\frac{34}{100}$  per cent). Seven of the 14 assault cases during this period were Negro. While this number is relatively low, the alarming point is that Negroes formed fifty per cent of this group. No contribution was made by the Negro for rape, larceny, forgery, embezzlement. The accompanying table shows:

NUMBER AND PER CENT DISTRIBUTION OF ARRESTS, BY COLORED, MADE IN HACKENSACK JAN. 1 - MARCH 31, 1930-34

	1930				1934					
	N U M B E R			P E R C E N T	N U M B E R			P E R C E N T	P E R C E N T D I S T R I B U T I O N	
	T.	N.	N.	N.	T.	N.	N.	N.	NEGRO	1930 - 1934
Disorderly Conduct	47	31	16	34.0	38	33	5	13.1	47.0	14.7
Other Assaults	14	7	7	50.0	20	13	8	40.0	20.6	23.5
Larceny-Theft	1	1	0	0.0	8	7	1	12.5	0.0	2.9
Burglary, breaking & Stealing	1	1	0	0.0	7	7	0	0.0	0.0	0.0
Gambling					3	0	3	100.0	0.0	8.0
Embezzlement & Fraud					7	7	0	0.0	0.0	
Liquor Laws	25	22	3	12.0	13	8	5	28.4	8.8	14.8
Robbery	2	2	0	0.0	2	2	0	0.0	0.0	0.0
Offense against Family & Children	12	10	2	16.6	3	0	3	100.0	5.9	8.8
Sex Offenses	5	5	0		2	1	1	50.0	0.0	2.9
Manslaughter Negligence				0.0	2	0	2	100.0	0.0	5.9
Carry Weapons	2	0	2	100.0	4	4	0	0.0	5.9	0.0
Forgery	2	2	0	0.0	8	7	1	12.5	0.0	2.9
Rape	1	1	0	0.0	0	0	0	0.0	0.0	0.0
Others	15	11	4	26.6	35	30	5	14.2	11.8	14.8
	127	93	34	26.7%	153	119	34	22.2%	100.0	100.0

### Y W C A

There is no Y.W.C.A. for Negroes in Hackensack. An auxilliary, however, was formed through the Colored Y.M.C.A. Clubs in 1929. Because of the lack of proper leadership and housing opportunities, they became inactive in 1930, but interest was revived in 1932. After the reorganization, of the white Y.W.C.A. staff took very definite steps to organize and direct club activities for Negro girls under the supervision of an Inter-racial Council. The following three Clubs were organized.

1. The Grammar School Girl's Club. (15 members) This club engages in such activities as Games, Athletics, and social functions and classes in hygiene.
2. The High School Girl's Club. ( 15 members ) The chief activities of this club are Discussion Groups, Sewing Classes, Music, Dramatics, and Social functions.
3. The Business Girl's Club. The membership of this club is composed of girls who have finished High School, Working Girls, Young married and professional women. The group directs most of its activities toward Hospital and other charitable organizations. They have great interest in the General Civil affairs of Hackensack. These clubs have made a special effort to raise a Building Fund for their organization; as a result \$150.00 has been deposited in the Bank for this purpose.



## S O C I A L   O R G A N I Z Z E T I O N

### Y M C A

In 1929 a group of Negro men organized themselves into a social club with a view of helping the younger men and boys utilize their leisure-time more profitably. Since there was no available housing privileges or facilities at the white Y for Negroes, a one-room building was secured for the Negro Clubs to carry on their activities. The rent for this room was paid by the white Y. A leader was selected for this group who proved very efficient, but was soon called away. Being without a leader and in a temporary location they became discouraged, but continued to carry on for about one year. In 1930 their activities were reduced to athletics only. In 1932 it was thought that the interest and loyalty of this group warranted help and direction; and the various club activities, which were active in 1929, were renewed and the organization took on new life. The question of housing again was raised. To meet this need, the Committee on Housing from the white Y, secured a room at the High School Building to be used by these clubs two nights a week. This room has been since used one night a week by the Boy's Club, and, one by the Girl's Clubs for their activities. All other meetings are held at the different homes of the members.

The Y.M.C.A. committee on Negro work is planning a Building program for the future Negro Y.M.C.A., and, both races are interested in the ultimate development of such an Institution.

P R I V A T E   R E C R E A T I O N

The Zion Methodist Church offers limited recreation for Negro boys and girls in the social room and basement of the church building. The handicap here is the lack of housing equipment and facilities to carry on. This work is done by voluntary leadership.

The Protestant Episcopal Church, colored, sponsors a program of indoor character building activities such as games, dramatics, lectures, reading clubs and various other social activities. There is no equipment for athletic or other out door activities.

The Boy Scout Troop #18 which has 21 members, offers some recreation for Negro boys. This Troop meets weekly at the home of its leader, for business purposes and instruction in the various tests. It holds its public social functions and recreational programs at public school #5, where they have access to the gymnasium for athletic and other activities that require facilities. Public dances are given periodically for the purpose of meeting its financial obligations. All these activities are directed by selected leadership.

The Y.W. and Y.M.C.A. also provide private recreation for the Negro girls and boys of Hackensack. The greater number of all the public social functions of Hackensack are either sponsored or directed by some member or interested person of one of these groups. It is seen that interest in the Negro girls and boys club activities is city wide, and this interest has assumed an interracial aspect under the direction of a special council at the white Y's.

Public entertainments are frequently given at the High School building for social and financial reasons, both by the three girls Y Clubs and also the boys group. The recreational advantages offered by these groups are indoor games and programs and outdoor seasonal, games and athletics, hikes and camping.

## RECREATION

Recreation among Negroes in Hackensack is primarily provided at Public School #5. This school is located in the section where the greater part of the Negro population lives. During the school months of the year, the children utilize the playground facilities freely, under supervision, for their outdoor activities but little, if any, provision is made for indoor recreation by either the Board of Education or the city to care for the leisure-time activities during the winter months.

The Board of Education, in cooperation with the City Parks Department, provides a leisure-time vacation program of recreation during the six weeks vacation period in the summer, at Public school #5. This center is directed by two colored recreational workers. The attendance at the Center is from 50 to 100 per day, and 96 per cent of those attending are colored.

The Program of Activities during the summer months consists of Games, Handicraft, Health talks, Story-telling, Music and various other recreational and character building activities. Swimming privileges are provided at the public pool for colored and white alike. Although three other leisure-time vacation Centers held during the vacation period at various school centers, the Negro attendance is relatively low at those centers.



## C H I L D ' S   W E L F A R E   D E P A R T M E N T

The Children's Welfare Department of Bergen County has been operating since 1920, but prior to 1930, it operated on a very small scale. This organization is under the direct supervision of the Board of Freeholders of Bergen County and a local Board of Managers plan its activities and determines its policies. A staff of seven trained workers constitute the personnel. The equipment and housing is adequate to meet the various needs. For indoor activities, there are ample recreation facilities and for outdoor recreation, there is a spacious playground.

The Institution gives temporary care to children from one week to sixteen years. The problems of these children fall into two classes: the dependent and the delinquent. The present enrollment is 72, this fluctuates from 58 to 100.

Two Negro children were enrolled at the time of investigation, and it was stated that approximately five per cent of the total enrollment at any given time is Negro. These children are committed through the social service department of the Institution by the various social agents of the county, such as magistrates and Judges of the courts. These children are allowed to stay in the Institution thirty days, but when the Institution was first opened they were kept as long as 90 days. At present they may be kept 90 days if conditions warrant it. Each child is examined before it is taken into the Institution and soon after his adjustment is determined, he is either sent to the State Home, a foster home, or back to his own home, if conditions are favorable enough.

Special sleeping, social and recreational activities are provided for each of these two groups of children. The delinquent child is not allowed to go to the city schools or to engage in any recreational or social activities outside of the institution, but the dependent child is given every opportunity to share in the city's activities as well as those carried on in the Institution. Eye, ear and nose clinics are held for the children once a week. A visiting psychologist comes into the clinic three days each month to examine all of the children. A baby clinic is held weekly in the nursery department. This department furnishes shelter for babies from one week old up.

## DEPENDENCY

### AMERICAN - RED - CROSS

The Hackensack Chapter of the American Red Cross Association is directed by a paid trained worker with volunteer assistants. It is supported by the annual membership fees.

This organization gives special service to war veterans and their families and relief in the form of shoes and clothing for those who are in need. Ten per cent of all service rendered is to Negroes and their families. The case load is about 100 per year.

The Child Welfare and Baby-Keep-Well Station, in the Health Community Center, work in cooperation with this organization in sponsoring a social service department. Their services are extended to Negro families and their babies without discrimination. The Eye, Ear and Nose Clinics are held every Thursday at 8:30 A.M. The Baby Keep Well Clinics are held three times a week, and is conducted by a Negro physician. Through the services of the trained nurse in charge, 20 Negro babies were inoculated during the week of this investigation. All new babies are examined weekly until one year old. Their mothers are advised how to take proper care of them. Fifteen per cent of all the babies treated are Negro babies.

DEPENDENCY

THE DAY NURSERY

This is the only day nursery in Hackensack. It was organized to care for children from one to seven years of age during the day while their mothers work. It is supported by private personal contributions. The staff is composed of one trained worker who is the superintendent, and two assistants, one of whom is colored. The policy is to care for all children alike, colored and white. A fee of 25¢ per day is charged to all who are able to pay. One meal a day is served.

The present enrollment is 28, with an average daily enrollment of 20 children. At the time of investigation there was one Negro baby. There is an average of 5 Negro babies per day which constituted about 25 per cent of the total average enrollment. This organization makes a specialty of the school child. Baby Clinics are held regularly each week, and each child is examined before he is enrolled.



CAMDEN COUNTY

NEWARK

ESSEX COUNTY  
(EXCEPT NEWARK)

REPORT OF NEGRO VOCATIONAL SURVEY IN CAMDEN, NEW JERSEY

- I. Analysis of Total and Negro Employees in Industries  
Table 1. Distribution of Total and Negro Employees according to sex.
- II. Analysis of Total and Negro Employees in Selected Industries  
Table 2. Classification of Total and Negro Employees  
Chart 1 and 2. Per cent distribution of Negro and White employees.
- III. Weekly wage scale of Negro Employees in Industries according to Socio-Economic Groups. Table 3. Chart 3.  
Weekly Wage Scale of Negro Male and Female Employees in: (a) All industries. (b) Manufacturing and Mechanical industries. Chart 4 and 5.
- IV. Affiliation and Participation of Negro in Labor Unions and Welfare Programs.
- V. Policies of Industries not employing Negroes. Table 4.
- VI. Classification of Negro Employees according to Sex into Industries-Socio-Economic Groups. Table 5. Chart 6.

DISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDING TO

SEX IN INDUSTRIES SHOWING PER CENT

NEGRO

113 establishments reporting to the Negro Vocational Survey showed a total employment of 35,572; 25,011 of them being males, and 10,561 females, the 113 establishments employed 1,272 Negroes, 1,153 males and 119 females, the per cent Negro of the total employment being 3.6 per cent.

The manufacturing and mechanical industry absorbed 73.9 per cent of the total number of persons employed in the 113 establishments covered by this survey and 62.5 per cent of the total Negro employment. 8 chemical plants employed 109 Negroes which was 6.5 per cent of their total employment of 1,638. 11 food and allied industries having a total employment of 4,962, employed 469 Negro males which constituted 9.5 per cent of the total employment in these establishments. 4 building material firms employing 130 showed 30 Negro employees which was 16.7 per cent of the total employment. 25 Negroes were employed in three leather establishments and 59 were working in 5 paper products concerns the percentage of the total employment being 3.0 per cent and 3.8 per cent respectively.

7 establishments in transportation and communication employed 6,021 persons 69 being Negro males and constituting 1.1 per cent of the employed.

10 establishments engaged in trade, wholesale and retail employed 1,115 of which 115 were Negroes 111 males and 4 females thus constituting 10.3 percent of the employment in this field. 4 concerns in the ice and coal business employed Negroes which was 21.9 per cent of the total employment of 443 in this field.

5 institutions engaged in professional and public service reported a total employment of 1,472 of which 776 were males and 696 were females; the Negro employees numbered 160; 70 males and 82 females, constituting 10.9 percent of the total employment reporting to the survey in this field. 145 were in capacities as



school teachers, policemen and firemen.

8 establishments engaged in domestic and personal service employed 694 persons, 442 males and 252 females. 19.2 per cent of the employment in this industry or 133 were Negroes. 3 laundries employed 33 Negroes which was 11.7 per cent of their total employment and 3 restaurants employed 29 Negroes which was 17.4 per cent of their total employment.

The Negro found employment in some capacity in all industries investigated by this survey. The fact that the employment ratio of Negroes as compared against that of the total employment is only 3.6 per cent, is due primarily to establishments engaged in electrical products, manufacturing and the transportation and communication industry. 3 establishments manufacturing electrical products employed 10,986 individuals of which 34 were Negroes, this being 0.3 per cent of the total. In transportation and communication, out of a total employment of 6,021 only 69 were Negroes which was 1.1 per cent of the total employed.

Negro employment opportunities were not very good, in textiles, women's clothing, iron and steel and allied industries and metal products, where the per cent of Negro employees is less than one per cent thousand of the employed, in these fields.

TABLE ICAMDEN COUNTYDISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDING TO  
SEX IN INDUSTRIES SHOWING PER CENT NEGRO

INDUSTRIES	# Con- cerns	Total Employees			Negro Employees			%Negro
		Total	Male	Female	Total	Male	Female	
ALL INDUSTRIES	113	35572	25011	10561	1272	1153	119	3.6
Manufacturing & Mechanical TOTAL	83	26270	17636	8634	795	769	26	3.0
Building Material	4	180	151	29	30	30	0	16.7
Chemical	8	1658	1245	413	109	108	1	6.5
Clothing-Ladies'	10	762	264	498	14	0	14	1.8
Dairies	4	341	325	16	8	8	0	2.3
Electrical Products	3	10986	7275	3711	34	34	0	0.3
Food & Allied Ind.	11	4962	3634	1328	469	469	0	9.5
Furnishings	3	526	389	137	5	5	0	1.0
Iron-Steel & Allied	3	457	354	103	3	3	0	0.7
Leather Industries	3	835	611	224	25	25	0	3.0
Metal Products	4	482	246	236	4	4	0	0.8
Plumbing	4	277	263	14	3	3	0	1.1
Paper Products	5	1568	1399	169	59	58	1	3.8
Textiles	3	567	156	411	1	1	0	0.2
All Others	18	2669	1324	1345	31	21	10	1.2
Transportation & Communication TOTAL	7	6021	5454	567	69	69	0	1.1
Transportation & Comm.	5	5939	5376	563	62	62	0	1.0
All Others	2	82	78	4	7	7	0	8.5
Trade - Wholesale - Retail TOTAL	10	1115	723	392	115	111	4	10.3
Ice & Coal Ind.	4	448	440	8	98	97	1	21.9
Stores - Dept.	3	585	217	368	12	9	3	2.1
All Others	3	82	66	16	5	5	0	6.1
Professional & Public Service TOTAL	5	1472	776	696	160	78	82	10.9
Municipal Employees	4	1419	761	658	145	76	69	10.2
All Others	1	53	15	38	15	2	13	28.3
Domestic & Personal Service TOTAL	8	694	422	272	133	126	7	19.2
Laundries	3	282	102	180	33	32	1	11.7
Restaurants	3	167	85	82	29	29	0	17.4
All Others	2	245	235	10	71	65	6	28.9

Note: All industries having less than three concerns reporting have been grouped under "All Others".

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN  
INDUSTRIES BY TYPE

The total employment in the 113 industrial establishments covered by the Vocational Survey in Camden County was 35,572. 1,272 or 3.6 per cent of this number were Negro employees. The total male employees were 25,011 of which the Negro male was 1,153 or 4.6 percent of the total male. There was a total female employment of 10,561; 119 or 1.1 per cent of these were Negro female employees.

The distribution of these employees in the various types of industrial establishments shows that 83 establishments of the manufacturing industry reported 26,270 employees. The Negro represented 795 or 3.0 per cent of the total number of employees in the manufacturing industry. Of the 17,636 male employees the Negro male represented 769 or 4.3 per cent of the total male. 26 Negro females constituted 0.3 per cent of the total female employment of 8,634.

In transportation and communication, 7 establishments reported 6,021 employees; the Negro being 69 or 1.1 per cent of the total. The total male was 5,454; the Negro male 69 or 1.3 per cent of the total male. The total female was 567, there being no Negro females in the establishments covered by this survey.

1,115 persons were employed by 10 trade establishments. The total Negro employees were 115 or 10.3 per cent of the total number of employees. There were 723 male employees; 111 or 13.3 per cent of these were Negro male. The total female was 392; the Negro female was 4 or 1.0 per cent of the total female employees engaged in trade.

Five professional enterprises reported as having 1,472 employees. 160 or 10.9 per cent of these were Negro employees. The total male employees were 776; the Negro male 78 or 10.1 per cent of the total male. Of the 696 female employees, the Negro female was 82 or 11.1 per cent of the total female in this type of work.



The total number of employees reported by 8 domestic and personal service establishments was 694. The total Negro was 133 of which was 19.2 per cent of the total employees. Of the 422 male employees, the Negro male represented 126 or 30.0 per cent of the total male, while the Negro female constituted 7 or 2.1 per cent of the 272 female employees.

The per cent distribution of these employees in industries by type shows the greater concentration of both white and Negro males than the white females to be in the manufacturing industry; while the Negro female is in professional and public service enterprises. 62.5 per cent of all Negro employees and 66.7 per cent of all Negro males have employment in one of the manufacturing concerns. Of the 119 Negro female employees reported in the Survey, 68.9 per cent of them are employed in professional and public service activities. When we compare some of the more Northern Counties with Camden report, it is found that only 1.0 per cent of the total Negro female employees in Middlesex County are working in professional service. In Essex County 9.2 per cent were engaged in some type of professional employment. No Negro female employees were reported by any professional concern in Passaic.

DISTRIBUTION OF EMPLOYERS BY SEX AND COLOR IN INDUSTRIES BY TYPE

(113 INDUSTRIES REPORTING)

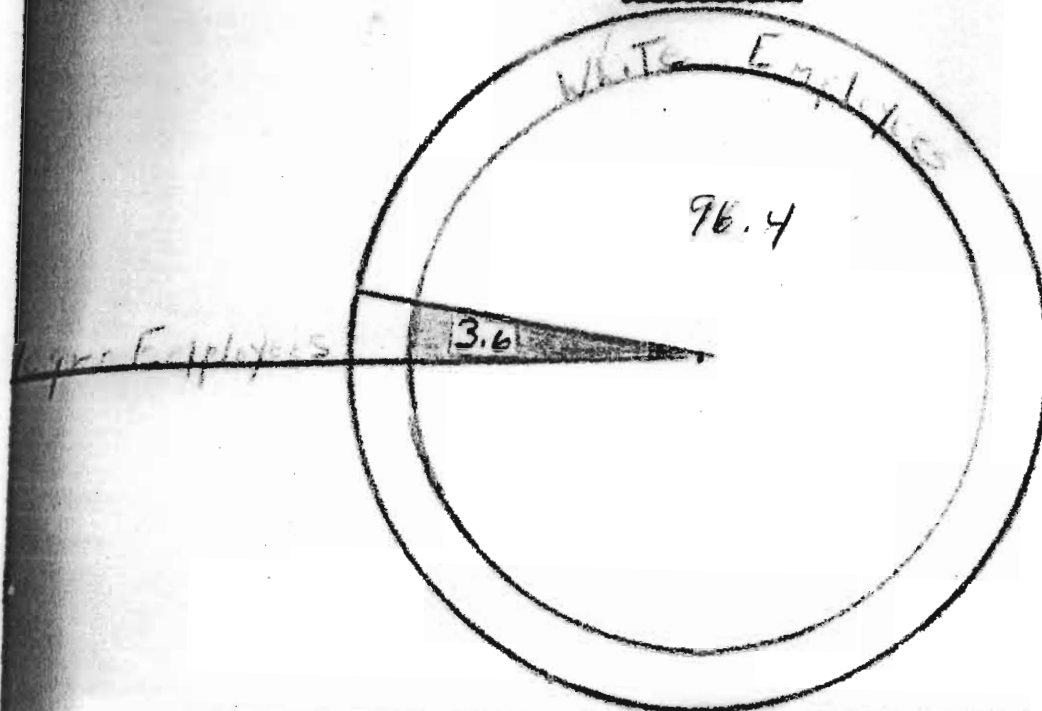
INDUSTRIES	# of Industries	Total Employees			Negro Employees			% Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	113	35572	25011	10561	1272	1153	119	3.6	4.6	1.1
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	83	26270	17636	8634	795	769	26	3.0	4.3	0.3
Transportation & Communi-	7	6021	5454	567	69	69	0	1.1	1.3	0.0
Trade - Wholesale - Retail	10	1115	723	392	115	111	4	10.3	15.3	1.0
Professional & Public Service	5	1472	776	696	160	78	82	10.9	10.1	11.8
Domestic & Personal	8	694	422	272	133	126	7	19.2	30.0	2.1

PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY

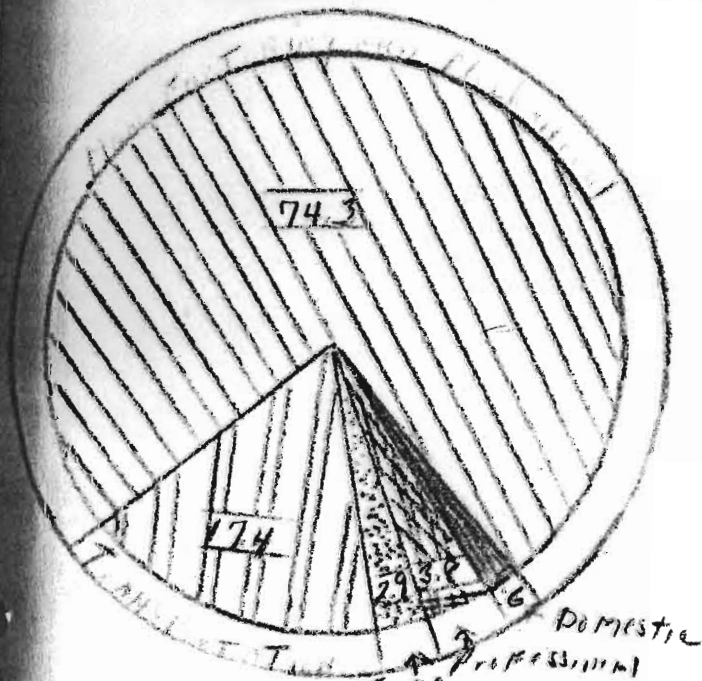
INDUSTRIES	Total Employees			Negro Employees		
	Total	Male	Female	Total	Male	Female
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture						
Forestry & Fishing						
Extraction of Minerals						
Manufacturing & Mechanical	73.9	70.5	81.7	62.5	66.7	21.9
Transportation & Communication	16.9	21.8	5.4	5.4	6.0	0.0
Trade - Wholesale - Retail	3.1	2.9	3.7	9.0	9.6	3.3
Professional & Public Service	4.1	3.1	6.6	12.6	6.8	68.9
Domestic & Personal	2.0	1.7	2.6	10.5	10.9	5.9



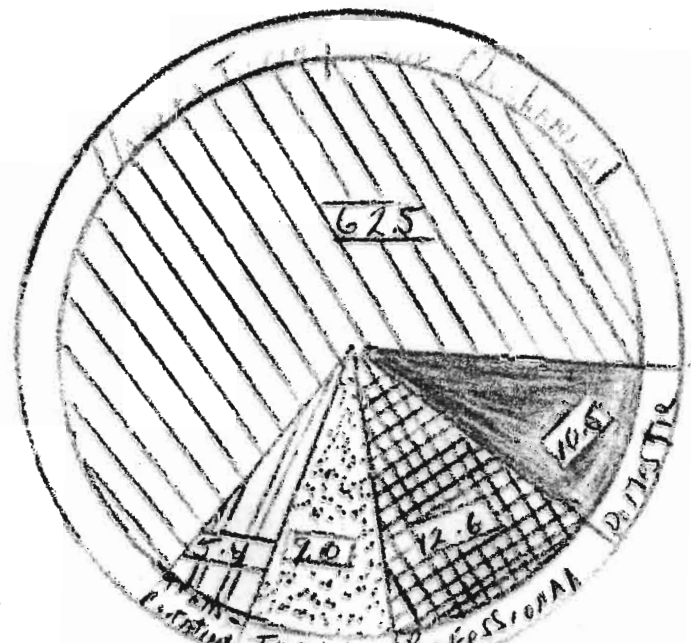
CHART NO. I



Per Cent White and Negro Employees in 113 Industrial Concerns



White Employees - 14,300



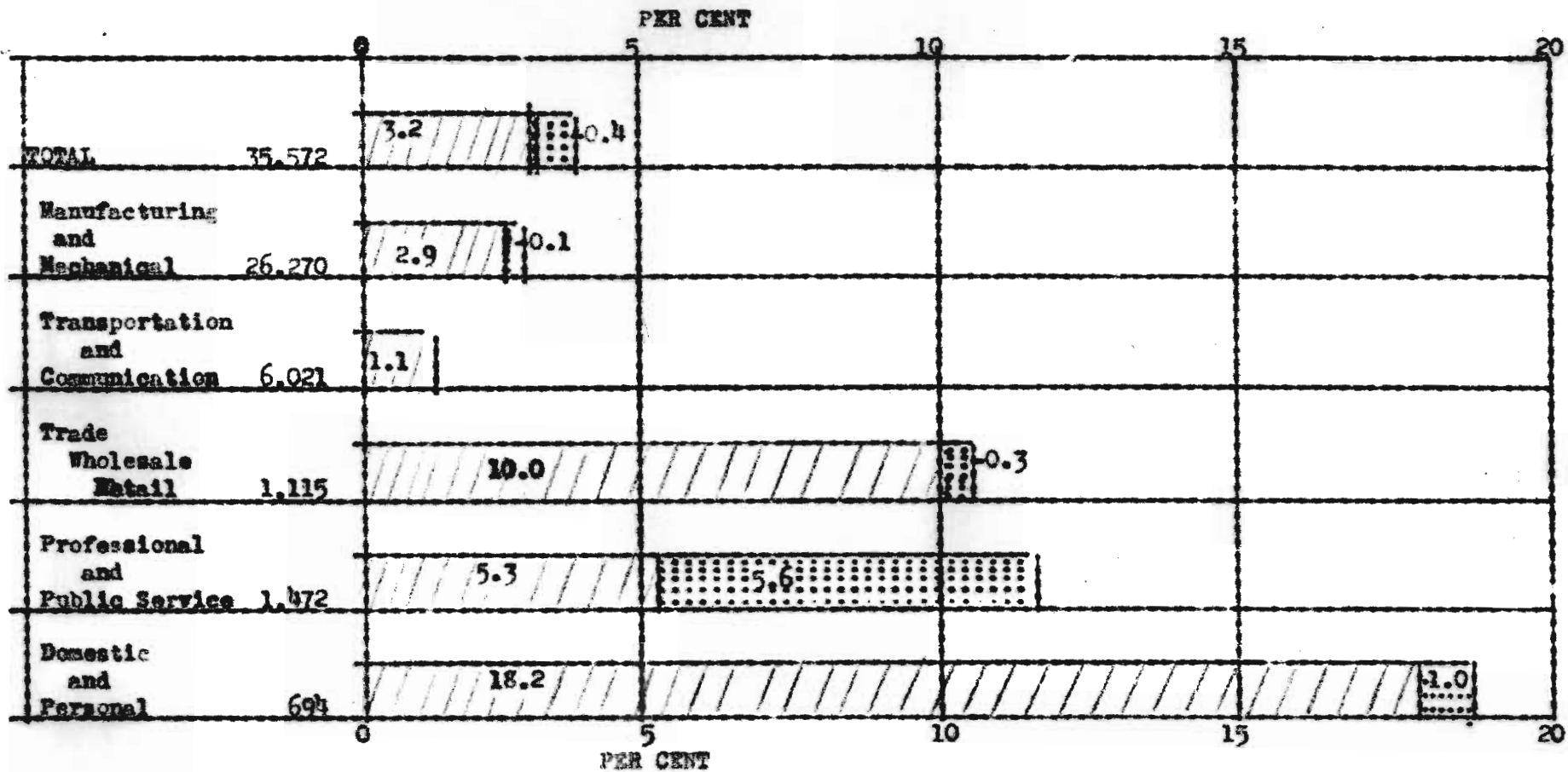
Negro Employees - 1,272

Per Cent Distribution

GARDEN COUNTY



PERCENTAGE OF NEGRO EMPLOYEES ACCORDING TO TYPE OF  
 THE TOTAL EMPLOYEES IN INDUSTRIES BY TYPE



 - Negro Male

 - Negro Female

CAMDEN COUNTY

WEEKLY WAGE SCALE OF NEGRO EMPLOYEES IN INDUSTRIES  
ACCORDING TO SOCIO ECONOMIC-GROUPS

The median wage of 1,272 employed Negroes in all Socio-Economic groups investigated by the Vocational Survey in Camden County was \$17.48.

