

REPORT OF NEGRO VOCATIONAL
SURVEY IN NEW JERSEY
1934

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N.J. State Emergency Relief Administration.
The Negro in industry... 1934, v. 2

JERSEY CITY

HUDSON COUNTY
(EXCEPT JERSEY CITY)

MERCER
COUNTY

MIDDLESEX
COUNTY

MONMOUTH
COUNTY

PATERSON

UNION COUNTY

7-2-69

REPORT OF NEGRO VOCATIONAL SURVEY IN JERSEY CITY

1. Analysis of Total and Negro Employees in Industries
Table 1. Distribution of Total and Negro Employees according to sex.
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- III. Weekly Wage Scale of Negro Employees in Industries according to Socio-Economic Groups. Table 3. Chart 3.
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TO SEX IN INDUSTRIES SHOWING PER CENT NEGRO

124 establishments employing 25 or more persons, in Jersey City, investigated during November and December 1934, had a total payroll of 17, 613 employees. The distribution of these employees according to sex was 13,122 males and 4,491 females, of which 733 were Negro males and 173 were Negro females; the percentage Negro being 5.1.

89 of the 124 establishments were manufacturing and mechanical plants employing 12,676 persons, 620 of whom were Negroes, 587 males and 33 females, comprising 4.9 per cent of the employment in these 89 establishments.

Negro employees were found in all branches of manufacturing and mechanical industry with the greatest concentration in iron and steel plants, where 156 Negro male employees constituted 10.4 per cent of the total employment of 1,497 persons. 13 establishments employing 1,095 persons had 157 Negro employees which constituted 14.3 per cent of the total employment in these concerns. 6 ladies' clothing establishments reported 17 Negro employees, 15 of these were females, the Negro employee percentage being 6.7 of the total of 255 in these 6 concerns. 7 food and allied establishments employed 91 Negroes out of a total employment of 2,005 which constituted 4.1 per cent of the total employment in this industry. Industries showing three per cent Negro employment or better were electrical products, 4 establishments reporting, 3.1 per cent furnishings, 3.2 per cent; and specialties 3.7 per cent.

Only one establishment engaged in transportation and communication was interviewed, it had 621 employees none of which were Negro.

5 establishments engaged in trade reported 5 Negro employees out of a total employee roll of 734, the Negro employee per cent being 0.7.

9 institutions engaged in professional and public service employing a total of 1,939 persons reported 25 Negro employees which constituted 1.3 per cent of the total employment in this field.

20 establishments engaged in domestic and personal service with a total employment of 1,643 and a Negro employment of 256, which constituted 15.6 per cent of the total reported to the survey. Negro employment existed in all of the concerns investigated in this field by the field workers. The field of greatest concentration apparently existing in hotels, and laundry and supplies; Negro employees constituting 25.4 per cent of the personnel in 3 hotels and 15.1 per cent, of all laundry establishments.

TABLE I
JERSEY CITY

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

INDUSTRIES	#Establish- ments	Total Employees			Negro Employees			%
		Total	male	Female	Total	Male	Female	
ALL INDUSTRIES	124	17613	13122	4491	906	733	173	5.1
Manufacturing & Mechanical TOTAL	89	12676	9755	2921	620	587	33	4.9
Chemicals & Allied	16	2723	2248	475	51	51	0	1.5
Clothing - Ladies'	6	255	41	214	17	2	15	6.7
Electrical Products	4	770	590	180	24	21	3	3.1
Food & Allied	7	2005	1480	525	91	91	0	4.1
Machinery	3	522	360	162	1	1	0	.2
Foundries	9	1057	896	161	70	70	0	5.7
Furnishings	4	223	171	52	7	7	0	3.2
Iron-Steel & Allied	10	1497	1440	57	156	156	0	10.4
Metal Prod. - Allied	5	1415	913	502	28	28	0	1.9
Specialties	4	430	365	65	17	2	15	3.7
Textiles	8	684	335	349	1	1	0	.2
All Others	13	1095	916	179	157	157	0	14.3
Transportation-Communication TOTAL	1	621	619	2	0	0	0	0.0
All Others	1	621	619	2	0	0	0	0.0
Trade-Wholesale-Retail TOTAL	5	734	486	248	5	4	1	0.7
B/L-Ins.-R/E-Ekrs.	3	664	467	197	4	4	0	.6
All Others	2	70	19	51	1	0	1	1.4
Professional & Public Service TOTAL	9	1939	1573	366	25	17	8	1.3
Municipal Employees	5	1480	1163	317	18	12	0	0.4
Recreation	3	179	160	19	7	5	2	3.8
All Others	1	280	250	30	0	0	0	.0
Domestic & Personal Service TOTAL	20	1643	689	954	256	125	131	15.6
Cleaning & Dyeing	4	155	94	61	5	5	0	3.2
Hotels	3	138	76	60	35	15	20	25.4
Laundry Supplies	11	1290	457	833	194	83	111	15.1
All Others	2	60	60	0	22	22	0	36.7

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

124 industrial establishments were covered in the vocational survey of Jersey City. The total number of employees in these establishments was 17,613; The Negro constituted 906 or 5.1 per cent of the total number of employees. The total male employees was 13,122; 733 or 5.6 per cent of these were Negro male employees. Of the 4,491 female employees, the Negro female constituted 173 or 3.9 per cent of the total female.

The distribution of these employees in industries by type shows 89 establishments in the manufacturing industry reported 12,676 employees; 620 or 4.9 per cent of these were Negroes; one transportation establishment had 621 employees, none of which were Negroes; five wholesale-retail trade concerns employed 734 persons, five or 0.7 per cent of these were Negro employees; nine professional and public service enterprises employed 1,939 workers on the various types of jobs. With 25 or 1.3 per cent as the total Negro employment, in the domestic and public service enterprises 20 establishments had an employment of 1,845. 256 or 15.6% of this number were Negro employees. This analysis shows that the greater concentration of Negro male employees is found in the manufacturing industry, while the greater number of Negro female is in domestic and personal enterprises.

The distribution of Negro employees in these types of industries indicates that 68.4 per cent of all Negro employees are engaged in manufacturing 0.8 per cent in trade; 2.7 per cent in professional and public service; 28.3 per cent in domestic and personal service.

Distribution of these employees: According to sex shows 80.1 per cent of the total Negro male is engaged in manufacturing; 0.5 per cent in trade; 2.3 per cent in professional and public service; 17.1 per cent in domestic activities. 19.1 per cent of the Negro females are employed in manufacturing establishments. 75.7 per cent are engaged in domestic service; 4.6 per cent in professional activities and less than one per cent in trade.

TABLE II

JERSEY CITY, N.J.

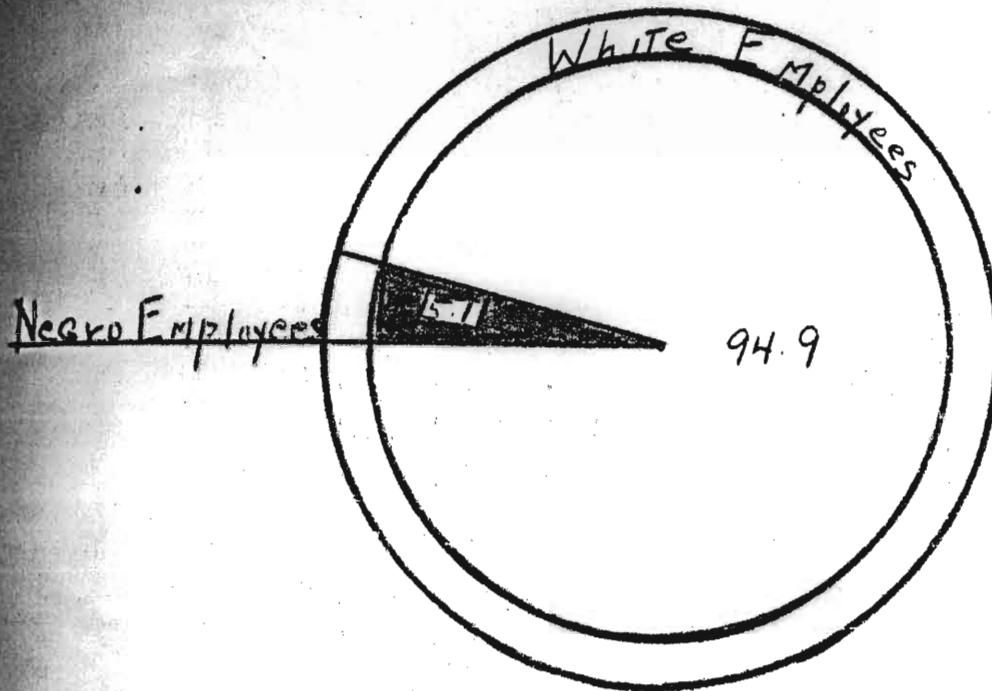
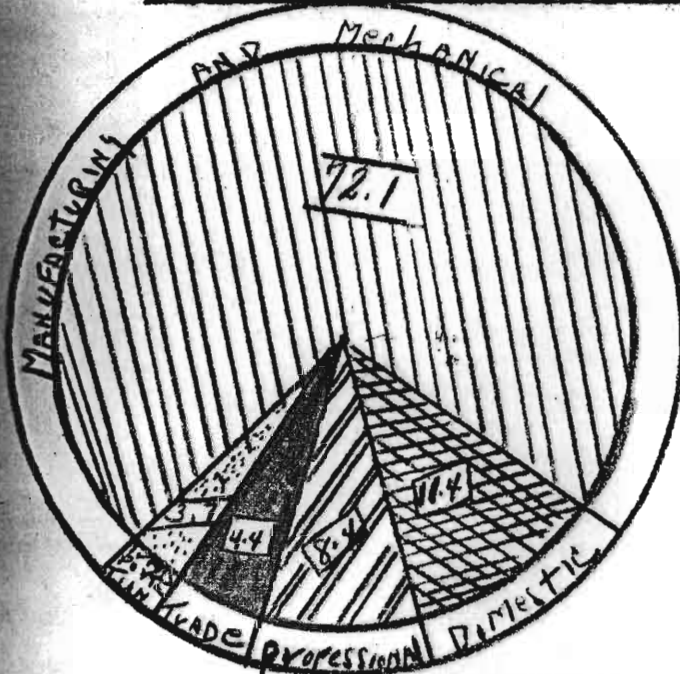
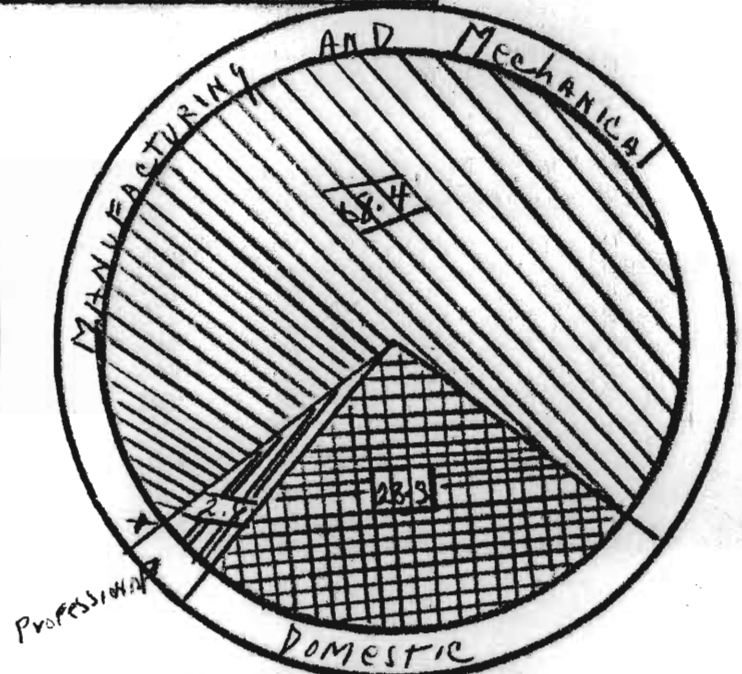
DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

(124 ESTABLISHMENTS REPORTING)

INDUSTRIES	# Of Establ- ishments	Total Employees			Negro Employees			% Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	124	17613	13122	4491	906	733	173	5.1	5.6	3.9
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	89	12676	9755	2921	620	587	33	4.9	6.0	1.1
Transportation & Communication	1	621	619	2	0	0	0	0.0	0.0	0.0
Trade - Wholesale - Retail	5	734	486	248	5	4	1	0.7	0.8	0.4
Professional & Public Service	9	1939	1573	566	25	17	8	1.3	1.1	2.2
Domestic & Personal	20	1843	689	954	256	125	131	15.6	15.6	13.7

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

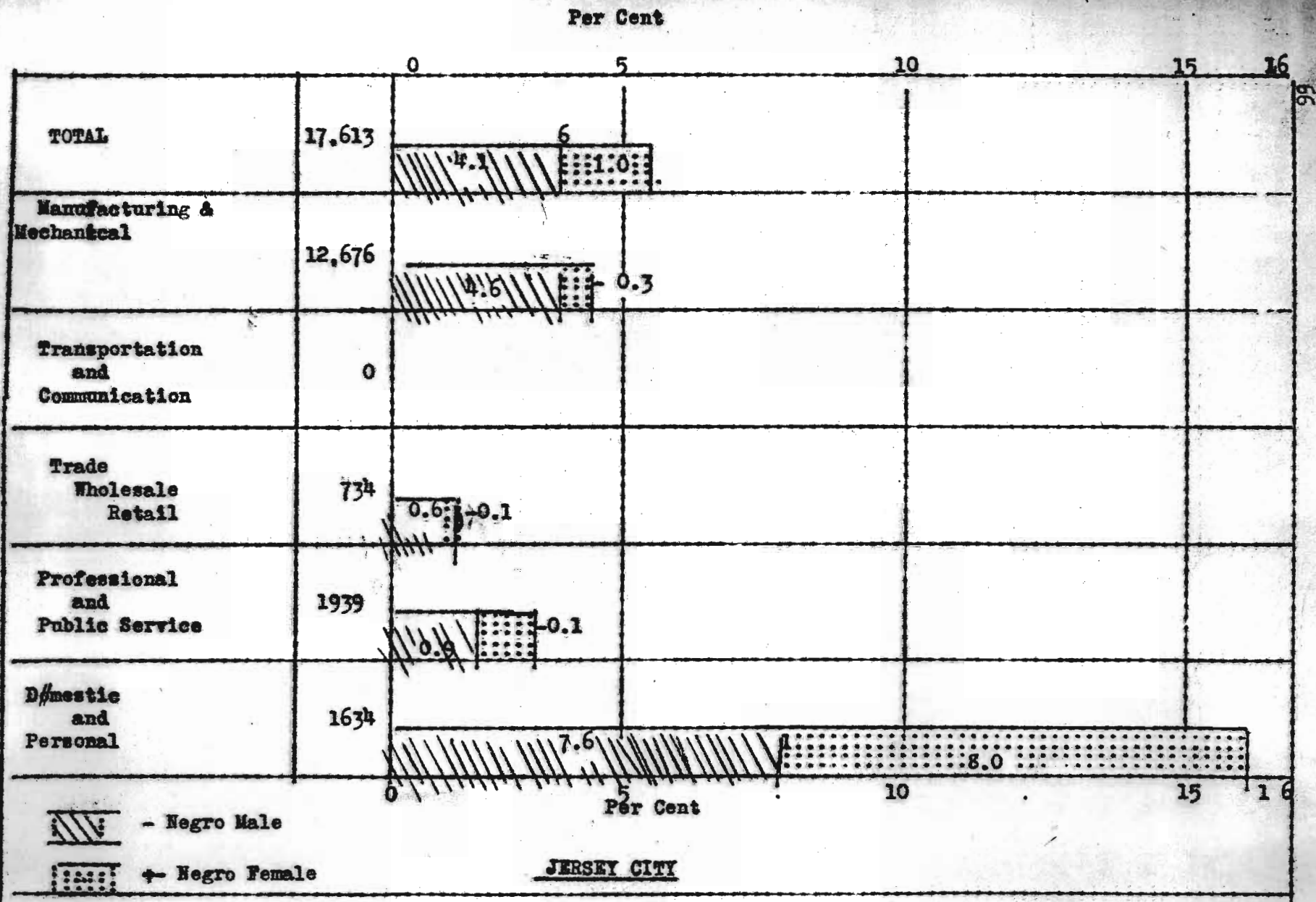
INDUSTRIES	Total Employees			Negro Employees		
	Total	Male	Female	Total	Male	Female
TOTAL	100.0	100.0	100.0	100.00	100.00	100.0
Agriculture						
Forestry & Fishing						
Extraction of Minerals						
Manufacturing & Mechanical	72.0	74.4	65.1	68.4	80.1	19.1
Transportation & Communication	3.5	4.7	0.0	0.0	0.0	0.0
Trade - Wholesale - Retail	4.2	3.7	5.5	0.6	0.5	0.6
Professional & Public Service	11.0	11.9	8.2	2.7	2.3	4.6
Domestic & Personal	9.3	5.3	21.2	28.3	17.1	75.7

CHART NO. IPER CENT WHITE AND NEGRO EMPLOYEES IN 124 INDUSTRIAL CONCERNSWhite Employees - 16707Negro Employees - 906PER CENT DISTRIBUTION

JERSEY CITY - NEW JERSEY

*Trade - 0.5 Per Cent - Not Showing

**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 wage of the 906 Negro employees in Jersey City in December 1934 was \$15.90. The median wage according to Socio-Economic Groups was unskilled, 683 cases, \$15.85; 3 clerks were earning a median wage of \$27.50; no data was reported to the survey of professional employment of Negroes.

In the unskilled group 80 per cent were earning between \$10.00 and \$20.00 per week. The highest wage level reached by the unskilled was \$40.00, 2 being in the wage level of \$35.00 to \$39.99. 3 persons were earning a weekly wage between \$35.00 and \$39.99, 1 was a skilled workman and 2 were semi-skilled. 4 were earning above \$40.00 per week, all were semi-skilled workers.

27 per cent or 652 of the persons in the various Socio-Economic Groups were earning wages between \$10.00 and \$19.99 per week. 64 per cent of the semi-skilled group and 85.4 per cent of the unskilled forming the bulk of the workmen belonging to that wage level. 77.7 per cent of the skilled workmen were earning between \$20.00 and \$24.99 per week.

The median wage for all Socio-Economic Groups in Newark was \$21.47 as against \$15.90 in Jersey City. 50 clerks in Newark were earning a median wage of \$22.27, 3 clerks in Jersey City were earning \$27.50; 153 skilled workmen in Newark were earning a median wage of \$18.40, while in Jersey City the wage for this group was \$22.99; the semi-skilled group in Jersey City earned a higher wage than the semi-skilled group in Newark, the median wage being \$17.06 in Newark and \$17.70 in Jersey City. The unskilled in Jersey City earned a median wage of \$15.85 per week as against \$16.00 in Newark.

NUMBER

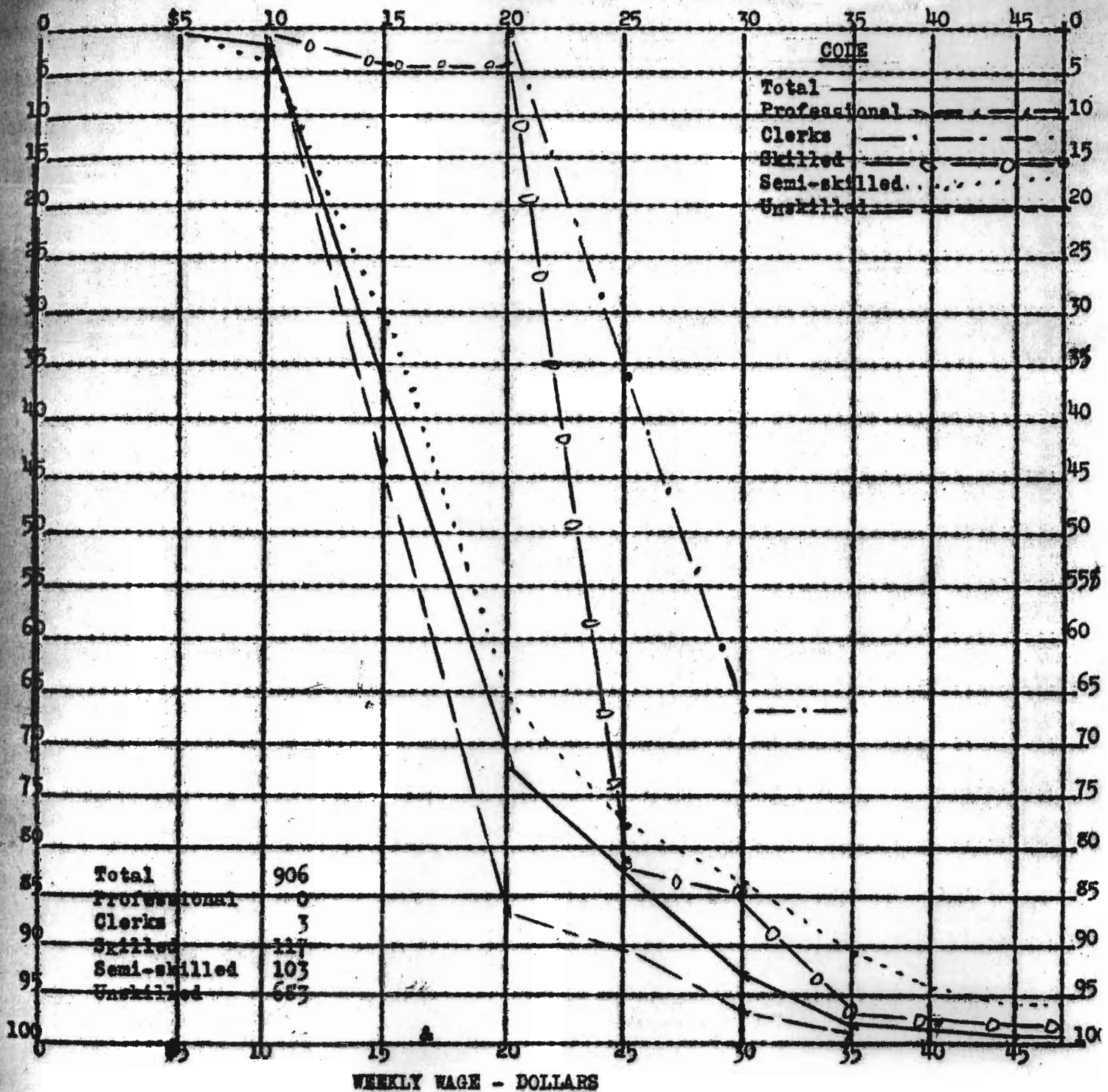
SOCIO-ECONOMIC GROUPS	Total	\$5.00 To 9.99	\$10.00 To 14.99	\$15.00 To 19.99	\$20.00 To 24.99	\$25.00 To 29.99	\$30.00 To 34.99	\$35.00 To 39.99	\$40.00 To 44.99	\$45.00 and Above	Medians
TOTALS	906	3	325	327	138	54	44	8	3	4	\$15.90
PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	\$0.00
CLERKS	3	0	0	0	1	1	0	1	0	0	\$27.50
SKILLED	117	0	4	0	91	3	17	1	1	0	\$22.99
SEMI-SKILLED	103	2	30	36	12	6	7	4	2	4	\$17.70
UNSKILLED	683	1	291	291	34	44	20	2	0	0	\$15.85

PER CENT

TOTALS	100.0	0.3	35.9	36.1	15.2	6.0	4.9	0.9	0.3	0.1	
PROFESSIONAL	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
CLERKS	100.0	0.0	0.0	0.0	33.3	33.3	0.0	33.3	0.0	0.0	
SKILLED	100.0	0.0	3.4	0.0	77.7	2.6	14.5	0.9	0.9	0.0	
SEMI-SKILLED	100.0	1.9	29.1	35.0	11.7	5.8	6.8	3.9	1.9	3.9	
UNSKILLED	100.0	0.1	42.7	42.7	4.9	6.4	2.9	0.3	0.0	0.0	