711 or 55.9 per cent of the employed groups are earning a median wage in the scale between \$15.00 to \$19.99 and 693 of the 711 earning this amount, are unskilled workers and constitute 63.9 per cent of the total of 1,085 unskilled.

No employed person in any of the Socio-Economic classes investigated by the survey as earning more than \$40.00 per week. 15 come within the wage scale of \$35.00 to \$39.99, all 15 belong to the skilled workmen class of which group they compose 24.6 per cent of the total 61. The median wage of 54 persons belonging in the semi-skilled groups is higher, however, than that of the 61 skilled workmen; the respective amounts being \$23.53 for the semi-skilled, as against \$22.24 for the skilled. In the semi-skilled group more than 72 per cent are earning more than \$20.00 and less than \$30.00 per week, while in the skilled group only 39.2 per cent are in the wage level of more than \$20.00 and less than \$30.00 per week. 127 or 9.9 per cent of the total employed group are earning between \$20.00 and \$24.99 per week, the bulk of those in this wage level are in the unskilled groups, 91 earning the above named amount per week.

70 of the 1,272 employed persons were in the professional class, while only 2 clerks. The 70 members of the professional group were earning a median wage of \$32.50 per week, all of them being in the wage level of \$30.00 to \$34.99 per week. The 2 clerks were earning a median wage of \$17.50.

CAMDEN COUNTY

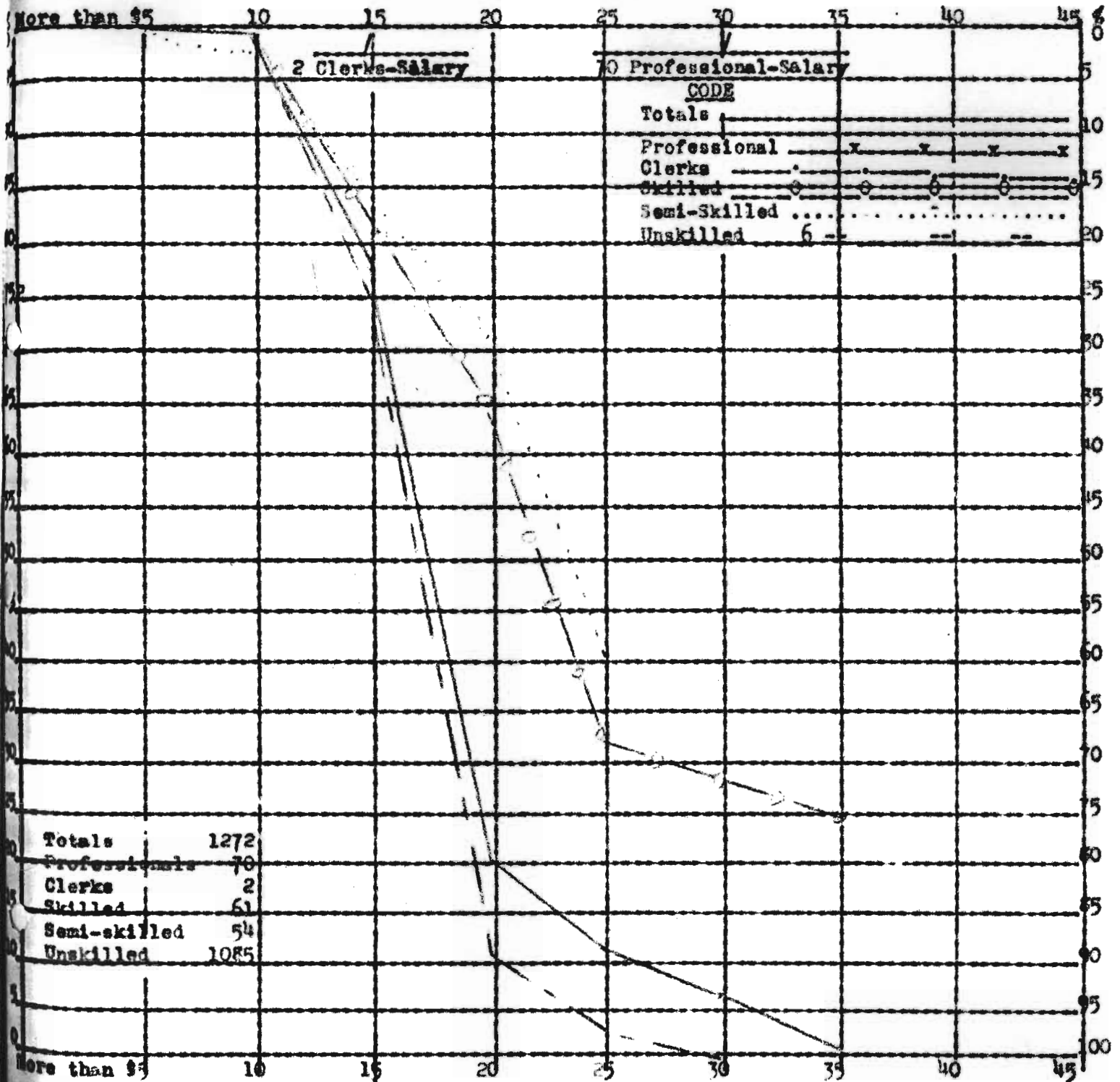
WEEKLY WAGE SCALE OF NEGRO EMPLOYEES IN INDUSTRIES ACCORDING TO SOCIO-ECONOMIC GROUPS

SOCIO-ECONOMIC GROUPS	TOTAL	\$5.00 To 9.99	\$10.00 To 14.99	\$15.00 To 19.99	\$20.00 To 24.99	\$25.00 To 29.99	\$30.00 To 34.99	\$35.00 To 39.99	\$40.00 To 44.99	\$45.00 And Above	Medians
<b>TOTALS</b>	1272	1	283	711	127	61	74	15	0	0	\$17.48
Per Cent	100.0	0.1	22.3	55.9	9.9	4.8	5.8	1.2	0.0	0.0	
<b>PROFESSIONAL</b>	70	0	0	0	0	0	70	0	0	0	\$32.50
Per Cent	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	
<b>CLERKS</b>	2	0	0	2	0	0	0	0	0	0	\$17.50
Per Cent	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	
<b>SKILLED</b>	61	0	13	9	19	2	3	15	0	0	\$22.24
Per Cent	100.0	0.0	21.3	14.8	31.1	3.3	4.9	24.6	0.0	0.0	
<b>SEMI-SKILLED</b>	54	0	7	7	17	22	0	0	0	0	\$23.53
Per Cent	100.0	0.0	13.0	13.0	31.3	40.8	0.0	0.0	0.0	0.0	
<b>UNSKILLED</b>	1085	0	263	693	91	37	1	0	0	0	\$17.00
Per Cent	100.0	0.0	24.2	63.9	8.4	3.4	0.1	0.0	0.0	0.0	



CHART NO. III

CHART SHOWING WHAT PER CENT OF NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS ARE EARNING MORE THAN A SPECIFIED AMOUNT UP TO \$45.00

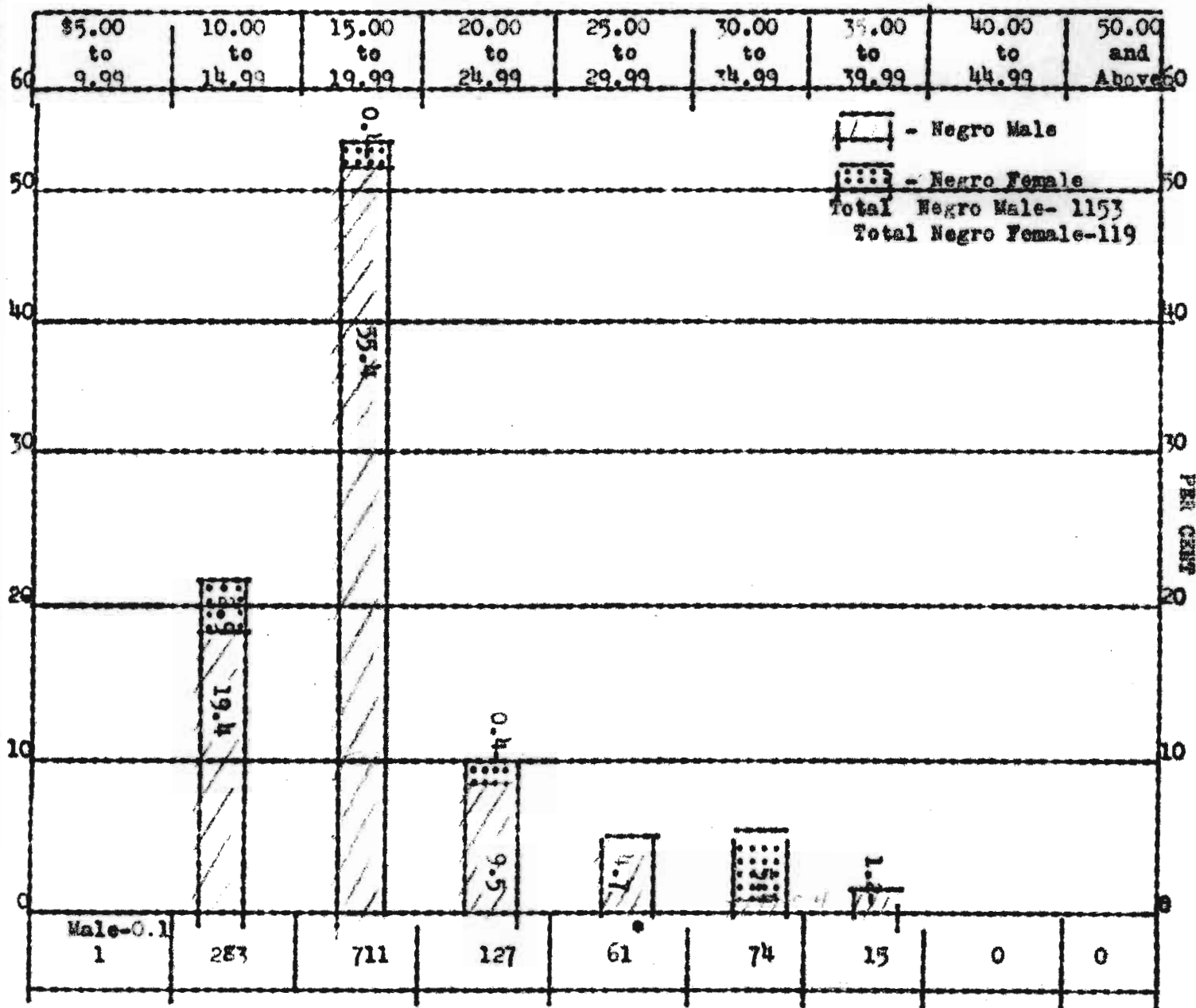


CAMDEN COUNTY

CHART NO. 4

PER CENT DISTRIBUTION OF WEEKLY WAGE SCALE OF 1272

EMPLOYEES IN 68 INDUSTRIAL CONCERNS

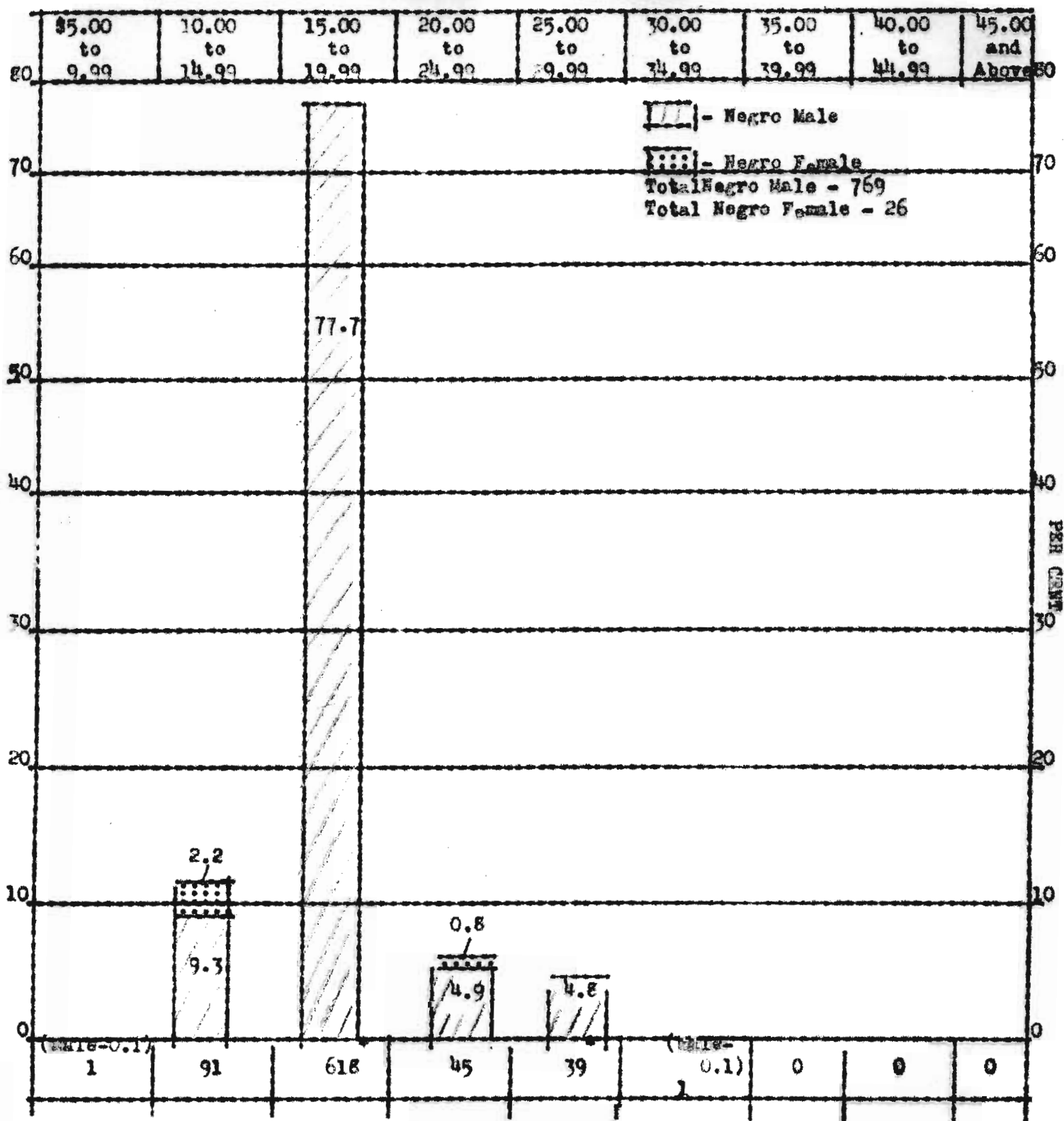


CAMDEN COUNTY

Note:- \* Percentage Female - 0.1

CHART NO. 15

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 795 NEGRO  
EMPLOYEES IN 43 MANUFACTURING CONCERNS



CAMDEN COUNTY

Notes:- \* In these instances, Negro Female is less than 0.5 per cent



CAMDEN

NEGRO MEMBERSHIP IN LABOR UNIONS AND WELFARE ORGANIZATIONS

Data was collected from 113 industrial establishments in Camden County. 68 of these establishments replied to the question of Negro membership in labor organization. 63 of the 68 concerns reported that they did not have Negro employees who had membership in Labor Unions, Welfare Organizations or Recreational Programs. The five concerns which reported having Negro employees who had membership in Labor Unions were: one electrical product and one ladies clothing concern; each of these had Negro employees who had membership in an independent Union; one ice and coal and one transportation enterprise had Negro employees with memberships in Company Unions; one iron and steel concern had Negro employees who had membership in the American Federation of Labor.

These concerns which reported on Negro membership in Welfare Organizations were: one chemical, one electrical product, one food and allied industries, one ice and coal, one public service and transportation. Of the 63 concerns reporting, 4 had Negro Welfare Workers, 2 had Recreational Programs of which Negroes were participants and 5 of them had Negro employees who had membership in Labor Unions.

POLICIES OF ESTABLISHMENTS NOT EMPLOYING NEGROES

45 of the establishments interviewed by field workers in Camden County were not employing Negroes in any capacity at the time this survey was made. This was 39.8 per cent of the total establishments contacted. 40 of the 45 establishments were engaged in manufacturing and mechanical industries, 2 were in transportation and communication, 2 were in trade and 1 was engaged in domestic and personal service activities.

12 of the manufacturing and mechanical establishments had employed Negroes in the past, 1 of the 2 transportation and communication firms reporting likewise had employed Negroes in the past and both of the establishments engaged in trade reported past employment of Negroes.

The remaining 30 establishments had never employed Negroes, 28 of them being engaged in manufacturing and mechanical pursuits, 1 each in transportation and communication and domestic and personal service.

17 of the establishments committed themselves affirmatively as to the future employment of Negroes, while 23 replied negatively. Of the 17 firms answering affirmatively as to future employment, 6 stated that Negroes will be given an opportunity for employment only in positions formerly occupied, while 11 expressed willingness to try Negroes in capacities not formerly occupied.

\*REASONS FOR NOT EMPLOYING NEGROES

10 of the establishments not employing Negroes stated that none had ever applied, 3 were closed unions shops, of which Negroes were not admitted to membership, this precluded their employment, 10 concerns never used Negroes because they were unskilled in their line of work and 5 were not using Negroes because of the "race prejudice shown by white workers." 17 other establishments gave various answers, such as, "no reason", "never thought of it", "not adapted to work," etc.

An impartial analysis of the policies of the establishments not employing Negroes in Camden County, at the time of this survey, reveals that there is in existence no body of unanimous opinion among personnel managers and employers regarding the efficiency or the inefficiency of the Negro as an employee. The problems of experience; of understanding between white and Negro workers and the "Union Problem", where there is a definite policy of Negro exclusion on the part of the union controlling an industry, or the labor policy of large establishments in a locality, are indeed formidable barriers, militating against the Negro making a rapid entree in vocations where these hurdles must be overcome. Of the three problems the Negro must face, that lack of experience, "in this line", is the more easily overcome, inasmuch as experience can be gained only by having employment opportunities in specific types of work and having employment opportunities is the only possible way to acquire the finer skills necessary before the Negro can become an important industrial factor. Of the two remaining "barriers", union exclusion, and race prejudice, the union problem while by no means easily overcome, is the least difficult and once it is solved, should go a long way towards aiding in a rapprochement of the subtle problem of race prejudice, as directed against employment opportunities for Negroes.



TYPES OF INDUSTRIES	# Of Concerns	Past Employment Of Negroes		Future Employment Of Negroes		Positions To Be Held By Negroes		REASONS FOR NOT EMPLOYING NEGROES					
		Yes	No	Yes	No	Same	New	Never Applied	No Special Reason	Union Labor. No Negro Members	Unskilled	Race Prejudice	All Others
ALL INDUSTRIES	45	15	30	17	28	6	11	10	1	3	10	5	16
Manufacturing & Mechanical TOTAL	40	12	28	15	25	4	11	10	1	3	10	5	-
Food & Allied	4	1	3	1	3	-	1	1	1	-	-	-	2
Metal	3	-	3	1	2	-	1	-	1	-	2	-	1
Clothing-Men's	7	2	5	4	3	3	1	2	-	1	2	1	-
All Others	26	9	17	9	17	1	8	7	-	2	6	2	8
Transportation & Communication TOTAL	2	1	1	1	1	1	1	-	-	-	-	-	2
All Others	2	1	1	1	1	1	1	-	-	-	-	-	2
Trade - Wholesale - Retail TOTAL	2	2	-	1	1	1	-	-	-	-	-	1	2
All Others	2	2	-	1	1	1	-	-	-	-	-	1	2
Professional & Public Service	-	-	-	-	-	-	-	-	-	-	-	-	-
Domestic & Personal Service TOTAL	1	1	1	-	1	-	-	-	-	-	-	1	-
All Others	1	-	1	-	1	-	-	-	-	-	-	1	-

Note: All industries having less than three concerns reporting have been grouped under "All Others".

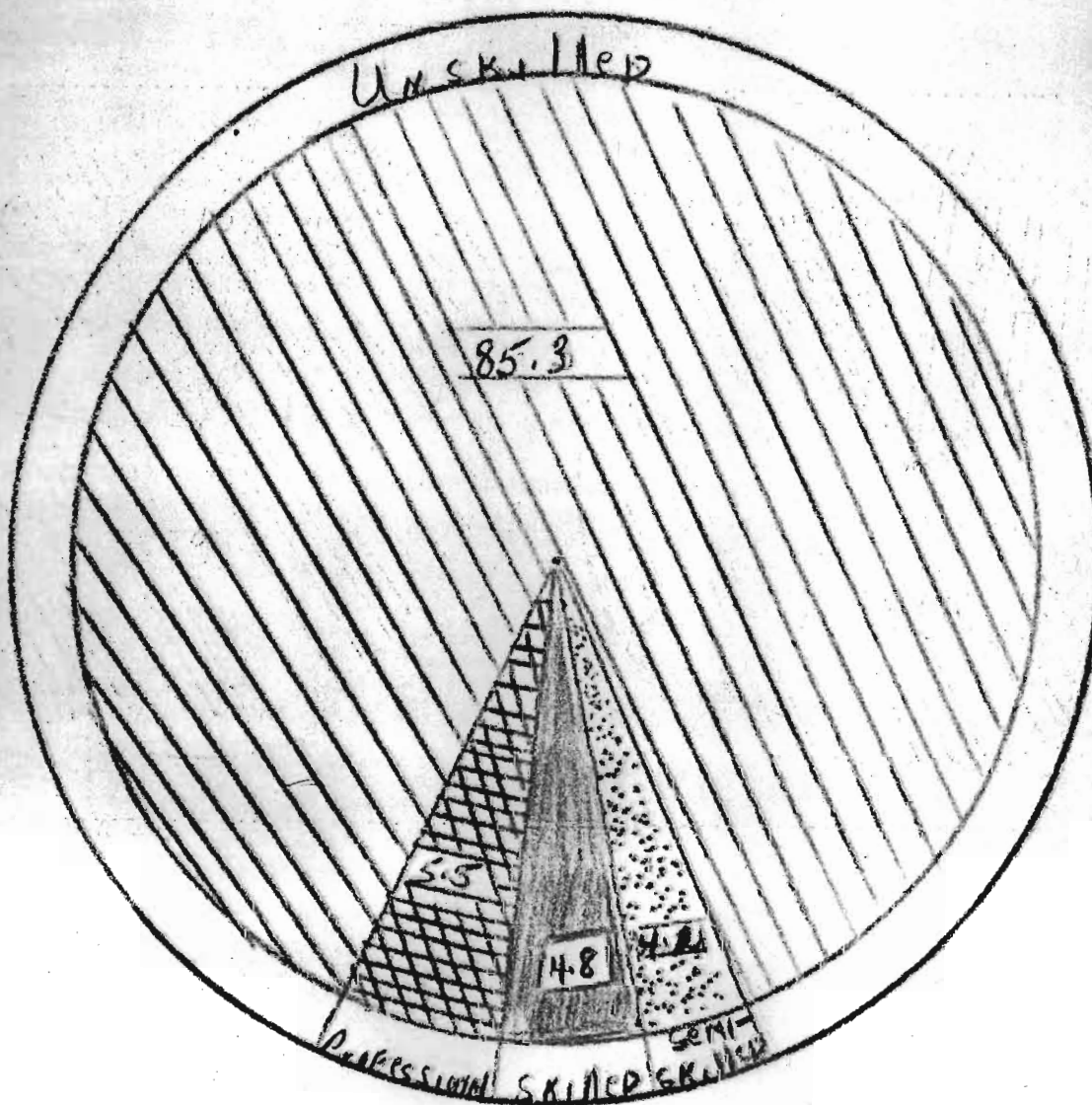
CLASSIFICATION OF NEGRO EMPLOYERS ACCORDING TO SEX AND INDUSTRIAL-SOCIO-ECONOMIC GROUP

Industrial Class	A of Sta- blemen Residing	Number of Employers		Professional & Technical		Clerical & Mixed Business		Skilled		Unskilled				
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Manufactur- ing	43	795	769	26	0	9	0	0	19	1	9	7	741	18
Transporta- tion	5	69	69	0	0	0	0	0	18	0	10	0	41	0
Trade	8	115	114	4	0	0	0	0	4	0	21	0	88	4
Professional	5	160	78	82	1	69	2	0	18	0	0	0	57	13
Domestic	7	133	126	7	0	0	0	0	0	1	7	0	119	6
Sub-Total	68	1272	1153	119	1	69	2	0	59	2	47	7	1044	41
Grand Total	68	1272				70	2		61		54		1089	
Per Cent Dist. Total						5.5	0.2		4.6		4.2		85.7	
Male					0.1		0.2		3.1		4.1		90.5	
Female						58.0	0.0			1.7		5.9		58.4



CHART NO. VI

PER CENT DISTRIBUTION OF 1272 NEGRO EMPLOYEES IN  
SOCIO-ECONOMIC GROUPS



CANDLER COUNTY

Clerks - 0.2 (Not Showing)





REPORT OF  
NEGRO VOCATIONAL SURVEY  
AND  
STUDY OF SOCIAL CONDITIONS  
CITY OF NEWARK  
1934  
E. P. A.

TABLE OF CONTENTS

VOCATIONAL REPORT  
REPORTS ON SOCIAL  
CONDITIONS

HOUSING  
EDUCATION  
HEALTH  
CRIME  
PUBLIC EMPLOYMENT  
SOCIAL SERVICES



REPORT OF NEGRO VOCATIONAL SURVEY IN NEWARK, NEW JERSEY

I. Analysis of Total and Negro Employees in Industries

Table 1. Distribution of Total and Negro Employees according to sex

II. Analysis of Total and Negro Employees in Selected Industries

Table 2. Classification of Total and Negro Employees

Chart 1 and 2. Percent distribution of Negro and White Employees

III. Weekly Wage Scale of Negro Employees in Industries according to Socio-Economics Group. Table 3. Chart 3

Weekly Wage Scale of Negro Male and Female Employees in:

(a) All Industries.

(b) Manufacturing and Mechanical Industries. Chart 4 and 5

IV. Affiliation and Participation of Negroes in Labor Unions and Welfare Programs

V. Policies of Industries not Employing Negroes

VI. Classification of Negro Employees according to Sex into Industrio-Socio-Economic Groups. Table 4. Chart 6

### VOCATIONAL SURVEY OF NEWARK

The Negro population of Newark as recorded by the Federal Census of Population of 1930 was 38,880. This number constituted 8.8 per cent of the total population of Newark.

These business establishments were employing 61,070 persons, 3.6 per cent of the total or 2,180 employees were Negroes. The Vocational Survey of Newark secured 361 completed interviews. Of the 2,180 Negroes employed, 26.9 per cent or 587 were females. While the ratio of the Negro employees to the total number of employees is low, the data revealed that those having a place in industry were widely distributed in different types. Only two industries showed no Negro employment, Glass and Buttons, and in both cases only one concern reported.

Industries reporting less than 3.0 per cent Negro employment are: Jewelry, Lumber, Millwork, Machinery, Metal and Allied Products, Novelties and Stationery, Printing and Publishing, General Stores, Textiles, Transportation and Communication, Banks, Men's Clothing and Electrical Products.

Negro labor is apparently concentrated in those industries having a lower wage scale, such as in the Clothing industry, Laundries, and in Recreation. This is due, perhaps, to the fact that a large proportion of the employees of these industries can be used to an advantage without having any great degree of skill.

Three Cleaning and Dyeing concerns reported 24.5 per cent, Laundries 16.3 per cent, and Recreational Centers 13.7 per cent.

It is also interesting to note that 25.2 per cent of all

the female workers are engaged in Laundry work, and 25.9 per cent in the Clothing Industry. Outside of Domestic Service, and the Clothing Industry, Negro female workers represented a very small proportion of the employees. 50.0 per cent of the industries covered showed no Negro female employees. This can be explained in part by the fact that much of the work of industry is not suited to female workers.

There are many problems that must be adjusted in an effort toward the explanation of industrial opportunities for the Negro: the general opinion is that first "Negroes are not adapted to or trained in our line of work" and that "Our employees will not work with Negroes." Both of these statements occur at a higher frequency on our questionnaires than any others. That there is a large element of truth in both assertions makes the task all the more difficult. However, it is obvious that the white workers, irrespective of racial extraction, who monopolize the fields of industry at the present time, were not born with any native endowment or adaptability for any given kind of work, but have won their places in industry by having the opportunity to enter the various fields in minor positions and as apprentices and have acquired their skill by degrees through observation and practice. Very seldom is the Negro, if employed at all, given this opportunity. The lack of an opportunity for the Negro to prove his worth in industry and to create a demand for his services, invalidates in a large measure the statement that "He is not skilled in our line of work."

The second objection, "That our employees will not work



With Negroes" is found to exist more frequently in the closed shop and where the more highly organized craft unions are in control. In these instances it appears that the policy of the union is designed to prevent Negro workmen from competing with With Union Workers for jobs.

CLASSIFICATION OF TOTAL EMPLOYERS AND  
NEGRO EMPLOYEES IN SELECTED INDUSTRIES

Negroes were found to be employed in some capacity in all industrial classes as used by the Bureau of the Census. In Manufacturing and Mechanical industries with 37,409 employees, 1,225 or 3.3 per cent are Negroes. The Negro male when compared with the total male constitutes 3.8 per cent; the Negro female when compared with the total female comprises 2.3 per cent.

In Transportation and Communication with a total employment of 3,373 the Negro constitutes 0.6 per cent; and the Negro male when compared with the total male constitutes 1.1 per cent, and the Negro female 0.1 per cent in terms of the total female.

The total number of employees in Trade is 9,135 of whom 219 or 2.4 per cent are Negroes. The Negro male when compared with the total male comprises 4.5 per cent, and the Negro female when compared with the total female constitutes 1.0 per cent.

Public and Professional Service shows a total employment of 2,590 of which 404 or 15.6 per cent are Negroes. In comparing the sexes, the Negro male is 6.4 per cent and female 2.0 per cent

of the total male and female.

In Domestic and Personal Service there are 2,199 employees, of which the Negro constitutes fourteen out of every 100; and in terms of the sexes the Negro male constitutes thirteen out of every 100 male employees and the female fourteen out of every 100 female employees.

When comparing the distribution of the employees in terms of the various types of industries, the distribution of the Negro employees in terms of the total employees does not show any great variation. The per cent distribution of the total Negro employees throughout the various types of industry is uniformly greater than that of the total number of employees except in Manufacturing and Mechanical industries where the per cent of the total employees exceed that of the Negro employees.

The Negro female shows a greater concentration in Domestic and Personal Service than the total female, there being twenty-nine out of every 100 Negro females engaged in Domestic and Personal Service; eleven out of every 100 in Professional and public Service; ten out of every 100 in Trade; forty-eight out of every 100 in Transportation and Communication. The Negro male shows a concentration in Professional and Public Service and in Manufacturing and Mechanical Industries they represent fifty-nine out of every 100 in Manufacturing and Mechanical Industries, twenty-one out of every 100 in Professional and Public Service and with 10.0 per cent or less in Transportation and Communication, in Trade and in Domestic and Personal Service. The Negro male when compared with the Negro female is in Professional and

Public Service in a ratio of three to one.

POLICIES OF INDUSTRIES NOT EMPLOYING  
NEGROES AT THE TIME OF THE SURVEY  
TOWARD NEGRO LABOR

The survey in Newark covered 361 concerns, 151 of these reported that they had no Negro employees at the time of the survey. of the 151 concerns reporting no Negro employees, 45 or 29.9 per cent of them had employed Negroes in the past; 106 or 70.1 per cent had never used Negro workers. In stating their policy in regard to Negro labor in the future, 72 or 47.8 per cent of the 151 concerns reporting no Negro employees stated that they would not employ Negroes in the future. It is also interesting to note in this connection that 79 or 52.4 per cent of the 151 concerns showing no Negro employment failed to indicate what kind of positions Negroes hold in the future, if employed; 31 stated that they would hold the same positions in the future as they had held in the past, while 41 or 27.2 per cent stated that they would be given different positions. While the positions held by Negroes vary from one industrial concern to another, the greater portion of them had served as unskilled workers.

In considering the individual industrial types, the industries which had used Negro labor in the past were more favorably disposed to Negro labor in the future. In the Clothing Industry with 19 concerns reporting, 4 stated that they had employed Negroes in the past and 16 of the 19 report that they will employ them in the future; of these, four say that they will hold the same positions in the future as they have held in the past and 12 stated



that Negro employees would be given new positions in the future. In the Chemical Industry, 13 concerns reported. 3 had employed Negroes in the past and 10 had not. The same 3 reported that they would employ Negroes in the future, and two of these stating that they would be given the same type of positions as they had held in the past. While the policy in terms of the proportion of Negroes to be employed in the future to the proportion that have been employed in the past vary from one type of industry to another and within the same types of industry, it is striking to note that all types of industries in Newark that have employed Negroes in the past have registered their intent to use Negro labor in the future.

Of the 151 industrial concerns reporting no Negro employment, 32 stated that Negroes had never applied for work; 43 had no special reason for not employing them; 41 stated that they were unskilled in their type of work; 12 that it was not the policy of the company to employ Negro labor; 4 that race prejudice prevented them from employing Negroes; 2 that they would not be able to use the same facilities as Whites and one stated whites would work for a lower wage.

PARTICIPATION OF NEGRO EMPLOYEE IN  
LABOR UNIONS AND WELFARE PROGRAMS

LABOR AFFILIATIONS

The survey of 212 Organizations employing Negroes showed that in 191 of the establishments there were no organized labor bodies. Four concerns reported that employees were affiliated with the A. F. of L.; three in Clothing, one in Specialities. Two Department Stores reported that Negro employees were members of Company Unions. Thirteen establishments reported Negro membership in Industrial Unions. The Industrial Union appearing most frequently in the Manufacturing of Clothing where the Negro female is concentrated.

The completed interviews showed that of the 212 concerns reporting, nine had a retirement or pension fund, and five provided direct relief. Those reporting a direct relief program were scattered among five different types of Industries. One each in Men's Clothing, Dairy Products, Electrical Products, Food and Allied Industries and in Laundry and Supplies.

TABLE 1

NEWARK, N. J.

DISTRIBUTION OF TOTAL AND NEGROES EMPLOYEES ACCORDING  
TO SEX IN INDUSTRIES SHOWING PER CENT NEGRO

INDUSTRIES	#Con- cerns	Total Employees			Negro Employees			Negro
		Total	Male	Female	Total	Male	Female	
ALL INDUSTRIES	361	61070	36781	24269	2160	1593	587	3.6
Manufacturing & Mechanical TOTAL	288	37409	25019	12390	1223	940	283	3.3
Brick-stone Masonry	3	91	89	2	31	31	0	34.1
Brushes	3	302	227	75	8	8	0	2.6
Buttons	5	461	280	181	0	0	0	0.0
Chemicals-Allied	28	4501	3647	854	135	132	3	3.0
Clothing-Children	4	293	1	292	44	0	44	15.0
Clothing-Ladies'	24	2608	790	1818	151	11	140	5.8
Clothing-Men-Boys'	28	2153	1031	1122	21	4	17	1.0
Electrical Products	20	6418	3403	3015	47	47	0	0.7
Food & Allied Products	19	2912	2529	383	86	86	0	3.0
Fur Industry	7	931	624	307	58	25	33	6.2
Furnishings	4	164	106	58	35	31	4	21.3
Iron-Steel & Allied	22	2386	2145	441	252	223	29	9.7
Jewelry	10	481	362	119	5	5	0	1.0
Leather Industry	22	1405	1306	99	148	148	0	10.5
Machinery	17	1862	1510	352	17	17	0	0.9
Metal Prod. & Allied Ind.	17	1908	1489	419	23	23	0	1.2
Musical Instruments	3	129	107	22	8	8	0	6.2
Novelties	6	940	579	361	11	8	3	1.2
Printing-Pub. & Engraving	10	2799	2219	580	18	18	0	0.6
Specialties	12	716	507	209	27	27	0	3.8
Textiles & Fabrics	6	2096	746	1350	24	24	0	1.1
Toys-Dolls	3	320	155	165	26	16	10	8.1
Undertakers Supplies	3	128	109	19	2	2	0	1.6
ALL Others	12	1205	1058	147	46	46	0	3.8
Transportation-Communication TOTAL	5	3737	1903	1834	23	21	2	0.6
Transportation-Communication	5	3737	1903	1834	23	21	2	0.6
Trade-Wholesale-Retail TOTAL	18	9135	3566	5569	219	160	59	2.4
Banks-B/I-Insurance	5	950	682	268	28	25	3	2.9
Department Stores	9	7935	2782	5153	170	114	56	2.3
Stores-Wholesale	3	210	74	136	6	6	0	2.9
All Others	1	40	28	12	15	15	0	37.5



TABLE I (Con. )

NEWARK, N.J.

DISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDING  
TO SEX IN INDUSTRIES SHOWING PER CENT NEGRO

INDUSTRIES	#Con- cerns	<u>Total Employees</u>		<u>Negro Employees</u>			Negro
		Total	Male	Female	Total	Male	
Professional-Public Service-TOTAL	20	8590	5233	3357	404	334	4.7
Recreation	8	491	345	146	67	49	13.7
Municipal Employees	12	6099	4866	3211	337	285	4.2
Domestic & Personal Service TOTAL	30	2199	1060	1139	311	138	14.1
Cleaning & Dyeing	3	163	111	52	40	25	24.5
Laundries	20	1369	523	846	223	75	16.3
Restaurants	5	466	315	151	27	27	5.8
All others	2	201	111	90	21	11	10.4

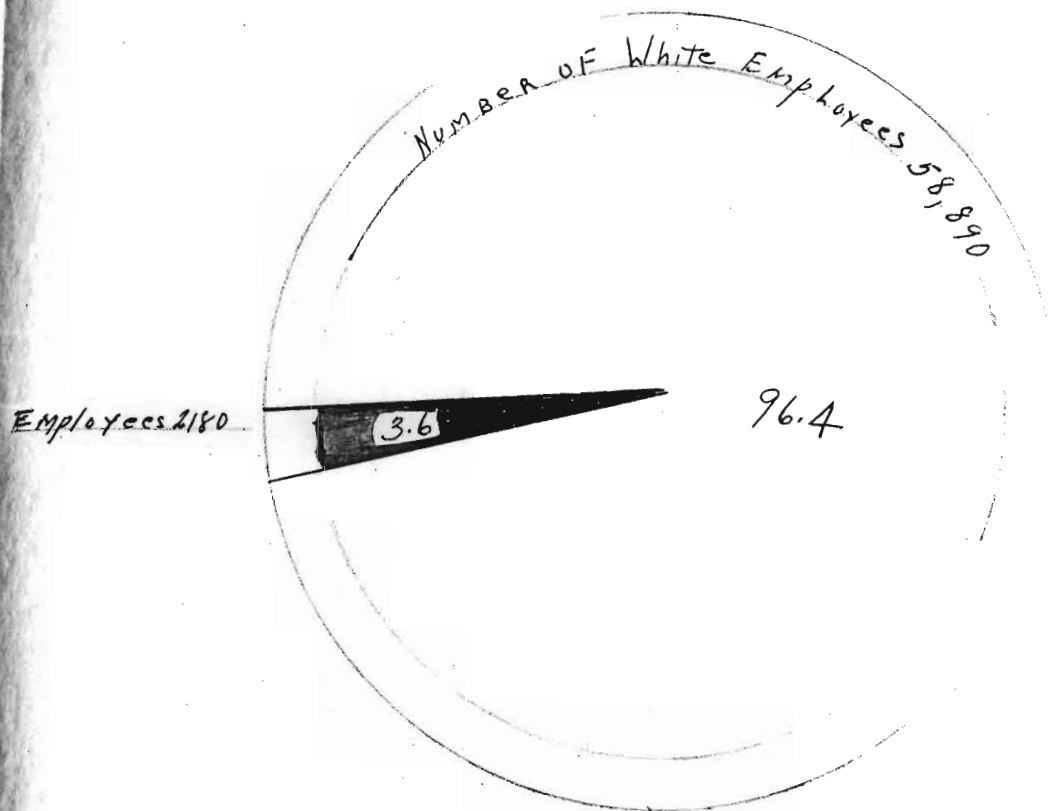
Note. All industries having less than three concerns reporting have been grouped under "All Others."

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

(361 INDUSTRIES REPORTING)

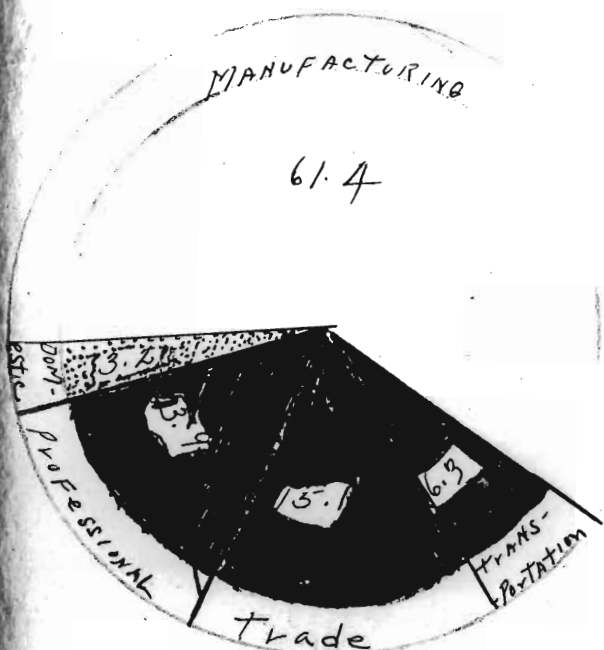
INDUSTRIES	# Of Industries	Total Employees			Negro Employees			% Negro Of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	361	61070	36781	24289	2180	1593	587	3.6	4.3	2.4
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	288	37409	25019	12390	1223	940	283	3.3	3.8	2.3
Transportation & Communication	5	3737	1903	1834	23	21	2	0.6	1.1	0.1
Trade - Wholesale - Retail	18	9135	3566	5569	219	160	59	2.4	4.5	1.0
Professional & Public Service	20	8590	5233	3357	404	334	70	4.7	6.4	2.0
Domestic & Personal	30	2199	1060	1139	311	138	173	14.1	13.0	14.3
DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY										
INDUSTRIES	Total Employees			NEGRO Employees						
	Total	Male	Female	Total	Male	Female				
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0				
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	61.1	68.0	51.0	56.1	59.0	48.2				
Transportation & Communication	6.1	5.2	7.6	1.1	1.3	0.3				
Trade - Wholesale - Retail	14.9	9.7	22.9	10.0	10.0	10.1				
Professional & Public Service	14.0	14.2	13.8	18.5	21.0	11.9				
Domestic & Personal	3.9	2.9	4.7	14.3	8.7	29.5				

CHART I

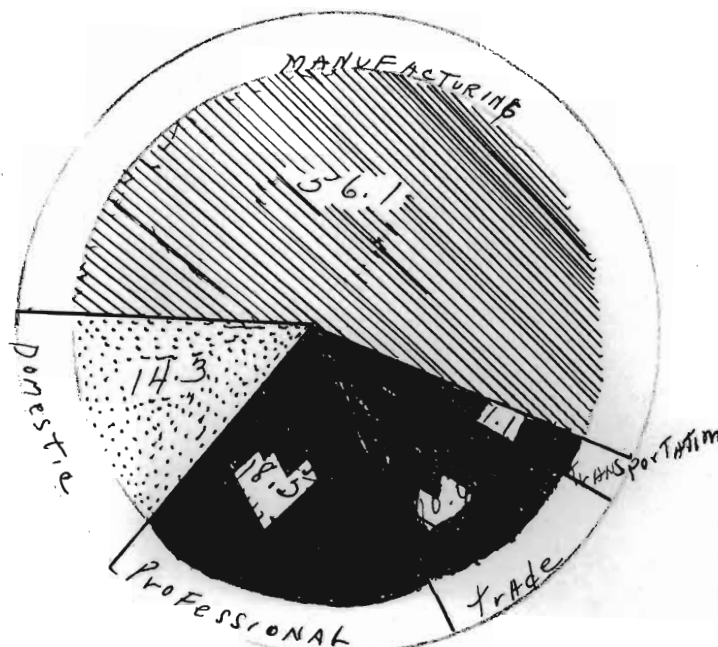


Per Cent Negro and White Employees in 361

Industrial Concerns



White 58,890

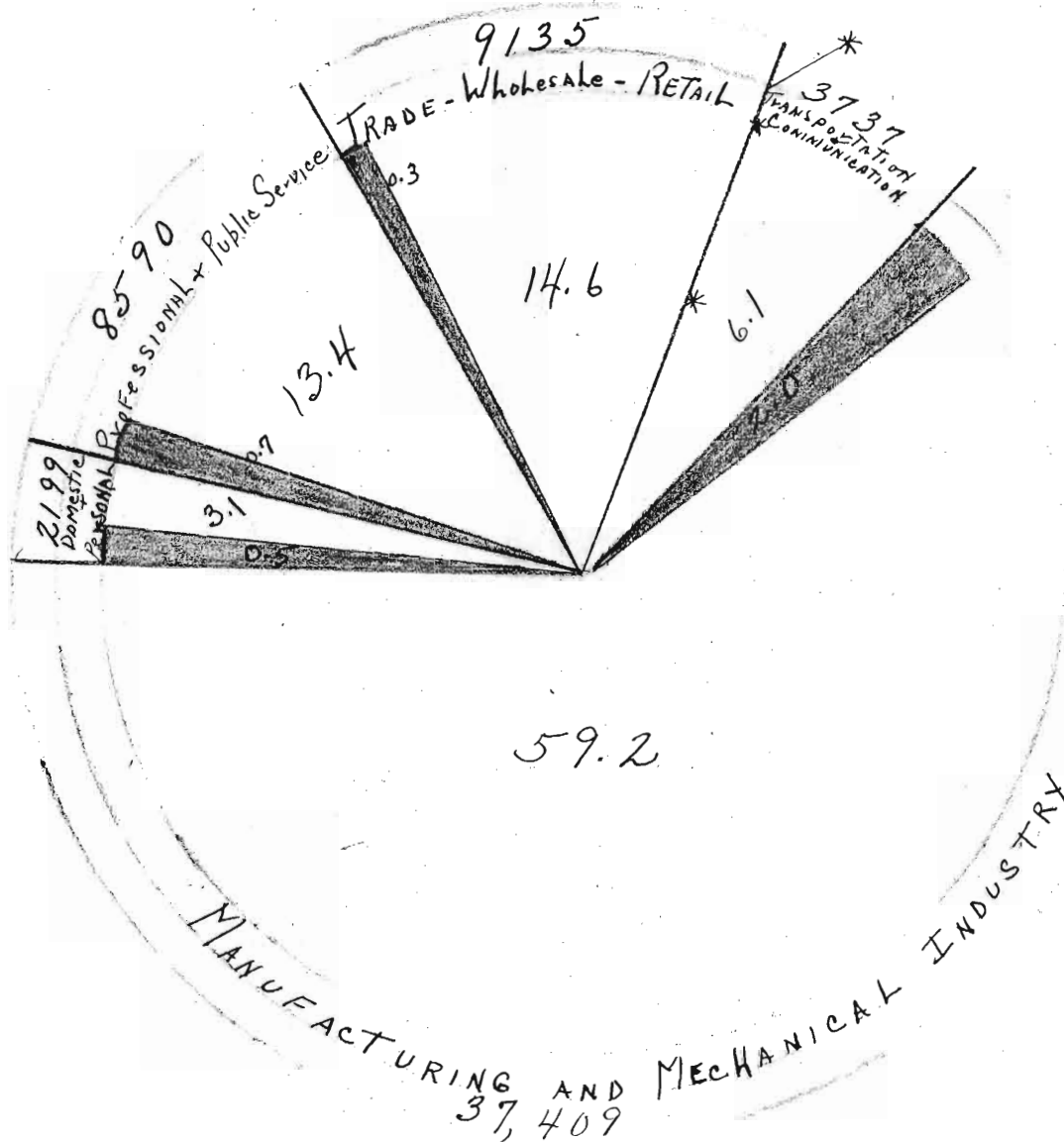


Negro 2,180

Newark, N.J.



CHART II



Per Cent Distribution of Total, White and  
Negro Employees in Selected Industries

□ = Total White Employees

■ = Total Negro Employees

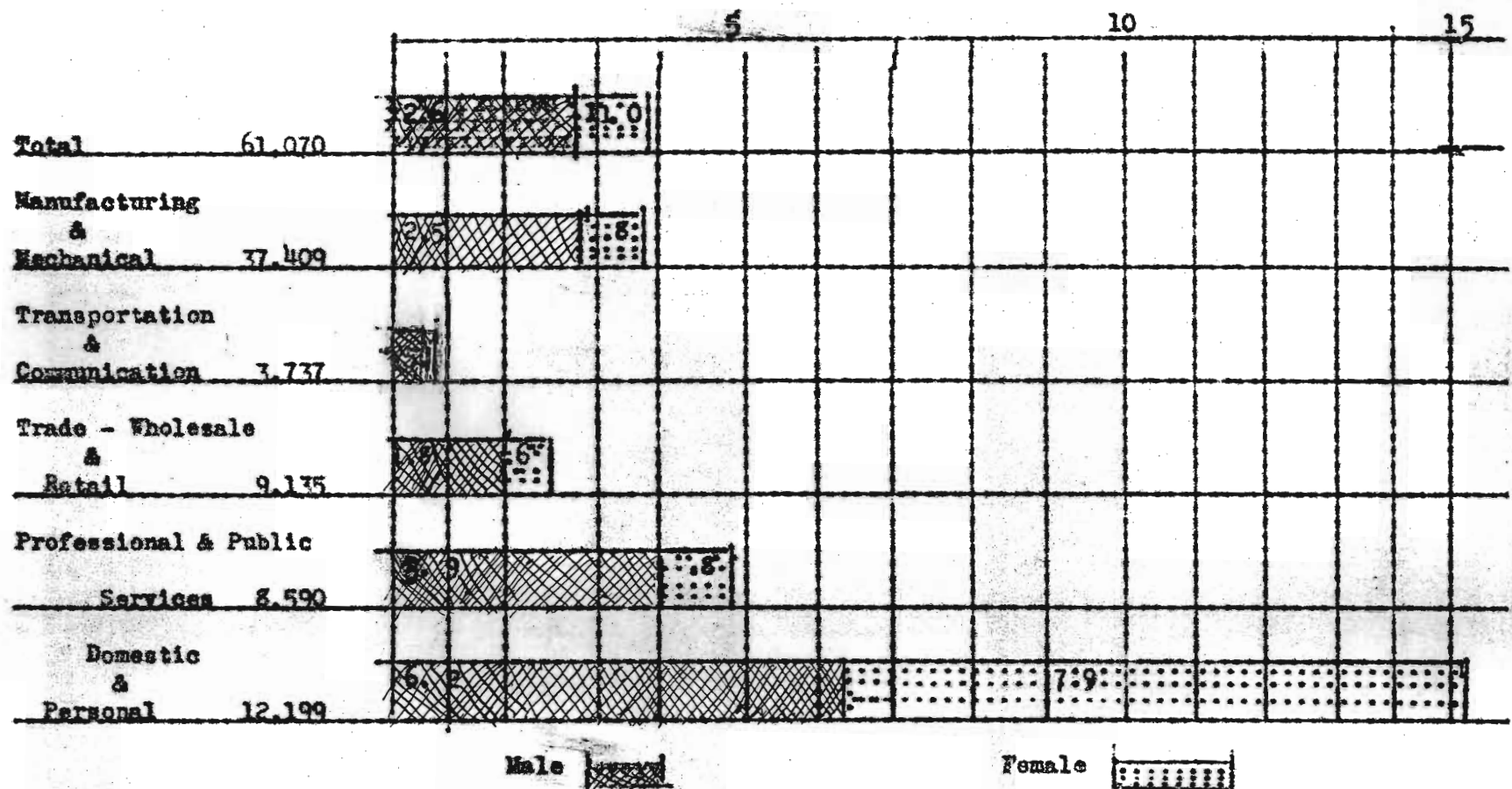
\* = Less Than 0.1 Per Cent

Newark, New Jersey

PERCENTAGE NEGRO ACCORDING TO SEX OF THE TOTAL EMPLOYEES

IN INDUSTRY BY TYPES

Percent



Newark

TABLE III

NEWARK, N.J.