CHART NO. III

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



JERSEY CITY - HUDSON COUNTY

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 906

NEGROES IN 62 INDUSTRIAL CONCERNS

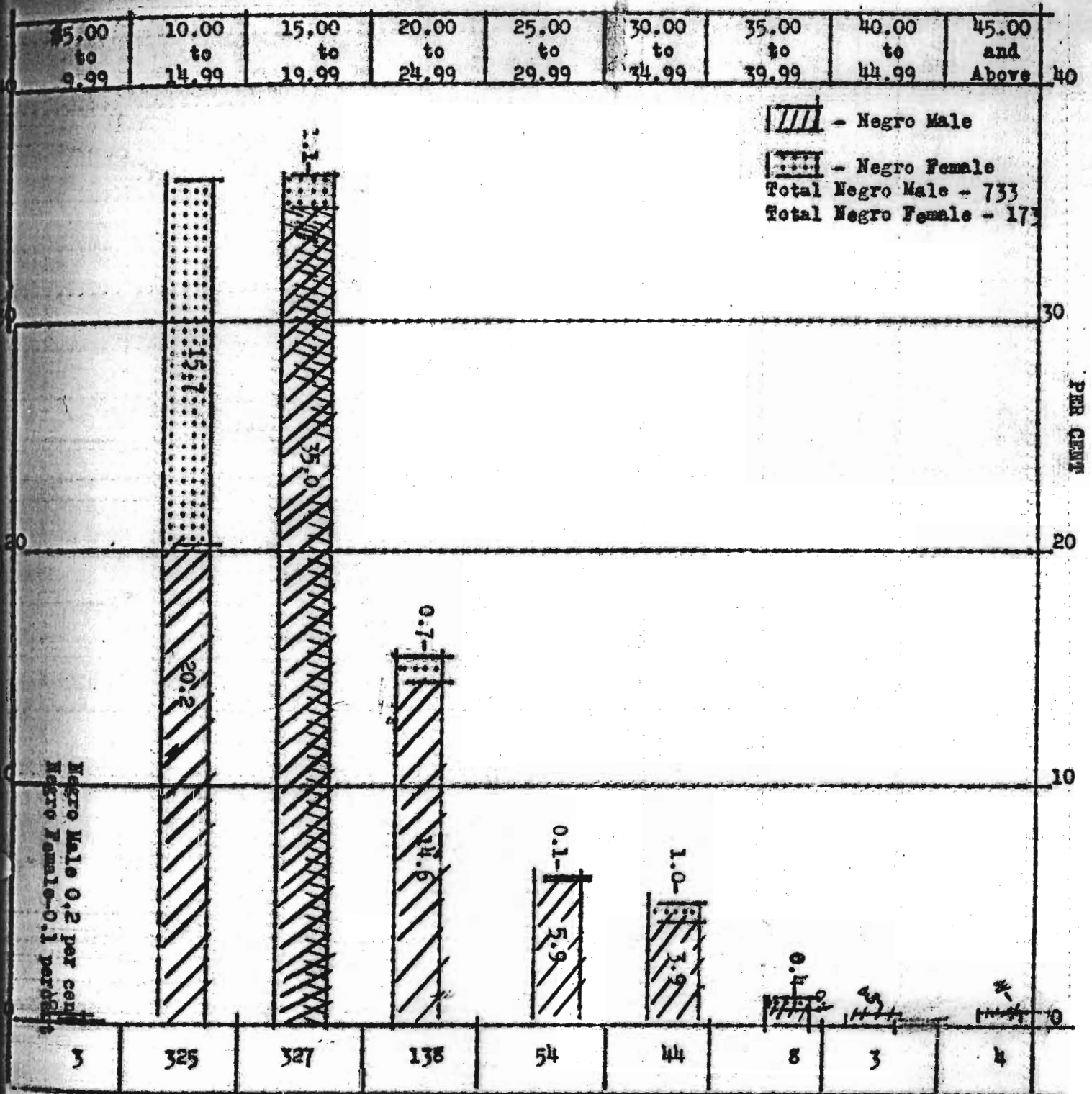
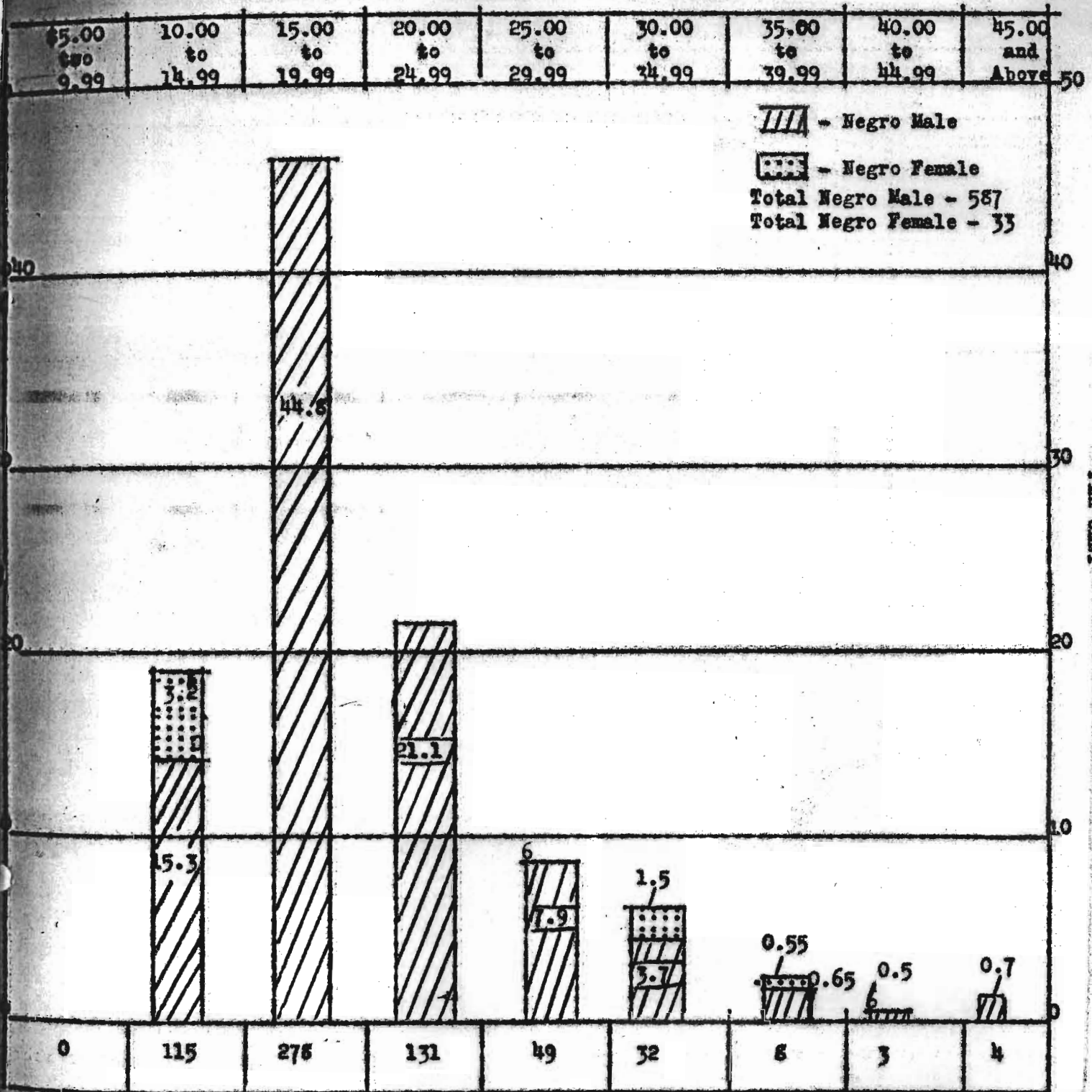


CHART NO. Y

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 620
NEGRO EMPLOYEES IN 37 MANUFACTURING AND MECHANICAL CONCERNS

JERSEY CITY

NEGRO MEMBERSHIP IN LABOR UNIONS AND WELFARE
PROGRAMS

62 establishments in Jersey City interviewed by field workers of the Vocational Survey reported having Negro employees. 55 of these establishments stated that their Negro employees did not have membership in Labor Unions. 3 Company Unions, 1 each in the clothing, food, and metal products industries, admitted Negro workmen in the establishments to membership on the same basis as white employees.

4 Industrial Unions; 1 in a laundry supplies establishment, 2 in a ladies' clothing plant and 1 in a building materials concern had Negro members.

The 7 establishments where Labor Organizations admitted Negro employees to membership, stated that no limitations were placed upon the positions that Negro members might attain in the organization.

9 establishments had Welfare and Recreational Programs in which Negro employees participated and shared as did other employees.

POLICIES OF ESTABLISHMENTS NOT EMPLOYING

NEGROES

The Vocational Survey in Jersey City covered 124 industrial establishments. 62 or 50 per cent of the 124 establishments were not employing Negroes at the time of the survey. 17 of these establishments stated that they had employed Negroes at some time in the past; while 45 of them had never used Negro labor. 13 of the 62 registered their approval of using Negro labor in the future. 9 of the 13 will give Negroes the same positions in the future as they held in the past, while 4 of them said Negroes would be given new positions in the future. The remaining 49 concerns stated their unwillingness to give employment to Negroes in the future.

Reasons given by these establishments for not employing Negroes were as follows: 16 establishments claimed that Negroes had never applied for employment; 23 gave no special reason for not using Negro employees; 2 stated that they secured help through Labor Unions of which Negroes are not members; 5 claimed that Negroes were not skilled in this type of work; 16 stated that it was not the policy of the company to hire Negroes.

Analysing the policies of these establishments by type, it is shown that of the 7 textile concerns interviewed only one had employed Negroes in the past; and all stated that they will not employ Negroes in the future. Three of these concerns said that Negroes had never applied for work; while 4 claimed it was not the policy of the company to hire Negroes. 4 food and allied establishments reported that they would not employ Negroes in the future. Only one of these had used Negro employees. One said the reason it had not employed Negroes was they had never applied; one gave no special reason. Two said it was not the policy of the Company to employ Negroes.

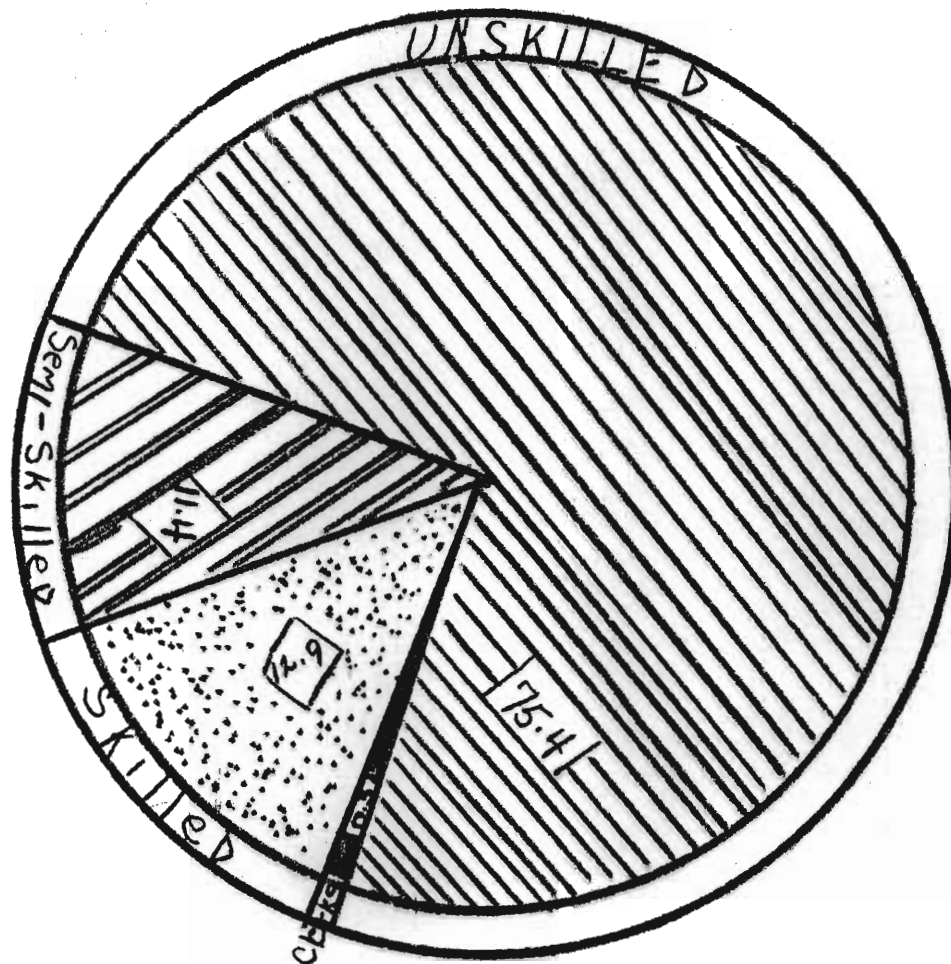
Three establishments, manufacturers of metal and electrical products, reported Negro employment in the past, but stated they will not employ Negroes in the future.

CLASSIFICATION OF NEGROES ACCORDING TO SEX INTO INDUSTRIAL SOCIAL - 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
Manufacturing & Mechanical Industries	37	620	587	33	0	0	2	0	112	0	87	4	386	29
Transportation & Com.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trade Profess. & Pub. Serv.	3	5	4	1	0	0	0	0	0	0	0	0	4	1
	6	25	17	8	0	0	0	0	0	0	1	0	16	8
Domestic & Personal	16	256	125	131	0	0	1	0	0	5	11	0	113	126
Sub-Total	62	906	733	173	0	0	3	0	112	5	99	4	519	164
Grand Total					0		3		117		103		683	
Per cent Dist. Total					0.0		0.3		12.9		11.4		75.4	
Male					0.0		0.4		15.3		13.5		70.8	
Female					0.0		0.0		2.9		2.3		94.8	

TYPES OF INDUSTRIES	No 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
ALL INDUSTRIES	62	17	45	13	49	9	4	16	23	2	5	16
Manufacturing & Mechanical TOTAL	53	14	39	9	44	8	2	13	22	-	4	12
Chemicals	11	1	10	3	8	1	2	3	6	-	1	1
Textiles	7	1	6	-	7	-	-	3	-	-	-	4
Iron & Steel	5	-	5	-	5	-	-	2	2	-	-	1
Food & Allied	4	1	3	-	4	-	-	1	1	-	-	2
Foundry	4	3	1	1	3	1	-	1	4	-	-	-
Clothing - Ladies'	3	1	2	1	2	1	-	2	1	-	-	-
Electric Products	3	1	2	-	3	-	-	1	2	-	-	-
Metal Products	3	1	2	-	3	-	-	1	1	-	2	1
All Others	13	5	8	4	9	5	-	1	5	2	2	3
Transportation & Communication TOTAL	1	-	1	1	-	-	1	-	-	-	1	-
All Others	1	-	1	1	-	-	1	-	-	-	1	-
Trade-Wholesale-Retail TOTAL	2	1	1	1	1	1	-	1	-	-	-	1
All Others	2	1	1	1	1	1	-	1	-	-	-	1
Professional & Public Service TOTAL	2	-	2	-	2	-	-	1	-	-	-	1
All Others	2	-	2	-	2	-	-	1	-	-	-	1
Domestic & Personal Service TOTAL	4	2	2	2	2	-	1	1	1	-	-	2
All Others	4	2	2	2	2	-	1	1	1	-	-	2

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

CHART # VIDISTRIBUTION OF 906 NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS

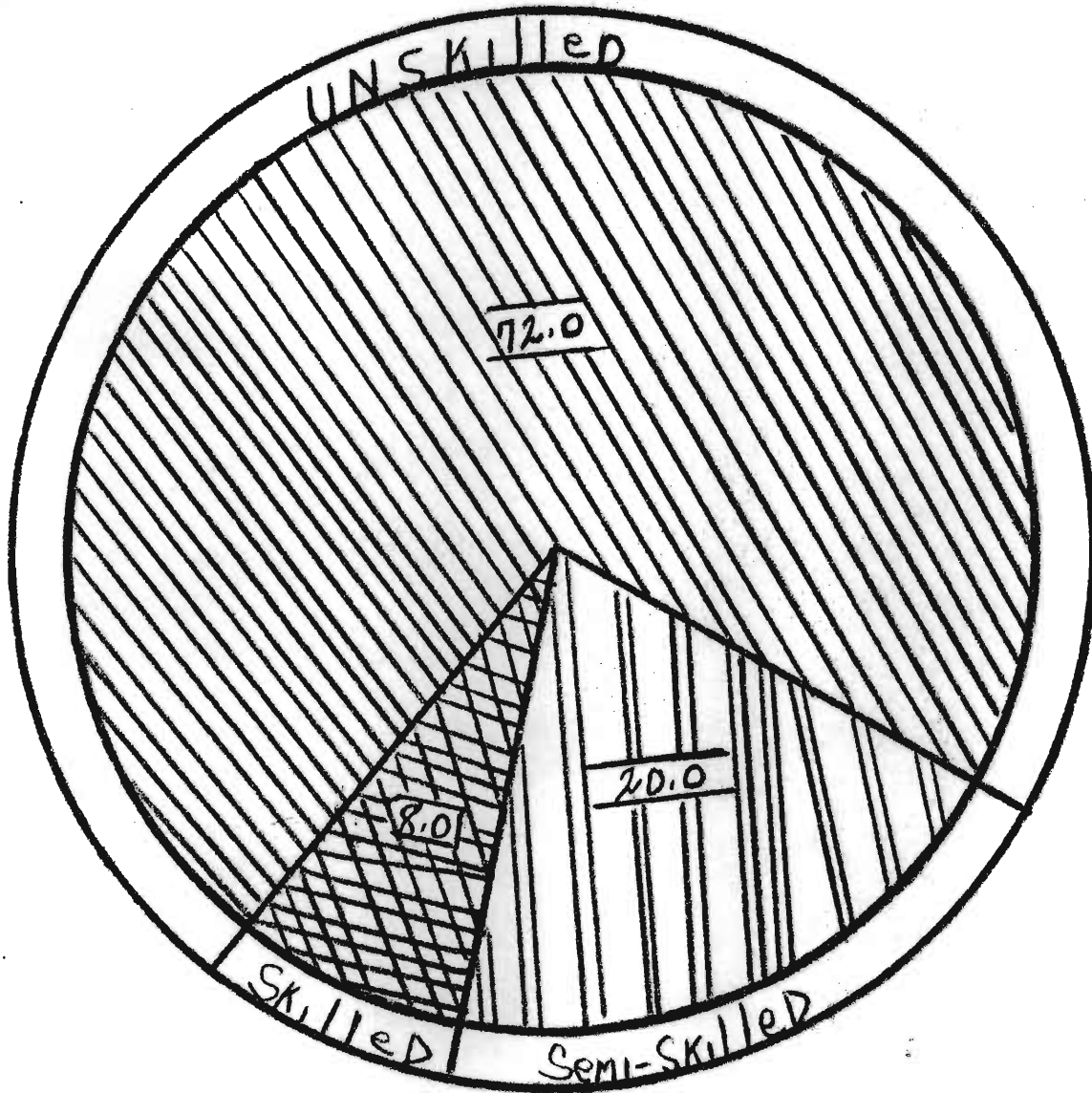
Note:- Professional Group Has No Employees

JERSEY CITY - HUDSON COUNTY

CHART NO. VI

PER CENT DISTRIBUTION OF 50 EMPLOYEES IN

SOCIO-ECONOMIC GRADES



PATERSON- PASSAIC COUNTY

P O P U L A T I O N

In 1930 the Federal Census showed that Jersey City had a Negro population of 12,575 which was the third largest in the State. 4% of the total population was Negro. An investigation in 1934 shows that the Negro population has not increased or decreased to any great extent, but seem to be quite stable.

A few Negroeshave gone south; other newcomers from the south, and New York City have come to Jersey City to live.

HOUSING AND NEIGHBORHOODS

In 1930, over half (52.1%) of the total Negro population was found in the Eighth Ward, and 68.7% were in the Sixth Ward. An investigation in 1934 did not show any decided changes.

There are mixed neighborhoods of the colored and white races, and as a general average the colored people are not segregated as much in Jersey City as in other cities.

The Lafayette section of Jersey City is comprised mostly of the poorer class Negro. (Ex.) Grand St., and Ash St., Many of the Negroes in the Lafayette section are receiving relief. A large percentage of the Negroes in this locality live in the so-called "railroad flats." Other thickly populated sections are on Monticello Ave., 73 Ocean Ave., intersection of Ocean Ave., and Forest St., Monticello and Fairmount Ave., 44th St., and Prescott St.

The rentals for the colored people in Jersey City are comparatively low. The low rent is between \$12.00 - \$15.00; no modern improvements; a poor locality, and usually 2 or 3 story frame house with more than one family living in the house; commonly called "Railroad flats." "Railroad Flat" means that the rooms are built in a straight line, one room following another as on a train.

12,000 people are receiving relief, and 2,471 of these people are colored which is 1/6 or 12 2/3%. The E.R.A. cannot afford to pay more than \$15 a month, consequently about 1/6 of the Negro population are living in houses of this type.

The average rents of \$20.00 or \$25.00 includes partial improvements; fair locality; a fair type building without heat.

The high rents of \$35.00 - \$40.00 includes all modern improvements; a good locality

and a well constructed building with heat.

Aside from a few segregations colored people in Jersey City may live where ever they are able to pay the rents.

JERSEY CITY RENT TABLE

	RENTS	MODERN IMPROVEMENTS	LOCALITY	CONDITION OF BUILDING	HEAT
LOW	\$12-\$15	No	very poor	very poor	No
AVERAGE	\$20-\$25	Partial	fair	fair	No
HIGH	\$35-\$40	Yes	good	very good	Yes

S O C I A L A G E N C I E S

E. R. A.

There are about 12,000 relief cases in Jersey City. 2,471 cases are colored and 8,529 are white. Approximately 1/6 of the total relief cases are colored or 16 2/3%

Jersey City like many others cities has the "cash relief", a plan whereby men and women receiving relief, work for the relief given to them. The E.R.A. employs 4 colored social workers. Men are employed in laboring mobs and women are employed in domestic jobs.

YOUNG WOMEN'S CHRISTIAN ASSOCIATION

The Young Women's Christian Association maintains A Branch General Secretary. The Secretary's duties are many; not only is she executive for the Branch, but she is also a social worker.

This organization recently celebrated its 15th anniversary. Meetings were held on Ege Ave., for 8 yrs., and in the Belmont Ave., Branch 7 yrs.

The main objective of the Y.W.C.A. advantages of abundant life for Negro girls in Jersey City.

The Y.W.C.A. renders many services to the community.

I. Free Employment Agency.

a. Domestic work is the most common type of work.

II. Relief Service

a. This service is maintained by grants of money given by an individual in the community yearly for relief purposes only. The Y.W.C.A. is not responsible for raising the money; it merely administers to the cases as recommended. The Branch General Secretary thoroughly investigates the case. The social work is on a small scale; but essential in many cases. (ex) Buying

of shoes, paying of insurance, paying of rents or adding to the amounts for rents. Since January 1934 to the present time 18 families were helped.

III. Recreational Committee

- a. A committee which is entirely responsible for the recreational activities.
(ex.) Basket-ball, tennis, choral clubs, and etc.

IV. Educational Committee

- a. Free lectures on Home Economics are given once a week.
- b. A social service class of 20 is now being conducted for 12 weeks; \$6.00 is the fee. The teacher is a member of the New York University Faculty. The class is comprised of a mixed group of colored and white. $\frac{3}{4}$ of the class is colored.

V. Religious Educational Committee

- a. A religious educational committee which plans the programs and is responsible for the schedule.

VI. Publicity Committee.

VII. Girl Reserve Committee

- a. This committee is comprised of adults who are responsible for Young girls activities.

The membership fee is \$1.00 a year for adults and 50¢ for Juniors. There were 38 paid members in January, 1934, and in November there are 130 paid members.

The Y.W.C.A. has accommodations for 6 women at \$3.00 a week. There is not any cafeteria, but the girls may cook 1 meal a day. The girls have the use of the living room also.

Many of the women who live at the Y.W.C.A. are transients.

The Y.W.C.A. does not have a pool or a camp. The colored do not attend the white Y.W.C.A.

YOUNG MEN'S CHRISTIAN ASSOCIATION

There is a colored group recognized as a Branch of the white Y.M.C.A. A colored volunteer leader is the executive of the Branch. The name of this group is Hi- Y or boys of junior and senior classes of High School.

The program of the Hi- Y club include the Social, physical and educational activities.

A plan is now in mind to raise funds for a colored Y.M.C.A. with adequate facilities for its members. The colored branch uses the Belmont Ave., Y.W.C.A. for social and physical activities. The slogan of the Hi-Y is "clean speech, clean sports, clean scholarship, and clean living."

BOY'S CLUB

The main objective of the Boy's Club is to keep young boys off the street. The Boy's Club is located on Ash St., in the Lafayette section of Jersey City; a neighborhood comprised mostly of poor people. The total enrollment is 1,600; 400 of which are Negro and 1,200 white. $\frac{1}{4}$ or 25% of the total enrollment are Negroes, and of this number approximately 98% of the 400 Negroes enrolled are receiving relief.

The Membership Application Card indicates the information that the Boy's Club receives from each enrolled member.

MEMBERSHIP APPLICATION		JERSEY CITY	BOY'S CLUB
NAME		BIRTHDAY	
ADDRESS		SCHOOL	
MOTHER'S NAME		CHURCH	
FATHER'S NAME			
BOYS IN FAMILY		WHAT ARE THE AGES	
GIRLS IN FAMILY		WHAT ARE THE AGES	
WHERE DOES FATHER WORK		RELIEF	
DOES MOTHER WORK		WHERE	
ANY OTHER MEMBER OF FAMILY WORKING?			

An example of a problem case.

1. A colored boy who came from Philadelphia joined the club a couple of years ago. He is a boy who tried to appear tough, and consequently had a fight with the superintendent on his first visit. The fight was settled and the superintendent lectured him in regard to behavior in public and elsewhere. The superintendent did not have any more trouble with the boy. Today the boy highly respects the superintendent and confides in him. The boy now attends Lincoln High School and is still a member of the club. Both of his parents are dead, and he lives with his grand-mother.

The forms of recreation include wrestling, pool, volley-ball, library, etc.

A normal school graduate each week reads stories to the boys, and provides them with a selected list of worth while books which are helpful and enjoyable.

Another normal school graduate has a dramatic club for those boys who are interest

At the time of the investigations, November 7th, only 3 colored fathers were working. On November 6th, however, a colored father just received employment; making a total of 3 fathers who were working out of 400 boys enrolled in the club.

WHITTIER HOUSE

The Whittier House is located on Grand St., Jersey City in the Lafayette section. The club is comprised of boys and girls from 17. White and colored are welcome to the club and no prejudice is shown.

The total membership of the club at present is 1,000; 6 of whom are colored boys. 3 colored girls are planning on joining the club. This section is largely populated with Negroes, and is also one of the poor sections.

The Whittier House is like a Community center where boys and girls come for recreation.

Some of the forms of recreation include tap-dancing, games, clubs, and pool.

The six boys enrolled are not of a parentage receiving relief. They are of the average class Negro.