Weekly Wage Scale of Negro Employees in Industries According to  
Social-Economic Groups

Social-Economic Groups	Total	\$5.00 to 9.99	\$10.00 to 14.99	\$15.00 to 19.99	\$20.00 to 24.99	\$25.00 to 29.99
Totals Per Cent	21,808 100.0	81 2.8	824 37.8	691 31.7	376 17.3	132 6.0
Professional Per Cent	28 100.0	7 25.0	7 25.0	0.0	5 17.8	0.0
Clerks Per Cent	50 100.0	0.0	14 28.0	1 2.0	22 44.0	6 12.0
Skilled Per Cent	153 100.0		62 40.8	22 14.4	37 24.2	11 7.2
Semi-Skilled Per Cent	416 100.0		129 31.0	167 40.3	62 14.9	45 10.3
Unskilled Per Cent	1533 100.0	54 5.5	612 39.9	501 32.6	250 16.	72 4.7



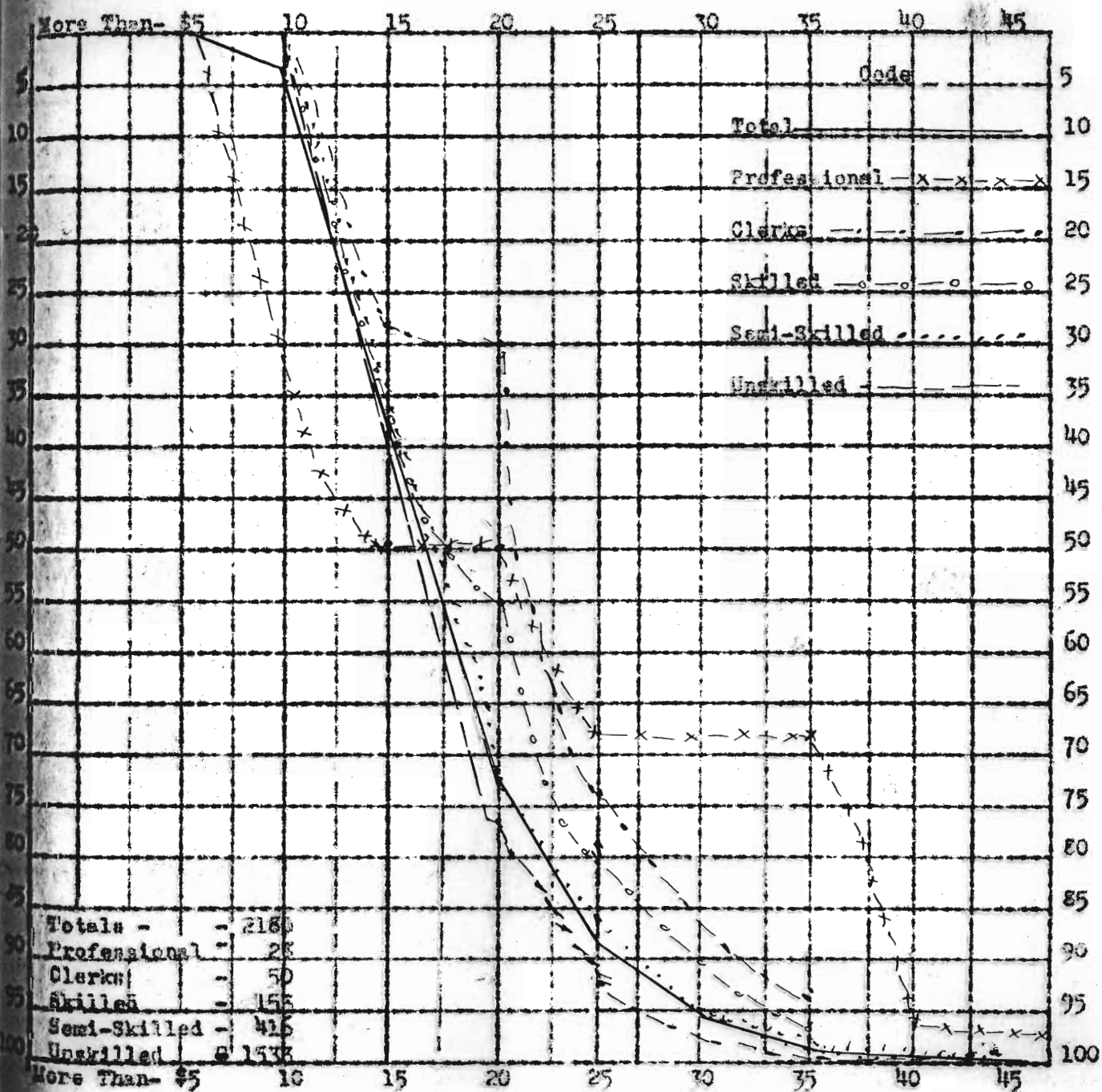
TABLE III  
(Continued)

Social- Economic Groups	\$30.00 to 54.88	\$35.00 to 39.99	\$40.00 to 44.99	\$35.00 and Above	Median
Totals Per Cent	67 3.1	20 0.9	4 0.2	5 0.2	21.47
Professional Per Cent	0.0	5 28.6	0.0	1 3.6	15.00
Clerks Per Cent	4 2.0	1 2.0	0 0.0	2 4.6	22.27
Skilled Per Cent	16 19.5	3 1.9	2 1.3	0.0	18.40
SEMI-SKILLED Per Cent	6 1.4	7 1.7	1 2.1	1 2.2	17.06
Unskilled Per Cent	41 2.7	1 0.1	1 0.1	1 0.1	15.00

CHART LLI

Chart Showing What Percentage of Negro Employees in the Social-Economic Groups Are Earning More Than A Specified Amount Up to \$45.00

Weekly Earnings Dollars

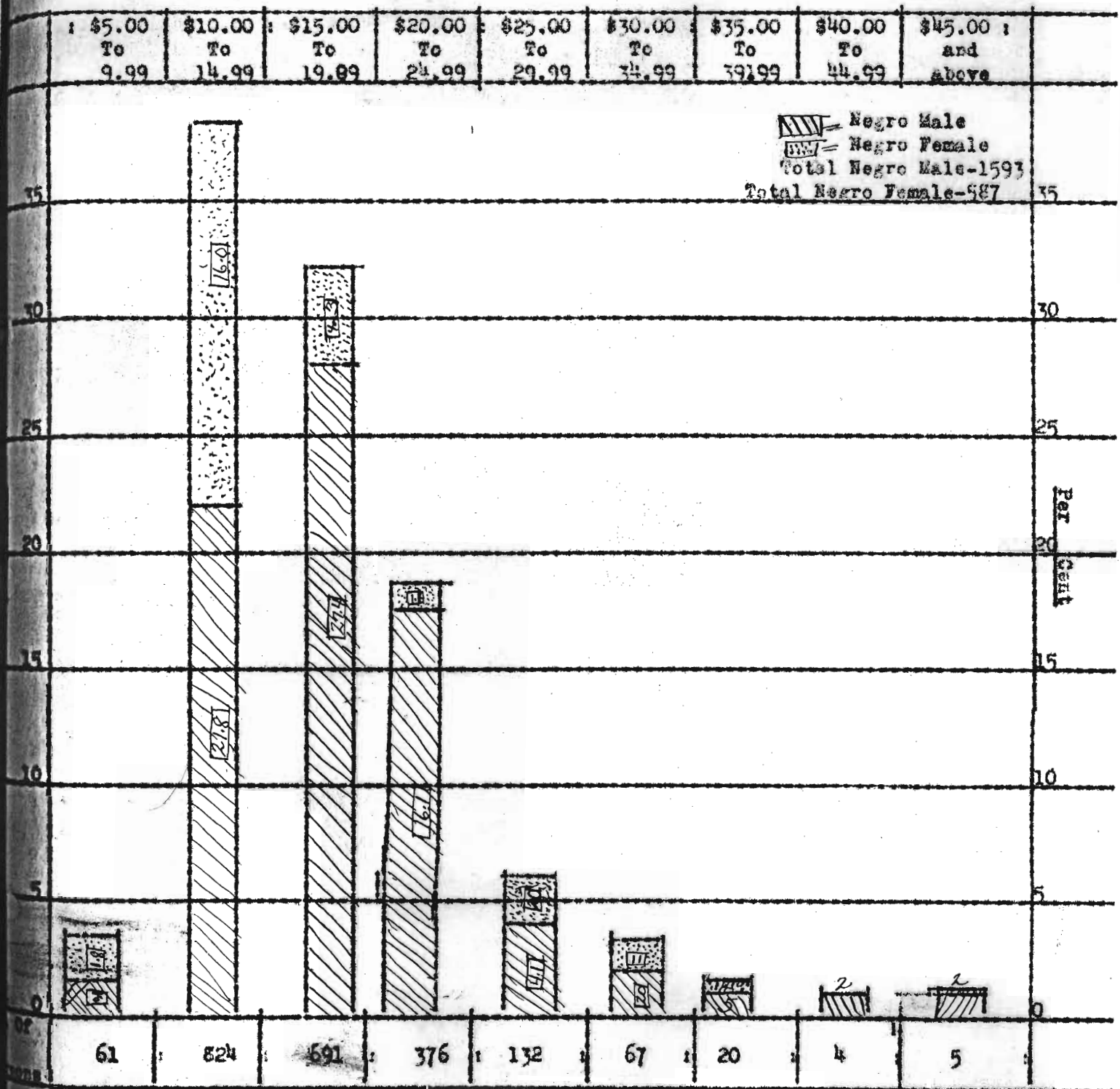


Newark, N. J.



Percentage Distribution of Weekly Wage Scale of 2160

Negroes, Male and Female Employees in 212 Industrial Concerns.



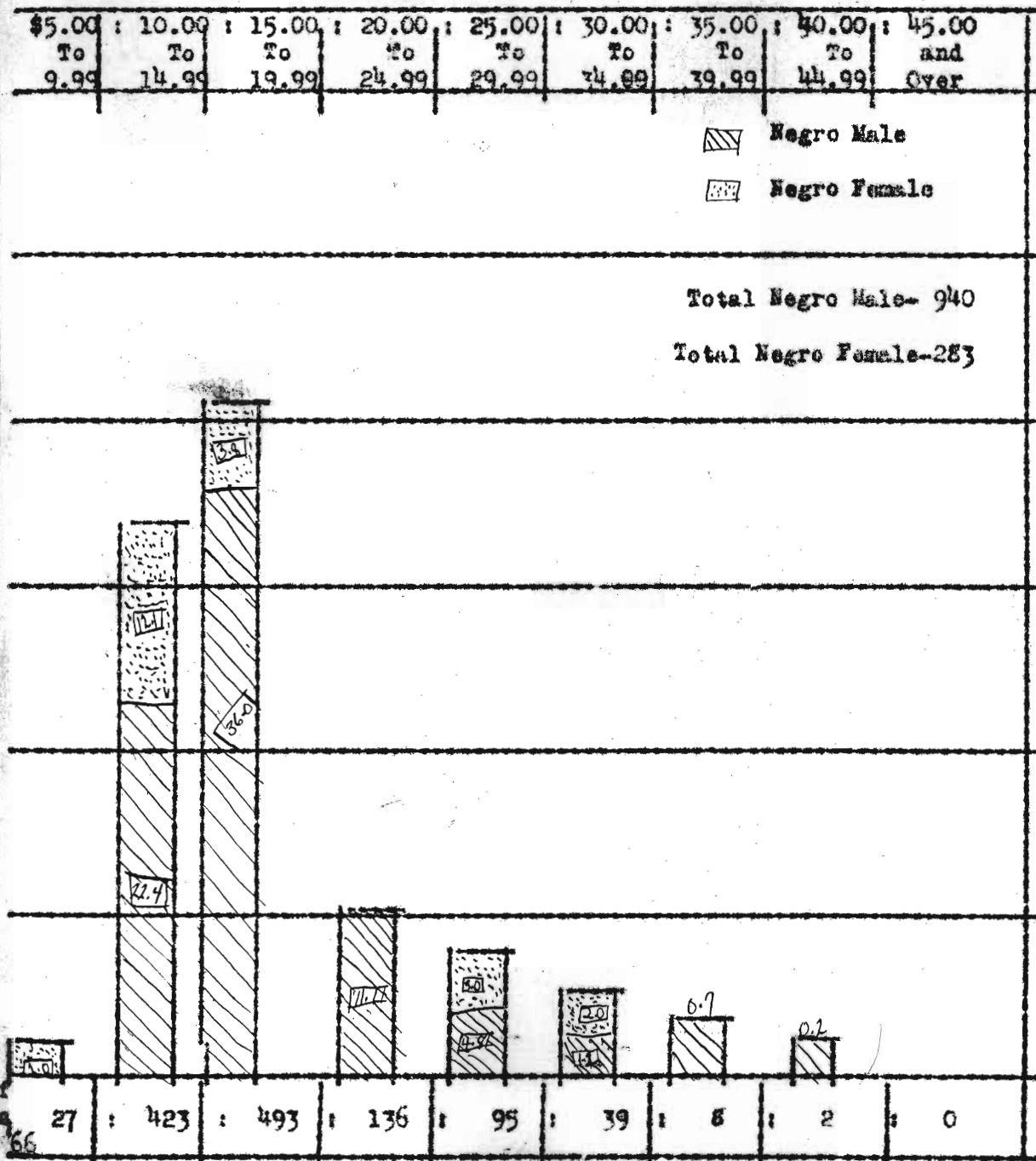
Newark, New Jersey



CHART V

Percentage Distribution of Weekly Wage Scale of 1223

Negroes in 148 Manufacturing and Mechanical Concerns

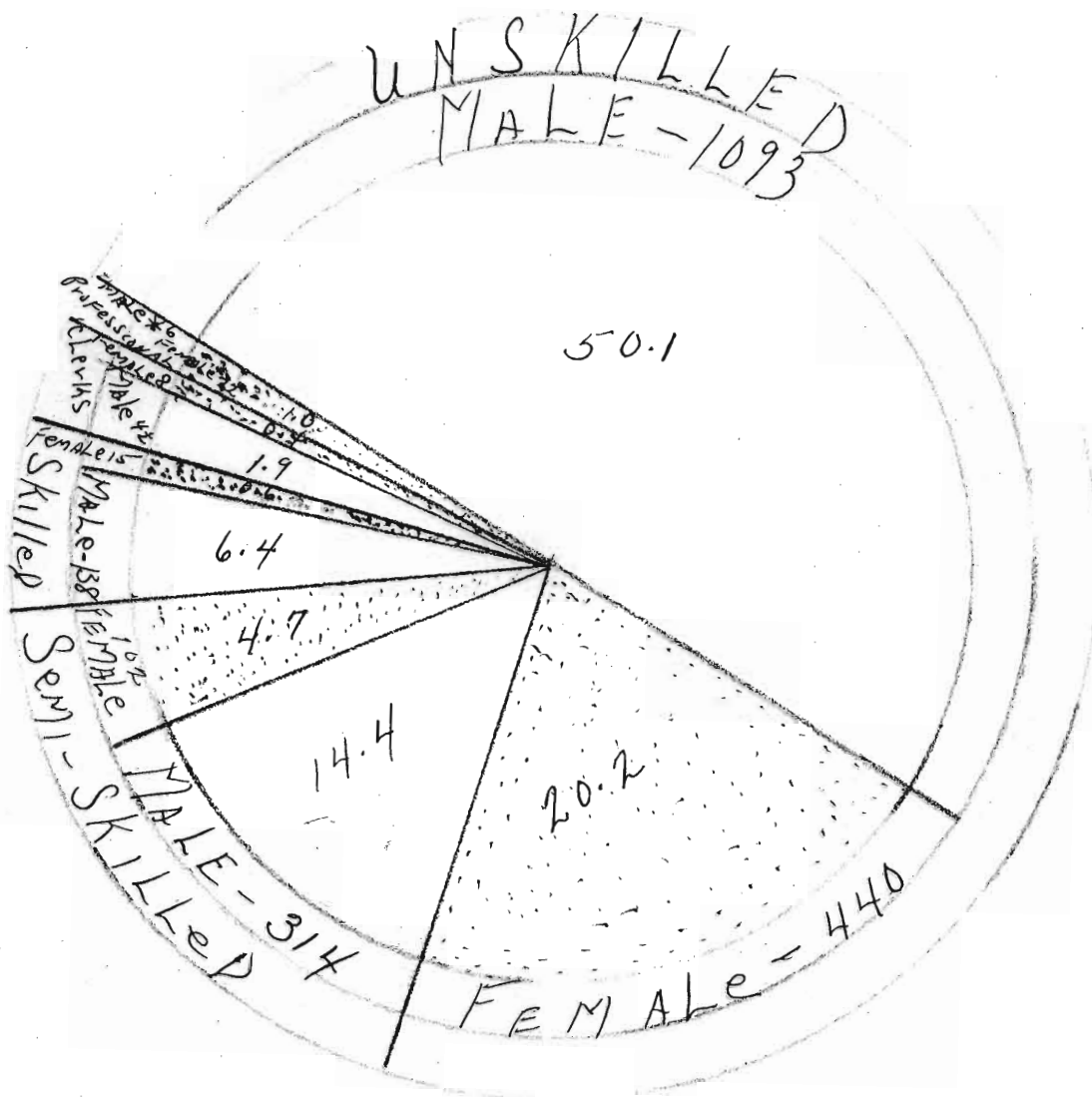


Newark, New Jersey

**CLASSIFICATION OF NEGROES ACCORDING TO SEX INTO INDUSTRIAL - SOCIAL AND ECONOMIC GROUPS**

<u>Industrial Classes</u>	<u>No. of Industries Reporting</u>	<u>No. of Employees</u>			<u>Professional &amp; Technical</u>		<u>Clerical &amp; Kindred Workers</u>		<u>Skilled :</u>		<u>Semi- Skilled</u>		<u>Unskilled</u>	
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture														
Forestry & Fishing														
Extraction of Minerals														
Manufacturing & Mechanical Ind.	149	1223	940	283	0	0	19	0	128	15	270	99	523	169
Transportation & Communication	3	23	21	2	0	0	0	0	0	0	0	0	21	2
Trade	16	219	160	59	0	0	15	0	0	0	29	3	116	56
Professional & Public Service	19	404	334	70	6	22	5	8	4	0	11	0	308	40
Domestic & Personal	26	311	138	173	0	0	3	0	6	0	4	0	125	173
<b>Total</b>	<b>213</b>	<b>2180</b>	<b>1593</b>	<b>587</b>	<b>6</b>	<b>22</b>	<b>42</b>	<b>8</b>	<b>138</b>	<b>15</b>	<b>314</b>	<b>102</b>	<b>1093</b>	<b>440</b>
<b>Grand Total</b>					<b>28</b>		<b>50</b>		<b>153</b>		<b>416</b>		<b>1533</b>	
<b>Per Cent Distri- bution Total</b>					<b>1.3</b>		<b>2.3</b>		<b>7.0</b>		<b>19.1</b>		<b>70.3</b>	
<b>Male</b>					<b>.40</b>		<b>2.6</b>		<b>8.6</b>		<b>19.6</b>		<b>69.2</b>	
<b>Female</b>					<b>3.7</b>		<b>1.4</b>		<b>2.6</b>		<b>17.4</b>		<b>74.9</b>	

CHART VI



Per Cent

Distribution of Negro Employees According To Sex  
And Social-Economic Groups

□ = Male Employees

▣ = Female Employees

\* = Less Than 0.3 Showing



## HOUSING

Housing conditions for Negroes in Newark are wholly inadequate and have become steadily worse during the past few years. Forced by economic necessity to seek the lowest renting apartments or tenements, and in some cases to double up with other families in already over-crowded homes, living conditions in some sections of the city have reached an alarming state.

Altho Negro families are found scattered throughout all wards of the city, they have tended to seek one another and group themselves principally in what is known as Newark's Hill District. Approximately one third of all Newark's Negro families are concentrated within the Third Ward area.

It is in the Hill District between Montgomery, Spruce, Barclay and Monmouth Streets that the Prudential Life Insurance Co. has completed the Douglas Apartments for Negroes. This group of modern buildings accommodate  $3\frac{1}{4}$  families and in October 1934 was reported as being 90 per cent occupied.

These apartments carry an average rental of \$9.00 per room per month with the highest apartment rental being \$40.00 a month, and the lowest \$20.00.

Persons seeking tenancy in these buildings are required to furnish references and rental payments are required monthly in advance.

A similar unit of apartments are under construction and plans are for their completion about July 1st, 1935. These apartments will be operated on the same general plan but the organization has made no definite committal as to whether this unit will be for Negroes or whites.

-2-

I It is planned that the vacant land between the apartments will eventually be made into a city recreational park and provided with proper equipment.

Altho the criticism has been made that the Douglas Apartments have been filled by families from outside the immediate district, and in some cases from outside the city, rather than the tenants in the Hill section, it must be said that this project has stimulated interest on the part of some landlords in this section both as to making repairs and lowering rents.

#### HOUSING CITY OF NEWARK

(North Newark, near Bloomfield Ave.)

In the north Newark section near Bloomfield Avenue, there is a very favorable housing situation for Negroes. Twenty per cent of all the houses in this section, occupied by Negroes, have modern conveniences. Most of these houses were built less than fifteen years ago, but recently have been occupied by Negroes.

Rentals in this section may be considered in classes: class one,- the very modern, including new houses, renting from \$35 to \$50 per month. The second class has modern conveniences, but old structures, renting from \$20 to \$25 per month. The third class are old houses with part improvements, renting from \$15 to \$20 per month. In addition to these housing advantages for Negroes there are several modern houses built, owned, and occupied by professional Negroes. These houses have appraisal value of approximately \$10,000 each, with a rental value of possibly \$60 to \$75 per month.

Of the two sections included in this study this presents the more favorable residential section, when estimated on the basis of



	MONTHLY RENTS	MODERN IMPROVEMENTS	LOCATION	CONDITION OF HOUSE	
LOW	\$10 - \$14	NONE	Very Poor	Very Poor	In Newark the Third Ward furnishes a fair pattern of the rental conditions for the entire city of Newark for tenants.  The better residences owned by the professional class of Negroes are an exception and are usually located on the outskirts of the city. Such dwellings are only in rare cases available to tenants.
AVE.	\$15 - \$20	Part	Fair	Fair	
HIGH	\$20 - \$40	Improvements	Good Mixed Neighborhood	Very good	



-3-

modern buildings and rentals. The average rent is \$30 per month per family for four or five rooms, with improvements. In the hill section it is \$16 per month. There is a general average in the city of \$23 per month, for Negroes, which is approximately the same for whites of a similar class.

In this north Newark section, white and colored live in the same streets and often in the same houses. There is little, if any, race friction between them.

It is also noticeable that since the State Emergency Relief has been compelled to pay such a large number of rents in these sections there has been a tendency among landlords to reduce rents. Except in extreme cases, \$15 is the highest monthly rental paid by the E. R. A. and investigators of the organization are prone to check up on the condition of the houses. Consequently, many landlords have been forced to make the most needed improvements in order to get the E. R. A. families.

Rentals in the Hill Section range from average rents of \$10 - \$14 paid for rooms in old houses in very poor condition and with no improvements; to \$20 - \$40 paid for apartments in a good -- usually mixed -- neighborhood with modern improvements. Several race leaders expressed the opinion that the average rental paid in this section was from \$15 to \$20 for apartments or homes not always equipped with modern improvements.

#### EDUCATION

In June 1934, the 9,729 Negro pupils formed 11.5% of the total enrollment in the Newark public schools. This was a relative as well as actual increase over the 8,629 or 10.0% enrolled in June 1932. Five schools, Charlton Street, 18th Avenue, Monmouth Street, Morton Street and Robert Treat enrolled more than 500 Negro pupils each.

Four hundred and forty-four of the 1,507 pupils enrolled in the Binet centers were Negroes.

Negro High School pupils increased 64.6% between June 1930 and June 1934 or from 478 to 787, forming 5.4% of the total enrollment in 1934; as against 4.1% in 1932. In spite of this tremendous increase they are still short of their percentage in the total enrollment, which is 11.5%.

No changes have been made in the Negro teaching personnel since 1932. The seven who were employed at that time continue.

The problem of vocational training for the Negro child continues to be a serious one. The fact that normal employment opportunities are no longer available does much to aggravate the already difficult problem of vocational guidance of the Negro child.

Twelve Negroes were enrolled in the Newark State Normal School during October 1934. None of these came from Newark. Few of the Normal School graduates, white or Negro, teach in Newark. The placement of the Negro Normal School graduate is hampered by the scarcity of schools employing Negro teachers in the section of New Jersey served by the Newark State Normal School. There is a tendency on the part of superintendents to employ graduates of colleges outside of the state.

The New Jersey State Normal School graduated three Negro students in June 1934. During the term 1934-1935 there are twelve Negro students enrolled. Five of these are seniors. No students attending the Normal School are Newark residents.

It was stated during the interview that the Normal School places its graduates primarily in sections which employ few Negro teachers. However, it was clearly emphasized that if the New Jersey school would employ graduates of the state schools, there would be a sufficient



ENROLLMENT AND NEGRO PUPILS IN THE NEWARK PUBLIC SCHOOLSJUNE1934Senior High Schools

<u>SCHOOL</u>	<u>TOTAL</u>	<u>NEGRO</u>
Art H. S. Classes	755	211
Barringer	2289	114
Central	2794	121
East Side	2223	62
Market	187	9
South Side	1597	164
Weequahic	2172	5
West Side	1373	101
<b>TOTAL</b>	<b>14,390</b>	<b>787</b>

Junior High Schools

Cleveland	1106	51 5555
Madison	910	7
Robert Treat	927	264
McKinley	230	3
<b>TOTAL</b>	<b>3,175</b>	<b>375</b>



Elementary Schools - Traditional

SCHOOL	TOTAL	NEGRO
Alexander St.	1369	4
Avon Ave.	1512	104
Bergen St.	1758	12
Bruce St.	328	88
Camden St.	1030	26
Chancellor Ave.	985	
Charlton St.	1702	1018
Chestnut	510	152
Cee's Place	282	172
Dayton Street	103	
18th Ave.	1138	660
Elliott St.	1178	74
15th St.	1958	13
1st Ave.	1003	41
14th Ave.	1296	13
Garfield	1563	54
Ivy St.	819	
Lawrence St.	22	7
Lincoln St.	895	1
McKinley	1700	19
Monmouth St.	952	648
Morton St.	1663	888
Newton St.	1629	242
Oliver St.	1759	222

-9-

## (Elem. Trad. Cont.)

SCHOOL	TOTAL	NEGRO
Ridge Street	722	4
Roseville Ave.	437	87
South St.	633	109
South 8th St.	1424	117
South 10th St.	955	9
Speedway Ave.	328	18
Summer Ave.	1215	29
Summer Place	370	68
Sussex Ave.	301	2
Walnut St.	753	68
Waverly Ave.	1342	163
TOTAL	36,775	5,174

<u>ELEMENTARY SCHOOLS PLATOON</u>	<u>TOTAL</u>	<u>NEGRO</u>
Abington Ave.	1971	241
Ann St.	2048	0
Bragan St.	1293	3
Burnett St.	1359	422
Central Ave.	1334	379
Cleveland (Kgtn.) to 6th grade)	786	42
Franklin	1832	60
Hawkins St.	1174	65
Hawthorn Ave.	1402	5
Lafayette St.	1940	90
Madison (Kgtn. to 6th grade)	1010	1
Maple Ave.	1568	0
Miller St.	1712	541
Peshine Ave.	1497	30
Robert Treat	1728	731
So. 17th St.	1725	0
Warren St.	917	317
Wilson St.	1620	23
<b>TOTALS</b>		
Elementary Platoon	26,916	2,750
<b>GRAND TOTAL ELEMENTARY</b>	<b>63,691</b>	<b>7,924</b>



ELEMENTARY SCHOOLS --- BINET

<u>SCHOOL</u>	<u>TOTAL</u>	<u>NEGRO</u>
Arlington Ave.	49	2
Alyes St.	103	15
Ann St.	19	0
Burnett St.	28	11
Chancellor Ave.	20	0
18th Ave.	274	109
Elliott St.	32	5
15th Ave.	34	0
Franklin	19	3
Garfield	22	0
Ivy St.	18	0
McKinley	55	1
Montgomery St.	319	163
Morton St.	32	24
Newton St.	66	11
Oliver St.	3	3
Peshine Ave.	27	2
South St.	16	5
State St.	160	29
South 17th St.	20	0
Continuation School	364	6
Opportunity School	480	77
Ungraded	112	47
Boylard St. Tubercular	102	21

## Elem. Schools - Binet Cont.

SCHOOL	TOTAL	NEGRO
School for the Deaf	111	9
Robert Treat Braille	14	2
Sight Conservation	47	14
Crippled	308	23
Convalescents	10	0
TOTALS	1,548	199

number of jobs to take care of the Negro graduates. An effort has been made by the Superintendent of the Normal School to contact Negro and white leaders in the various New Jersey communities where they now employ or might employ Negro teachers. This work has been done in an effort to secure better cooperation in the placing of New Jersey trained graduates.

## HEALTH

### Mortality

During 1933, 726 or 14.1% of the 5,128 persons who died in Newark were Negroes. This disproportionate number of deaths is evident from the fact that in 1930 Negroes formed but 8.8% of Newark's total population.

Organic heart disease and cancer were the two leading causes of death among the white group, causing 22.3 and 11.1 per cent of the deaths respectively. In the Negro group, however, tuberculosis ranked first with 20.7% of the deaths attributed to this cause. Organic heart disease ranked second with 14.9% of the deaths.

The following tables show the leading causes of death for 1932 and 1933 by color groups:

### NEWARK

#### LEADING CAUSES OF DEATH 1932

Deaths from	NEGRO	WHITE	TOTAL*
ALL CAUSES	696	4152	4850
Tuberculosis (all forms)	162	198	360
Cancer	23	458	481
Apoplexy	40	284	324
Organic Heart Disease	97	461	558
Pneumonia (all forms)	81	314	395
Bright's Disease & Nephritis	29	212	242
Congenital Debility & Malformation	41	190	232
Homicide	18	21	39

\* Includes yellow and other colored



# LEADING CAUSES OF DEATHS 1933

Deaths from ALL CAUSES	NEGRO 726	WHITE 4400	TOTAL* 5126
Tuberculosis	155	233	388
Cancer	36	489	525
Apoplexy	21	283	304
Organic Heart Disease	108	982	1091
Pneumonia	89	334	423
Bright's Disease & Nephritis	34	194	228
Congenital Debility & Malformation	41	154	195
Homicide	18	20	38

\*Totals include yellow and other colored.

A study of the causes of death in the most congested and highly concentrated Negro area of Newark -- the Third Ward -- is most enlightening. We see that Negroes formed 50.1% of the total ward's deaths in 1932 and 53.9% in 1933.

Tuberculosis was the cause of one fourth of all Negro deaths in this ward both in 1932 and 1933 (25% in 1932 and 27% in 1933). During 1932 tuberculosis caused only 3.2% of the white deaths in this ward and during 1933, 6.4%.

This further illustrated by the following tables:

## NEWARK

### Third Ward

1932

Death from ALL CAUSES	NEGRO 216	WHITE 215	TOTAL 431
Tuberculosis (all forms)	54	7	61
Cancer	5	26	31
Apoplexy	12	15	27
Organic Heart Disease	24	52	76
Pneumonia	26	16	42
Bright's Disease & Nephritis	14	7	21
Congenital debility & Malformation	17	13	30
Homicide	3	1	4

1933

Death from ALL CAUSES	NEGRO 219	WHITE 187	TOTAL 406
Tuberculosis (All forms)	59	12	71
Cancer	7	14	21
Apoplexy	7	10	17
Organic Heart Disease	29	47	76
Pneumonia	23	5	28
Bright's Disease & Nephritic	13	8	21
Congenital Debility & Malformation	14	7	21
Homicide	3	-	3

A study of the following table on child welfare shows clearly the need for most concentrated work in this field among Negroes.

Newark Negroes had a birth rate of 22.8 during 1933 whereas the birth rate for the total population was only 17.5. More alarming, however, is an infant mortality rate in 1933 of 93.3 -- over twice as high as that for the total population, which was 45.1. Again, the neo-natal mortality rate for Negroes was twice that of the total population -- 48.3 as against 24.8.

Although the number of Negro illegitimate births slightly decreased between 1932 and 1933, they still formed 39.1% of the city's total illegitimate births in 1933.

#### NEWARK CHILD WELFARE

	1932		1933	
	TOTAL	NEGRO	TOTAL	NEGRO
Births	8782	976	7297	911
Deaths under 1 yr.	371	80	356	85
Deaths under 1 month	224	44	197	44
Infant Mortality rate	42.2	82.0	45.1	95.3
Neo-Natal mortality rate	25.5	45.1	24.8	48.3
Birth rate	19.5	24.4	17.5	22.8
Illegitimate births	154	70	166	65

(1)

(1) Approximate figure

### TUBERCULOSIS

In October 1933, Dr. F. Lynn Mahaffrey, Director N.J. State Department of Health, Addressed the 22nd annual meeting of the N.J. State Tuberculosis League on "An Urgent Health Problem." After pointing out the increase in death rates for Negroes in 1932 over the average rate for 1928, 1929 and 1930, he added, "The statistics just mentioned make at least one fact clear, that whereas tuberculosis is causing fewer and fewer deaths of our white population, this is not true among the Negroes. Moreover, the colored death rate from tuberculosis in New Jersey last year was nearly five times the white rate. This situation demands that a means of preventing these excessive deaths and the incidence of this preventable disease, which they reflect, be found and applied. Trenton, Atlantic City and Newark are hot beds of tuberculosis in the colored race." (1)

The Essex County Tuberculosis Association carries on a three-fold educational program among Negroes -- child and adult health educational work and professional stimulation. The former are carried on through Y.M. and Y.W.C.A. church groups, and the latter through institutes for physicians, nurses and social workers. The recent developments in the work of this Association are:

1. A diagnostic clinic in one of the schools in the Negro district in cooperation with the Tuberculosis Bureau of the Health Department and
2. Beginning in November five Negro physicians will spend two hours each week at the tuberculosis sanatorium at Verona, studying

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(1) Health Bulletin, Vol. XVI, No. 3, Nov.-Dec., 1933)



-9-

and treating tubercular patients. No Negroes are at present on the staff of this hospital.

The various tuberculosis clinics are operated by the Bureau of Tuberculosis of the Department of Health. According to the Director of this Bureau, Negroes are receiving every available service in the city and their problem (an especially high tuberculosis rate) is not essentially different from that of other groups that have not, through long contact with tuberculosis, gained a relative immunity. All new groups in Newark have shown trends similar to that of the Negro which is gradually decreasing. The Bureau's most important problem in the treatment of tuberculosis among Negroes is superstition -- especially their faith in and resorting to cult practice and other quacks. Because of this many cases do not reach the doctors until they are too far advanced for treatment.

#### NEW JERSEY DEATHS FROM T. B.

	WHITE	NEGRO	TOTAL
1931	2201	501	2702
1932	2020	549	2569
1933	1892	483	2376

#### DEATHS FROM AND REPORTED CASES OF T. B.

	DEATHS	REPORTED CASES	CASES PER DEATH
TOTAL			
New Jersey	2476	4461	1.88
Essex	613	1187	1.94
WHITE			
New Jersey	1893	3821	2.02
Essex	397	879	2.21
NEGROES			
New Jersey	483	640	1.33
Essex	216	308	1.43

## HOSPITAL FACILITIES

Information secured on hospital care for Negroes showed that all but the City Hospital, which has only ward accommodations, provided semi-private and private rooms for Negro patients able to pay for such services. Special arrangement must be made for these services in all but one of the Newark hospitals, Bet Lareal, where separate accommodations are provided for Negroes.

There are no hospitals in Newark that admit Negro girls for the Nurses' Training courses. In only one case, at the City Hospital, is there a Negro nurse employed in a Dental Clinic.

## VISITING NURSE ASSOCIATION

The Visiting Nurse Association employs two Negro nurses who work in the congested Negro district.

Service statistics for this organization for 1932, 1933 and the first six months of 1934 are as follows:

	Dismissed Cases	Total cases	Negro cases
1932		8808	1239
1933	" "	8733	1623
1932 Jan.-June	" "	5229	652
1933 " "	" "	5112	903
1934 " "	" "	4612	881

The above figures show that although the number of Negro cases has varied considerably from year to year, the proportion in the total load of dismissed cases had doubled during the past two years. In 1932 Negro cases were 10.6% of the total case load, in 1933 they formed 17.6% and during Jan. to June, 1934, they made up 19.1% of the total.

One factor in the decrease in number of cases handled by this

organization is the increasing transfer of maternity cases to the hospitals. Decreased births also account for a considerable number of cases.

It was stated that many of the clients refuse to make known the fact that they have insurance policies for fear of being dropped from the city relief rolls. This disadvantages the Association since the Insurance Company rate of pay is higher than the E.R.A. rate.

### CRIME

#### Probation

The Essex County New Jersey Probation Department serves all Courts. These are divided into three divisions: Adults, Domestic Relations and Juvenile. The Disposition of 1,535 cases which included 549 Negro cases during 1933 is shown by the following table:

#### DISPOSITIONS, ESSEX COUNTY CRIMINAL COURTS 1933

Probation	472	165	637
Essex County Penitentiary	217	168	385
Essex County Jail	28	55	83
Fined	20	1	21
Rahway	55	14	69
Annandale	69	29	98
Clinton Reformatory	2	2	4
State Prison	84	44	128
Suspended Sentence	<u>79</u>	<u>71</u>	<u>150</u>
	986	549	1535

Ninety-eight of 422 Juvenile delinquency cases handled by the department were Negro cases as shown by the following Table:



	White		Negro		Total	
	Girls	Boys	Girls	Boys	Girls	Boys
Stealing	1	186	-	56	1	242
Incorrigible	25	53	9	19	34	72
Destructive	-	11	-	1	-	12
Truancy	3	11	1	1	4	12
Immorality	7	9	-	1	7	10
Assault and Battery	-	4	-	7	-	11
Other	<u>1</u>	<u>13</u>	<u>-</u>	<u>3</u>	<u>1</u>	<u>16</u>
TOTALS	37	287	10	88	47	375
GRAND TOTALS		324		98		422

The Chief Probation Officer regards the Negro district as the most neglected and underserved part of Newark. He feels that the program of child guidance, athletics and recreation should be developed and that special efforts should be made to stamp out petty gambling and other rackets which now prey upon the poor of this district. From his contact with the Negro community he senses a definite lack of organized leadership which takes into account the various elements in the population; this is especially noticeable in the refusal of the leaders to work together. Much of the latter is credited to their previous rural experiences.

#### EMPLOYMENT

The following table will indicate the number of employees in the various departments of the Public Works of the city as compared with the Negro employees:

Bureau of Sewers	35	14	49
Public Safety	1307	4	1311
City Docks	68	16	84
Street Repair	52	20	72
Street Cleaning	180	220	400
Shade Tree	20	5	25
Water Department			

-13-

These employees have a salary range from 54 cents to 75 cents per hour, for both white and colored.

While there is no available statistics for the E.R.A. work division, it is shown that 15 case workers and one Negro Messenger is employed in the Emergency Relief Department.

There are eight trained nurses employed through the Health Department of the city:

4 in the Child's Hygiene Dept.  
2 in the Visiting Nurse Dept.  
2 in the Tuberculosis Dept.

Aside from these there are:

1 nurse employed in the Dental  
Clinic of the City Hospital  
2 at the Kenney Memorial Hospital  
1 at Wright's Sanitarium

#### PROFESSIONAL EMPLOYMENT

Physicians	22
Trained Nurses	12
Dentists	20
Lawyers	10
Teachers	12

#### BUSINESS EMPLOYMENT

Stenographers	32	Shoe Repair	2
Real Estate	20	Storage	2
Insurance Agents	21	Trucking & Moving	50
Undertakers	12	Manufacturers	2
Beauticians	20	Collectors	59
Truckmen	50	Clerks in Store	10
Restaurants	20	Contractors	40
Barbers	100	Salesmen	40
Retail Dealers	40	Tailors	40
Newspaper	2	Retailers	200
License Com.	1	Taxis	10

### THE NEW JERSEY URBAN LEAGUE

During 1933, there were 1218 persons who registered at this office for employment (705 Male, 513 female.)

The total number of given employment was 282, (99 male, 183 female.) These placements were made in the following types of occupation:

#### For Men

Average Wage \$10.00 per week

5 Elevator operators  
84 Laborers  
5 Porters  
3 Waiters  
2 Carpenters  
1 Salesman  
4 Helpers

1934 Average Wage day work  
50¢ an hour

#### For Women Total 183

171 Domestic  
1 Store Maid  
3 Nurses  
4 Stenographers  
4 Waitresses

Average Wage \$6.00 per Week  
1934 Average Wage for day  
work 25¢ per hour

In 1933, three hundred and twenty-nine calls were made at this office for help by employees. (95 for men and 236 for women).

### SOCIAL AGENCIES

#### THE NEW JERSEY URBAN LEAGUE FOR SOCIAL WORK AMONG NEGROES

This organization functions for the benefit of Negroes exclusively. Its chief function is to bring about better interracial understanding and cooperation and to act as a clearing house for all social agencies regarding Negro life and problems.

In its general program, an attempt is made to coordinate the community activities in the field of Health, Delinquency, Recreation, Education and other aspects of maladjustment regarding the Negro.

There are two health stations for Baby Welfare conducted in the



Urban League quarters under the Health Department of the city. There are in attendance one Negro physician, one nurse and one dietician.

From the Social Service Department, an attendant is sent to all sessions of the Essex County Juvenile Court.

The Employment Department serves both the employer and the employee without any fee. The hope is to obtain wider and more remunerative opportunities for Negro employment.

The Phyllis Wheatley Home for unattached working women is operated by the League. Approximately 16 persons per day are cared for; quarters are also provided for emergency cases.

#### SOCIAL SERVICE BUREAU

The Social Service Bureau has concentrated its services on the individual man, woman and child, in an effort to prevent the development of criminal tendencies, delinquency, insanity and desertion. to accomplish this end, they are now caring for less than half of the number of families in their case load than they cared for in 1932.

In 1933 they had 154 Negro families with 477 children as the total number in these families. They sent 20 children to camp during the Summer of 1933.

The policies of the organization regarding Negro and Whites are identical. Salaries paid Negroes for like services as White workers are the same. There are three Negro case workers, one stenographer and one janitor employed at present. These Negro case workers are doing intensive work in Roseville, Waverly and the Third Ward sections where the Negroes are more thickly settled.

## THE AMERICAN RED CROSS & NEWARK CHAPTER

20 Washington Place

The principal type of service rendered to Negroes by this agency is giving information and the settling of claims.

The service is given to veterans and their families. These individuals and their families are served by request only. There is no cost for legal services for any of their clients. There is no separate record kept of their services to colored clients.

## THE SALVATION ARMY

This organization offers Negroes and white people the same opportunity to be members of, and to take an active part in, their Boy Scout and Girl Scout troupes; Religious exercises; camp life; and the other very limited recreational activities.

There is no difference made between the groups of color. Although no special invitation is given the colored group it is said that when they come they immediately become a part of the army and are treated as such.

## TRAVELERS AID SOCIETY OF NEWARK

The analysis of services (other than the information given of "lack of knowledge of city") rendered Negroes in 1933 shows the wide variety of work done with transient Negroes entering or leaving Newark during this year.

Total cases .....	207	
Total Persons Assisted .....	263	(104 M. - 159 F.)

#### THE CHURCH MISSION OF HELP

This organization specializes in the problem of delinquent and unfortunate girls. The special type of cases handled include the unmarried mothers, wayward, and preventive cases.

According to the head of this agency, the Negro unmarried mother of Newark is able to find shelter at the Convalescent Home in Newark and at the Salvation Army Door of Hope in Jersey City. The capacity of the Newark Home is about 13. Never more than three or four Negro girls are accepted at one time.

It is felt that the problem of adjustment for the Negro unmarried mother is less difficult than for the white girl, since the families are more willing to accept her again. However, it is reported to be most difficult to get the fathers to support the children, usually due to the fact that when a warrant is issued the arrest is made on the job. The putative father is held until the trial and loses his job. The unmarried mother thus has practically the sole support of the child.

Despite the fact that Negro cases were twice as great as the white cases in the Newark office during 1933, the one Negro worker who handled many of the problem cases was discharged when the organization was forced to reduce the staff.

#### THE GOOD WILL HOME AND RESCUE MISSION 47 Eagle Street

The only service this organization renders to Negroes is in furnishing clothing and house furniture.

No meals and lodgings are provided for Negroes as all of their clients for meals and lodgings are referred to them by other agencies.



Since no provision is made for Negroes, no Negroes are sent to this institution.

ROMAN CATHOLIC MISSION  
109 Broome St.

This mission was started to care for the immediate need of the Negro in the Hill section. They have functioned along the following lines:

Social  
Economic  
Religious  
Recreational

They have a clinic Mondays and Thursdays for all Negroes who need free medical attention. In the future the clinics will be taken care of by two Negro Physicians, one of whom is a woman. Last year more than 200 cases were treated, including child care and pre-natal cases.

Various social activities are carried on daily by trained, voluntary workers. Clothes, shoes and legal service are made available for the more needy ones. Bread and milk is given out two days per week.

THE PROTECTIVE ASSOCIATION  
FOR THE PREVENTION OF CRIME AMONG NEGROES  
150 Charlton Street

The needs of the Third Ward gave birth to this organization. As far as is known, this is the only movement in New Jersey that has as its chief objective to change the environment of the potential Negro criminal, so as to lessen his possibility to commit crime.

The organization has a program of social action for the unfortunate Negro boy whose home life has meant nothing to him and has had little outside encouragement; as a result becomes a delinquent, an

institutional inmate, a criminal, a burden on the state. This class of boy who is not being cared for as the need requires is the boy around whom this organization has built its program of social therapy, hoping to help him find himself. The following table shows the number of cases handled, type of offense and the ages during 1933-1934:

AGES	FIGHTING	BREAKING	STEALING	TRUANCY	SEX	INCORRIG- IBILITY	TOTAL
8-10	4	16		2	0	14	36
10-12	4	27	10	27	0	28	96
10-14	1	54	9	2	3	12	81
14-16	6	13	13	2	2	27	63
Total	15	110	32	33	5	81	276

#### JUNIOR LEAGUE DAY NURSERY

This institution adjoins the Friendly Neighborhood House and is the only Day Nursery in Newark that accommodates only Negro children.

The nursery is open daily from 7:30 to 5:30 to receive children from eight months old to four years. The average attendance is twenty-six. Each child is examined every morning before it is taken in the nursery. Immunization for these children is provided in the clinic held weekly at the nursery under the direction of the Board of Health.

Most of these children come from broken homes or unmarried mothers.

Through cooperation with the Board of Education, certain children from the grades are given a two hour period of instruction in child nursing every six weeks. These children are given credit for this work by the school from which they come.

Adult and parent classes in pre-school child care are held

weekly. Some family case work is done by the superintendent of the nursery who is also a public health nurse.

#### EAST SIDE DAY NURSERY

Until 1932, this was the only institution in Newark giving shelter to Negro children. Since then it is claimed that they have received no application from Negroes; but that the policy of the institution regarding Negro children both in the Day Nursery and also in the Shelter Department remain the same.

#### NEWARK FEMALE CHARITABLE SOCIETY

This society has been functioning 130 years; and has been serving both white and colored clients at the present address for 48 years. They have made no difference as to color.

Along with their usual family welfare work, they give special attention to helping couples and single old people who are not eligible for old age relief from the state.

The Day Nursery is now caring for 53 children. Eight of these are colored. They have no shelter department.

While there is no available statistics as to the number of Negroes served in the various departments of activity, it is estimated that

The Family Welfare Department cared for approximately 50 Negroes in 1933; 30 of these cases received relief.

In the clinic, Negroes and white groups are given the same type of service.

During the summer of 1934, 50 Negro children were sent to fresh air camps. The bill was paid by the Association.



### THE SOJOURNER TRUTH BRANCH

#### Y.W.C.A.

The chief aim of this institution is to build character, develop personality and leadership.

Since this institution changed its location to the High Street address (near 13th Avenue), they have no dormitory accommodations.

Due to the lack of space and adequate recreational facilities, they are compelled to concentrate their activities on the interest of clubs, classes, hikes, handicraft, conferences and instruction in health and nutrition. Facilities are granted at the central Y.W.C.A. for their major activities.

Special arrangements are made with the Orange Y.W.C.A. for the Newark girls to swim. They are accepted as members and are charged the swimming fee only.

#### THE BURK MEMORIAL DAY NURSERY

Located at Bloomfield Avenue and  
North 5th Street

This institution was organized for the purpose of caring for children of all groups from 7:30 in the morning until 5:30 in the afternoon while their parents work.

A fee of ten cents is charged each child per day. These children are given one substantial meal at noon each day, and milk twice during the day.

All children between two and four years of age are under the care of a trained nursery teacher. While there is no regular clinic, the doctor comes in once per week and examines the children.

There are 54 children in the nursery, 13 of whom are Negro children. No differences are made regarding the Negroes -- all are

treated alike.

The institution provides a very ample playground for outdoor recreation, but the indoor activities are very much limited because of lack of funds and facilities and workers.

#### RECREATION

##### PUBLIC RECREATION

An elaborate program of public recreation is carried on at the thirty-two recreational centers. Conducted by the Newark Board of Education.

The items of interest in this program -- such as art, handicrafts, games, clubs and social activities -- are conducted by a faculty member at the school in which the program is carried out.

Each recreation worker is required to make ten hour visits each week in addition to other duties. The recreation activities are arranged to take care of the leisure time problem of the school-age child. Each center is governed by an advisory council made up of parents and other adults of that community.

Through this council an important tie-up is made with community interest. Both white and Negro groups participate in all these activities together, with the exception of swimming. The Negro children are given certain days for their swimming at the city pool on Morris Avenue.

In the 32 centers there are two Negro recreation Teachers -- one at Morton Street School; one at Montgomery Street. There are six Negro E.R.A. workers, who are distributed among the various

centers as helpers and are placed where there are a large number of Negro pupils.

While there are many applicants for the recreational work coming from the Negro group, they are turned down we are told because of the lack of proper training required for this work. This does not justify the reason for not having more than two on the public payroll, but it is a reason for not employing more Negro teachers.

#### YOUNG MEN'S CHRISTIAN ASSOCIATION

This association is attempting to carry on a very extensive program of supervised recreation, with emphasis on character building and the development of personality. They are handicapped because of a lack of equipment and recreational facilities.

This program is carried on by a staff of three paid workers and twenty-two volunteers. These volunteers gave 1500 hours of service during 1933.

This institution has very recently given special consideration to the under-privileged boy. Several membership fees have been secured for those who were not able to pay themselves. There is a membership of approximately 700.

They have no swimming privileges for Negro boys other than the city pool at Morris Avenue. The "Y" boys frequently go to Orange or Montclair Y.M.'S for swimming, where they pay the regular swimming fee only.

#### THE FRIENDLY NEIGHBORHOOD HOUSE 199 Howard Street

The Friendly Neighborhood House is the only settlement house in Newark used exclusively by Negroes.



It sponsors a recreational and social service program for the benefit of underprivileged boys and girls and their parents. This program is carried on by a paid staff of four workers and four volunteers.

There is an enrollment of 985 children with ages running from four to sixteen and 210 adults. All of these engage in some form of activity that is carried on daily in this institution.

Some of the principal activities are: Literary and art classes, sewing and musical clubs, and scout activities for girls. The boys are chiefly engaged in athletics, workshop and scout activities. There is a Neighborhood Club for women.

This institution has a splendid playground where the school and pre-school child's leisure time is cared for while their parents are at work. A daily luncheon is served to about 125 children on school days, and an afternoon luncheon is served to about 50 children.