There are fewer number of delinquents both colored and white in Lafayette Section where the Whittier House and the Boy's Club are located; as compared to the rest of Jersey

GIRL SCOUTS

There are 2 colored troops registered in Jersey City Troup #10 and #21. 32 colored girls are in troop #10, and 2 colored assistants. 16 colored girls are in troop #21. Troop #10 meets at the Church of Incarnation on Storm Ave., Troop #21 meets at the Metropolitan Zion on 681 Communipaw Ave.

The colored scouts go to a colored camp at Poughkeepsie; the white scout organization advances the money needed.

There was another colored group meeting at Christ; troop #29, 2 years ago, but is now disbanded due to the depression.

Three years ago a colored girl was in a white group and was made captain.

The Girl Scout organization has a Women's Auxiliary, which is a social gathering of white and colored mothers of the girl scouts. Lectures and socials are the main features of the Auxiliary.

BOY SCOUTS

There is one registered colored Boy Scout troop. The number is #49. 21 boys are in this troop. The troop meets at the Church of Incarnation on 68 Storms Ave.

Both colored and white troops go to Camp Henry Kohl at Colesville, High Point, (State Park, N.J.) 3 of the 22 colored scouts went to camp last summer with the white scouts. One colored boy is in a white troop #12. (troop of 54 white scouts).

There was a colored troop #52, but it disbanded last year; it was not very active.

SALVATION ARMY

The Salvation Army on Oak and Sackett Sts., Jersey City, helped 224 families in 1933; 1/3 of whom were colored. 810 people were given bread, rolls, milk etc., 1/3 of this number were colored. \$717.19 was the money allotted for Xmas baskets; 1/3 of this amount was given to the colored. 310 received transient meals and 59 were lodged; colored and white comprised this number. Of the total value of relief given, \$922.34, 1/3 of the colored received relief.

SALVATION ARMY WOMEN'S HOME (DOOR OF HOPE)

The Home is maintained by the Salvation Army. This institution deals with un-married mothers. It gives un-married mothers food, shelter and medical care. The confinement cases are \$35. but girl remains at the Home until she is able to get a position and a home. The girls pay back this amount if they are able to; however no force is taken to make them.

In 1933, 47 un-married mothers were helped, and 2 of this total number were colored.

In 1934, 4 colored un-married mothers were helped.

TWO PROBLEM CASES ARE:

Case #1 A girl lived with a man who promised to marry her. Her home life was very poor. Economic conditions caused the man to live on a farm. The 17 year old girl lived with the man on the farm. She became pregnant; the man refused to marry her. The Welfare Family Society in Elizabeth recommended the girl.

Case #2 Last December, a 17 year old girl became pregnant. Her only relative living is a father who is now in jail in Newark. The girl told her story to the Home and was accepted. She is now at the home, and will remain until she finds a home and a position.

There are not any segregations; all are treated alike regardless of color or creed.

CHURCH MISSION OF HELP

The Church Mission of Help is an Episcopalian Society. The main objective is to solve problems arising in girl's lives, and to offer remedial measures. The mission makes adjustments in the home, at school and etc; deals with petty crimes; provides a free employment bureau for domestic work; does social case work, and also acts as an advisory faculty.

REPORT OF 1933

AREA	ALL CASES			O.W.			PREVENTIVE			WAYWARD		
	Total	White	Negro	Total	White	Negro	Total	White	Negro	Total	White	Negro
HUDSON COUNTY	49	35	14	27	13	14	12	12	-	10	10	-

In 1934 at present 300 cases have been handled by the Church Mission of Help. 63
300 cases were colored.

MT. CARMEL GUILD

The Mt. Carmel Guild is a Catholic guild which handles a few colored cases. It provides clothing, food and milk to those in need.

MT. CARMEL DAY NURSERY

2 years ago there were 5 colored children in the day nursery. At the present time there are not any colored children enrolled at the Nursery.

The Mt. Carmel Day Nursery has a kindergarden class; should colored wish to be admitted they would take them.

ORGANIZED LEGAL AID SOCIETIES.

This organization is a Family Welfare Society dealing with problem in families. The Society supplements public relief.

A new program is being planned for the year. The E. R. A. is carrying many cases which formerly belonged to the Legal Aid Society.

Last year the Society had 1 colored volunteer social worker; at present she is employed as E. R. A. social worker.

SOCIETY FOR PREVENTION OF CRUELTY TO CHILDREN

Children - The main objective of the organization is to provide temporary shelter for those children in need.

In 1933, 161 cases were handled, and of this number 22 were colored. In 1934, cases were handled, and of this number 11 were colored.

The E.R.A. has decreased the number of cases that the Society would ordinarily have.

CENTRAL INDEX SOCIAL SERVICE AGENCY

This social agency is a clearing house for all social service case work. The agency has completed case records; so that any social worker may fill out the agency's filing blank as indicated, return it to the agency which in turn will give the social worker a complete index of agencies contacted during the case.

(Example)

Case #1 - Medical Center
Organized Legal Aid Society
American Red Cross

(Note - - any information needed may be obtained by contacting agencies on phone and clearing the case).

In 1933 there were 2,000 families being helped by the agency. 100 of these families were colored. About 1/20 or 5% of the total number of cases were colored.

HUDSON COUNTY
(EXCEPT JERSEY CITY)

COUNTY

COUNTY

REPORT OF NEGRO VOCATIONAL SURVEY IN HUDSON COUNTY
OUTSIDE OF JERSEY CITY

- I. Distribution of Total and Negro Employees according to Sex in Industries showing per cent Negro.

Table 1. Distribution of Total 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. 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 Industro-Socio-Economic Groups. Table 4. Chart 6.

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

An analysis of the employment problem in Hudson County outside of Jersey City indicates that it is 22.6 per cent more favorable for the total population than it is in Jersey City. But the employment for the Negro is slightly less favorable in Jersey City than in the County outside of the city. In Jersey City, the Negro constitutes 5.1 per cent of the total employment, and in the County outside of Jersey City, the Negro comprises 4.1 per cent of the total employment. This difference is more striking, however, when his relation to the population is taken into consideration. In Jersey City the Negro comprises 4.0 per cent of the population, while in the County outside of Jersey City the per cent is 0.9. From table one, it may be noted that the total employment in the 183 concerns covered in this survey is 27,866, of which 1163 are Negroes. It is also striking to note that of 183 concerns included in this survey only 50 employed Negroes.

The Negro female has met with less favor than the Negro male, having found little employment in any field save in the clothing industry, in laundries and in domestic and personal service. The Negro male has received more consideration in the manufacturing and mechanical industry where there is a representation of fourteen out of every 100 in foundries, nine out of every 100 in building and construction and seven out of every 100 in chemicals and allied industries.

Because of an inadequate sampling, no Negroes are shown in transportation and communication or in trade. It is also striking to note that there is less than 1.0 per cent Negro employment in the textile industry with 25 concerns reporting, and less than 3.0 per cent in the clothing industry with 30 concerns reporting. The Negro as a marginal labor class tends to find greater employment opportunities in industries where marginal labor is

the predominant factor and where wages are low, but their representation even in these fields is surprisingly low in this area. If we accept the statements coming from industries that showed no Negro employment at the time of the survey as being valid, evidence seems to indicate that Negroes have not put forth any great effort to enter these fields and have not prepared themselves for industrial activities. This cannot be taken too literally, however, when such a large number of the industries which use almost all marginal labor, and, to a great extent unskilled labor, have gone on record, in expressing their future policy toward Negro labor, in stating that they would not use Negro labor in the future. Others have stated if Negroes are hired, that they would not be given new and different opportunities.

HUDSON COUNTY - OUTSIDE OF JERSEY CITY
DISTRIBUTION 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	183	27866	20285	7581	1163	953	210	4.2
Manufacturing & Mechanical								
TOTAL	172	26969	19831	7138	1134	937	197	4.2
Build. Material Constr.	8	2593	2538	55	259	259	0	9.9
Chemicals & Allied	17	2017	1631	386	153	151	2	7.6
Clothing - Children	3	242	65	177	0	0	0	0.0
Clothing - Ladies'	30	1598	254	1344	47	2	45	2.9
Clothing - Men's, Boys	6	394	206	188	3	3	0	0.8
Electrical Products	12	7488	6066	1422	5	5	0	0.1
Food & Allied Ind.	10	1955	1357	598	91	91	0	4.6
Foundries	6	1138	1128	10	163	163	0	14.3
Iron Steel & Allied Ind	12	2367	2184	183	152	152	0	6.4
Leather Industry	3	614	449	165	1	1	0	0.2
Lumber - Millwork	4	235	223	12	0	0	0	0.0
Machinery	7	484	480	4	11	11	0	2.3
Novalties & Stationary	8	1511	837	674	0	0	0	0.0
Paper Industry	7	657	279	378	12	12	0	1.8
Textiles & Fabrics	25	2077	951	1126	1	1	0	0.0
All Others	14	1599	1183	416	236	86	150	14.8
Transportation-Communication								
TOTAL	2	225	175	50	0	0	0	0.0
All Others	2	225	175	50	0	0	0	0.0
Trade - Wholesale-Retail	-	---	---	---	-	-	-	---
Professional&Public Service-		---	---	---	-	-	-	---
Domestic & Personal Service								
TOTAL	10	672	279	395	29	16	13	3.3
Laundries & Supplies	8	503	164	339	9	4	5	1.8
All Others	2	169	115	54	20	12	8	11.8

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

An analysis of table II shows that there is a total employment of 27,866 in 183 industrial concerns. The Negro employment is 1,163 or 4.2 per cent of the total employment. The Negro male comprises 3.5 per cent of the total employment, while the Negro female constitutes only 0.7 per cent.

Because of an incomplete sampling, and that the central offices are in Jersey City, no Negro employees occur in transportation and communication, in trade or in professional and public service. In Jersey City the sampling was somewhat more complete and showed the Negro as being represented in trade and professional and public service but not in the manufacturing and mechanical industry. There is a parallel concentration in domestic and personal service and in the manufacturing and mechanical industry. But the per cent (15.5%) of Negroes in domestic and personal service in Jersey City is almost four times as great as that for the County outside of the City (4.3%).

In analyzing the distribution of Negro employees throughout the major fields of industry, it is to be noted that 98 out of every 100 Negro males over against 93 out of every 100 Negro females are engaged in the manufacturing and mechanical industry, while there are 6 Negro females out of every 100 over against one Negro male out of every 100 engaged in domestic and personal service. The white employees show a similar distribution with one striking variation, which shows the greatest concentration in the manufacturing industry and the least concentration in domestic and personal service.

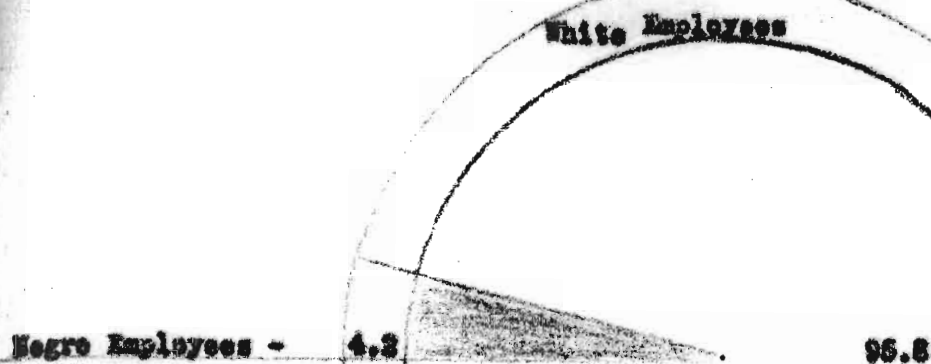
TABLE II
HUDSON COUNTY OUTSIDE OF JERSEY CITY
DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE
(184 INDUSTRIES REPORTING)

INDUSTRIES	# Of Industries	Total Employees			Negro Employees			% Negro Of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	183	27865	20285	7581	1163	953	210	4.2	4.7	2.8
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	171	26969	19831	7138	1134	937	197	4.2	4.7	2.8
Transportation & Communica.	2	225	175	50	0	0	0	0.0	0.0	0.0
Trade - Wholesale - Retail	0	0	0	0	0	0	0	0.0	0.0	0.0
Professional & Public Serv.	0	0	0	0	0	0	0	0.0	0.0	0.0
Domestic & Personal	10	672	279	393	29	16	13	4.3	5.7	3.3

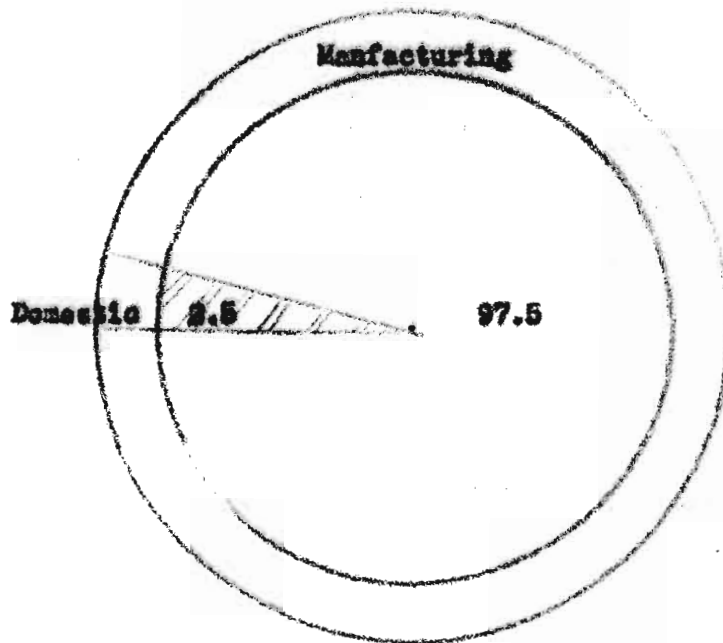
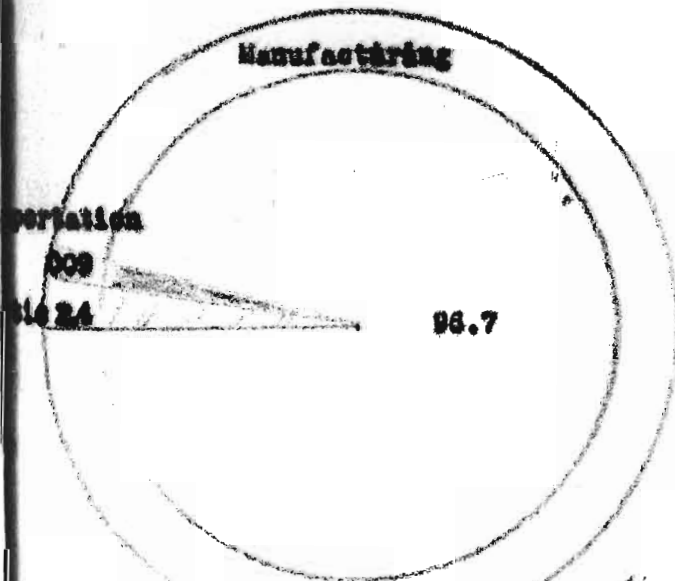
DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY

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 & Mechanicals	97.1	97.7	94.2	97.5	98.3	93.8
Transportation & Communica.	0.5	0.9	0.6	0.0	0.0	0.0
Trade- Wholesale - Retail	0.0	0.0	0.0	0.0	0.0	0.0
Professional & Public Serv.	0.0	0.0	0.0	0.0	0.0	0.0
Domestic & Personal	2.4	1.4	5.2	2.5	1.7	6.2

CHART #1



PER CENT NEGRO AND WHITE EMPLOYERS IN 183 INDUSTRIAL CONCERNS.



WHITE - 26703

NEGRO - 1163

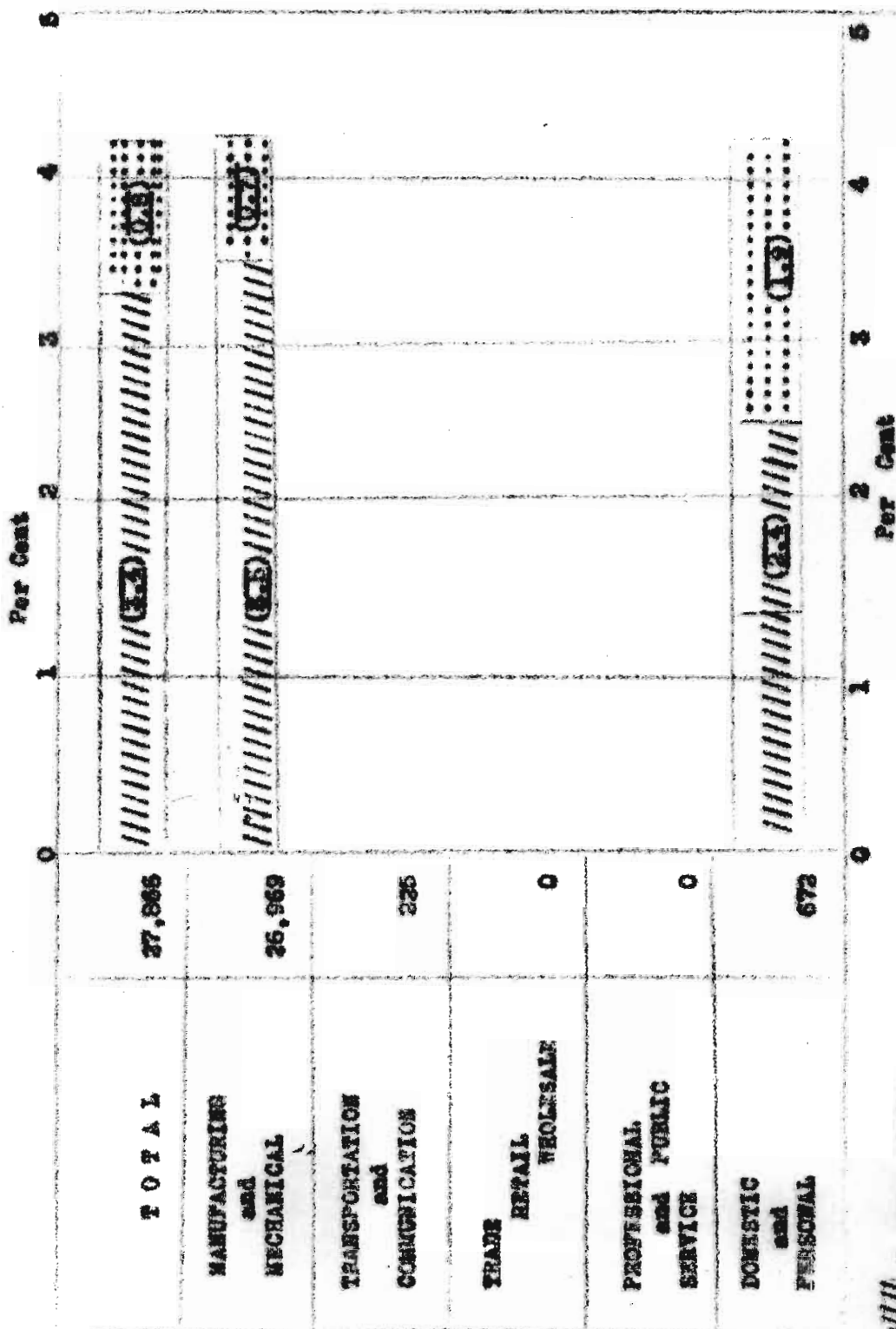
PER CENT DISTRIBUTION

HUDSON COUNTY outside of JERSEY CITY

REPORT - estimate of - JUNE 1971

Percentage of Negro Employees According to Sex of the total

Employees in Industries by Type.



//// = Negro Male

.... = Negro Female

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

The median wage scale of the 1,163 Negro employees outside of Jersey City when classified into Socio-Economic Groups is \$17.05. It is striking to note that this is \$1.10 higher than the median wage for total number of workers covered in the Jersey City survey, (\$15.95).

It is also interesting to note that 83.0 per cent of the female is earning between \$15.00 and \$20.00 per week, while only 38.5 per cent of the male is earning within this range. 36.9 per cent of the male is earning more than \$20.00 per week, while but 4.5 per cent of the female is earning greater than this amount. In the lower range of the wage scale, 25.0 per cent of the male is earning less than \$15.00 per week over against 12.4 per cent of the female. This can be accounted for, partially, on the basis that the number of male employees is approximately five times as large as the female, and, because many of the male employees are working in industry proper on the part-time basis and at the minimum code wage, while the female is more regularly employed.

Attention might be called to the fact that the median weekly wage for the clerks and kindred worker (21.25) is below that of the skilled workers, (\$26.45). This difference can be accounted for on the basis of the smallness of the sample for the clerks. In Jersey City the median weekly wage for the clerks is \$27.50, which is slightly higher than for the County outside of Jersey City. It is also higher than the weekly median wage for the total number of workers, and for the skilled and the unskilled groups. This is more in keeping with the Socio-Economic Classification and the expected wage scale.

TABLE III

HUDSON COUNTY - OUTSIDE OF JERSEY CITY

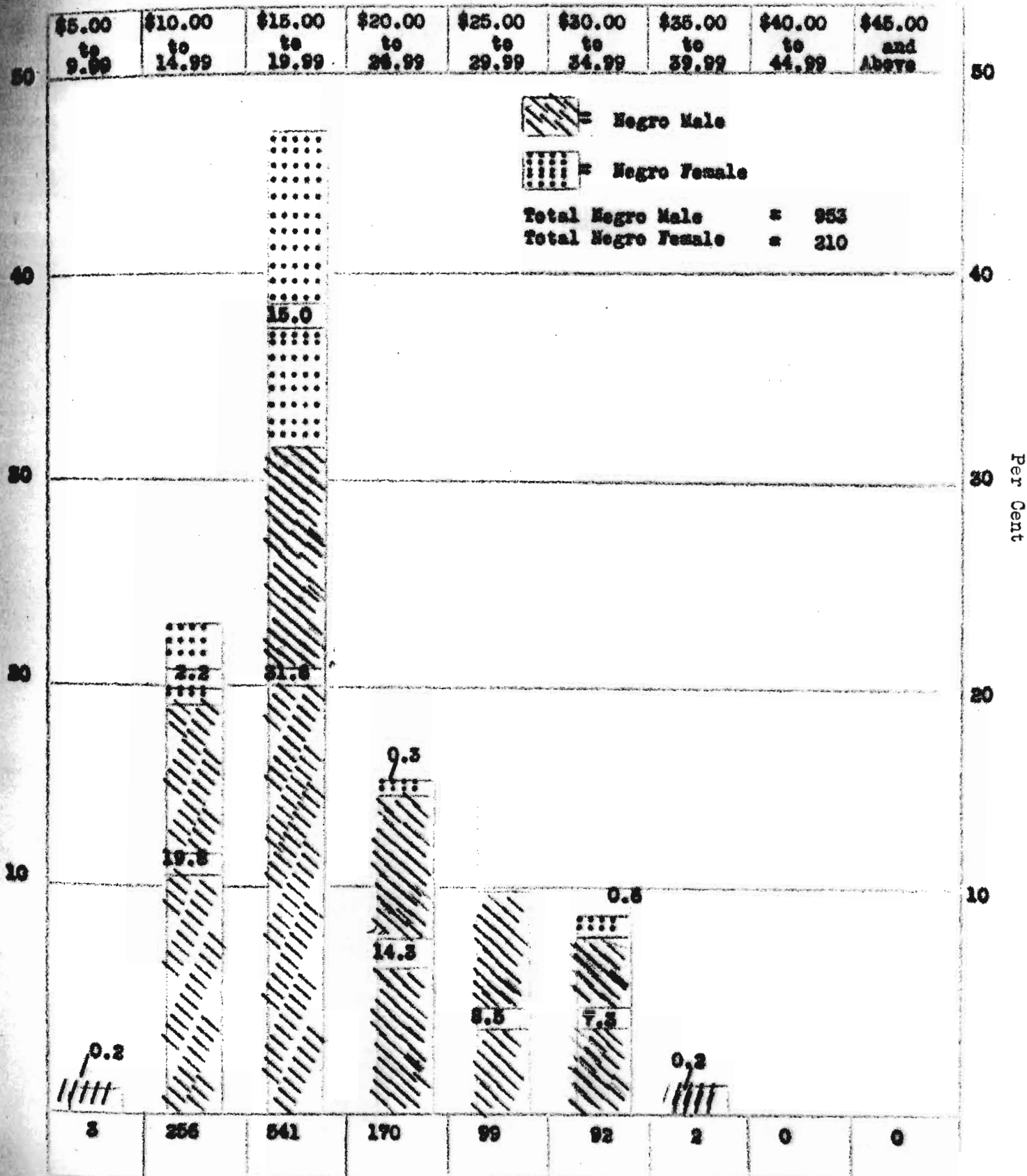
WEEKLY WAGE SCALE OF NEGRO EMPLOYEES IN INDUSTRIES ACCORDING TO SOCIAL-ECONOMIC GROUPS

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	\$30.00 To 34.99	\$35.00 To 39.99	\$40.00 To 44.99	\$45.00 and Above	Medians
TOTALS	1163	3	256	541	170	99	32	2	0	0	
Per Cent	100.0	0.2	22.0	46.6	14.6	8.5	7.9	0.2	0.0	0.0	\$17.05
PROFESSIONAL	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	0.0
CLERKS	5	0	0	2	2	1	0	0	0	0	
Per Cent	100.0	0.0	0.0	40.0	40.0	20.0	0.0	0.0	0.0	0.0	\$21.25
SKILLED	252	0	1	69	38	62	80	2	0	0	
Per Cent	100.0	0.0	0.4	27.4	15.1	24.6	31.7	0.8	0.0	0.0	\$26.45
SEMI-SKILLED	262	0	10	210	16	21	5	0	0	0	
Per Cent	100.0	0.0	3.8	80.2	6.1	8.0	1.9	0.0	0.0	0.0	\$17.88
UNSKILLED	644	3	245	260	114	15	7	0	0	0	
Per Cent	100.0	0.5	38.1	40.5	17.7	2.3	1.1	0.0	0.0	0.0	\$16.04