#### BOY SCOUTS OF AMERICA

There are five colored Boy Scout troops in Newark with a total enrollment of 74 registered scouts. They are:

Troop 24, Central Ave., Community Center	20 scouts
" 52, Olive St., School	17 "
" 21, Bethany Baptist Church, 117 W. Market St.	12 "
" 37, Pilgrim Baptist Church, 35 Jay St.	17 "
" 67, Friendly Neighborhood House, Howard St.	8 "

Although the total enrollment of registered scouts is 74, the total attendance is 125. The underprivileged boy is given special consideration. Whenever it is possible he is given a chance to earn his registration fee of fifty cents.

These boys have camp privileges every summer at Camp Mohican, near Blairstown, and also at the Over - night Camp in the South Orange

Mountains, where they can go and spend the week-end. There is no difference made between the white and colored. They go to camp together at times.

There is a great need for the right type of leadership among colored scouts. A strong adult committee is necessary for the support of every Negro Scout troop.

#### GIRL SCOUTS

There are three colored Girl Scout troops in Newark with a total enrollment of 70 registered scouts. They are:

Troop #32, Neighborhood House, Howard St.	40 Members
" 30, Bethany Baptist Church	15 "
" 49, Oliver Street School	15 "

The Negro girl scouts do not engage in any activity with white girl scouts, neither do they go to the girl scout camps. The only camp privileges they have are at the day camp in the South Mountain Reservation where they may go one day each week during the summer months.

Swimming opportunities are also denied colored scouts. Special arrangements have been made for the colored Girl Scout to have two nights per week for swimming in the city pool at Morris Avenue.

#### SILVER LAKE COMMUNITY HOUSE

This institution is located in Belleville at the intersection of Belleville, Bloomfield and Newark. It serves the three towns in this area and is the only institution of its kind in this section.

The staff of this institution is composed of one full time worker who is the superintendent of the House, two part time workers and one E.R.A. recreation worker. There are three volunteer workers, one of whom is colored. The regular staff workers are so lim-

ited in number that many of the desired activities are not carried on at present. The program of activities for boys includes shop work, football, scouts for boys and girls: games, socials, clubs, hikes and library activities. For women: clubs, sewing classes, classes in dietetics. The average Negro attendance in these activities is about 10% of the total.

Three clinics are held each week: "Child keep well clinic" - Monday - (10% Negro Attendance); - "Medical Clinic" - Thursday - (15% Negro attendance); "Pre-Natal Clinic" - Friday - (40% Negro attendance).

It was said that the Negro does not take advantage of the opportunities offered in this institution, and that they exercise a finer spirit of freedom when they are in groups to themselves and mostly with a colored leader. In some activities where they are asked and encouraged to take part they are very reluctant in doing so and in a short while fall out of the picture.

#### THE IRONBOUND COMMUNITY HOUSE

Recreation accommodations and facilities for Negroes in this institution are provided for at separate times, and for Negro groups only. They do not take part in any activity with the white children. No new activity is started for Negroes until a sufficient number of Negro children is found to organize it.

At present there are 30 Negroes boys and girls engaged in the various activities. It is said that there would be more if they had space for them.

There are no special activities carried on for Negro girls because of the lack of funds, space and leadership.



This organization maintains a clinic two days per week for the public under the direction of the Board of Health. Colored and white attend together. Negro women and pre-school children who attend this clinic use the house facilities.

ESSEX COUNTY  
(EXCEPT NEWARK)

REPORT OF NEGRO VOCATIONAL SURVEY IN ESSEX COUNTY OUTSIDE OF NEWARK

- I Analysis of Total and Negro Employees in Industries  
Table 1. Distribution of Total and Negro Employees according to sex.
- II Analysis of Total and Negro Employees in Selected Industries  
Table 2. Classification of Total and Negro Employees Chart (1 and 2).  
Per cent distribution of Negro and White Employees.
- III Weekly Wage Scale of Negro Employees in Industries according to Socio-Economic Groups. Table 3. and Chart 3.  
Weekly Wage Scale of Negro male and female employees in : (a) All Industries. (b) Manufacturing and Mechanical Industries. Chart 4 and 5.
- IV Affiliation and Participation of Negroes in Labor Unions and Welfare Programs.
- V Policies of Industries not Employing Negroes. Table 4.
- VI Classification of Negro Employees according to Sex into Industro-Economic Groups. Table 5 Chart 6.



DISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDING TO SEX

IN INDUSTRIES SHOWING PER CENT NEGRO

In Essex County outside of Newark 123 establishments employing 25 or more persons filled out the Vocational Survey Questionnaire. 13,482 persons were employed in these 123 establishments, the total being composed of 9,170 males and 4,312 females. 468 Negroes were employed in 59 of the 123 concerns, 370 males and 98 females; Negroes composing only 3.5 per cent of the total employment in the establishments interviewed and furnishing data.

97 of the 123 establishments were engaged in manufacturing and mechanical industries employing 10,796 persons, which was 79.8 per cent of the total persons employed in the concerns investigated. 331 Negroes were employed in this field, 304 of the total were males, Negroes constituting 3.1 per cent of the total employment.

Industries engaged in manufacturing and mechanical enterprises that showed a greater percentage of Negro employment than the industry as a whole were; (1) Chemical and allied products, 10 establishments employed 48 Negro males out of a total of 885, the Negro employment ratio being 5.4 per cent; (2) Electrical products, 8 establishments reporting, employed a total of 1,792 of which 86 were Negro males, or 4.8 per cent; (3) Iron-steel machinery and vehicles, reported 19 Negro employees out of a total of 498 which constituted 3.8 per cent of the total employment in that field; (4) in jewelry manufacturing, out of a total of 257 employees, 10 or 3.9 per cent were Negroes; (5) 11 ladies' clothing establishments showed a total employment of 743 of which 26 were Negroes; 1 Negro male and 25 females constituting 3.5 per cent of the total employment in that industry; (6) Lumber-mill work, 5 establishments reporting 247 employees of which 45 or 18.3 per cent were Negroes.

In the field of transportation and communication 2 establishments reported an employment of 551 of which 536 were white males, 15 white females, and 4 or 0.7 per cent Negro males.

4 establishments in the field of trade - wholesale and retail had 532 employees, 7 or 1.3 per cent were Negroes, of the 525 white employees 305 were males and 220 females.

941 persons found employment in the field of professional and public service of which 17 or 1.8 per cent were Negroes, 8 males and 9 females.

Domestic and personal service engaged 689 persons in 16 establishments. They were divided as to sex into 259 males and 430 females. 109 or 15.8 percent of the employees in this division of the enterprises of the county were Negroes, 47 being males and 62 females. 3 establishments in the cleaning and dyeing field reported 100 employees 27 per cent of them being Negroes. 3 hotels reported 142 employees of which Negroes constituted 8 or 5.6 per cent. 10 laundries employed 447 persons, 74 of whom were Negroes which constituted 16.6 per cent of the total employment in that industry.

Negro males were distributed through all types of industrial activity in Essex County outside of Newark in some capacity, the majority being concentrated in: (1) Chemicals and allied products, (2) Electrical products, (3) Lumber-millwork and metal products, of the manufacturing and mechanical field. Negro females find very limited employment opportunities in manufacturing and mechanical industry. Of the 27 females employed, 25 were engaged in ladies' clothing establishments, 1 was in a lumber-millwork plant and the other, in an establishment engaged in food and allied industries, all other branches of the industry showing no Negro female employees. Industries showing very limited Negro employment opportunities are: (1) textiles, 6 establishments, with 1,081 employees and only 2 Negro males; (2) printing-publishing and engraving, 4 establishments, 186 employees, 1 Negro male; (3) machinery, 6 establishments, 1,362 employees of which 11 were Negroes, (4) food and allied industries, 7 establishments with a total of 839 employees, of which 10 were Negroes.

The field of transportation and communication, trade-wholesale and retail, and professional and public service with a combined employment of

2,024 had only 28 Negro employees, of which 19 were males 9 females.

From the point of view of percentage distribution the field of domestic and personal service afforded the preatest opportunity of employment to Negroes. Of the 98 Negro females who were employed in the establishments surveyed, 62 or 64 per cent of all the Negro females working in the various industries, were employed in this field, being very largely concentrated in establishments engaged in cleaning and dyeing and in laundries.



Table I

**ESSEX COUNTY OUTSIDE OF NEWARK**  
**DISTRIBUTION OF TOTAL AND NEGRO EMPLOYERS ACCORDING**  
**TO SEX IN INDUSTRIES SHOWING PER CENT**  
**NEGRO**

INDUSTRIES	† con- cerns	Total Employees		NEGRO EMPLOYERS				Negro
		Total	Male	Female	Total	Male	Female	
ALL INDUSTRIES	125	13482	9170	4312	468	370	98	3.5
Manufacturing & Mechanical								
TOTAL	97	10769	7683	3086	331	304	27	3.1
Chemicals-Allied	10	885	773	112	42	48	0	5.4
Clothing-Ladies'	11	743	287	456	26	1	25	3.5
Electrical Products	8	1732	1369	423	86	86	0	4.8
Food & Allied Industries	7	839	466	373	10	9	1	1.2
Iron-Steel Mach. & Vehicle	6	498	406	92	19	19	0	3.8
Jewelry	3	257	208	49	10	10	0	3.9
Lumber-Millwork	5	247	195	52	45	44	1	18.2
Machinery	6	1362	1134	228	11	11	0	0.8
Metal Products	15	1568	1044	324	40	40	0	2.9
Printing-Pub. & Engraving	4	186	165	21	1	1	0	0.5
Specialties	10	933	531	402	19	19	0	2.0
Textiles	6	1081	632	449	2	2	0	0.2
All Others	6	578	473	105	14	14	0	2.4
Transportation-Communication								
TOTAL	2	551	536	15	4	4	0	0.7
All Others	2	551	536	15	4	4	0	0.7
Trade-Whole-Retail								
TOTAL	4	532	312	220	7	7	0	1.3
All Others	4	532	312	220	7	7	0	1.3
Professional-Public Service								
TOTAL	4	941	380	561	17	8	9	1.8
Municipal Employees	3	908	359	547	5	4	1	0.5
All Others	1	33	21	12	12	4	8	36.4
Domestic & Personal Service								
TOTAL	16	689	259	430	109	47	62	15.8
Cleaning & Dyeing	3	100	73	27	27	16	11	27.0
Hotels	3	142	69	73	8	7	1	5.6
Laundries	10	447	117	330	74	24	50	16.6

NOTE: All industries having less than three concerns reporting have been grouped under "All Others."

DISTRIBUTION OF EMPLOYERS BY SEX AND COLOR

IN INDUSTRIES BY TYPE

ESSEX COUNTY OUTSIDE OF NEWARK

123 industrial establishments employing more than 25 persons were interviewed during the vocational survey in Essex County outside of Newark. The total employment in these establishments was 13,482; the Negro constituted 468 or 3.5 per cent of this number. Of the 9,170 male employees 370 or 4.0 per cent were Negro males. The total number of female employees was 4,312 while the Negro female was 98 or 2.3 per cent of the total female employees.

The distribution of these employees in the various types of industries by sex and color shows that 97 of the 123 establishments which reported in the survey, were engaged in the manufacturing industry and had a total employment of 10,769. The total Negro employment in this industry was 331 or 3.1 per cent of the total number of employees; 304 or 3.8 per cent of the 7,683 male employees were Negroes. There were 3,086 female employees. The Negro female constituted 27 or 0.9 per cent of the total female employees in the manufacturing industry.

In transportation and communication enterprises 2 concerns reported 551 persons as their total employment. Only 4 of these were Negroes, and these four were male. In this type of industry the Negro constitutes 0.7 per cent of the total employment.

4 establishments engaged in trade reported 532 employees 7 or 1.3 per cent of this number represented the total Negro employees in these establishments. Of the 532 employees 312 were male; 7 or 2.2 per cent of these were Negro males.

941 was the total number of employees engaged in 4 professional and public service establishments; 17 of this number were Negroes, 8 males and 9 females. The total Negro employment represented 1.8 per cent of the total number of employees in professional and public service enterprises covered by the survey. The Negro male is 2.1 per cent of the total males while the female is 1.6 per cent of the total female employees.



16 domestic and personal service establishments reported in this survey; the total number of employees were 689, with a Negro employment of 109 or 15.8 per cent of the total. 259 was the total number of male employees; 47 or 18.2 per cent of this number were Negro males. There were 430 female employees in these enterprises; 62 of these were Negro females who represented 14.4 per cent of the total female employees in domestic enterprises.

Analyzing the per cent distribution of these employees in industries by types it is shown that 80 per cent of the total number of employees were engaged in the manufacturing industry; 4.1 per cent in transportation and communication; 3.9 per cent in trade; 6.9 per cent in professional and public service; 5.1 per cent in domestic and personal service.

Distribution by sex and color show that 70.8 per cent of the total Negro employment is in manufacturing; 0.9 per cent in trade; 3.7 per cent in professional and public service and 23.7 per cent in domestic and personal service.

The greater concentration of Negro male employees is in manufacturing 82.2 per cent of the total Negro males are thus employed; while the greater concentration of Negro females is in domestic and personal service, 63.2 per cent of the total Negro females being engaged in some capacity in this field of service.



**TABLE II**  
**ESSEX COUNTY OUTSIDE OF NEWARK**

**DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE**

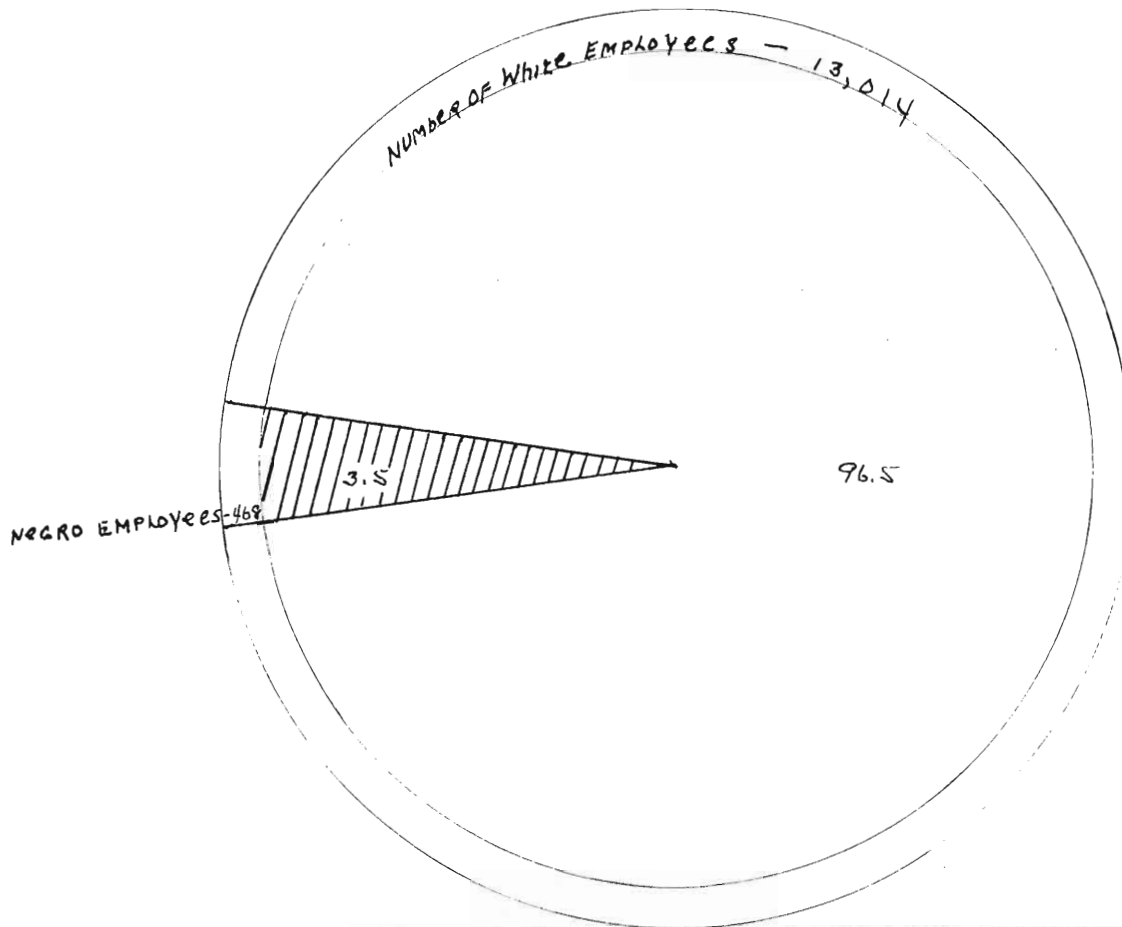
(123 INDUSTRIES REPORTING)										
INDUSTRIES	# Of Industries	Total Employees			Negro Employees			% Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	123	13482	9170	4312	468	370	98	3.5	4.0	2.3
Agriculture										
Forestry - Fishing										
Extraction										
Manufacturing-Mechanical	97	10796	7683	3086	331	304	27	3.1	3.8	0.9
Transportation-Communica.	2	551	536	15	4	4	0	0.7	0.7	0.0
Trade - Wholesale-Retail	4	532	312	220	7	7	0	1.3	2.2	0.0
Professional-Public Ser.	4	941	380	561	17	8	9	1.8	2.1	1.6
Domestic-Personal Serv.	16	689	259	430	109	47	62	15.8	18.2	14.4

**PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY**

INDUSTRIES	Total			Total		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture						
Forestry - Fishing						
Extraction						
Manufacturing-Mechanical	80.0	83.2	71.6	70.8	82.2	27.5
Transportation-Communication	4.1	5.9	0.3	0.9	1.1	0.0
Trade-Wholesale-Retail	3.9	3.4	5.1	1.5	1.9	0.0
Professional-Public Service	6.9	4.1	13.0	3.7	2.1	9.2
Domestic-Personal Service	5.1	2.8	10.0	23.1	12.7	63.2

CHART I

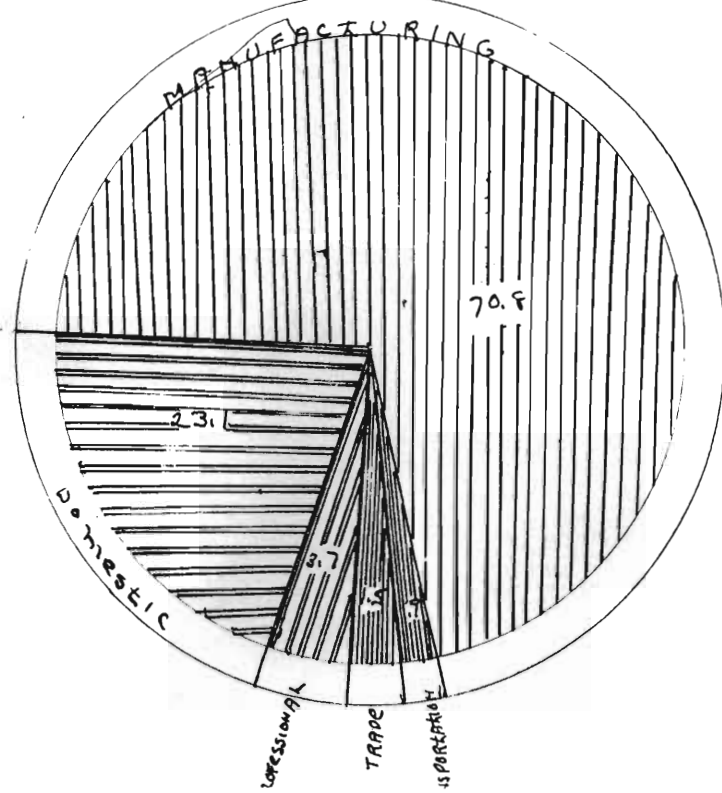
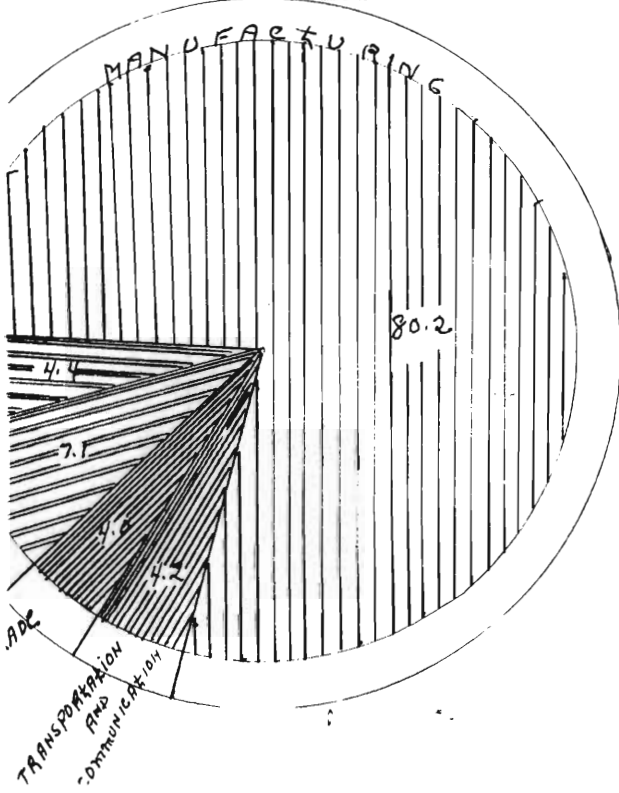
PER CENT NEGRO AND WHITE EMPLOYEES IN 123 INDUSTRIAL CONCERNS



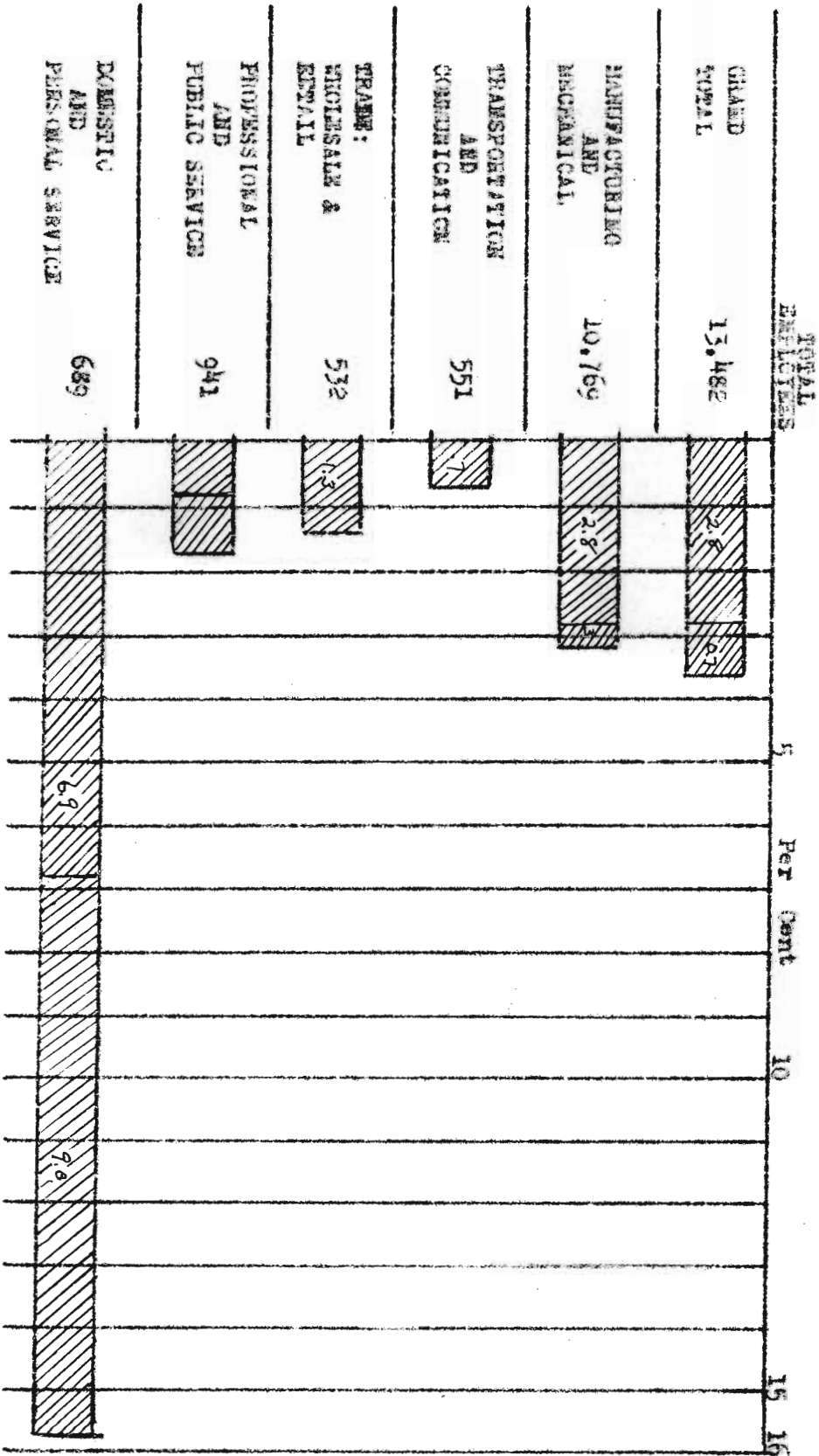
PER CENT DISTRIBUTION OF WHITE AND NEGRO EMPLOYEES IN INDUSTRY ACCORDING TO TYPE

WHITE - 13014

NEGRO 468



**CHART II**  
**ESSEX COUNTY OUTSIDE OF NEWARK**  
 PERCENTAGE OF NEGRO EMPLOYEES ACCORDING TO SEX OF THE  
 TOTAL EMPLOYEES IN INDUSTRIES BY TYPE





WEEKLY WAGE SCALE OF NEGRO EMPLOYEES IN INDUSTRIES

ACCORDING TO SOCIO-ECONOMIC GROUPS

The median weekly wage received by 468 Negro Employees in 59 industrial establishments in Essex County outside of Newark was \$17.79. The median wage of 2,180 Negroes working in establishments in the city of Newark was \$21.47 per week.

7 of the 468 employed persons were engaged in professional work and were earning a median weekly wage of \$32.92, as compared with 28 similarly occupied persons in Newark who were earning a median wage of \$15.00. In the County outside of Newark, no professional worker was earning under \$30.00 or more than \$40.00 per week, while in Newark, 7 were earning less than \$10.00 per week, and 14 of the 28 were earning less than \$25.00 and only one was earning more than \$50.00 per week. Not one Negro in the county outside of Newark, was employed in an establishment in the capacity of a clerk, while in Newark, 50 persons were employed as clerks and were earning a median wage of \$22.27 per week.

41 skilled workmen were earning a median wage of \$19.08, none were earning less than \$10.00 per week nor more than \$35.00; 70 per cent were earning approximately \$25.00 per week.