CHART No. 4

PER CENT DISTRIBUTION OF WEEKLY WAGE OF

1163 NEGRO EMPLOYEES IN 50 INDUSTRIAL CONCERNS

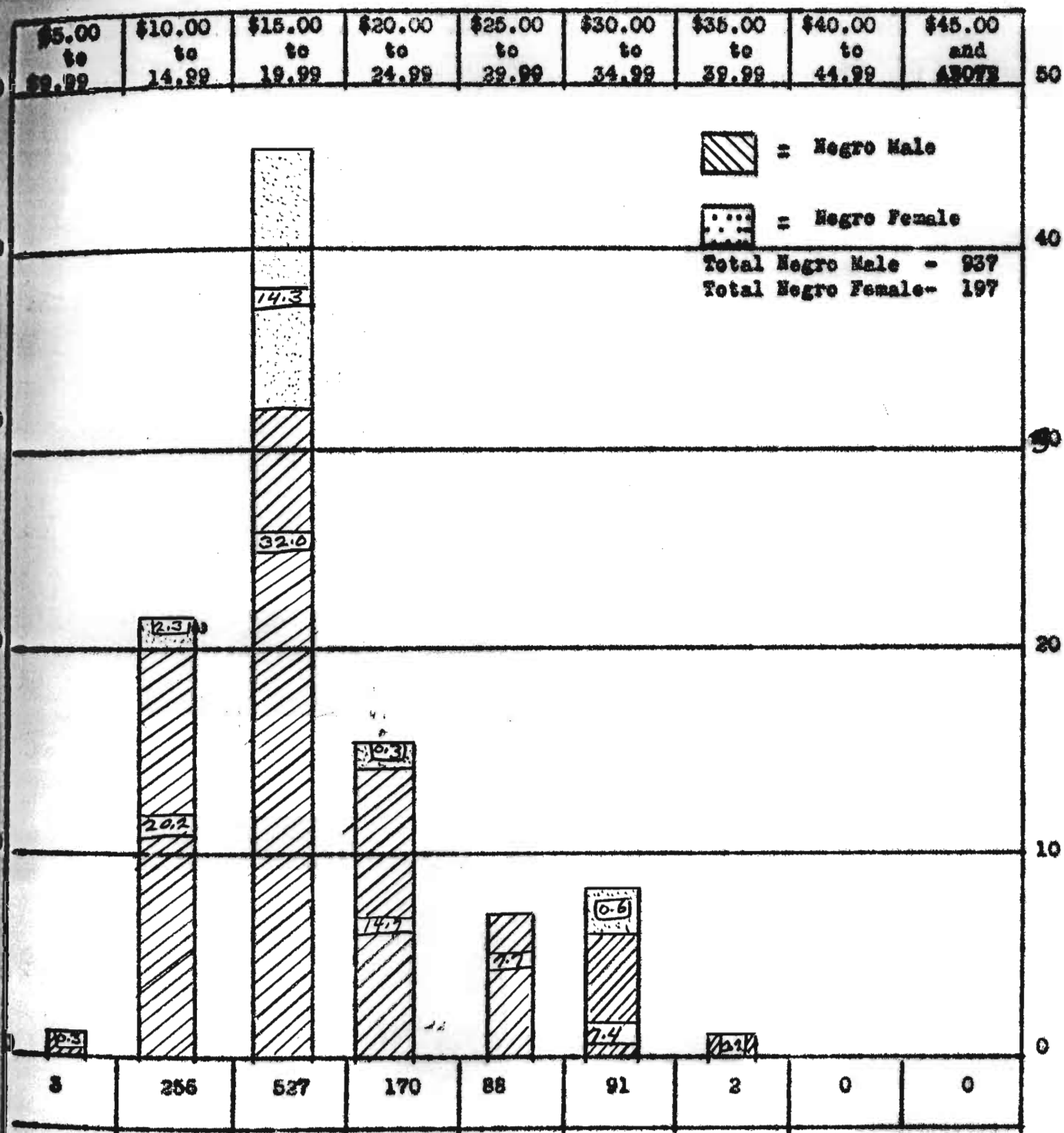


HUDSON COUNTY outside of JERSEY CITY

CHART # 5.

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 1134

NEGROES IN 47 MANUFACTURING CONCERNS



HUDSON COUNTY - outside of JERSEY CITY

NEGRO MEMBERSHIP IN LABOR UNIONS AND
WELFARE ORGANIZATIONS

183 industries were covered in this survey, but only 50 of this number gave a reply to the question of Negro membership in Labor Unions and Welfare Organizations. 41 of these concerns have no Negro membership in Labor Unions; 9 reported that Negro employees were members of Labor Unions.

Independent Unions were the only types of Labor Unions represented in these industries. These industries employing Negroes, who have membership in Labor Unions, are: the building trade, cleaning and dyeing, foundries, fur industry, the iron and steel industry and Ladies' Clothing.

Of the 50 industrial concerns replying to the question on Negro membership in Welfare Programs, forty stated that Negroes had no membership. Of the four concerns in the iron and steel industry, one reported as giving direct relief. It might be noted in this connection that Industrial Unions exist in three of these concerns, and Negroes are members. Of the 6 concerns reporting for men's and boys' clothing, one employ a recreational worker.

POLICIES OF INDUSTRIES NOT EMPLOYING NEGROES

IN HUDSON COUNTY OUTSIDE OF JERSEY CITY

A survey of Negro employment possibilities in 183 industrial concerns in Hudson County outside of Jersey City revealed that 133 out of 183 were not employing Negroes at the time of the survey. 21 of the 133 concerns had employed Negroes in the past, while 112 had not. 61 concerns reported that they would employ Negroes in the future, while 72 reported that they would not. Twenty-nine concerns stated that Negroes would hold the same positions in the future as they held in the past and 32 promised new positions.

THE FOLLOWING REASONS WERE GIVEN FOR NOT EMPLOYING NEGROES:

55 industries claimed that Negroes never applied; 23 gave no special reason for not employing Negroes; 6 stated that they secured their employees through Labor Unions, of which Negroes were not members; 15 said it was not the policy of the company to hire Negroes; 4 gave race prejudice as their reason; 2 claimed that Negroes were not willing to work and 28 said Negroes were not skilled in their type of work.

REASONS GIVEN FOR NOT EMPLOYING NEGROES IN INDUSTRIES
ACCORDING TO TYPE:

LADIES' CLOTHING INDUSTRY (21 CONCERNS REPORTING)

Ten	Stated that,	"Negroes had never applied."
Three	"	"They secured their help through Labor Unions, of which Negroes were not members."
One	"	"It had no special reason for not hiring Negroes."
One	"	"Negroes were not skilled in their type of work."
One	"	"It was not the policy of the company to employ Negroes."
Three	"	"Race prejudice prevented the employment of Negroes."
Two	"	"Negroes were not willing to work."

Negro employment in the ladies' clothing industry in the County as a whole presents an unfavorable picture. Negro employment in this industry in the County outside of Jersey City is 47 or 2.9 per cent of the total employment; and in Jersey City it is 17 or 6.7 per cent of the total employment.

A similar condition is found in the 9 concerns reporting for chemical and allied industries.

CHEMICAL AND ALLIED INDUSTRIES GAVE THE FOLLOWING REASONS FOR NOT EMPLOYING NEGROES:

Three	stated that,	"	Negroes had never applied.	"
Four	"	"	" They had no special reason for not employing Negroes.	"
One	"	"	" Negroes were not skilled in their type of work.	"
One	"	"	" It was not the policy of the company to hire Negroes.	"

THE FUTURE POLICY OF THESE TYPES OF INDUSTRIES REGARDING NEGRO EMPLOYMENT:

LADIES' CLOTHING (21 CONCERNS REPORTING)

Fifteen	stated that,	"	They would employ Negroes in the future.	"
Six	"	"	" They would not employ Negroes in the future.	"
Fifteen	"	"	" They would give Negroes new positions in the future.	"

CHEMICAL AND ALLIED INDUSTRIES (9 CONCERNS REPORTING)

Two	stated that,	"	They would employ Negroes in the future.	"
Seven	"	"	" They would not employ Negroes in the future.	"
One	"	"	" Negroes would hold the same positions in the future as they had held in the past.	"
One	"	"	" Negroes would be given new positions in the future.	"

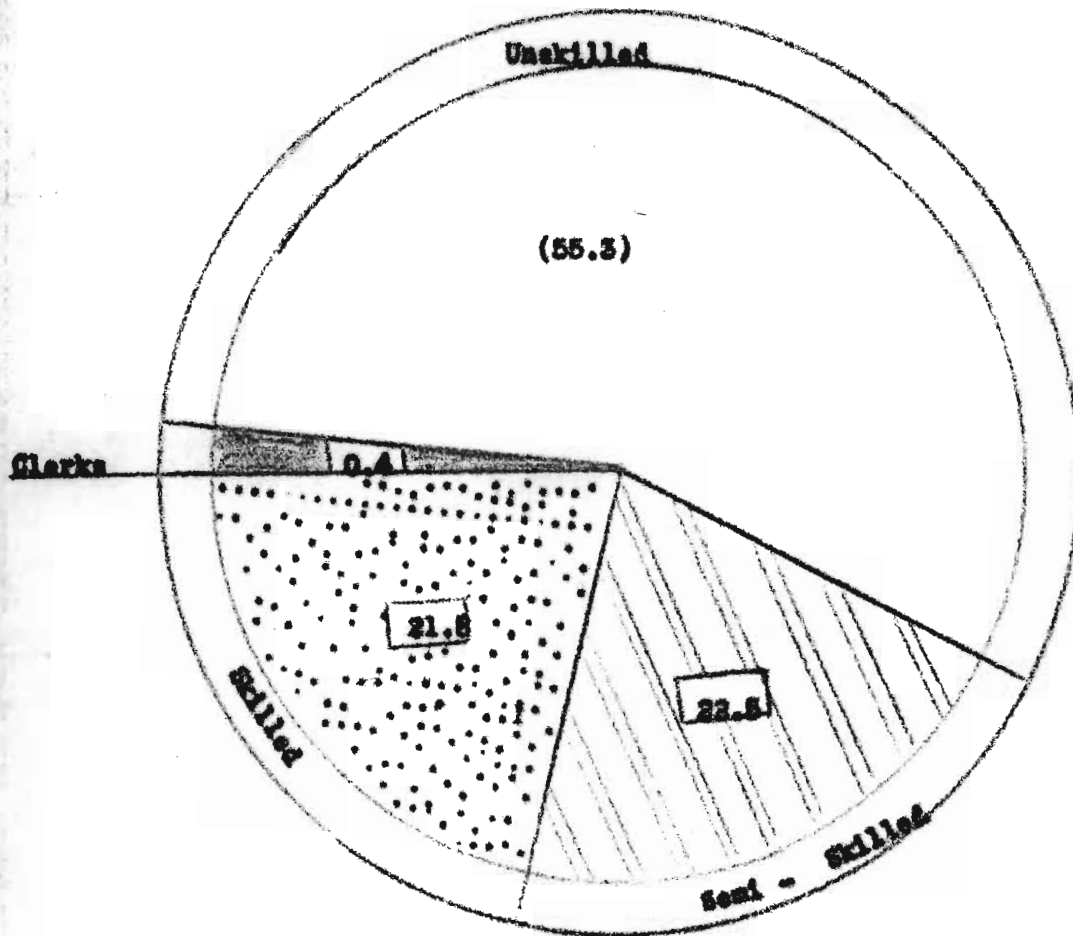
TABLE IV
HUDSON COUNTY - OUTSIDE OF JERSEY CITY

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

<u>Industrial Classes</u>	<u>Number of Industries Reporting</u>	<u>Number Of Employees</u>			<u>Professional & Technical</u>		<u>Clerical & Kindred Workers</u>		<u>Skilled</u>		<u>Semi- Skilled</u>		<u>Un-Skilled</u>	
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Manufactur- ing	47	1134	937	197	0	0	5	0	252	0	94	163	586	34
Transporta- tion	--	----	---	---	-	-	-	-	---	-	---	---	---	---
Trade	--	----	---	---	-	-	-	-	---	-	---	---	---	---
Professional	--	----	---	---	-	-	-	-	---	-	---	---	---	---
Domestic	3	23	16	13	-	-	-	-	---	-	5	---	11	13
Sub-Total	50	1163	953	210	-	-	5	-	252	0	99	163	597	47
Grand Total	50	1163	1163		-		5		252		262		644	
Per Cent Dist. Total					0.0		0.4		21.8		22.5		55.3	
Male					0.0		0.5		26.4		10.4		62.7	
Female					0.0		0.0		0.0		77.7		22.3	

CHART #6.

DISTRIBUTION OF 1163 NEGRO EMPLOYEES IN SOCIO - ECONOMIC GROUPS.



HUDSON COUNTY -outside of- JERSEY CITY

MERCER
COUNTY

REPORT OF NEGRO VOCATIONAL SURVEY IN MERCER 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.
(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

94 establishments were interviewed in Mercer County and were employing 18,914 persons, 13,041 of whom were males and 5,873 females. Of the 18,914 employees, 515 were Negroes, 365 males and 150 females; Negro employees constituting 2.7 per cent of the total employees.

72 establishments engaged in manufacturing and mechanical industry had 15,136 employees; 11,193 males and 3,943 females; 388 of the total were Negroes, 282 males and 106 females; Negro employees constituting 2.6 per cent of the total employees.

4 brick and stone masonry establishments were employing 180 persons, none of whom were Negroes. 5 clothing establishments manufacturing men and boys' apparel, employed 700, the ratio of Negro employees to the total being 1.4 per cent. 5 establishments, engaged in food and allied products with 487 employees, 345 males and 142 females had only 2 Negro male employees, who constituted 0.4 per cent of the total employees. Textiles had 5 establishments which reported an employment of 1,491 persons, 979 males as against 512 females. These textile establishments however, employed only 2 Negro males, they composing 0.1 per cent of the total employees. 18 concerns engaged in the manufacture of specialties had 3,237 employees, 2,519 males and 718 females. Of the 3,237 employees working in the specialties industries, 49 or 1.5 per cent were Negroes.

The 72 establishments engaged in manufacturing and mechanical industry absorbed 80 per cent of the employment in the 94 establishments furnishing data to the survey. 51 of the 72 establishments employed 9,555 or 63.1 per cent of all persons working in manufacturing and mechanical industry. Of the 9,555 persons employed in the 51 establishments, only 115 or 0.8 per cent were Negroes. Manufacturing and mechanical industries which stand out in the employment of Negroes in Mercer County are: (1) Foundry establishments, 24 Negroes out of a total employment of 222, 10.8 per cent Negro; (2) Metal products, 4,175 employees, 3923 males and 252 females, 166 of whom were Negroes, 74 males and 92 females; (3) Rubber goods,

1,184 employees, 958 males and 226 females, 83 of whom were Negroes, 82 males and 1 female. Of the 515 Negro employees, 273 or 53 per cent were employed in the three establishments above.

2 establishments in transportation and communication employed 1,038 persons, 717 of whom were males and 321 females of which number one was a Negro male.

In the field of trade 8 establishments furnished data. 824 employees in this industry were divided into 289 males and 535 females, of this total 17 were Negro employees, 12 males and 5 females, the Negro employment ratio in the industry being 2.1 per cent.

Of the 1,320 persons who were engaged in professional and public service in Mercer County, 82 were Negroes, 46 males and 36 females, Negroes constituting 6.2. per cent of the total employment in 4 establishments furnishing data in the survey.

8 establishments engaged in domestic and personal service reported 596 employees, 255 males and 341 females; 27 of the total were Negro employees, 24 males and 3 females, Negro employees forming 4.5 per cent of the total.

Laundry enterprises which usually offer a fertile field for Negro female employment apparently excluded Negro employees in Mercer County. 6 establishments furnished data, 414 persons were employed of which none were Negroes. The 2 remaining establishments engaged in domestic and personal service which granted interviews reported 182 employees, 117 of whom were males and 65 females. These 2 establishments employed 27 Negroes, 24 males and 3 females, who constituted 14.9 per cent of the employees in these 2 concerns.

TABLE IMERCER 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	
ALL INDUSTRIES	94	18914	13041	5873	515	365	150	2.7
Manufacturing & Mechanical TOTAL	72	15136	11193	3943	388	282	106	2.6
Brick-Stone Masonry	4	180	108	72	0	0	0	0.0
Clothing-Men's, Boys'	5	700	129	571	10	0	10	1.4
Food & Allied Prod.	5	487	345	142	2	2	0	0.4
Foundries	3	222	222	0	24	24	0	10.8
Metal Products	6	4175	3923	252	166	74	92	4.0
Rubber Goods	7	1184	958	226	83	82	1	7.0
Specialties	18	3237	2519	718	49	46	3	1.5
Textiles	5	1491	979	512	2	2	0	0.1
All Others	19	3460	2010	1450	52	52	0	1.5
Transportation-Communication TOTAL	2	1038	717	321	1	1	0	0.1
All Others	2	1038	717	321	1	1	0	0.1
Trade-Wholesale-Retail TOTAL	8	824	289	535	17	12	5	2.1
Dept. Stores	7	795	283	512	16	11	5	2.0
All Others	1	29	6	23	1	1	0	3.4
Professional & Public Service TOTAL	4	1320	587	733	82	46	36	6.2
Municipal Employees	3	1253	520	733	58	22	36	4.7
All Others	1	67	67	0	24	24	0	35.8
Domestic & Personal Service TOTAL	8	596	255	341	27	24	3	4.5
Laundries	6	414	138	276	0	0	0	0.0
All Others	2	182	117	65	27	24	3	14.9

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

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES

NY TYPE

94 establishments were covered in the vocational survey in Mercer County; 18,914 persons constituted the total employment. There were 515 Negro employees which represented 2.7 per cent of the total employment. Of the 13,041 male employees 365 or 2.8 per cent were Negroes. There were 5,873 female employees. The Negro female being 150 or 2.6 per cent of the total female employees.

The distribution of these employees by sex and color in industries by type points out that of the 11,193 male employees 282 or 2.5 per cent were Negro males who were engaged in the manufacturing industry. There were 3,943 female employees. 106 or 2.7 per cent of these were Negro females.

Two concerns reported in the transportation and communication industry as having 1,038 employees. Only one Negro was employed in these two enterprises; this one represented 0.1 per cent of the total employment.

824 employees were engaged in trade; 12 of these were Negro males and 5 were Negro females. They formed 2.1 per cent of the total employment in trade.

1,320 persons were working on professional and public service jobs, of this number the Negro represented 82 or 6.2 per cent. Negro males constituted 7.8 per cent of the total males and Negro females 4.9 per cent of the total females.

Eight domestic and public service establishments had a total employment of 596 persons, and a Negro employment of 27 or 4.5 per cent of the total. While the Negro male represents 24 or 9.4 per cent of the total male, the Negro female is 3 or 0.9 per cent of the total female.

The per cent distribution of these employees in the various types of industries reveals that 80 per cent of the total number of employees in the various types of industries reporting, are engaged in the manufacturing industry. 5.5 per cent in transportation; 4.3 per cent in trade; 7.0 per cent in professional and public service; 3.2 per cent in domestic and personal service.

The accompanying table shows that 75.3 per cent of all Negro employees reporting in this survey are engaged in manufacturing, also 72.2 per cent of all Negro males

and 70.7 per cent of all Negro females are doing factory work. 12.6 per cent of all Negro males and 24.0 per cent of all Negro females are engaged in professional and public service enterprises. 6.6 per cent of the Negro males and 2 per cent of the total Negro female employees are found in domestic and public service concerns. In trade the Negro constituted 3.3 per cent of the total employment. In transportation and communication the Negro represented less than one per cent of the total number of employees.

MERCER COUNTY

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

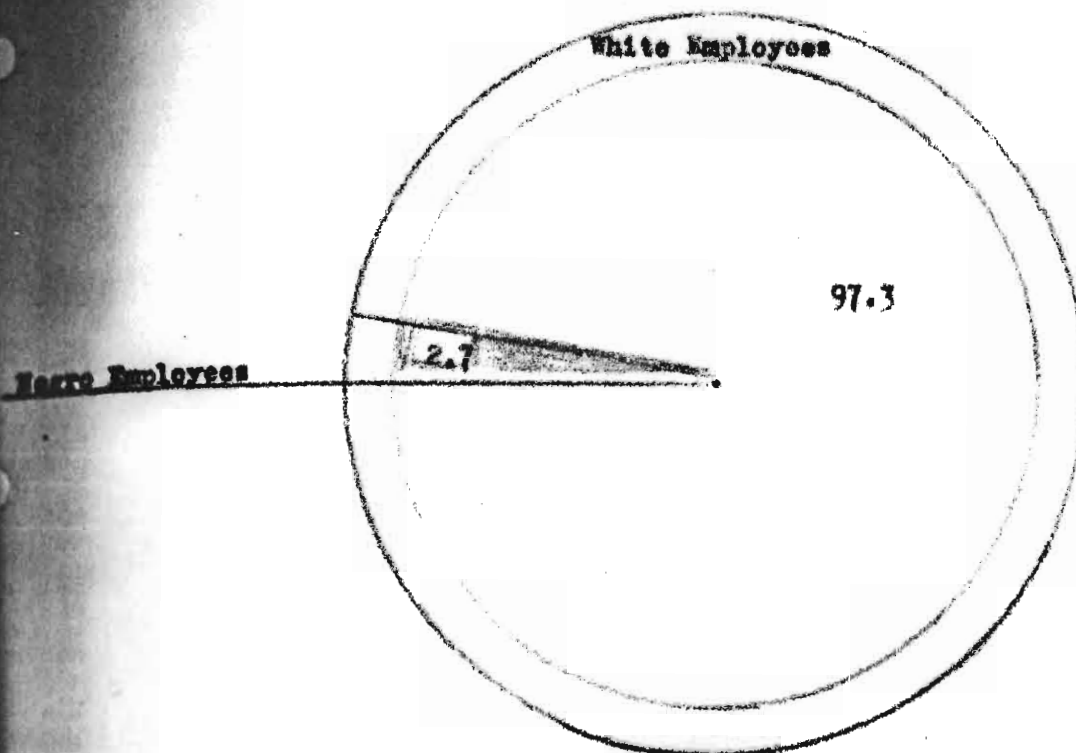
(94 ESTABLISHMENTS REPORTING)

INDUSTRIES	# Of Establishments	<u>Total Employees</u>			<u>Negro Employees</u>			<u>% Negro Of Total</u>		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	94	18914	13041	5873	515	365	150	2.7	2.8	2.6
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	72	15136	11193	3943	388	282	106	2.6	2.5	2.7
Transportation & Communication	2	1038	717	321	1	1	0	0.1	0.1	0.0
Trade - Wholesale - Retail	8	824	289	535	17	12	5	2.1	4.2	0.9
Professional & Public Service	4	1320	587	733	82	46	36	6.2	7.8	4.9
Domestic & Personal	8	596	255	341	27	24	3	4.5	9.4	0.9

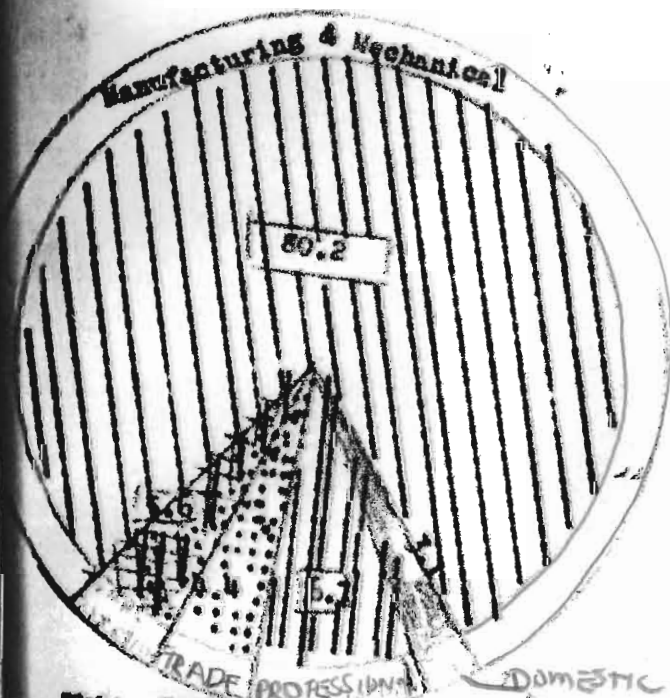
PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY

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	80.0	85.8	67.1	75.3	77.2	70.7
Transportation & Communication	5.5	5.5	5.5	0.2	0.3	0.0
Trade - Wholesale - Retail	4.3	2.2	9.1	3.3	3.3	3.3
Professional & Public Service	7.0	4.5	12.5	15.9	12.6	24.0
Domestic & Personal	3.2	2.0	5.8	5.3	6.6	2.0

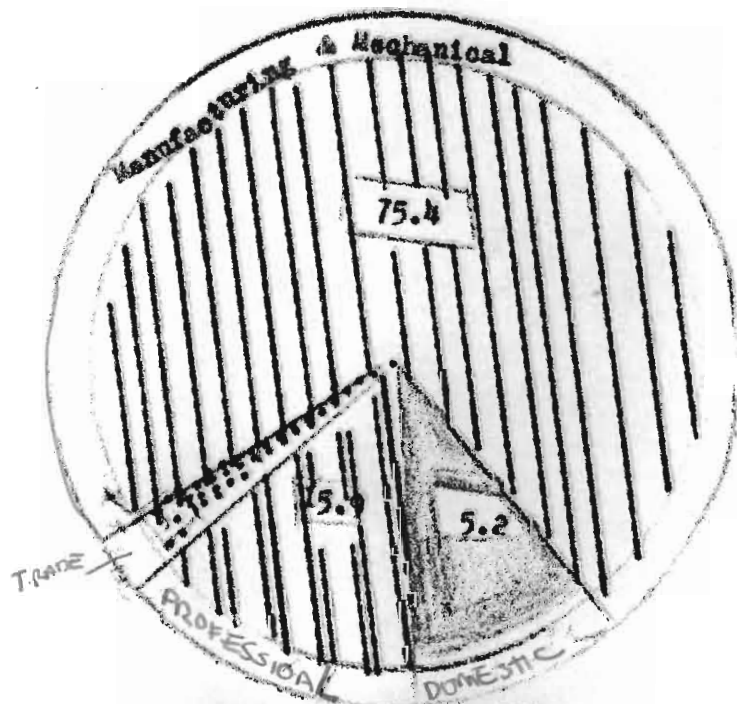
CHART NO. 1



Per Cent White And Negro Employees in Q4 Establishments



White Employees - 16199



Negro Employees - 515

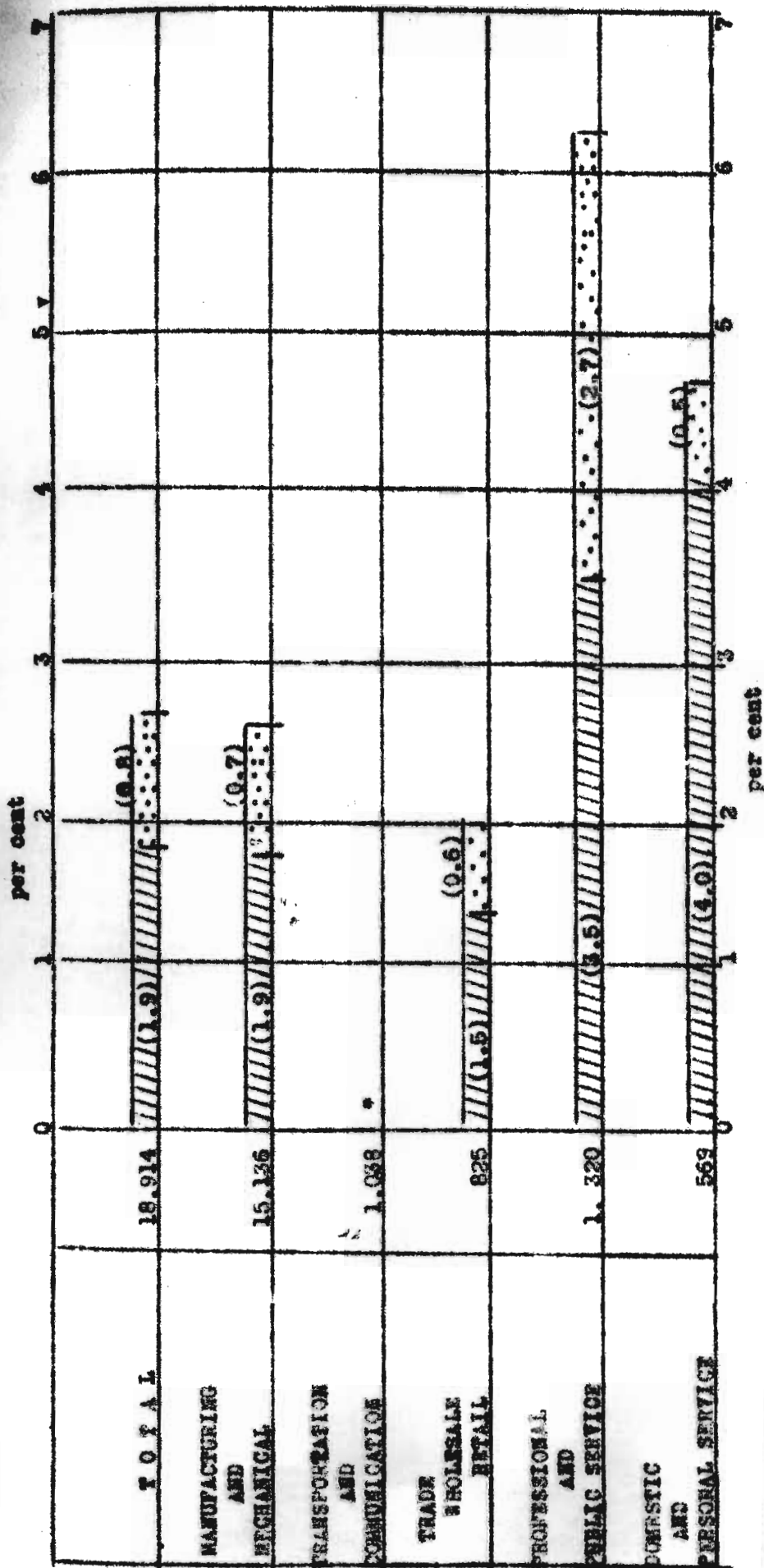
Per Cent Distribution

Merger County

*Transportation - 0.7% - Not Showing

PERCENTAGE OF NEGRO EMPLOYMENT ACCORDING TO SEX OF THE TOTAL

REPORTING IN INDUSTRIES BY TYPE



▨ = Negro Male

⋯ = Negro Female

*Negro Male - 0.1% Not Shown

NEW JERSEY COUNTY

WEEKLY WAGE SCALE ACCORDING TO SOCIO-ECONOMIC GROUPS

The median wage of 515 Negro employees in Mercer County industries during December and January was \$15.20. The median wage of each socio-economic group and the number of samples appearing in each were 38 professional, \$32.43; 1 clerk, \$22.50; 90 skilled, \$14.09; 83 semi-skilled, \$18.09; and 303 unskilled, \$15.15.

Of the 38 who were engaged in professional work, 36 were earning more than \$25.00 per week and less than \$35.00; 1 was earning less than \$10.00 and 1 more than \$45.00.

The median wage of \$22.50 for clerks was based on the one sample which appeared among the 515 Negro employees in the Mercer County establishments surveyed.

90 or 17.5 per cent of the 515 employees were skilled; 55 or 61 per cent of them were earning less than \$15.00 per week; 12 or 13.3 per cent were earning more than \$15.00 and less than \$20.00; 8 were earning between \$25.00 and \$30.00; and 1 was earning between \$35.00 and \$40.00 which was the highest wage received by a member of the skilled group.

83 semi-skilled workers were earning a median weekly wage of \$ 18.09. The semi-skilled median wage being \$4.00 higher per week than that of the skilled workers. The wage level of \$10.00 to \$14.99 embraces only 6 per cent of the semi-skilled as against 61.1 per cent of the skilled workers. 59 or 71.1 per cent of the semi-skilled were earning between \$15.00 and \$20.00 per week; 19.3 per cent were earning between \$20.00 and \$25.00. 90.4 per cent of all the semi-skilled employees were earning between \$15.00 and \$25.00 per week; 3.6 per cent were earning above \$25.00 and less than \$35.00 which was the highest wage received by a member of the semi-skilled group.

303 or 58.8 per cent of the 515 employees classified according to socio-economic groups were unskilled. These workers were earning a median wage of \$15.15 per week. 7 or 2.3 per cent were earning less than \$10.00 per week; 140 or 46.2 per cent were earning between \$10.00 and \$15.00 per week. 148 or 48.8 per cent were earning more than \$15.00 and less than \$20.00; 8 or 2.7 per cent were earning more than \$20.00 and less than \$25.00, the last named level being the highest paid to unskilled Negro employees in establishments in Mercer County covered by this survey.

Analysis of the wages being paid to Negro employees in Mercer County shows that 13 or 2.5 per cent were earning less than \$10.00 per week; and that 254 or 49.3 per cent

were in the wage level of \$10.00 to \$14.99; hence 267 or 51.8 per cent were earning less than \$15.00 per week, of the remaining 248, 176 or 71.2 per cent were in the wage level of \$15.00 to \$19.99, 24 or 4.7 per cent, \$20.00 to \$24.99; 11 or 2.1 per cent, \$25.00 to \$29.99 and 35 or 6.8 per cent all of whom were engaged in professional work, \$30.00 to \$34.99. 2 employees were earning above \$35.00 per week, one of these was not earning above \$40.00 while the other was in the wage level above \$45.00, the former was a skilled worker and the latter engaged in professional work.

SOCIO-ECONOMIC GROUPS	Total	\$5.00 To 9.99	\$10 To 14.99	\$15 To 19.99	\$20 To 24.99	\$25 to 29.99	\$30 to 34.99	\$35.00 to 39.99	\$40.00 to 44.99	\$45.00 and above	Median
TOTALS	515	13	254	176	24	11	35	1	0	1	\$15.20
PROFESSIONAL	38	1	0	0	0	1	35	0	0	1	\$32.43
CLERKS	1	0	0	0	1	0	0	0	0	0	\$22.50
SKILLED	90	0	55	12	14	8	0	1	0	0	\$14.09
SEMI-SKILLED	83	0	5	59	16	1	2	0	0	0	\$18.09
UNSKILLED	303	7	140	148	8	0	0	0	0	0	\$15.50

PER CENT

TOTALS	100.0	2.5	49.3	34.2	4.7	2.1	6.8	0.2	0.0	0.2
PROFESSIONAL	100.0	2.6	0.0	0.0	0.0	2.6	92.2	0.0	0.0	2.6
CLERKS	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
SKILLED	100.0	0.0	61.1	13.3	15.6	8.9	0.0	1.1	0.0	0.0
SEMI-SKILLED	100.0	0.0	6.0	71.1	19.3	1.2	2.4	0.0	0.0	0.0
UNSKILLED	100.0	2.3	46.2	48.8	2.7	0.0	0.0	0.0	0.0	0.0

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

CHART NO. 4

**PER CENT DISTRIBUTION OF WEEKLY WAGE SCALE OF 515
NEGRO EMPLOYEES IN 44 INDUSTRIAL CONCERNS**

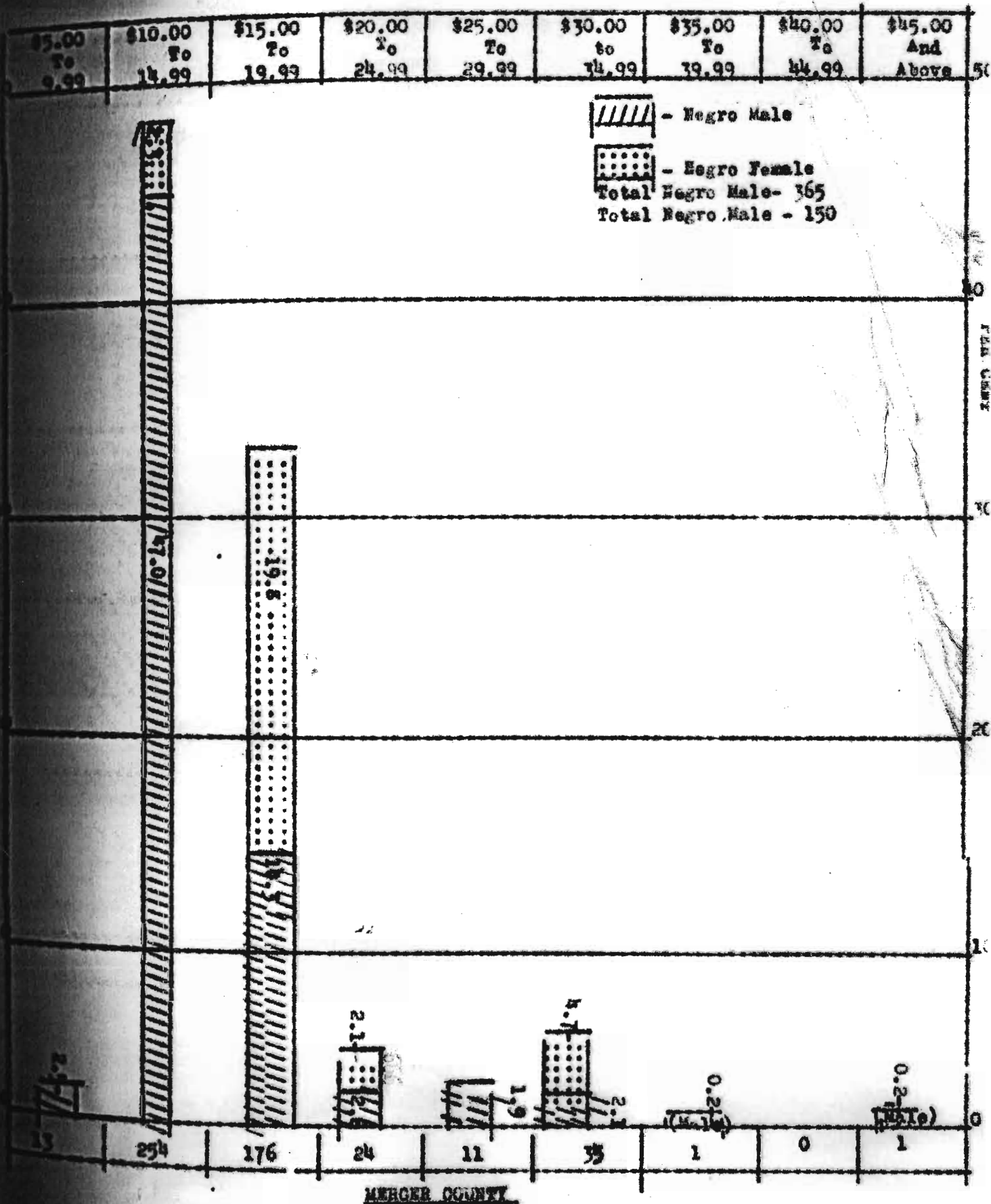
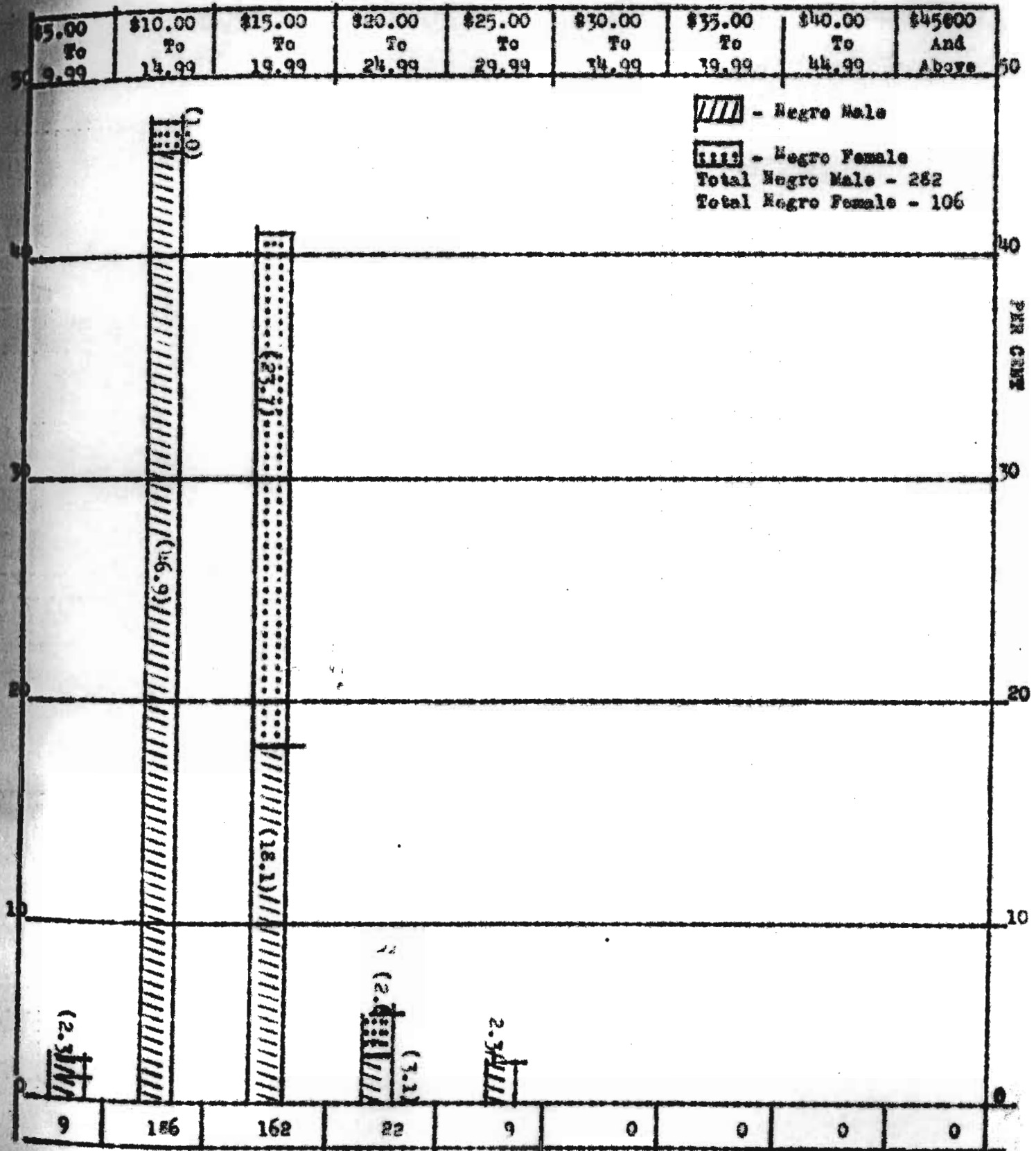


CHART NO. 5

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 188 NEGROES
IN 32 MANUFACTURING AND MECHANICAL ESTABLISHMENTS



MERCER COUNTY

AFFILIATION AND PARTICIPATION IN LABOR UNIONS AND WELFARE
ORGANIZATIONS

Data was secured from 40 industrial establishments in Mercer County on the question of Negro membership in Labor Unions and participation in Welfare Organizations and Recreational Programs. 30 of the 40 concerns stated that their Negro employees did not have membership in Labor Unions; while the remaining 10 had Negro employees who were members of various types of Labor Unions.

One establishment each, engaged in the manufacturing of food products, and metal products stated that they had Negro employees who had membership in a company's union; and one establishment engaged in the production of specialties had Negro workers who held membership in an Independent Industrial Union. One lumber-millwork establishment, one printing, one transportation concern and four establishments engaged in the manufacturing of specialties reported having Negro employees who were members in their respective industries which were affiliated with the American Federation of Labor.

None of the 40 industrial concerns furnishing data on the question of Negro participation in Welfare Organizations and Recreational Programs reported such organizations for employees in which Negroes participated in their establishments.

In the field of municipal employment, Negro employees shared and participated in the type of organization prevailing in the department in which they were employed.

51 of the 94 establishments giving interviews to field workers of the Vocational Survey were not employing Negroes when the survey was made in Mercer County. Of the 51 establishments not employing Negroes, 22 had employed them in the past, the remaining 29 stated that they had never had Negro employees, 27 will employ Negroes in the future while 24 stated that they will not employ them.

41 of the 51 establishments were engaged in Manufacturing and Mechanical Industry, 18 of the 41 had employed Negroes in the past, 23 had not. 20 of the concerns stated that Negroes will be employed in the future, while 21 stated that they will not.

Of 4 establishments, manufacturers of brick and stone-masonry, 2 had employed Negroes in the past and will employ them again. 2 of 3 manufacturers of men's and boys' clothing who had never employed Negroes stated that they will employ them in the future. 4 concerns in food and allied industries were not employing Negroes, 3 had employed them in the past and stated that they will be employed in the future. The 4 textile establishments not employing Negroes had never employed them, and 3 of the 4 stated that they will not hire them in the future.

Analyzing the attitudes of these employers as regards the future employment of Negroes, it is evident that those who formerly employed Negroes thought well enough of the quality of their work to go on record as willing to rehire them as business improves. Conversely, those employers never having had Negro employees were not disposed to introduce them to their establishments. This attitude is attested by the fact that of 23 establishments in manufacturing and mechanical industry never having Negro employees, 21 stated that they would adhere to the policy of the company; which in the past had been the non-employment of Negroes.

In all other industrial groups 10 concerns were not using Negro employees. 4 of the 10 had used Negro employees in the past, and 7 stated that Negroes would be given employment in the future, the gain in 3 establishments willing to hire Negro workmen being made, in trade 2; and domestic and personal service 1.

Race prejudice was the most frequent reason given for the non-employment of Negroes; 21 employers giving that as their reason for not hiring Negroes. 11 employers stated that they had no special reason; 9 claimed that Negroes never applied for work and 8 gave as their reason that Negroes were not skilled in "our line".

POLICIES OF ESTABLISHMENTS 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					
								Never Applied	No Special Reason	Race Prejudice	Unskilled	Not Policy of Company	No Union Labor, No Negro Members
		Yes	No	Yes	No	Same	New						
ALL INDUSTRIES	51	22	29	27	24	15	12	9	11				
Manufacturing & Mechanical													
TOTAL	41	18	23	20	21	10	9	6	9				
Brick-Stone-Masonry	4	2	2	2	2	1	1	-	-			1	-
Clothing-Men's, Boys'	4	1	3	3	1	1	2	1				-	-
Food & Allied	4	3	1	3	1	3	0	3		-	-	-	-
Specialties	9	3	6	4	5	2	2	-	-	6	2	-	-
Textiles	4	0	4	1	3	0	1	1	1	-	2	-	-
All Others	16	9	7	7	9	4	3	1	5	9	-	-	-
Transportation-Communication													
TOTAL	1	1	0	1	0	1	0	-	0	-	1	-	-
All Others	1	1	0	1	0	1	0	-	0	0	1	-	-
Trade													
TOTAL	3	1	2	3	0	1	2	1	1	1	-	-	-
Stores	3	1	2	3	0	1	2	1	1	1	-	-	-
Domestic & Personal Service													
TOTAL	6	2	4	3	3	2	1	2	1	3	-	-	-
Laundries	6	2	4	3	3	2	1	2	1	3	-	-	-

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

TABLE V

MERCER COUNTY

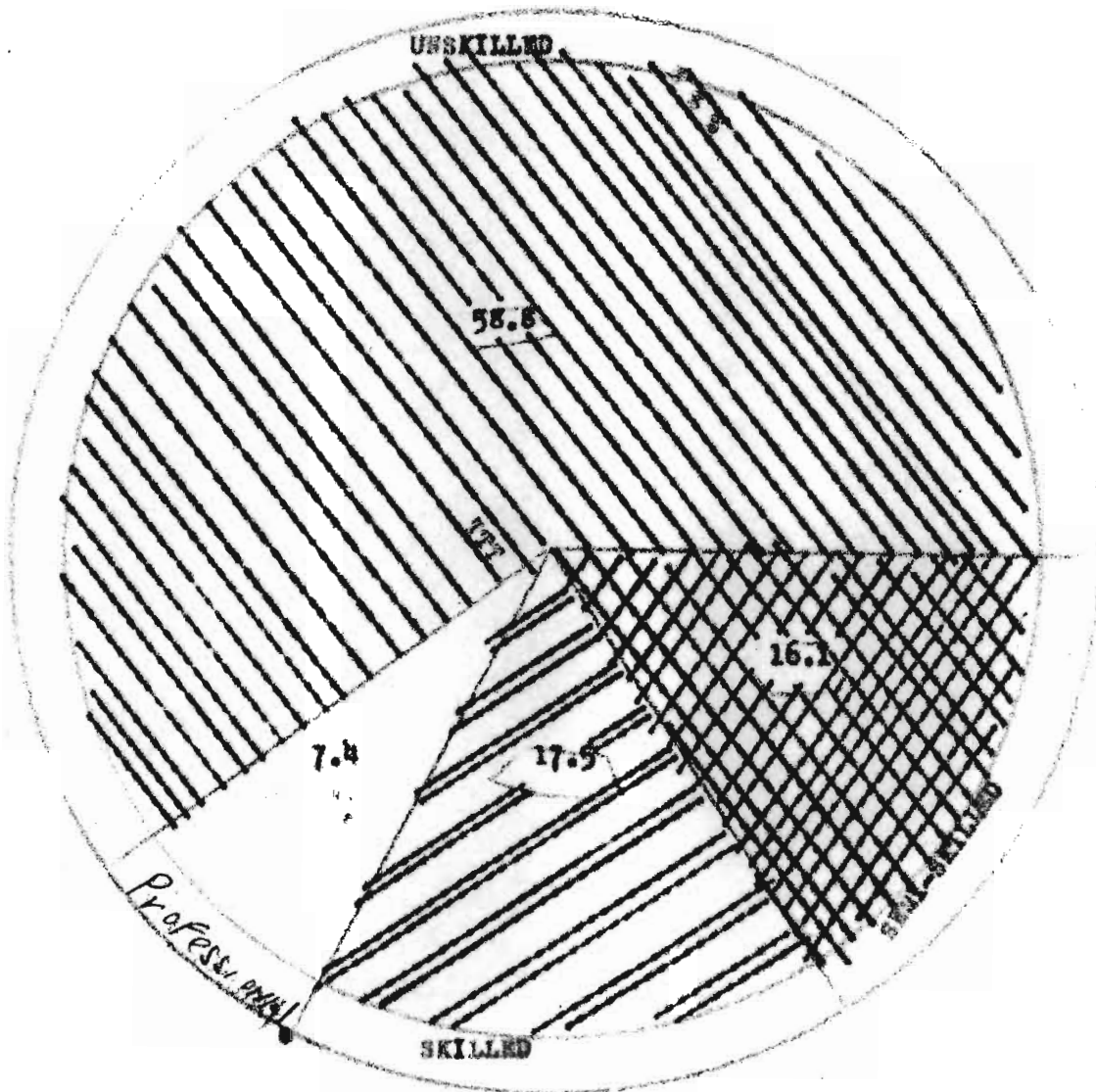
CLASSIFICATION OF NEGRO EMPLOYEES ACCORDING TO SEX INTO INDUSTRIO-SOCIO-ECONOMIC GROUPS

Industrial Classes	# Of Estab- lishments 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
Manufacturing	32	388	282	106	0	0	0	0	67	10	61	4	154	
Transportation	1	1	1	0	0	0	0	0	1	0	0	0	0	
Trade	6	17	12	5	0	0	0	0	0	0	0	0	12	
Professional	4	79	46	36	13	25	0	1	12	0	8	10	13	
Domestic	1	27	24	3	0	0	0	0	0	0	0	0	24	
Sub-Total	44	515	365	150	13	25	0	1	80	10	69	14	203	
Grand Total	44			515		38		1		90		83		303
Per Cent Dist. Total														
"				100		7.4		0.2		17.5		16.1		58.8
Male			3.6		3.6		0.0		21.9		18.9		55.6	
Female						16.7		0.7		6.7		9.3		66.6

CHART NO. 6

PER CENT DISTRIBUTION OF 515 NEGRO EMPLOYERS IN

SOCIO-ECONOMIC GROUPS



WYOMING COUNTY

Clerks - 0.2% Not Showing

MONMOUTH
MIDDLESEX

REPORT OF NEGRO VOCATIONAL SURVEY

OF

MIDDLESEX 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. 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 industry-socio-economic groups. Table 5. Chart 6.