The weekly earnings of the skilled workers, in Essex County outside of Newark were higher than that of the same class of workers in Newark; the median wage for skilled workers in Newark, with 153 in that class being \$18.40 per week.

61 semi-skilled workers in the county outside of Newark were earning a median weekly wage of \$23.38 as against 416 belonging to the same class in Newark who were earning a median wage of \$17.06. The semi-skilled workers were thus earning a larger median wage than the skilled workers, although there were 20 cases more of semi-skilled than of skilled to be considered.

399 unskilled workers were earning a median wage of \$17.79 as compared to \$16.00 for 1,533 unskilled workers in Newark. 84.9 per cent of the unskilled were in the wage earning scale, in the county, between \$15.00 and \$20.00, while in Newark the per cent of unskilled workers in that wage earning group was 72.5. No unskilled worker earned more than \$35.00 in the county, while 3 in Newark earned more than that amount, the highest paid unskilled worker earning more than \$50.00 per week.

Table 3 shows that the median earnings of professional workers in Newark is less than 50 per cent of the amount earned by professional workers in Essex County outside of Newark. This is due primarily to the fact that of the 28 cases of professional workers in Newark 14 are employed on part time. As to the socio-economic groups earning median weekly wages higher than that of similar groups in Newark, there are two possible explanations: (1) The samples are fewer and therefore not as truly representative as the more numerous samples in Newark. (2) The establishments are smaller in the county and the employees are more likely to have been in the employ of establishments for a longer period of time and by virtue of that fact, to be earning more than workers in similar occupations in Newark.



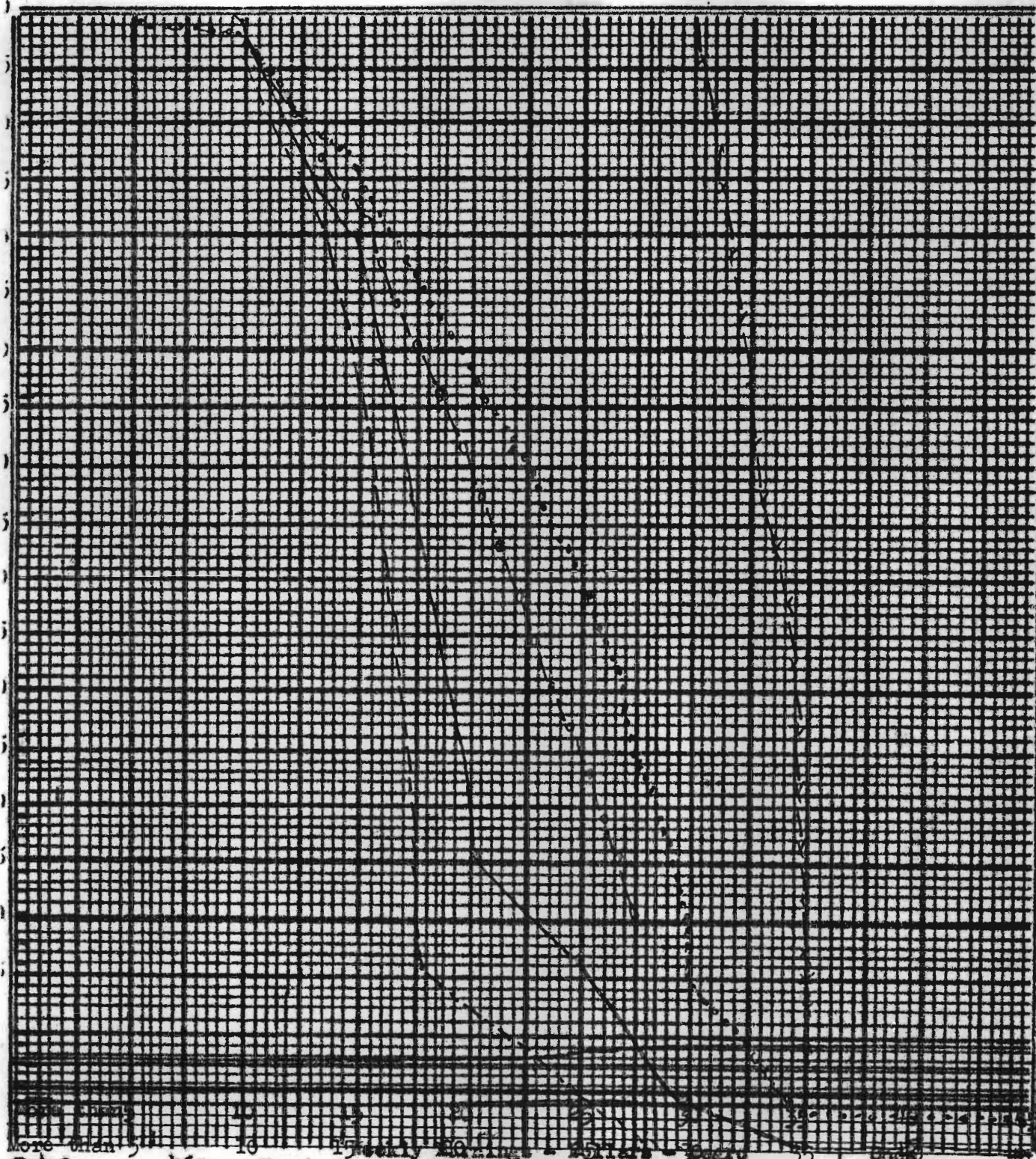
ESSEX COUNTY - OUTSIDE OF NEWARK

SOCIO-ECONOMIC GROUPS	NUMBER										Medians
	Total	\$5.00 To 9.99	\$10.00 To 14.99	\$15.00 To 19.99	\$20.00 To 24.99	\$25.00 To 29.99	\$30.00 To 34.99	\$35.00 To 39.99	\$40.00 To 44.99	\$45.00 and Above	
TOTALS	468	1	92	253	43	56	20	1	0	2	\$17.79
PROFESSIONAL	7	0	0	0	0	0	6	1	0	0	\$32.92
CLERKS	0	0	0	0	0	0	0	0	0	0	\$0.00
SKILLED	41	0	5	19	10	2	5	0	0	0	\$19.08
SEMI-SKILLED	61	1	4	12	20	15	7	0	0	2	\$23.38
Unskilled	359	0	83	222	13	39	2	0	0	0	\$17.79
PER CENT											
TOTALS	100.0	0.2	19.6	54.1	9.2	12.0	4.3	0.2	0.0	0.4	
PROFESSIONAL	100.0	0.0	0.0	0.0	0.0	0.0	85.7	14.3	0.0	0.0	
Clerks	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
SKILLED	100.0	0.0	12.2	46.3	24.4	4.9	12.2	0.0	0.0	0.0	
SEMI-SKILLED	100.0	1.6	6.5	19.7	32.8	24.6	11.4	0.0	0.0	3.3	
UNSKILLED	100.0	0.0	23.1	61.8	3.7	10.9	0.5	0.0	0.0	0.0	

WEEKLY WAGE SCALE OF NEGRO EMPLOYEES IN INDUSTRIES ACCORDING TO SOCIO-ECONOMIC GROUPS



Chart 111



Totals 468  
 Professionals 7  
 Clerks 0  
 Skilled 41  
 Semi-Skilled 61  
 Unskilled 359

Chart Showing What Percentage of Negro  
 Employees in Socio-Economic Groups Are  
 Earning more than A Specified Amount  
 Up to \$45.00

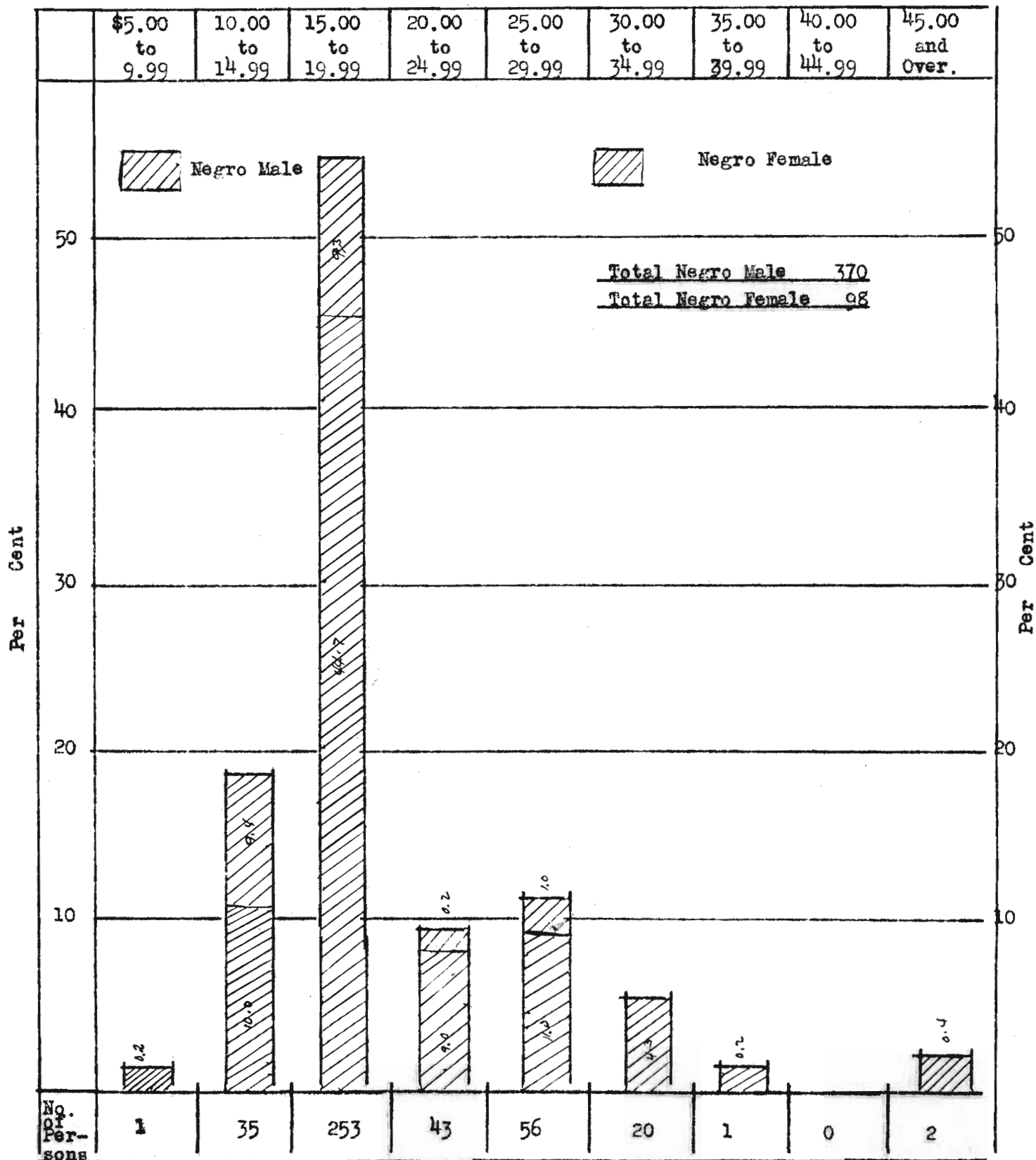
Total  
 Professional — x — x — x  
 Clerks — . — . — .  
 Skilled — o — o — o  
 Semi-Skilled — . — . — .  
 Unskilled — - - - -

ESSEX COUNTY-OUTSIDE OF NEWARK



**CHART IV.**

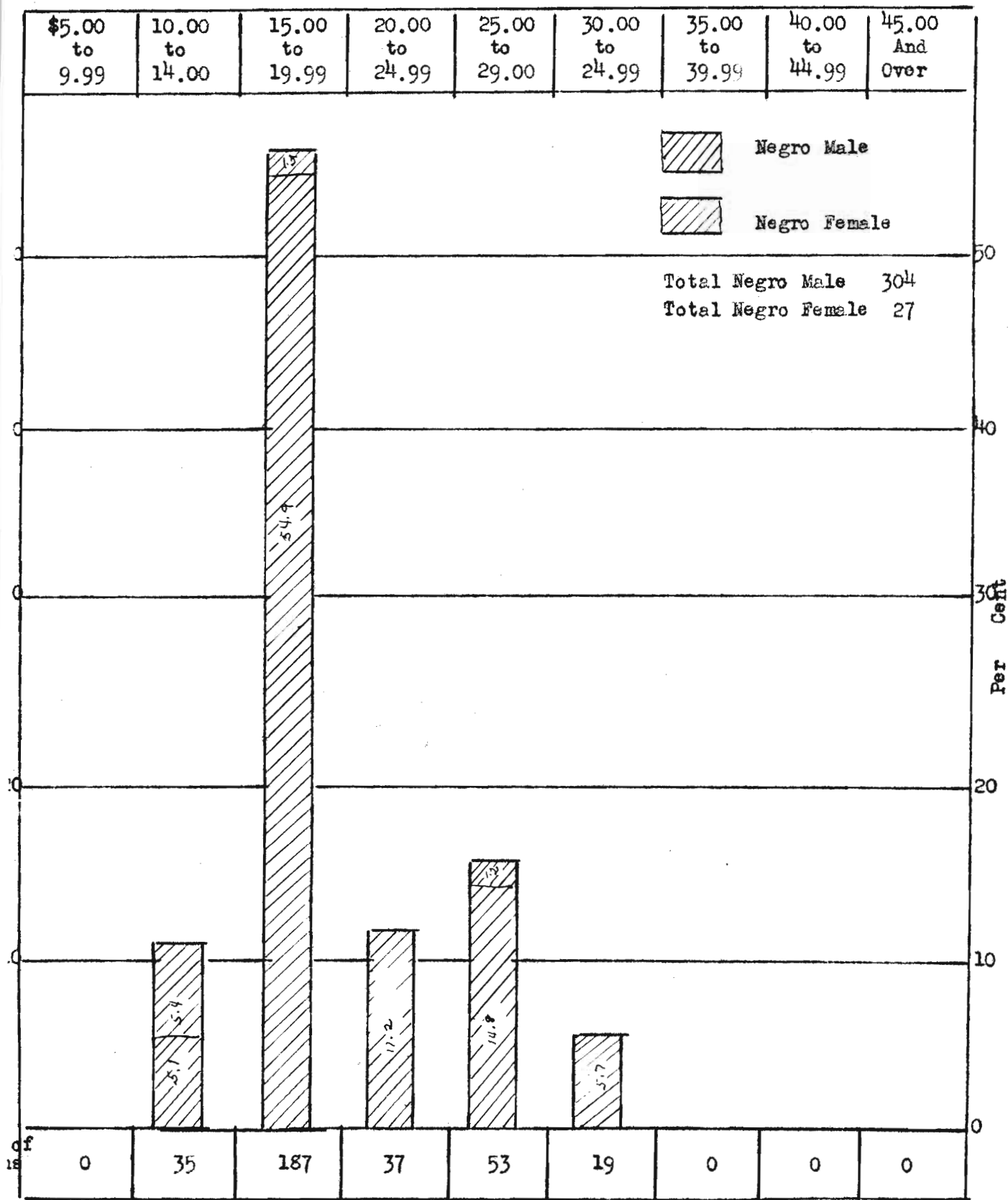
**PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 468 NEGROES  
IN 60 SELECTED INDUSTRIES**



ESSEX COUNTY OUTSIDE OF NEWARK

CHART V.

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 331  
NEGROES IN 41 MANUFACTURING AND MECHANICAL CONCERNS



ESSEX COUNTY OUTSIDE OF NEWARK



ESSEX COUNTY OUTSIDE OF NEWARK

NEGRO MEMBERSHIP IN LABOR UNIONS AND WELFARE ORGANIZATIONS

125 industrial establishments were covered in the survey of Essex County outside of Newark. 59 of these replied to the question of Negro membership in Labor Unions and Welfare organizations. 49 of these establishments stated that they had no Negro employees who had membership in Labor Unions. 9 of them reported Negro membership in Industrial Unions: one establishment engaged in the manufacturing of machinery, one in rubber goods, three in iron and steel, one food and allied concern and three ladies' clothing establishments. One establishment engaged in cleaning and dyeing reported Negro membership in a company's Union.

Of the 59 establishments furnishing information regarding Negro participation in welfare organizations and recreational programs 48 of them had no welfare organizations in which Negro employees participated. 11 of these gave direct relief to their employees; in the form of food, shelter, cash, clothing and medical attention. The concerns thus reporting are; one chemical and allied industrial concern, two electrical products establishments, one iron and steel, two laundries, one specialties and two municipal employment establishments. No recreational or educational programs were provided for Negro employees in this area. The policemen, social case workers and nurses share the social and recreational benefits offered in the organizations sponsored by their respective departments.

VOCATIONAL SURVEY OF ESSEX COUNTY OUTSIDE OF NEWARK  
POLICIES OF INDUSTRIES NOT NOW EMPLOYING NEGROES

59 industrial establishments employed Negroes in Essex County outside of Newark while they were not employed in 63. Ten of the 63 firms had employed Negroes in the past. Twenty-nine indicated that they would employ Negroes in the future, while thirty-four stated that they would not employ Negroes in the future.

"Reasons For Not Hiring Negroes"

"Unskilled in this type of work" was the reason for not hiring Negroes	-----26	Firms
"Never Applied"	-----6	"
"No Special Reason"	-----6	"
"Not the Company's Policy"	-----9	"
"Race Prejudice Shown Among Workers"	-----5	"
"Not Interested in Work"	-----2	"
"Not Reliable"	-----2	"

Policies of Industries By Types

In printing, publishing and engraving three concerns reporting, stated that Negroes had never been employed. Two of these enterprises will not hire Negroes in the future. The reason for this position is that employees are supplied by a Union to which Negroes are not admitted to membership. Eleven manufacturing of Metal Products and allied industries divided as to policy in the following manner:

"Had Employed Negroes in the Past"	-----2
"Never Employed Negroes in the Past"	-----9
"Will Employ Negroes in the Future"	-----8
"Will Not Employ Negroes in the Future"	-----3
"No Special Reason for Not Hiring Negroes"	-----2
"Not Skilled In This Line of Work"	-----6

The manufacturing of heavy machinery presented a dark picture. The 6 concerns reporting stated that they had not employed Negroes in the past. Five of these gave as their reason, that Negroes were not skilled and one stated that it was not the policy of the company. All six of the enterprises stated that they would not hire Negroes in the future.

The other industries appearing most frequently in suburban Essex were novelties & stationery, chemical and allied industries, electrical products and women's clothing.

The Policies As Regards Future Employment For Negroes In These Industries Are As Follows:

Chemical & Allied Industries	-----4	Reporting
Employed Negroes in the past	-----1	"
Never employed Negroes in the past	-----3	"
Will employ Negroes in the future	-----2	"
Electrical Products	-----6	"
Employed Negroes in the past	-----1	"
Never employed Negroes in the past	-----5	"
Will employ Negroes in the future	-----5	"
Women's clothing	-----6	"
Employed Negroes in the past	-----2	"
Will employ Negroes in the future	-----1	"
Will not employ Negroes in the future	-----5	"

The outlook for Negro absorption in industry in Essex County outside of Newark is very dark if the industrial establishments not now employing Negroes adhere permanently to the policy and program outlined to the Vocational Survey field workers. The great barriers to Negro employment in the county apparently are:

- (1) "Not Skilled in This Line" and
- (2) "Not the Policy of the Company to Hire Negroes."

As to the first barrier, the opportunity to acquire the skills necessary to hold a place in the industries where the Negro is not skilled, the employer alone can provide the chance essential to the acquisition of skill in "this line". Technical skill can never be acquired by Negroes by limiting their employment to cleaning and general utility jobs. The second barrier to Negro absorption in industry is a policy of exclusion, it is inconceivable that such a policy can be a permanent fixture of any American industry. This will be the case wherever "the policy of the company" continues in the future, as it has so often been in the past, a policy of exclusion of Negro employees.



TABLE IV

ESSEX COUNTY - OUTSIDE OF NEWARK

POLICIES OF INDUSTRIES NOT EMPLOYING NEGROES

TYPES OF INDUSTRIES	# Of Establishments	Past Employment Of Negroes		Future Employment Of Negroes		Positions To Be Held By Negroes		Reasons For Not Employing Negroes							
		Yes	No	Yes	No	Same	New	Never Applied	No Special Reason	Union Labor, No Negro Members	Unskilled	Not Policy of Company	Race Prejudice	Not Reliable	Negroes should make own business
ALL INDUSTRIES	63	10	53	29	34	5	1	6	6	3	26	9	6	4	2
Manufacturing and Mechanical															
TOTAL	57	8	49	26	31	3	1	6	6	3	19	7	-	3	2
Chemicals	4	1	3	2	2	1	1	1	-	-	2	-	1	-	-
Clothing-Ladies'	6	2	4	1	5	-	-	-	1	-	2	1	-	1	1
Electric Products	6	1	5	6	-	-	-	1	-	-	4	-	-	-	1
Machinery	4	-	4	-	4	-	-	-	-	-	3	1	-	-	-
Metal Products	11	2	9	8	3	1	-	-	2	-	6	-	1	2	-
Novelties	5	-	5	-	5	-	-	-	2	-	2	1	-	-	-
Printing	3	-	3	1	2	-	-	-	-	2	-	1	-	-	-
Textiles	5	-	5	2	3	-	-	-	-	-	-	1	-	-	-
All Others	13	2	11	6	7	1	-	1	1	1	7	-	1	-	-
Transportation-Communication	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trade-Wholesale-Retail															
TOTAL	1	-	1	-	1	-	-	-	-	-	-	1	-	-	-
All Others	1	-	1	-	1	-	-	-	-	-	-	1	-	-	-
Professional & Public Service															
TOTAL	1	-	1	1	-	-	-	-	-	-	-	-	-	1	-
All Others	1	-	1	1	-	-	-	-	-	-	-	-	-	1	-
Domestic & Personal Service															
TOTAL	4	2	2	2	2	2	-	-	-	-	-	1	2	-	-
Laundries	3	2	1	2	1	2	-	-	-	-	-	1	1	-	-
All Others	1	-	1	-	1	-	-	-	-	-	-	-	1	-	-

Note: All industries having less than three concerns reporting have been grouped under "All Others".

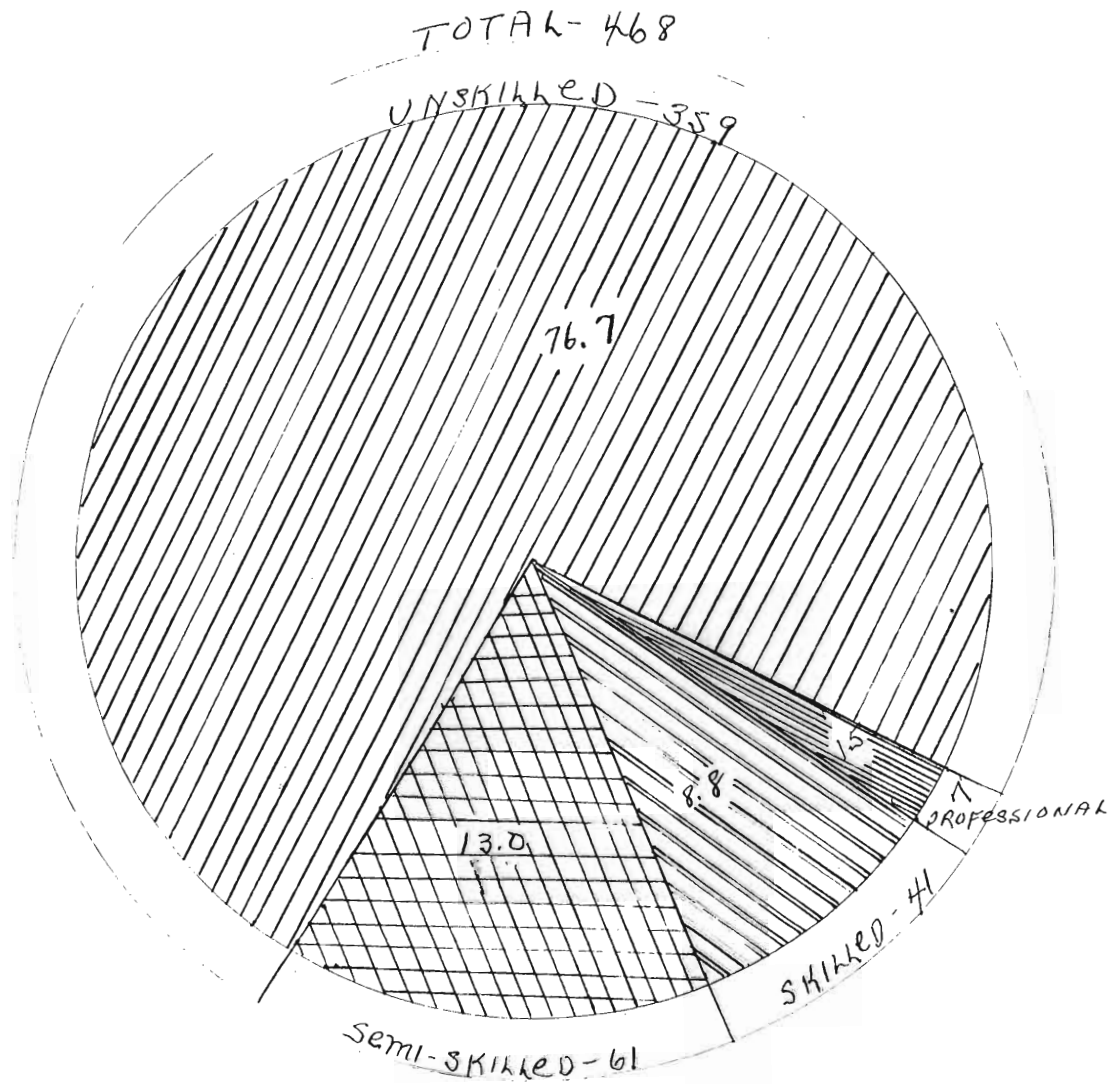
ESSEX COUNTY - OUTSIDE OF NEWARK

CLASSIFICATION OF NEGROES ACCORDING TO SEX INTO INDUSTRIAL-SOCIO-ECONOMIC GROUPS

Industrial Classes	No. of INDUSTRIES Reporting	No. of Employees			Professional & Tech.		Clerical & Kindred Workers		Skilled		Semi- Skilled		Un-Skilled	
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Mechanical Manufacturing	41	331	104	27	6	0	0	0	41	0	49	0	208	27
RT Transportation Communication	1	4	4	0	0	0	0	0	0	0	0	0	4	0
Trade - Whole- sale & Retail	2	7	0	0	0	0	0	0	0	0	4	0	3	0
Domestic & Personal Ser.	12	109	47	62	0	0	0	0	0	0	4	2	43	60
Professional & Technical	4	17	8	9	0	1	0	0	0	0	2	0	6	8
Sub-Total		468	370	98	6	1	0	0	41	0	59	2	264	95
Grand Total	60	468			7		0		41		61		359	
Per Cent Dis- tribution Total		100.0			1.5		0.0		8.8		13.0		76.7	
Male					1.6		0.0		11.1		15.9		71.4	
Female					1.0		0.0		0.0		2.0		96.2	
Per Cent Male - Female		79.1 20.9			85.7 14.3		0.0 0.0		100.0 0.0		96.7 3.3		73.5 26.5	

CHART VI

PERCENTAGE DISTRIBUTION OF NEGRO EMPLOYEES IN SOCIAL-ECONOMIC GROUPS



ESSEX COUNTY - OUTSIDE OF NEWARK



SURVEY OF NEGRO LIFE IN NEW JERSEY

Community Report

THE ORANGES

ORANGE  
EAST ORANGE  
WEST ORANGE

---

October 1934

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Conducted by the Interracial Committee of the New Jersey Conference  
of Social Work in cooperation with the New Jersey Department of Institutions  
and Agencies and the Urban League.