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

The Vocational Survey of Middlesex County covered 102 industrial concerns which had a total employment of 15,707 persons and a Negro employment of 623 persons. The Negro employees comprise 3.9 per cent of the total number of employees. The per cent of Negro employees to the total number of employees covered in this survey is slightly higher than the per cent of Negroes (2.8%) in the population of the county as revealed in the 1930 census. The Negro employees (623) comprise 10.6 per cent of the Negro population, which is 5,895. Out of the 623 Negro employees, 431 are male and 192 female. The greatest number of Negroes (532) is engaged in the Manufacturing and Mechanical Industry; none are engaged in Trade; nine are in Transportation and Communication; twenty-one in Professional and Public Service and, eleven in Domestic and Personal Service.

The Negro female has gained entree into tobacco factories, the clothing industry, textiles and into the industry engaged in the manufacture of medical and surgical appliances. In none of these fields is the per cent of Negro female workers greater than 5.0 per cent of the total number of workers. The Negro male is concentrated in industries engaged in the manufacture of building material, leather goods and in the iron and steel industry.

It is interesting to note that in the smaller industrial establishments, the ratio of Negro employees to the total number of employees is higher than it is in larger establishments. In electrical products, Negro employees comprise twenty-six out of every 100 workers; in lumber-millwork, they are thirty out of every 100, and in machinery, they are forty out of every 100.

Attention may be drawn to the fact that there are no Negro employees in Trade and the Commercial Field, and no Negro female employees in the Laundries and the Hotels covered in this survey, and two in Professional and Public Service; of these two, one is a nurse and the other is an investigator. The Negro male employees listed under Public Service are municipal employees and hold positions as messengers, janitors, and truck drivers.

TABLE IMIDDLESEX 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	102	15101	10885	4222	623	431	192	3.9
Manufacturing & Mechanical TOTAL	94	14784	10164	4620	582	392	190	3.9
Bricks	10	1532	1419	113	55	55	0	3.6
Chemicals	6	728	692	36	40	40	0	5.5
Cigars & Tobacco	5	1142	432	710	25	3	22	2.2
Clothing-Children's	3	223	44	179	11	0	11	4.9
Clothing-Men & Boys'	11	2127	892	1235	8	1	7	0.4
Clothing-Ladies'	14	1004	216	788	41	1	40	4.1
Iron & Steel	3	922	911	11	74	74	0	8.0
Leather	4	345	301	44	18	18	0	5.2
Metal Products	7	672	570	102	1	1	0	0.1
Printing & Publishing	3	567	425	142	2	2	0	0.4
Textiles	7	493	195	298	10	0	10	2.0
All Others	21	5029	4067	962	297	197	100	1.9
Transportation & Communication TOTAL	2	398	396	2	9	9	0	2.7
All Others	2	398	396	2	9	9	0	2.7
Trade - Wholesale - Retail TOTAL	1	58	29	29	0	0	0	0.0
All Others	1	58	29	29	0	0	0	0.0
Professional & Public Service TOTAL	3	375	248	127	21	19	2	5.6
All Others	3	375	248	127	21	19	2	5.6
Domestic & Personal Service TOTAL	2	92	48	44	11	11	0	11.9
All Others	2	92	48	44	11	11	0	11.9

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

In all industries classes as used by the Bureau of Census, there were 15,707 persons employed in the 102 industrial concerns covered in the Middlesex County survey. The Negro employees comprise 623 or 3.9 per cent of the total number of employees. Of the 623 Negro employees, 431 were male and 192 female.

The total number of employees in the manufacturing and mechanical industry were 14,734, of which 582 or 3.9 per cent were Negroes. This shows that the greatest concentration of both white and Negro employees is in this industry. There were 19.3 times as many white employees engaged in the manufacturing industry as were found in all of the other industrial classes. The Negro employees show a similar concentration, with 14.2 times as many Negro employees engaged in manufacturing as in all of the other industrial classes. The Negro female has met with the greatest success in this field, there being 190 employed in this field, two in professional and public service and none in any of the other fields.

In transportation and communication with a total employment of 398, the Negro constitutes 2.3 per cent, all of whom are male.

There are 21 Negro employees out of a total employment of 375 in professional and public service. Out of the 21 Negro employees, two are female. It is strikingly noticeable that while the Negro employees are twelve out of every 100 employees in domestic and personal service, there are no Negro employees who are female.

93.5 per cent of all the Negro employees are engaged in the manufacturing and mechanical industry, 3.4 per cent in professional and public service, 1.7 per cent in domestic and personal service and 1.4 per cent in transportation and communication only 1.0 per cent was engaged in professional and public service

DISTRIBUTION OF EMPLOYERS BY SEX AND COLOR IN INDUSTRIES BY TYPE

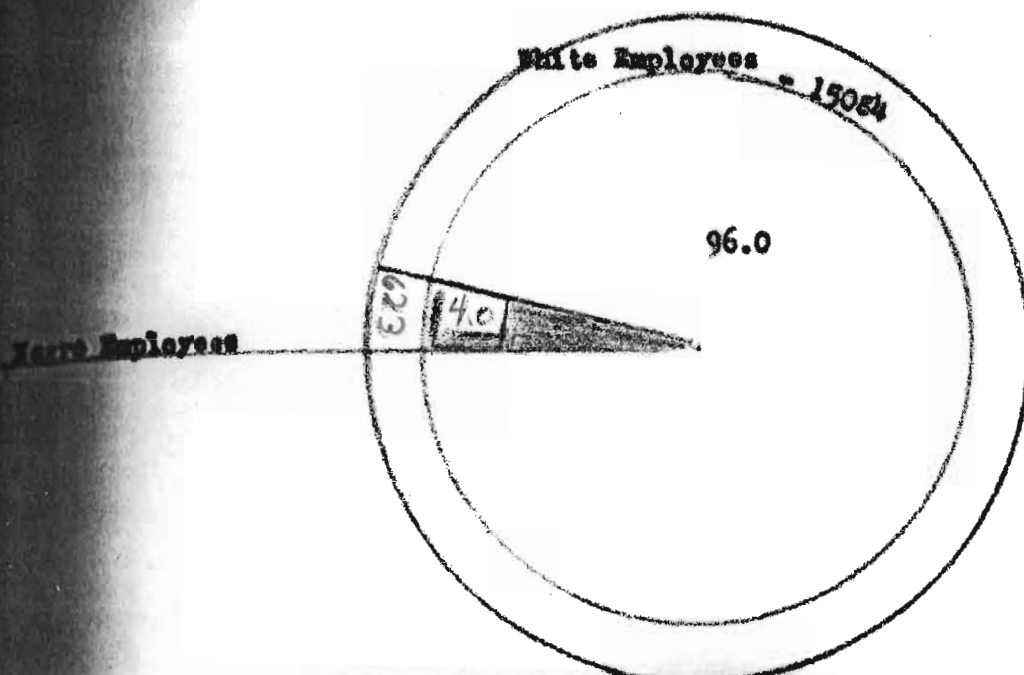
(102 INDUSTRIES REPORTING)

INDUSTRIES	# Of Industries	Total Employees			Negro Employees			% Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	102	15707	10885	4822	623	431	192	3.9	4.0	4.0
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	94	14784	10164	4620	582	392	190	3.9	3.9	4.1
Transportation & Communication	2	398	396	2	9	9	0	2.3	2.3	0.0
Trade - Wholesale - Retail	1	58	29	29	0	0	0	0.0	0.0	0.0
Professional & Public Service	3	375	248	127	21	19	2	5.6	7.7	1.6
Domestic & Personal	2	92	48	44	11	11	0	11.9	22.9	0.0

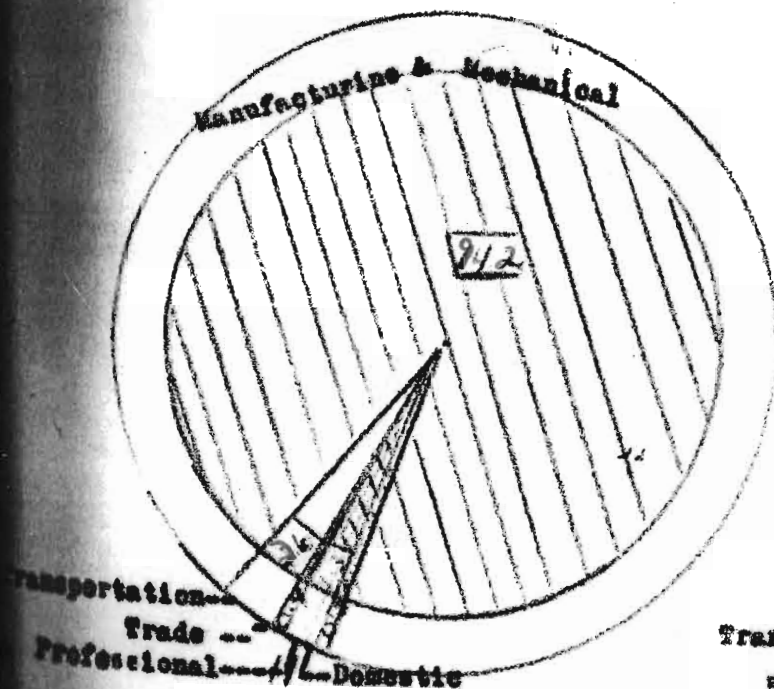
PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY

	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	94.1	93.4	95.9	93.5	91.0	99.0
Transportation & Communication	2.5	3.6	0.0	1.4	2.0	0.0
Trade - Wholesale - Retail	0.4	0.3	0.6	0.0	0.0	0.0
Professional & Public Service	2.4	2.3	2.6	3.4	4.4	1.0
Domestic & Personal	0.6	0.4	0.9	1.07	2.6	0.0

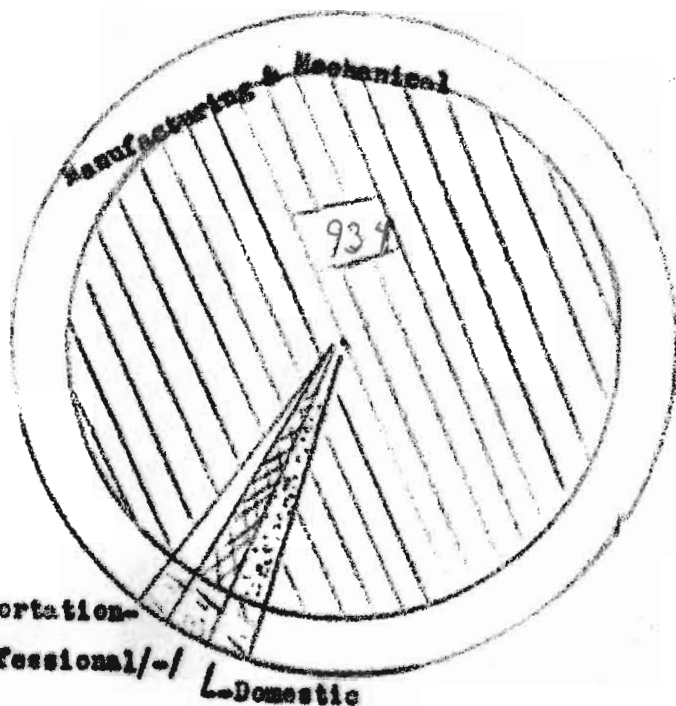
CHART NO. 1



PER CENT DISTRIBUTION OF TOTAL EMPLOYEES IN 102 INDUSTRIES



White Employees - 15054



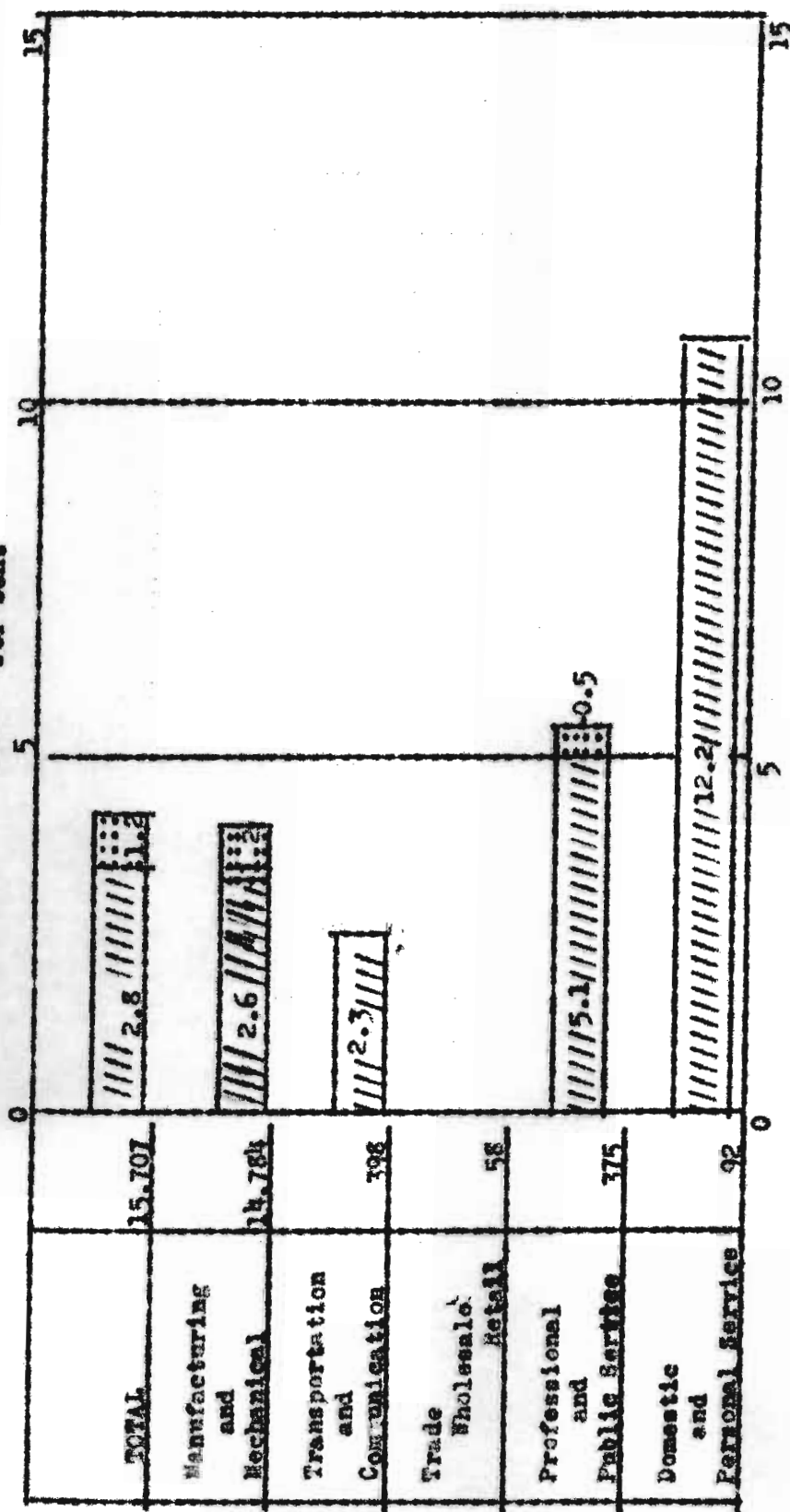
Negro Employees - 623

PER CENT DISTRIBUTION
MIDDLESEX COUNTY

PERCENTAGE OF NEGRO EMPLOYEES ACCORDING TO SEX OF THE

TOTAL EMPLOYEES IN INDUSTRIES BY TYPE

Per Cent



PER CENT

MIDDLESEX COUNTY

▬ - Negro Male

▨ - Negro Female

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

The median weekly wage for the 623 persons in the various socio-economic groups is \$17.76. This is just a little less than the median weekly wage for the unskilled group, which is \$17.95. There are no individuals in the unskilled group that are earning above \$35.00 per week, but 68.4 per cent of them are earning between \$15.00 and \$20.00 per week and 9.6 per cent are earning below \$15.00 per week.

It is striking to note that the median weekly wage of the semi-skilled group is below that of the unskilled and that 25.0 per cent of them are earning below \$15.00 per week. There is but one person in the professional class, a nurse in the Health Department, with a salary of \$25.00 per week.

Of the 623 persons, 365 or 58.6 per cent of them are earning between \$15.00 and \$20.00 per week; 111 or 17.8 per cent are earning below \$15.00 per week and only 9.5 per cent are earning above \$25.00 per week.

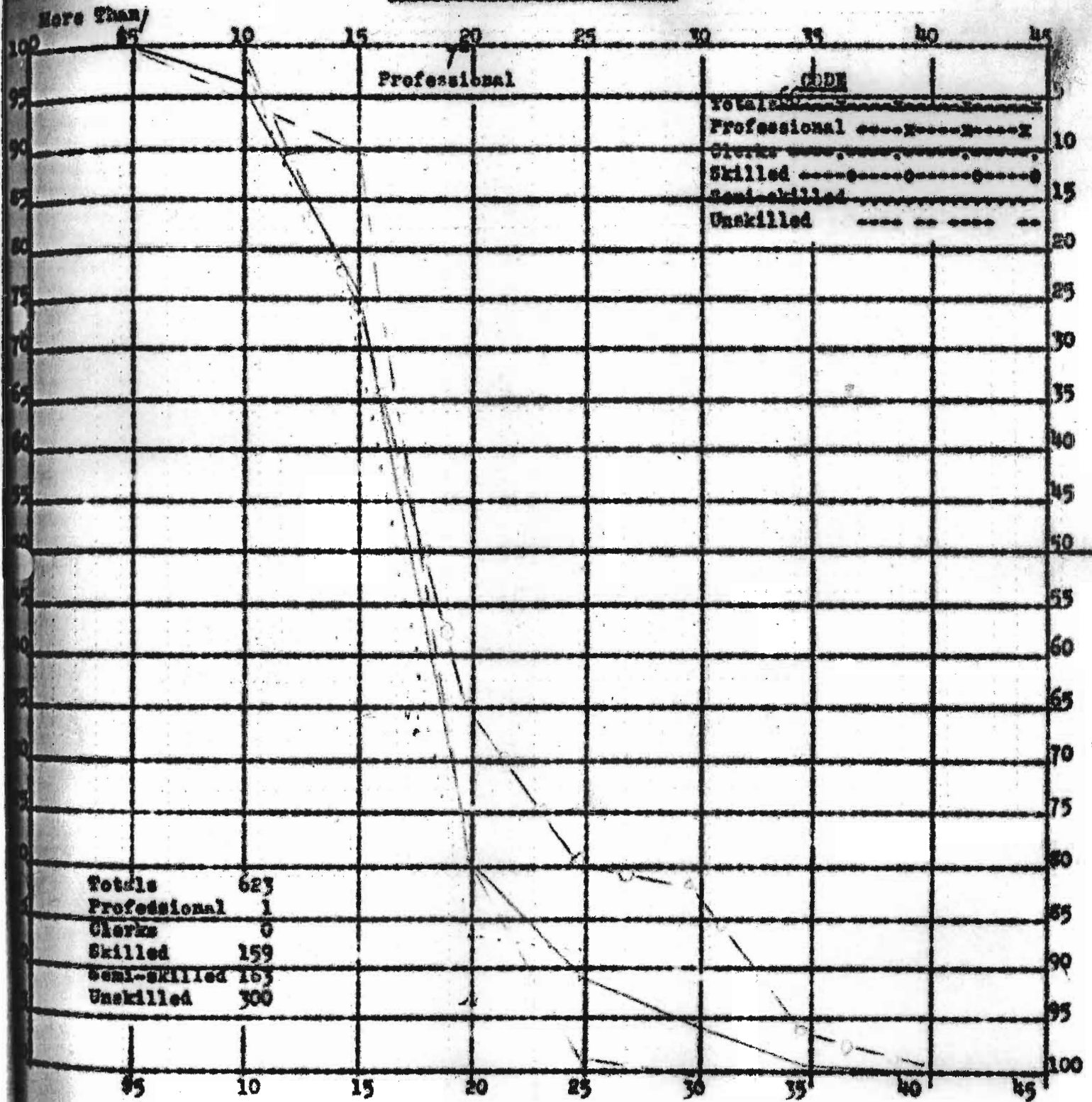
72.9 per cent of the female are earning between \$15.00 and \$20.00 per week, while only 52.2 per cent of the male are earning within this range. None of the female are earning above \$25.00 per week, while 13.8 per cent of the males are earning above this amount.

It would appear that the wage scale of the male is somewhat more elastic than that of the female and that the working conditions for them are more favorable.

TABLE III**MIDDLESEX 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	623	13	98	365	88	27	24	6	2	0	\$17.76
Per Cent	100.0	2.1	15.7	58.6	14.1	4.3	3.9	1.0	0.3	0.0	
PROFESSIONAL	1	0	0	0	1	0	0	0	0	0	\$22.50
Per Cent	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	
CLERKS	0	0	0	0	0	0	0	0	0	0	\$ 0.0
Per Cent	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
SKILLED	159	0	40	62	25	2	22	6	2	0	\$18.18
Per Cent	100.0	0.0	25.1	39.0	15.7	1.3	13.8	3.8	1.3	0.0	
SEMI-SKILLED	163	0	42	98	2	21	0	0	0	0	\$17.01
Per Cent	100.0	0.0	25.8	61.0	1.2	12.9	0.0	0.0	0.0	0.0	
UNSKILLED	300	13	16	205	60	4	2	0	0	0	\$17.95
Per Cent	100.0	4.3	5.3	68.4	20.0	1.3	0.7	0.0	0.0	0.0	

CHART SHOWING WHAT PERCENTAGE OF NEGRO EMPLOYEES IN SOCIAL-ECONOMIC GROUPS ARE EARNING MORE THAN A SPECIFIED AMOUNT UP TO \$45.00
WEEKLY EARNINGS - DOLLARS

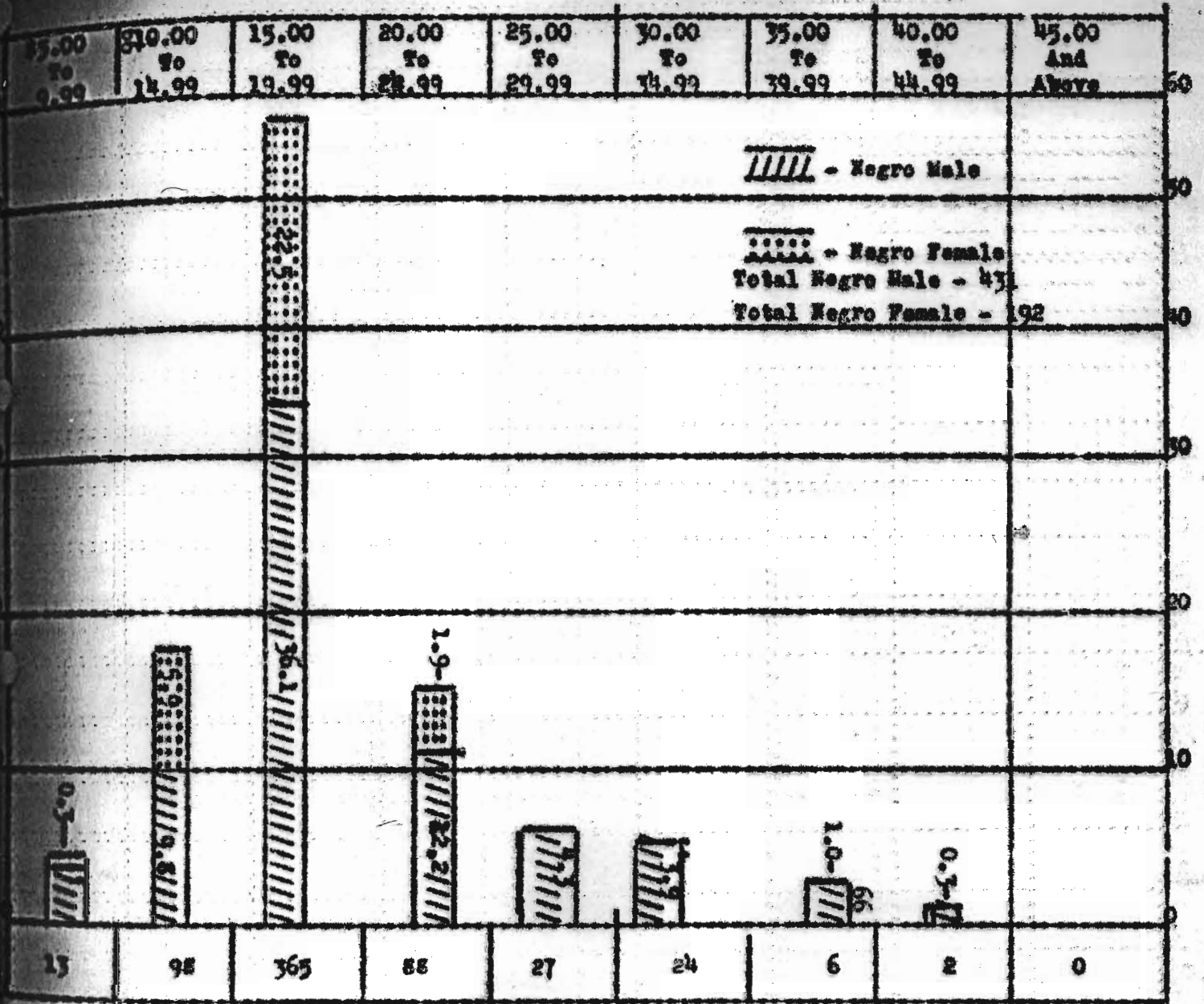


MIDDLESEX COUNTY

CHART # 4

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PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 624 NEGROES IN 17 INDUSTRIAL CONCERNS



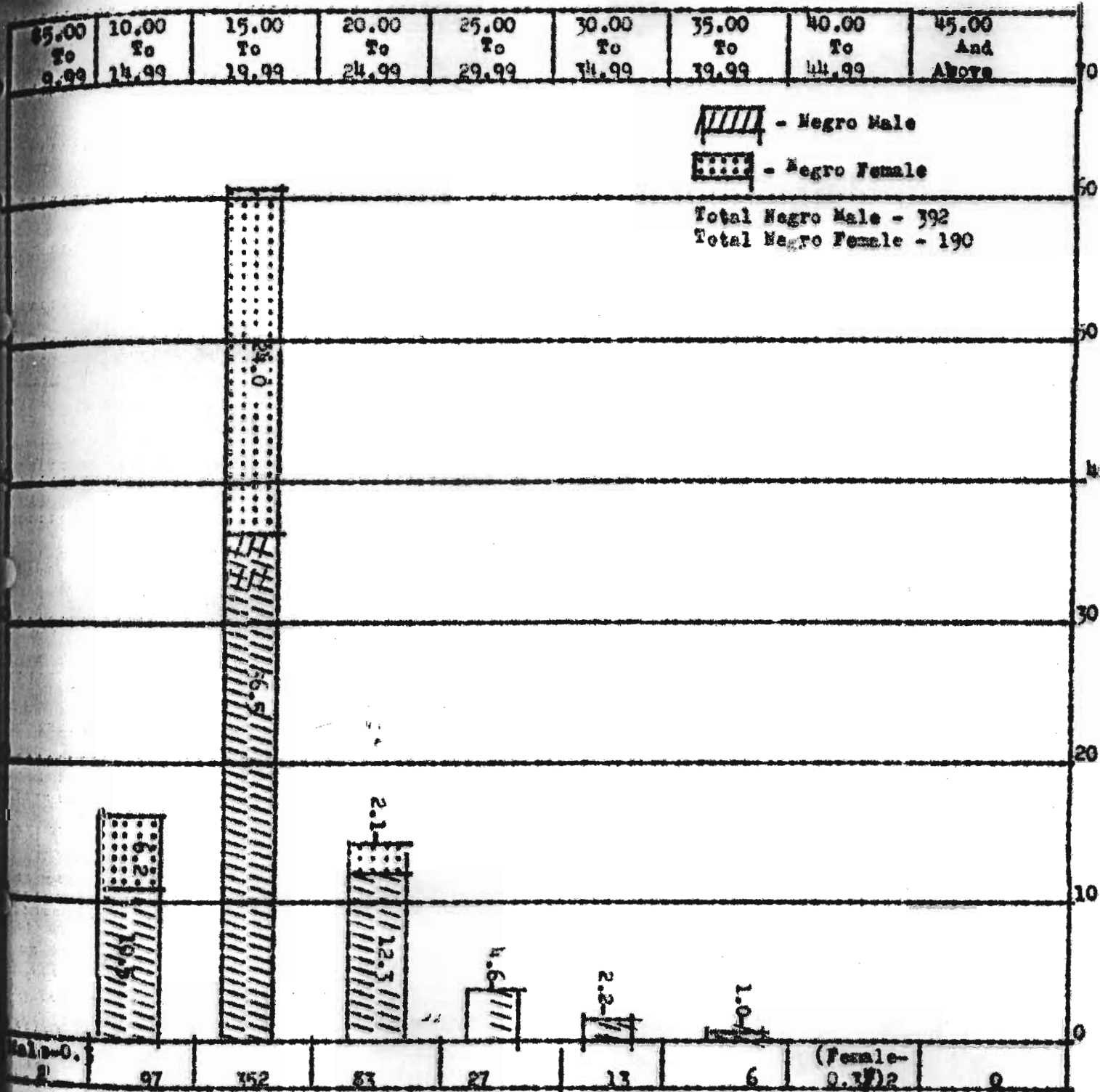
MIDDLESEX COUNTY

CHART NO. 5

You are Viewing an Archived Copy from the New Jersey State Library

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF \$52

NEGRO EMPLOYEES IN 12 MANUFACTURING CONCERNS



MIDDLESEX COUNTY

NEGRO MEMBERSHIP IN WELFARE ORGANIZATIONS
AND LABOR UNIONS

In analyzing the membership of Negro employment in the 102 industrial concerns covered in this survey, 37 concerns gave replies to the question regarding Negro membership in labor unions. Thirty-five of the 37 concerns stated that Negro employees did not have membership in labor unions, while only two said that Negro employees belong to labor unions. One of these unions in which Negroes had membership was the A. F. L. found in the clothing industry, and the other was a company union found in the industry engaged in the manufacturing of surgical supplies.

The lack of Negro membership in Welfare organizations is more striking than it is in labor unions. Only one of the 37 concerns reporting on this question had Negro membership in Welfare Organizations of any sort, and this was a recreational program.

The fact that Negroes do not have membership in labor unions and welfare organizations in Middlesex County seems to be more outstanding than has been found in other counties, such as Essex, Bergen, Hudson and Union Counties. In Essex County 31 concerns reported Negro membership in labor unions; 19 in Hudson; 15 in Union and 4 in Bergen County. Considering the Welfare Organizations in these counties it is seen that 2 concerns in Hudson County reported as having Negro membership in welfare organizations; two in Union and one in Bergen County.

POLICIES OF INDUSTRIES NOT EMPLOYING NEGROES
IN MIDDLESEX COUNTY

Information was secured from 102 industrial concerns in Middlesex County during the Vocational Survey. Sixty-five of the concerns stated that they did not have Negro employees at the of the Survey. Of the sixty-five concerns reporting no Negro employment, 6 or 9.2 per cent said they had employed Negroes in the past; while 59 or 90.7 per cent stated that they had never employed Negroes.

Considering the reasons given by these concerns for not having Negro employees, it is shown that 23 of the 65 claimed that Negroes had never applied for employment; 5 gave no special reason; 6 said they secured their help through Labor Unions, of which Negroes were not members; 22 claimed that Negroes were not skilled in their type of work; 5 said that it was not the policy of the company to hire Negroes; one said race prejudice prevented it from using Negro employees; one claimed that Negroes would not take an interest in their work; and two concerns gave reasons of less importance. To illustrate the policies of these industries regarding Negro employment by type, the Manufacturing Industry may be used as an example. Twenty-one concerns in the Manufacturing Industry gave as their reason for not hiring Negroes, that they had never applied. This reason appears more frequently in these concerns which did not employ Negroes in the past than any other reason. Cigar and Tobacco, Metal Products and the Textile concerns are examples. Twenty-two of these concerns claimed that Negroes were not skilled in their type of work.

Considering the past and future policies of these industries by type it is seen that of the 63 Manufacturing concerns, 6 stated that they had employed Negroes in the past, while 57 had not. 33 of the 57 said they will employ Negroes in the future; and 29 of them will give new positions to Negroes. Of the five Chemical concerns reporting in this group, none of them had employed Negroes in the past, but two will employ Negroes in the future. Eight Brick and Stone concerns reported

two had employed Negroes in the past, and five will employ them in the future. Three of these concerns plan new positions for Negroes in the future. 6 Textile concerns reported, but none of them had employed Negroes in the past; four of these concerns will employ Negroes in the future. It is encouraging to note that without exception those concerns which have employed Negroes in the past have registered their approval of using Negro labor in the future.

POLICIES OF INDUSTRIES NOT NOW EMPLOYING NEGROES

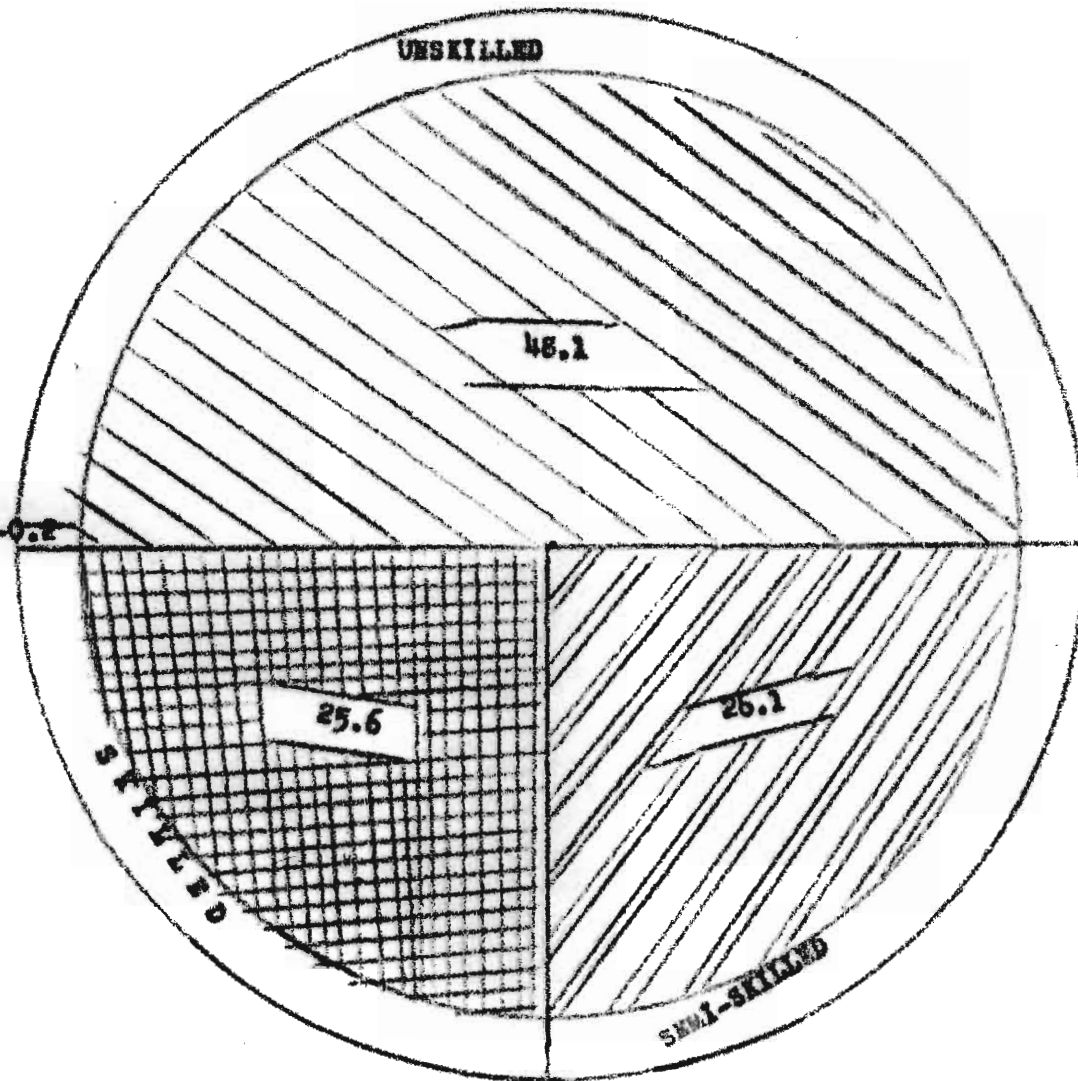
TYPES OF INDUSTRIES	# Of Con- cerns	Past Employment Of Negroes		Future Employment of Negroes		Positions To Be Held By Negroes		Reasons for not employing Negroes							
		Yes	No	Yes	No	Same	New	Never Applied	No Special Reason	Union Labor, No Negro Members	Unskilled	Not Policy of Company	Race Prejudice	Not Interested in Work	Miscellaneous
ALL INDUSTRIES	65	6	59	35	30	4	31	23	5	6	22	5	1	1	2
Manufacturing & Mechanical TOTAL	63	6	57	33	30	4	29	21	4	6	22	5	-	1	2
Brick-Stone Masonry	4	2	6	3	3	2	3	3	-	-	3	1	-	1	-
Chemicals	5	0	5	2	3	0	2	1	1	-	2	1	-	-	1
Cigars & Tobacco	4	0	4	2	2	0	2	2	-	-	1	1	-	-	-
Clothing-Ladies'	3	1	2	2	3	0	2	3	-	3	2	1	-	-	-
Metal Products	6	0	6	3	3	0	3	1	1	2	1	1	-	-	-
Textiles	6	0	6	3	2	0	3	2	1	-	3	-	-	-	-
All Others	19	2	17	10	9	1	9	7	1	-	2	-	1	-	1
Clothing-Men	6	1	5	3	3	1	2	3	-	1	2	-	-	-	-
Transportation & Communication	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trade - Wholesale - Retail TOTAL	1	-	1	1	-	-	1	1	-	-	-	-	-	-	-
All Others	1	-	1	1	-	-	1	1	-	-	-	-	-	-	-
Professional & Public Service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Domestic & Personal Service TOTAL	1	-	1	1	-	-	1	-	1	-	-	-	-	-	-
All Others	1	-	1	1	-	-	1	-	1	-	-	-	-	-	-

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

CLASSIFICATION OF EMPLOYERS ACCORDING TO SEX INTO INDUSTRIAL, SERVICE AND ECONOMIC GROUPS

Industrial Classes	No. of Establishments	No. of Employees		Professional & Techn.		Clerical & Kindred Workers		Skilled		Semi- Skilled		Unskilled	
		Total	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female
Manufacturing	32	582	392	190	0	0	0	51	88	163	0	168	102
Transportation	3	9	9	0	0	0	0	9	0	0	0	0	0
Professional		21	19	2	0	1	0	0	1	0	0	19	0
Domestic		11	11	0	0	0	0	0	0	0	0	11	0
Sub-Total		623	431	192	0	1	0	70	89	163	0	198	102
Grand Total			623		1		0	159		163		300	
Distribution													
Total					0.2		0.0	25.6		26.1		48.1	
Male					0.0		0.0	16.2		37.8		46.0	
Female					0.6		0.0	46.3		0.0		53.1	

DISTRIBUTION OF 623 NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS



MIDDLESEX COUNTY

REPORT OF
NEGRO VOCATIONAL SURVEY
Monmouth County

1934

ERA Project S-F2-130

REPORT OF NEGRO VOCATIONAL SURVEY IN MONMOUTH 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.
- 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 Establishments not Employing Negroes, Table 4.
- VI Classification of Negro Employees according to Sex into Industro-Economic Groups. Table 5. and Chart 6.

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

50 establishments in Monmouth County employed 4,176 persons, 302 of whom were Negroes. 56.7 per cent of the total employees were females, Monmouth being the first of the counties surveyed to show a preponderance of female over male employment in the establishments employing 25 or more persons. Of the 4,176 persons employed in the 50 establishments, 1,807 were males, 174 of whom were Negro males and 2,369 were females, 128 of whom were Negro females. 57.8 per cent of all white employees were females, as compared with 42.3 per cent Negro female employment.

24 establishments engaged in manufacturing and mechanical industry employed 1,812 persons which was 43.6 per cent of the total employees in all industries; 695 of these employees were males as against 1,117 females, 57 Negroes were employed in this division of industry, Negroes composing 3.1 per cent of the total employment in this field. 30 of the 35 Negro females working in manufacturing industry were employed by textile concerns, where they constituted 4.4 per cent of the total employees. The preponderance of females over males in manufacturing and mechanical industry in Monmouth County is due probably to the fact that few manufacturers are located in Monmouth County and there is a total absence of the heavy and durable goods industry in the county which usually absorbs many men.

Transportation and communication absorbed 579 workers, 280 of them were males and 299 were females. 7 Negroes, all males were employed by this industry and constituted 1.2 per cent of the total employees.

Trade - wholesale and retail, with 8 establishments interviewed had 365 persons employed; 170 males and 195 females, 33 of the total being Negroes, 31 males and 2 females, the Negro employees constituting 9.0 per cent of the total employees.

Professional and public service employed 1,097 persons, 523 males and 574 females; 115 being Negroes, 81 males and 34 females, Negroes composing 10.5 per cent of the persons working in Professional and public service. 4 departments of municipal government of Asbury Park had 780 employees, 357 males and 423 females. 91 Negroes were employed by these municipal departments, 66 were males and 25 females, this number was 11.7 per cent of the employees in the 4 departments.

Domestic and personal service employed 323 workers, 90 of whom were Negroes, 33 males and 57 females, Negro employees constituting 27.9 per cent of the total employees in this industry. 37 of the Negro female employees were employed in laundries, in which 3 Negro males were also employed, the Negro employees constituting 22.7 per cent of the total employees. 50 Negroes were employed in a cleaning and dyeing establishment; 30 were males, Negro employees composing 34 per cent of the employment in the establishment.

The large Hotels operating throughout the year in Asbury Park do not use Negro employees. Many Hotels having more than 25 employees during the peak of the resort season, could not be contacted due to the absence of operators, and the unwillingness of caretakers to disclose information on the one hand and to a lack of knowledge of the affairs of management on the other. From the reports sent by the field investigators in the region, it would appear that most of the Negroes finding employment in Hotels during the peak season, are absorbed by the smaller Hotels where the personnel in recent years have been for the most part under 25.

TABLE I

MONMOUTH COUNTY

DISTRIBUTION OF TOTAL AND NEGRO EMPLOYERS ACCORDING

TO SEX IN INDUSTRIES SHOWING PER CENT NEGRO

INDUSTRIES	#Establish- ments	Total Employees			Negro Employees			
		Total	Male	Female	Total	Male	Female	Negro
ALL INDUSTRIES	50	4176	1807	2369	302	174	128	7.2
Manufacturing & Mechanical TOTAL	24	1812	695	1117	57	22	35	3.1
Ladies' Clothing	3	302	27	275	5	0	5	1.7
Dairy Products	3	90	77	13	2	2	0	2.2
Textiles	5	700	93	607	31	1	30	4.4
All Others	13	720	498	222	19	19	0	2.6
Transportation & Communication TOTAL	3	579	280	299	7	7	0	1.2
Transportation & Com.	3	579	280	299	7	7	0	1.2
Trade - Wholesale - Retail TOTAL	8	365	170	195	33	31	2	9.0
Store - Dept.	3	131	42	89	4	2	2	0.0
Store - Wholesale -Retail	3	129	31	98	6	6	0	4.7
All Others	2	105	97	8	23	23	0	2.9
Professional & Public Service TOTAL	8	1097	523	574	115	81	34	10.5
Municipal Employees	4	780	357	423	491	66	25	11.7
Public Service	3	167	106	61	12	10	2	7.2
All Others	1	150	60	90	12	5	7	8.0
Domestic & Personal Service TOTAL	7	323	139	184	90	33	57	27.9
Laundries	5	176	55	121	40	3	37	22.7
All Others	2	146	84	63	50	30	20	34.0

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 Vocational Survey in Monmouth County interviewed 50 establishments finding 4,176 persons to be employed in these establishments and that of the total employees 302 were Negroes, 17¹/₂ of whom were males and 128 females. The total Negro employment in these establishments from which reports were received represented 7.2 per cent of the total employment, the Negro male representing 9.6 per cent of the total male and the Negro female 5.4 per cent of the total female employees. While the total of females having employment in the establishments interviewed were in excess of the total male employees by 562, the Negro female employment, when compared with the total female employment, is proportionately less than that of the Negro Male as compared with the total male employment.

The analysis of these employees in industries by type shows that in Monmouth as in other counties, the manufacturing industry absorbs a greater number of employees than any other type, however, the outstanding characteristic of Monmouth County's manufacturing industry is that 61.6 per cent of the total employees in this industry are females, while in the other counties the sex ratio of employees in this industry have been in the reverse order. 24 manufacturing establishments reported a total employment of 1,812. The total Negro employment being 57 or 3.1 per cent of the total employment. 695 constituted the total number of male employees while the Negro male was 22 or 3.2 per cent of the total males. The total of females in this industry was 1,117; 35 of these being Negro females. The total number of female employees exceed that of the male employees by 422 and the number of Negro females are 13 in excess of the number of Negro male employees in the manufacturing industry.

Three transportation and communication establishments were employing 579; 280 were males and 299 were female employees. This industry employed 7 Negroes all of whom were males. The Negro employees constituted 1.2 per cent of the total employment and 2.5 per cent of the male employment as reported by these establishments.

In trade & establishments reported a total employment of 365; 33 or 9.0 per cent of these were Negro employees. As in manufacturing and transportation, female employees outnumbered male employees there being 170 males and 195 female employees. The Negro males form 18.2 per cent of the total males and the Negro males 1.0 per cent of the total females.

The reports of eight professional and public service establishments showed total employment of 1,097 and a Negro employment of 115; which is 10.5 per cent of the total. 523 of these were male employees and the remaining 574 were females. Negro males constituted 81 or 15.5 per cent of the total males, while Negro females were 34 or 5.9 per cent of the total females.

Domestic and personal service employed 323 persons in the establishments interviewed. 90 Negro employees were working in these establishments and constituted 27.9 per cent of the total employees. Negro males constituted 23.7 per cent of the total males employed and Negro females were 31.0 per cent of the total female employees.

The per cent distribution of Negro employees in these types of industries shows that 12.6 per cent of all Negro male employees and 27.3 of all females are engaged in manufacturing; 46.6 per cent of Negro males and 44.5 per cent of Negro females are found in domestic and personal service.