## POPULATION

There has been no appreciable increase since 1931 in the Negro population in either Orange or West Orange, yet the increase in the East Orange population is decidedly noticeable. In West Orange the average of twenty Negro families seems to remain fixed with no increase or decrease. It is felt that Negroes prefer living nearer centers of business than in the lesser populated areas as West Orange. The slight increase in the Orange population is said to be partially caused by relatives of residents flocking here from the south in the hopes of getting employment. Too, the emergency relief program has attracted large numbers seeking relief. On the other hand, many of the better class Negroes are moving to the newly opened sections of East Orange on Steuben Street, Sussex Avenue, 9th Avenue and 17th Streets, and a few to Berwyn Place in Orange. In East Orange southern relatives seeking employment are also an increase. This tends to cause over-crowded housing conditions, and an addition of families to the already lengthy relief list.

## HOUSING

The housing conditions in the Oranges have been somewhat affected since the 1931 survey.

There have been new sections of residences opened on Berwyn Place in Orange, and on Steuben Street, 9th Avenue and 17th Street in East Orange, formerly occupied by whites and now rented to Negroes.

Sanitary conditions have slightly improved in the more thickly populated Negro sections; although not to any great extent.

Since the depression many of the colored people are receiving relief; this complicates matters in regard to poor housing conditions. The E. R. A. is not able to pay high rents; therefore cheap rents incidentally mean houses of the poorer type. Sanitary conditions are still very poor in certain sections as on Hickory St. Orange. With few exceptions conditions in some localities have improved slightly only due to complaints of tenants to their landlords.

Another factor determining the housing problem is the large number of people already on relief who send for their relatives in the south. These newcomers double up with relatives in the north, and in addition to establishing residence for relief, help create congested conditions. In many of the homes in the Oranges several families are living together in one house; thus making very unhealthy and unsanitary living conditions.

Many of the higher class of colored people have lost their homes since the depression, and either they live in with relatives or receive relief, and live where the E. R. A. directs them usually in a poorer type home.

There are however colored people who are still comfortably fixed and have beautiful homes. Professional people comprise this group.



-3-

TABLE OF RENTS (Conditions as found in Oranges)

ORANGE  
E. ORANGE  
W. ORANGE

	Rents	Modern Improve- ments	Locality	Heat	Condition of Building
	\$12-\$15 a month				
LOW		No	Very Poor	No	Very Poor
	\$30-\$35 a month				
AVERAGE		Partial	Fair	No	Fair
	\$40-\$50 a month		Good-Often Mixed Neighbor-		
HIGH		Yes	hood	Yes	Very Good

#### EDUCATION

The Negro enrollment in the public schools of the Oranges has increased since the 1931 Survey. This increase is most noticeable in the Orange and East Orange schools as shown in the following table:

	1931		1933	
	Negro Enrollment	Per Cent Negro	Negro Enrollment	Per Cent Negro
(1) Orange	1,126	17.8	1,297	19.0
(2) E. Orange	1,054	11.6	1,138	12.4
(3) S. Orange	118	1.8	115	1.6
(4) W. Orange	32	*	24	*

\* Less than one per cent

Twelve hundred and ninety seven Negroes comprised 19 per cent of the total enrollment (6689) in the Orange public schools during 1933. This was an increase of 171 (15.2 per cent) over the Negro enrollment in these schools in 1931. The Oakwood Avenue and Colgate Grammar Schools had the highest percentage of Negro pupils for two out of every three (67.7 per cent) of the children in the Oakwood Avenue school and one in every two (54 per cent) at the Cogate Grammar School, were Negroes. One hundred and fifty nine colored pupils were in the Orange High School where they made up 11 per cent of the total enrollment.

TOTAL ENROLLMENT, NEGRO ENROLLMENT & PER CENT NEGRO IN THE ORANGE PUBLIC SCHOOLS, 1933

School	Total Enrollment	Negro Enrollment	Per Cent Negro
High School	1440	159	11.
Lincoln Avenue	1510	179	11.5
Park Avenue	590	111	18.7
Forest St.	381	67	17.5
Oakwood Avenue	737	499	67.7
Cleveland St.	711	92	12.9
Tremont Avenue	213	9	4.2
Colgate - Grammar	137	74	54.
Central School	537	107	19.9
Haywood Avenue	<u>433</u>	<u>5</u>	<u>1.1</u>
(TABLE#1) TOTALS	6689	1297	19.

In East Orange there was an eight per cent increase in the number of Negro pupils in the public schools between 1931 and 1933. In 1933 Negro pupils formed 12.4 per cent (1,138) of the total enrollment (9,156). Easton and Lincoln schools reported the largest Negro enrollment where approximately one in every three of the pupils in these schools were colored (33.2 and 31.5 per cent, respectively.)

However, the Elmwood Avenue school had the largest number of Negroes - 264 - although they were only 27.8 per cent of the school's total enrollment.

One hundred and fifty seven of the Negro pupils were in the East Orange High School where they formed 6.5 per cent of the total.

Stated differently, of every one hundred colored pupils in East Orange, 75 were in the elementary schools, eleven in Junior High and 14 in Senior High.

TOTAL ENROLLMENT, NEGRO ENROLLMENT & PER CENT NEGRO IN THE EAST ORANGE PUBLIC SCHOOLS, Oct. 1933-34

School	Total Enrollment	Negro Enrollment	Per Cent Negro
Ashland	791	196	25.8
Easton	425	141	33.2
Franklin	834	17	2.0
Elmwood	951	264	27.8
Columbian	905	1	.1
Nassau	478	13	2.7
Stockton	424	0	
Lincoln	511	161	31.5
Washington	716	62	8.7
Junior High	717	126	17.6
High School	<u>2404</u>	<u>157</u>	<u>6.5</u>
TOTALS	9156	1138	12.4

(TABLE # 2)

In West Orange, only 24 Negro students were reported - a decrease of 8 since 1931. Ten of the 24 pupils were in the Hazel Avenue School and eight in the Wigel Fairmount School. Five were in the Junior High but only one in the Senior High School.



TOTAL ENROLLMENT, NEGRO ENROLLMENT & PER CENT NEGRO IN THE WEST ORANGE PUBLIC SCHOOLS, Oct. 1933-34

School	Total Enrollment	Negro Enrollment	Per Cent Negro
Eagle Rock	365	0	
Gregory	451	0	
Pleasant Dale	263	0	
Wigal Fairmount	414	8	2.9
St. Cloud	111	0	
Washington	707	0	
Hazel Ave.	505	10	1.9
Senior High	855	1	.1
Ganton St. Jr. High	273	3	1
Raison Junior High	540	1	.2
Roosevelt Jr. High	<u>627</u>	<u>1</u>	<u>.2</u>
TOTALS	5111	24	.5

(TABLE #111)

According to the Superintendents of Schools in the Oranges, an increasing numbering of Negro pupils are entering and completing the High School courses. It was also reported that there seems to be a general trend among the colored students to take classical courses, principally because many feel that opportunities in the field of business, especially in Negro business concerns, are exceedingly limited.

One Negro teacher is employed in the Oranges. She is located at the Oakwood Avenue School, Orange, where two thirds of the pupils are colored. This teacher was employed in Sept. 1933 and has mixed classes of colored and white children.

## EMPLOYMENT

The E.R.A. has afforded many Negroes opportunities for employment in the Oranges. In West Orange there are only 20 Negro families, 9 of whom are on relief and employed under the E.R.A. No colored person is employed in any public position. In this city 7 men on relief in October, 1934 were employed as common laborers (Digging); 1 colored girl as janitress in the E. R. A. Building, and 1 West Indian as an E. R. A. investigator. Some natives of West Orange are engaged in domestic work; hence many wealthy whites live within walking distance from their homes.

In Orange the E. R. A. employs 7 colored case workers who handle about 125 cases, each, making a total of approximately 875 Negro families on relief. One senior case worker supervises 5 other colored case workers, and is located in a private office in the E. R. A. Building on Day St., Orange. The new status "cash relief" takes care of the employment of many on the relief. Such types of E. R. A. employment as domestics, and laboring jobs are found among people who are receiving relief. One colored worker is a Senior Visitor Case Worker for the Bureau of Associated Charities located in the Metcalf Building on Main St., Orange, and does social work not under the E. R. A. Three other active colored social workers were located in this organization, but when the E. R. A. came into existence, one only was retained; the others being discharged.

In East Orange there were 52 single individuals, and 357 families totalling 409 Negroes on the E. R. A. in Oct. 1934. Ten are in white collar jobs, while the remaining people on relief are hired as domestics and laborers. There are no colored investigators in East Orange.

There are 2 colored visiting nurses for the Oranges, and a need for a third one. The Superintendent of the Visiting Nurse Association firmly believes a better response is obtained when colored nurses handle colored cases.

It is a pretty well known fact that factories generally employ white workers only. In only a few exceptions are colored employed. Because of this lack of employment in the industrial field, domestic work is the most popular type of work among the colored in the Oranges.

The Y.W.C.A. in Orange has a free employment agency for domestic service. Wage standards are strongly emphasized. For domestic work full time "live in" jobs, a wage standard of not less than \$10.00 a week is set, and for a part time house-work, \$5.00 a week.

Some colored people are employed as stenographers, teachers, nurses, clerks, elevator operators and etc. in other cities and counties and states who have their permanent residence in the Oranges.



## PUBLIC EMPLOYEES

In the communities of Orange, East Orange and West Orange there are employed a total of 44 Negroes in public positions. Of this number 13 are in Orange and 31 in East Orange. One policeman from Orange does duty in West Orange.

These employees are distributed in the following capacities: -----

ORANGE	EAST ORANGE	WEST ORANGE
<u>Police Department</u>  3 Policemen Salary \$2400 yrly.  1 Dog-Catcher Salary \$2400 yearly	<u>Police Department</u>  1 Policeman Salary \$1950	<u>Police Department</u>  One Policeman working from Orange headquarters)
<u>Post Office Department</u>  2 Regular Carriers Salary \$2100 yearly 2 Regular Clerks Salary \$2100 yearly  1 Porter Salary \$1140 yearly  <u>City</u>  1 Playground Supervisor  1 Public School Teacher	<u>Post Office Department</u>  3 Regular Carriers Salary \$2100 yearly  1 Custodial Laborer Salary \$1140 yearly  1 P. O. Laborer (substitute) 55¢ per hour  <u>Water Department</u>  1 Laborer	
<u>Sewer Department</u>  2 Laborers employed when funds permit	<u>Shade Tree Commission</u>  4 Laborers at 63¢ per hour for 26 hours per week  <u>Sewer Department</u>  14 Laborers at 59¢ an hour for 48 hours per week  <u>Building Department</u>  1 Elevator Operator at \$1250 per year 1 Porter at \$1250 per year 4 Scrubwomen at \$19 per wk.	

PROFESSIONAL

The opinions expressed indicate that the outlook for professional workers in the Oranges is rather dreary. Although two new Negro Doctors (one woman) have opened offices in Orange, the medical situation is very distressing. Doctors and dentists are to a great degree dependent upon the working class for practice. At present a large percentage of this group is unemployed, and those who are employed do not have money to spare for medical attention until it is entirely necessary.

It is also said that the establishment of clinics and free treatments for those on relief lists has greatly diminished the physicians' practice. Always people have seemingly hated to pay for medical aid, and now that clinics are help the patients the physicians and dentists seem to suffer.

One victory has been gained by Orange in the appointments of a Negro school teacher. The fight for her has lasted for years, but now that this initial step has been taken, there is hope of another being appointed. In West Orange, because of the small number of Negro residents, the question of a Negro teacher has never been presented.

The opinion was expressed that no consistent effort has been made by East Orange Negroes for a teacher of their race. During the interview, however, it was felt that a Negro applicant would be given due consideration. The great increase in Negro population warrants, at least, one race teacher.

The number of Negro visiting nurses still remains two, while there is only one Negro senior case worker for the Oranges. Her work is actual social service work with the Bureau of Association Charities. The E.R.A. has taken care of the majority of the case load of the Oranges and employs eleven Negro Case Workers under the E. R. A. organization.

-11-

The Ministers, of course, have suffered in comparison with the other professional men of Orange, yet gifts of groceries and clothing presented to the minister by the congregation have greatly helped him.

### NEGRO BUSINESS CONCERNS

Many of the Negro business concerns in the Oranges have been forced to close their doors since the depression and lack of employment. Under the E. R. A. food checks could be cashed only at certain stores and those receiving food checks had no money to patronize Negro business concerns. Too, there is a tendency on the part of the Negro to patronize every other concern except those owned and operated by his own race.

Beauty parlor have lost less than any concern, although the competition in this field is great

However, despite the situation, two tailor shops, one barber shop and one restaurant have opened recently in Orange.

### HEALTH

The general opinion regarding the health of the Negro in the Oranges is that it is greatly improved, despite poor housing conditions, over-crowded quarters, and poor work.

There are several points to be considered. Since the advent of the E. R. A., the health conditions of all races but especially the Negro, have been placed on a much higher standard. First of all, the E. R. A. provides free medical care through clinics for all of those on the relief list. These clients are treated at health centers and hospital clinics, and are given as careful attention and care as pay patients. At the end of a certain length of time the E. R. A. refunds to the hospital the total sum expended for drugs



-12-

in the treatment of these patients.

The health centers and clinics also give excellent care to the expectant mother. They are urged to attend the clinic every two weeks before the baby is born. This pre-natal care included a blood test taken at the first visit and the seventh month, blood pressure taken at every visit, diet lists and general advice as to daily care. Free delivery is given at the hospitals and excellent follow-up care provided by visiting nurses every two weeks. However, it is argued that this care, given by clinics, causes the physicians to get comparatively few cases in obstetrics, thereby lessening their medical work.

The E.R.A. has also solved another problem of the health situation by providing proper clothing for families on relief. This not only is a protection of the people's health, but has increased school attendance.

At the schools children are also given health examinations. Those who are undernourished are required to drink milk at specified hours each day. This gives the child not only more nourishment, but strength to advance in his studies.

The Day Nurseries provide physical protection for children. Not only do they offer food and shelter, but also medical care. At the East Orange Settlement House a free clinic is held every Tuesday and each child is given a thorough examination by a white doctor and nurse. In addition two well-balanced meals are served daily.

The Metropolitan visiting nurses visit the homes for follow-up work. At the Orphan's Rescue Day Nursery in Orange, due to lack of funds, only one meal is served daily, yet great care is given to the children's health.

While there are only two Negro visiting nurses in the Oranges, a need is felt for a third, as the opinion was expressed that nurses receive better response when handling cases of their own race. Statistics show that of a total of 10,061 cases handled during 1933, 1,515 (15.5 per cent) were colored, and of 44,026 visits made, 7,590 (17.2 per cent) were colored.

This is shown in the following table:-

CASES HANDLED VISITS MADE BY VISITING NURSE ASSOCIATION IN THE ORANGES AND VAUX HALL DURING 1933		
RACE	CASES	VISITS
WHITE	10,061	44,026
NEGRO	1515	7,530
TOTAL	11,576	51,516

Tuberculosis is always regarded as a fairly sensitive index of health and living conditions. It has taken a heavy toll of lives among the Negro population. Opinions have been presented that little to date has been accomplished in the reduction of tuberculosis, but authentic information is offered by the New Jersey Health Department which show that tuberculosis is slightly decreasing in the Oranges. Deaths in 1930 totaled 80; 78 in 1931; 77 in 1932; and 70 in 1933. Factors leading to tuberculosis are contacts with open cases of the disease, plus poor sanitary conditions, overcrowding and improper preparation of food. According to Miss Margaret J. Orr, executive secretary of the Anti-Tuberculosis League of the Oranges, the Negroes are showing an increased tendency toward being alert regarding the necessity for improving the standard of living and are more ready than ever to seek medical advice.

Agencies and physicians particularly concerned with tuberculosis control, feel that the number of cases, both white and colored, who seek medical assistance while the disease is still in the incipient stage, is discouragingly low.

Facilities for caring for tuberculosis patients are very inadequate. Sanitoriums are carrying a capacity load and quarters for Negroes are limited.



-14-

Usually Negro cases are in a very advanced stage when they apply for medical aid. Consequently their condition requires a longer treatment and patients occupy quarters a greater length of time while others needing care are kept on the waiting list until someone dies or is sent to the pavilions. After patients have been given sufficient treatment in the wards they are transferred to the pavilions, of which there are about nine to a sanatorium. In some pavilions four beds are reserved for Negro patients and from here they are discharged. However the healing process is a long one, and usually patients are discharged from the pavilions only once in two years, sometime three or four. This of course makes the waiting list unusually long. The majority of Negro cases have advanced so far when they enter the sanatorium that it is impossible by any care to save them from death.

STATISTICAL REPORT OF THE ANTI-TUBERCULOSIS LEAGUE OF THE ORANGES  
SHOWS THE FOLLOWING:-

	Total	Male	Female
Current	37	13	24
Apparently arrested	11	5	6
Observation	2	1	1
Ex-service	1	1	0
Orthopaedic	7	4	3
Miscellaneous	13	6	7
Essex Mountain Sanatorium	11	7	4
Glen Gardner Sanatorium	4	2	2
Other Sanatoria	7	3	4
( Or Institution )			
Day Camp	7	3	4
Returned from Sanatoria	30	17	13
Discharged from Day Camp	23	10	13
<b>Totals</b>	<b>153</b>	<b>72</b>	<b>81</b>

The two hospitals visited, seemingly, have the same standard in regard to Negroes. There are no Negro doctors on the staff of either, nor have any Negro internes or nurses been allowed to enter training. There have been a few applicants, but these, it is said, have not been able to meet the entrance requirements.



A few Negro doctors have been permitted to observe operations, but not to operate. Only one doctor is extended courtesy privileges at the Orange Memorial Hospital and Negroes are employed in the hospital as orderlies and domestics only.

Ward and eight bed semi-private rooms are open to Negroes, but all obstetrical cases are treated in the same ward regardless of color.

The clinics, however, carry many Negro cases, and it is reported that many treatments are for venereal diseases. The record of clinic patients for the Homeopathic Hospital was not kept as to race, but at the Orange Memorial Hospital for the year 1933 there were 17,936 Negro cases as compared with 33,345 white cases. Patients pay as low as twenty five cents fee, unless as they are on the ERA lists, in which case medical treatment is free.

The Orange Memorial Hospital reported that 11.8 per cent of its in-patients in 1933 were Negroes. During 1933, 813 Negro cases were in the hospital for an average of 11.4 days'.9, 329 days' care was given these patients. Data on the pay-status of these cases were lacking:-

SERVICE STATISTICS ON NUMBER OF NEGRO PATIENTS AND DAYS' CARE GIVEN  
AT THE ORANGE MEMORIAL HOSPITAL DURING 1933.

MONTH	NO. OF NEGROES TREATED	NO. OF DAYS IN HOSPITAL
January	68	733
February	59	563
March	50	611
April	79	931
May	71	958
June	65	784
July	59	746
August	81	773
September	69	742
October	71	824
November	75	984
December	66	680
TOTALS	813	9,329

Following are statistics on the Venereal Diseases:-

A statistical analysis of the work in the Orange Memorial venereal

-16-

disease clinic show that over 700 colored patients received treatment whereas only 361 white patients were treated during 1933. Nearly nine thousand treatments were given the 704 colored patients. Report follows:-

NUMBER OF PATIENTS RECEIVING TREATMENT IN VENEREAL DISEASE CLINIC IN 1933  
AT ORANGE MEMORIAL HOSPITAL---ORANGES AND MAPLEWOOD

Colored- male....348  
" Female .. 356

Total colored ..... 704

White-male .....203  
" female .....158

Total white..... 361

Total number of patients 1933.. colored and white..... 1065

\*\*\*\*\*

Number of patients as per age group.

	<u>Children to age 16</u>		<u>Age 16-45</u>		<u>Over 45 years old</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Colored	34	31	278	288	36	37
White	15	24	140	111	48	23

\*\*\*\*\*

Number of treatments given during 1933:

	<u>Male</u>	<u>Female</u>
Colored	4278	4415
White	3057	2203

Total number of treatments..... 13953

\*\*\*\*\*

Number of tests during 1933:

	<u>Male</u>	<u>Female</u>
Colored....	470	426
White	350	293

Total number of tests..... 1539

\*\*\*\*\*

S O C I A L A G E N C I E S

C H I L D R E N ' S   A I D   A N D   P R O T E C T I V E   S O C I E T Y

This organization handles preventive, protective and unmarried mother cases. It secures foster homes and care for children, white and colored cases are treated alike.

A report of this agency show that during 1933, 291 white and 168 colored families were served. Seventy-eight colored children were placed in boarding homes.

O R P H A N ' S   R E S C U E   M I S S I O N   A N D   D A Y   N U R S E R Y

This nursery was established in 1918 by a group of five Negro women who hoped, eventually, to open an Orphan's Home. This nursery is the only



-15-

organization of its kind in the Oranges founded by and for colored. It is a member of the Welfare Federation but because of a very limited budget is handicapped by a lack of proper equipment.

The nursery cares for children whose parents are working. It has an average attendance of twelve children but due to employment conditions this number varies considerably. A fee of fifteen cents per day is charged to partially pay for the noon-day meal and care given.

#### EAST ORANGE SOCIAL SETTLEMENT HOUSE

The program of the East Orange Social Settlement includes a Day Nursery and club work.

Colored children of working parents are accepted for care. Most of the mothers are employed as ERA workers, domestics and so forth. A fee of fifteen cents a day is charged. Rates are sometimes adjusted to the person's ability to pay.

All children who attend are examined at the clinic held at the Settlement House each Tuesday under the direction of the Board of Health.

A free employment agency is also maintained as a part of the community program.

#### BOY SCOUTS

During 1933, there was one colored registered Boy Scout troop meeting at the Oakwood Ave. YMCA, Orange. This troop, #10, has an active membership of 35, but has not registered in 1934 as the scoutmaster resigned to complete his college training, and another leader has not been found.

In East Orange, troop #18 has died out and attempts are being made to revive enthusiasm in the troop at the Calvary Baptist church. One of the Deputy Commissioners of the Boy Scout Council is working with Negro groups in attempting to organize colored troops and would like to organize

-19-

a troop at the Central Avenue School, but reports a lack of leadership and willingness to accept responsibility.

There are no colored members in either the South Orange or West Orange troops.

Camp facilities are open to registered colored Boy Scouts able to pay the necessary camp fees.

#### GIRL SCOUTS

There is one registered colored Girl Scout troop in the Oranges. This troop is composed of 34 members and meets at the Oakwood Ave. YWCA. It is directed by a colored leader.

Colored Scouts camp at the Newbury Girl Scout camp for colored girls.

#### WEST ORANGE COMMUNITY HOUSE

This agency, located in a section where few Negroes are living, provides an extensive recreational and general community program for both white and colored young people attend the activities.

The West Orange ERA offices are also located in this center and reported eight Negroes in the community receiving relief.

#### BUREAU OF ASSOCIATED CHARITIES

This private agency is engaged in family case work dealing with the physical, spiritual, educational, recreational and financial issues. Recently since the ERA took over an enormous number of cases; the physical and the financial are the points stressed mostly. Complicated problems are solved by the Bureau.

The ERA supplies the requisitions on the Bureau's recommendations. Prior to the ERA, the actual case work was handled entirely by the Bureau of Associated Charities. A graph recently made showed a decided increase in

-20-

cases from 1931 to 1st of August 1933, but after August 1st, a decided decrease due to the ERA handling of many of the Bureau's cases.

There is no colored case worker in East Orange. In 1933 there were three active colored social workers and one colored aide; however, since 1933 only one colored senior visitor case worker was retained.

# OAKWOOD AVE. YMCA

The new Oakwood Avenue YMCA was dedicated in 1932. It contains forty rooms, 29 of which are rented. At the time of the investigation, twenty-five of these were occupied at a rental of \$3.00 and \$3.50 per week.

The swimming pool is connected with the YMCA and is used by the members of that organization at specified times during the week. This pool is cooperatively owned by the YMCA and YWCA and serves a great part in the recreational life of both men and women of this area.

Full membership in the YMCA is \$7.00 per year for men and \$4.00 for boys. A special membership may be obtained for \$4.00 for men and \$2.00 for boys, but this does not include the privilege of use of either the gymnasium or the pool.

Membership record of YMCA for 1933 and 1934 was:-

	1933			1934	
	Men	Boys		Men	Boys
Paid members	350	150		238	97
Unpaid members	200	100		250	150
Associate members					
	85			85	

A volunteer service is also rendered by the YMCA. Boys unable to pay fees are provided recreation by a few of the prominent members who contribute to the fund. Swimming lessons and other forms of club activities are taught by the physical director. The boys volunteer to pay for this service, as they can.



-21-

The YMCA has a free employment service and during 1933 placed 25 men as butlers and domestics; one as a plumber's assistant; thirty in odd jobs such as mowing lawns etc; and sent three to the CCC camp. Five men were recommended to the WRA for relief.

OAKWOOD AVE. YWCA

The Oakwood Ave. YWCA has accommodations for seven people, five permanent and two transient guests.

Membership for the adults is \$1.00 per year and for juniors \$.50. A sewing and cooking class of fifty women meets each week for instruction given by a teacher supplied by the American Red Cross. A new class in Home Hygiene has also been formed by an instructor from the Red Cross. This class numbers fifteen and meets once a week. Members of this class who complete the course qualify for a diploma and may take positions where some knowledge of practical nursing is required.

The employment agency of the YWCA gives service free and handles domestic work almost entirely. The agency attempts to have a strict wage standard and seeks at least \$10.00 a week for full time workers "living in". Part time workers receive \$5.00 a week.

The report on the number of members enrolled for the year 1933 was 912 including women and girls. Approximately 183 are girls. They do not keep a record of the unpaid members.

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