MONMOUTH COUNTY

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

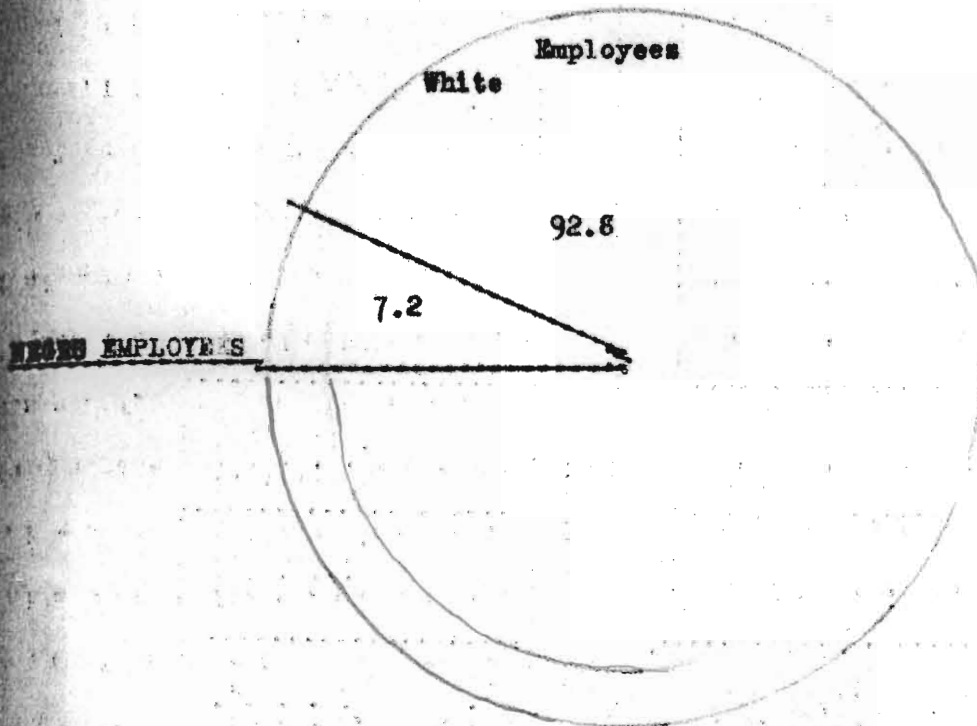
(50 ESTABLISHMENTS REPORTING)

INDUSTRIES	# Of Estab- lish- ments	<u>Total Employees</u>			<u>Negro Employees</u>			<u>% Negro of Total</u>		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	50	4176	1807	2369	302	174	128	7.2	9.6	5.4
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	24	1812	695	1117	57	22	35	3.1	3.2	3.1
Transportation & Communication	3	579	280	299	7	7	0	1.2	2.5	0.0
Trade - Wholesale - Retail	8	365	170	195	33	31	2	9.0	18.2	1.0
Professional & Public Service	8	1097	523	574	115	81	34	10.5	15.5	5.9
Domestic & Personal	7	323	139	184	90	33	57	27.9	23.7	31.0

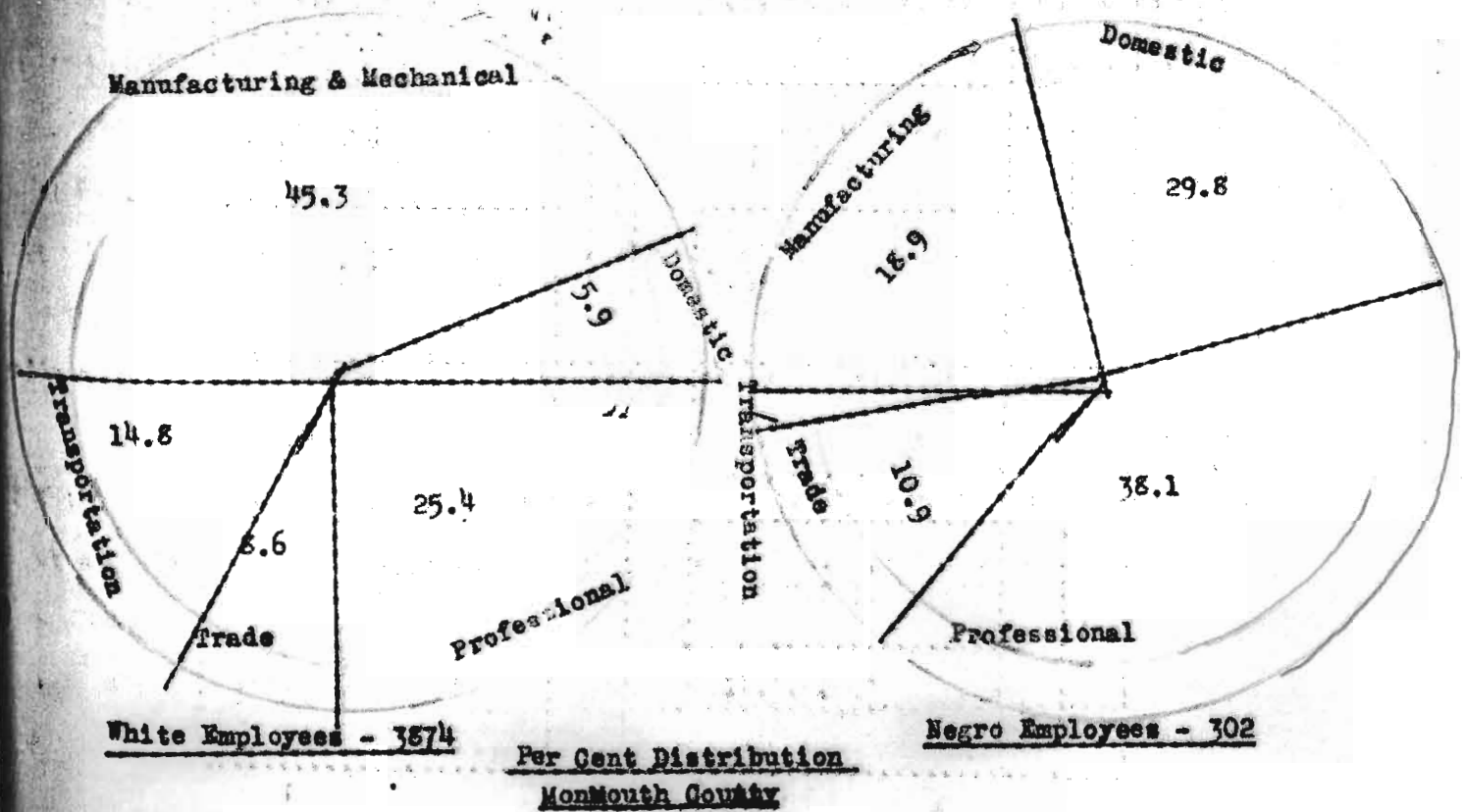
PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY

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	43.4	38.5	47.1	18.9	12.6	27.3
Transportation & Communication	13.9	15.5	12.6	2.3	4.0	0.0
Trade - Wholesale - Retail	8.7	9.4	8.2	10.9	17.6	1.6
Professional & Public Service	26.3	28.9	24.2	38.1	46.6	26.6
Domestic & Personal	7.7	7.7	6.9	29.8	19.0	44.5

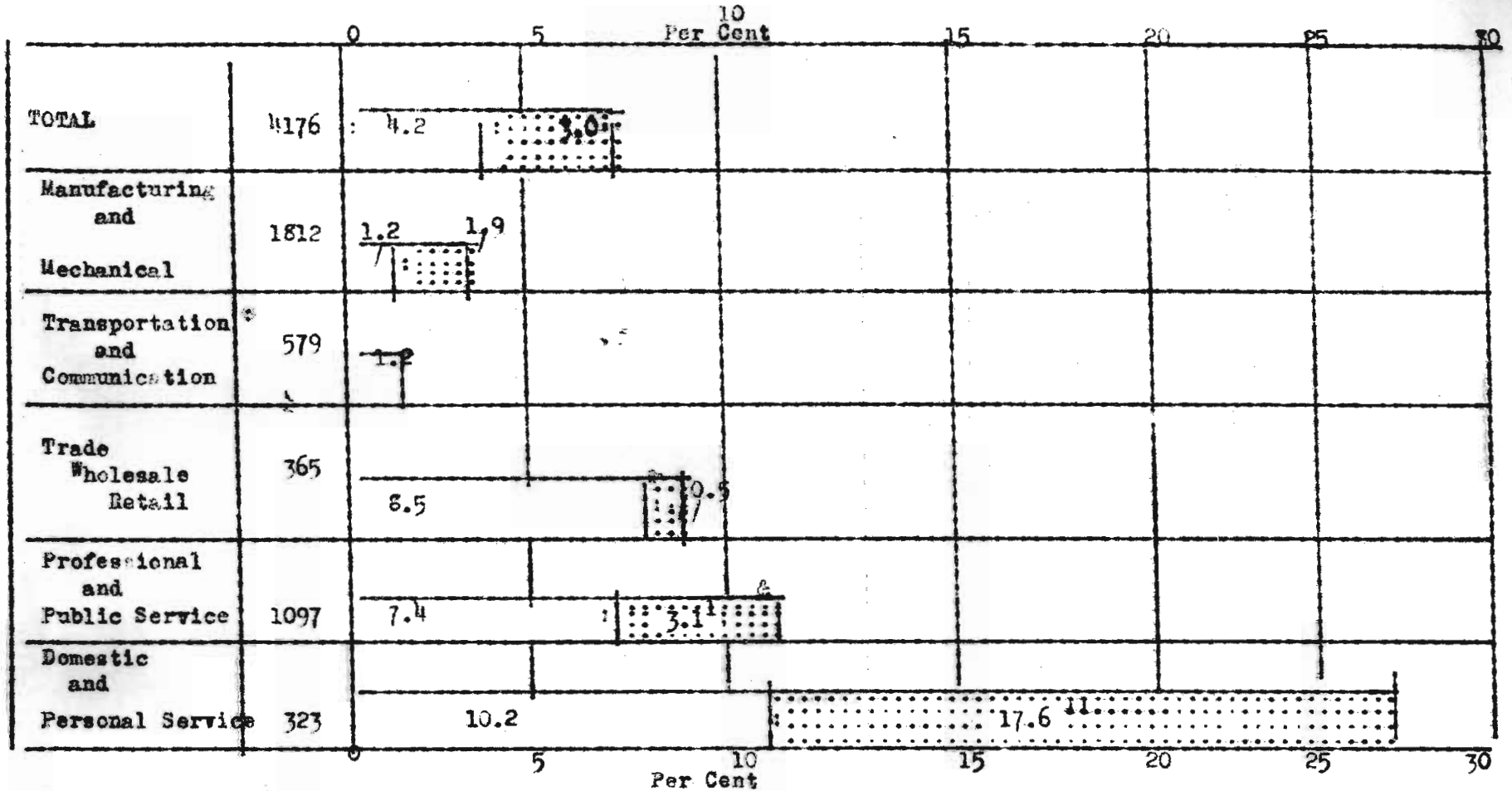
CHART NO. I

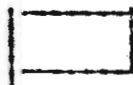


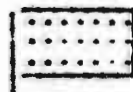
Per Cent White and Negro Employees in 50 Industrial Concerns



Total Employees in Industries by Type



 = Negro Male

 = Negro Female

Monmouth County

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

The median weekly wage received by 302 Negroes employed in establishments interviewed by field workers of the Negro Vocational Survey in Monmouth County was \$19.28. These employed persons were grouped in the various wage groups as follows: \$5.00 to \$9.99, (7); \$10.00 to \$14.99, (75); \$15.00 to \$19.99, (83); \$20.00 to \$24.99, (5); \$25.00 to \$29.99, (53); \$30.00 to \$34.99 (1); \$35.00 to \$39.99, (26); \$40.00 to \$44.99, (6). None in any Socio-Economic Group were earning above \$45.00 per week.

22 Professional workers were earning a median wage of \$37.50 per week. 28 professional workers in Newark were earning a median wage of \$15.00 per week; 123 in Atlantic County were earning \$46.12; Camden County with 70 samples had a median of \$32.50 per week, and Mercer County with 38 samples \$32.43 per week. Monmouth County thus ranks next to Atlantic County in median wages received by Negro professional workers.

108 of the 302 employed persons in Monmouth County were skilled workers. They were earning a median weekly wage of \$17.80. 7 were in the extremely low wage bracket of \$5.00 to \$9.99, and 4 were earning between \$35.00 and \$40.00 per week. While no member of the skilled worker group earned above \$40.00 per week, more than 94 per cent earned \$15.00 and above; approximately 60 per cent earning between \$20.00 and \$30.00 per week.

24 semi-skilled workers were earning a median wage of \$17.74; none were earning below \$10.00 nor above \$30.00; 9 of the 24 were in the wage level of \$10.00 to \$15.00; 7 from \$15.00 to \$20.00; and 8 from \$25.00 to \$30.00.

148 unskilled employees were earning a median weekly wage of \$19.00. 49 per cent of the persons employed in the establishments surveyed thus belonging to the unskilled class. 33 or 22.3 per cent of the members of this group were not earning above \$15.00 nor below \$10.00 per week. 51 or 34.5 per cent were earning between \$15.00 and \$20.00.

49 or 33.1 per cent were earning above \$20.00 and less than \$25.00. 6 unskilled persons were in the wage group from \$40.00 to \$45.00 per week; no member of any of the other socio-economic classes was receiving a weekly wage above \$49.99.

No Negro was employed in Monmouth County in a clerical capacity in the establishments surveyed.

On the basis of rate of median pay per week, Monmouth County does not show to a great disadvantage when compared with the other counties of the State, only Bergen, with a median weekly wage for all groups of \$24.33 and Passaic with \$20.85 showing a higher median rate of pay, and the Passaic advantage in rate of pay suffers in comparison as it is based on 217 samples as against 302 in Monmouth, as an extenuating circumstance for Passaic however, it may be recalled that no samples appeared in either the clerical or professional classes.

TABLE III

HUNTERDON COUNTY

NUMBER

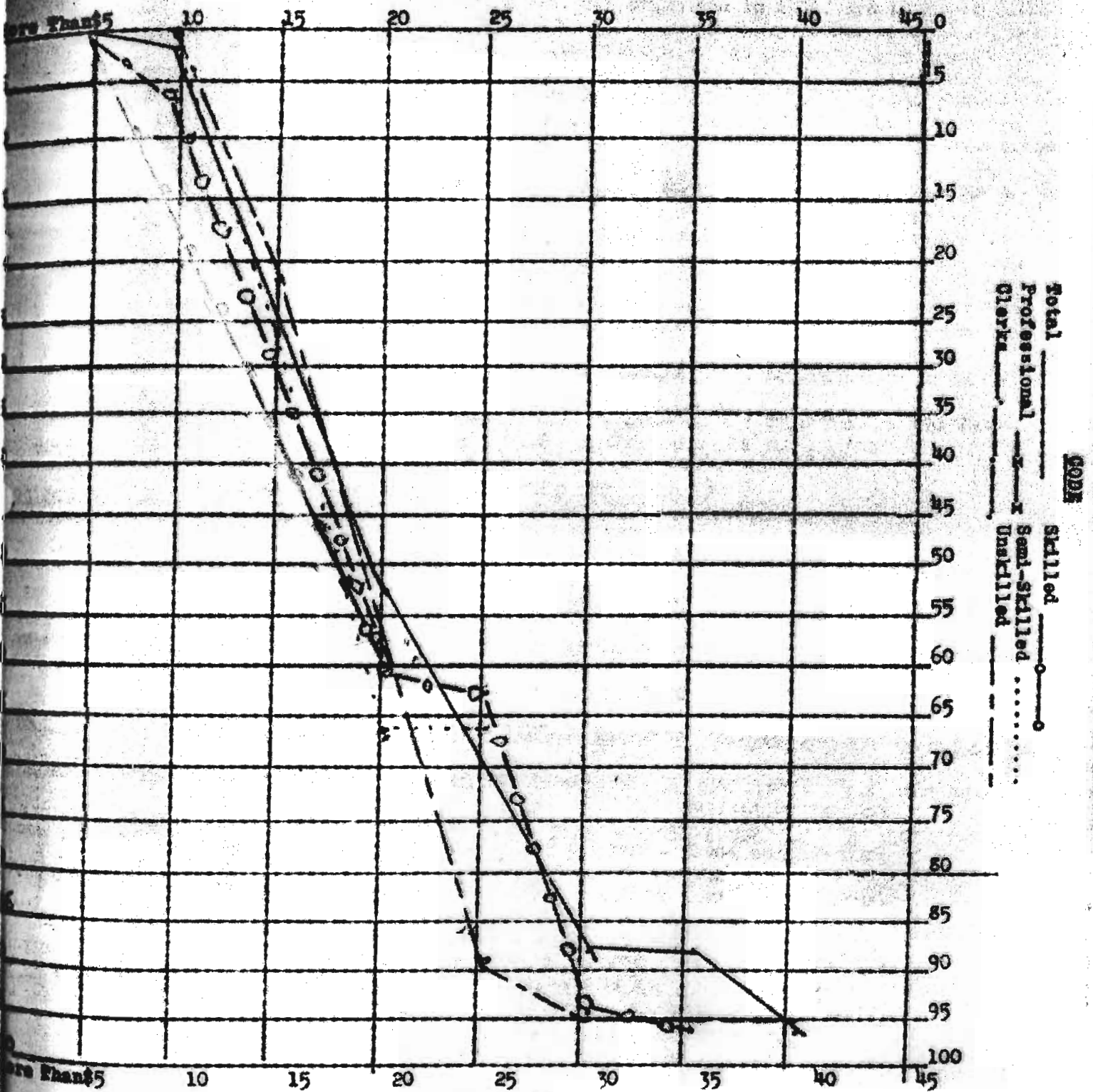
SOCIO-ECONOMIC GROUPS	Total	\$5.00 to 9.99	\$10.00 to 14.99	\$15.00 to 19.99	\$20.00 to 24.99	\$25.00 to 29.99	\$30.00 to 34.99	\$35.00 to 39.99	\$40.00 to 44.99	\$45.00 and Above	Median
TOTALS	302	7	75	83	51	53	1	25	6	0	\$19.28
PROFESSIONAL	22	0	0	0	0	0	0	22	0	0	\$37.50
CLERKS	0	0	0	0	0	0	0	0	0	0	\$0.00
SKILLED	108	7	33	25	2	36	1	4	0	0	\$17.80
SEMI-SKILLED	24	0	9	7	0	8	0	0	0	0	\$17.74
UNSKILLED	145	0	33	51	49	9	0	0	6	0	\$19.00
PER CENT											
TOTALS	100.0	2.3	24.8	27.5	16.9	17.6	0.3	8.6	2.0	0.0	
PROFESSIONAL	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	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	6.5	30.5	23.2	1.9	33.3	0.9	3.7	0.0	0.0	
SEMI-SKILLED	100.0	0.0	29.2	27.5	0.0	33.3	0.0	0.0	0.0	0.0	
UNSKILLED	100.0	0.0	22.3	34.5	33.1	6.1	0.0	0.0	4.0	0.0	

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

CHART #3

Chart Showing What Per Cent of Negro Employees in the Socio-Economic Groups are Earning More than a Specified Amount Up to \$45.00

WEEKLY WAGE (Dollars)



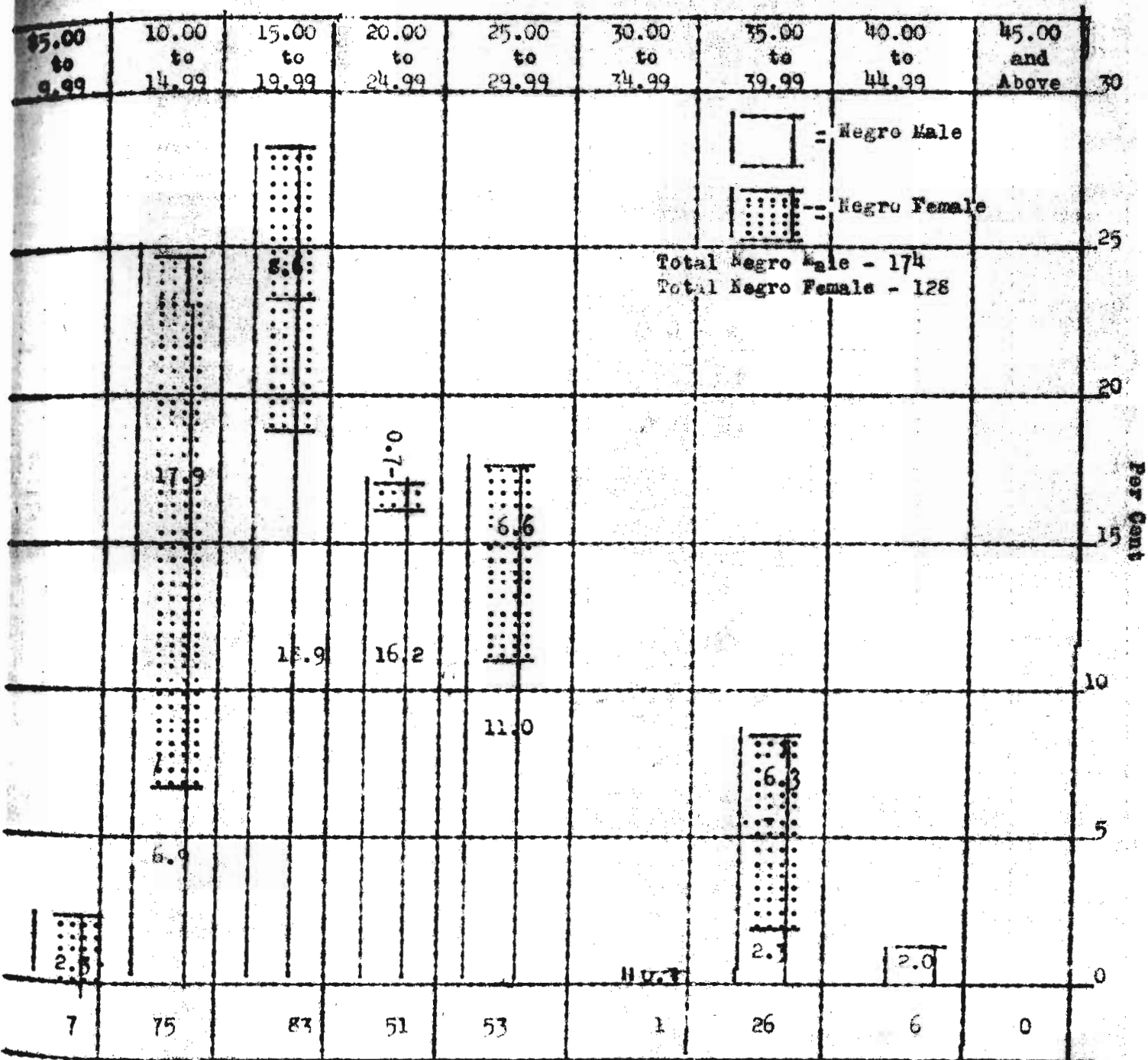
MORRIS COUNTY

Total	302
Professional	22
Clerks	0
Skilled	108
Semi-Skilled	29
Unskilled	148

CHART #4

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE

OF 302 NEGROES IN 32 INDUSTRIAL CONCERNS

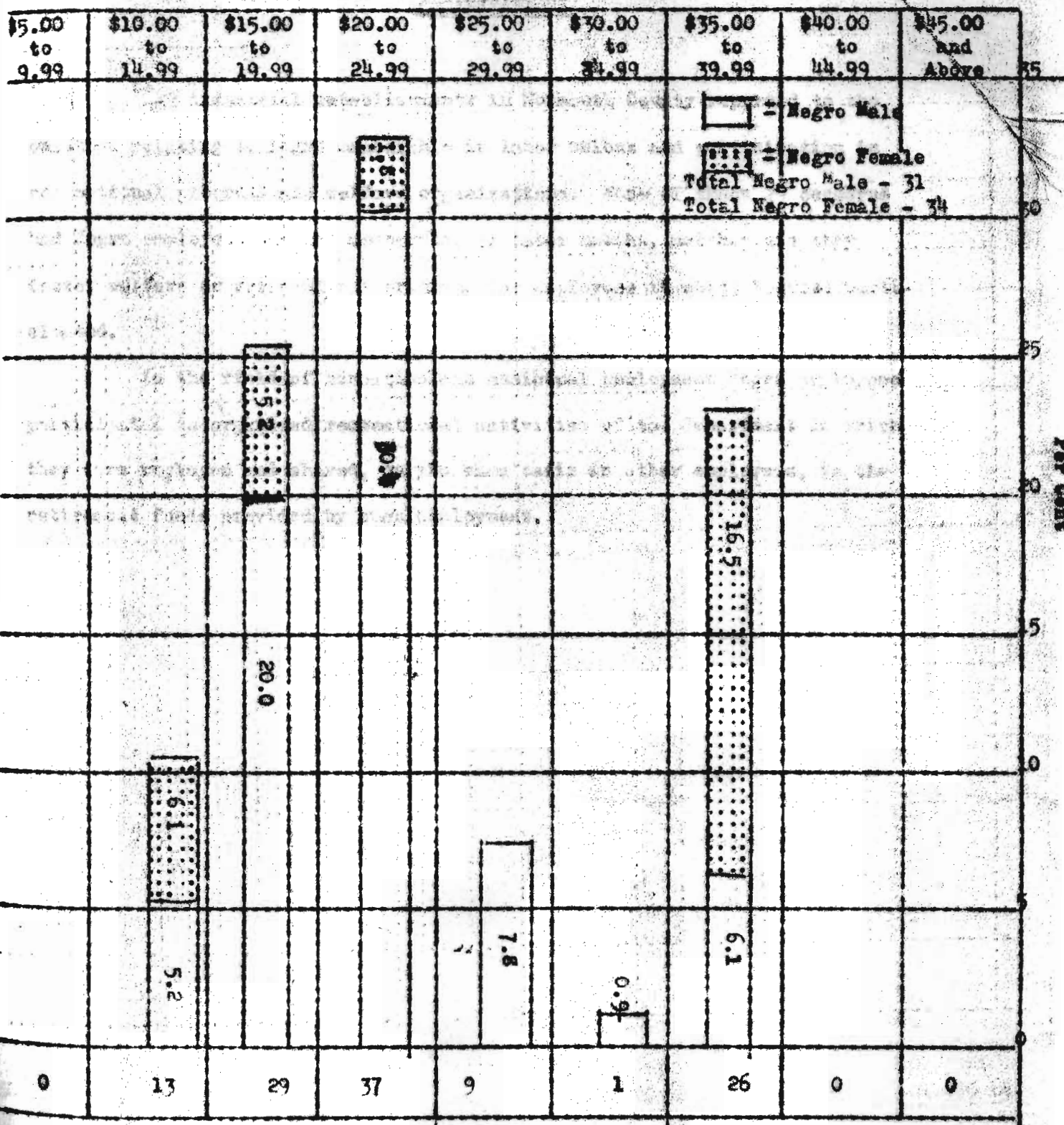


WONMOUTH COUNTY

CHART NO. 5

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE OF 115

NEGRO EMPLOYEES IN 8 PROFESSIONAL AND PUBLIC ESTABLISHMENTS



MONMOUTH COUNTY

NEGRO MEMBERSHIP IN LABOR UNIONS AND WELFARE
ORGANIZATIONS

29 industrial establishments in Monmouth County reported to the question relating to Negro membership in labor unions and participation in recreational programs and welfare organizations. None of these 29 concerns had Negro employees who had membership in labor unions, neither did they foster welfare or recreational programs for employees in which Negroes participated.

In the field of education and municipal employment Negro employees participated in organized recreational activities of the department in which they were employed and shared, on the same basis as other employees, in the retirement funds provided by such employment.

POLICIES OF INDUSTRIES NOT EMPLOYING NEGROES

In the Monmouth County survey 50 industrial establishments were interviewed. 14 of these were not employing Negroes at the time of the survey. 9 of the 14 had never used Negro help, while 5 of them had employed them at some time in the past. Three of these establishments expressed their intention to employ Negroes in the future and stated that they would give them the same type of positions in the future as Negroes had held in the past.

Analysing the attitudes of these industries by type, it is shown that 7 of the manufacturing establishments from which information was secured, had never employed Negroes; 5 of them had employed Negroes at some time in the past; 2 of these stated that they would employ Negroes in the future and would give them the same kind of positions. 9 of the 11 establishments reporting said that they would not employ Negroes in the future.

Those manufacturing concerns which did not employ Negroes in the past and stated that they would not employ them in the future were: 1 each of the chemical, clothing, novelties and food and 3 textile concerns. The reason given by these establishments for holding such an opinion were: (1) 3 stated that race prejudice among white workers prevented them from hiring Negroes. (2) 4 held that it was not the policy of their company to use Negro labor. (3) 1 textile establishment stated that Negroes were unskilled in their type of work and therefore would not consider using Negro employees in their plants.

In trade industry, 2 concerns reporting had no Negro employees; 1 of these stated that it had employed Negroes in the past and would hire Negroes in the future, and also would give them the same positions Negroes had held in the past, while the other had never used Negro help and did not state whether it would employ Negroes in the future. Neither of these trade establishments were able to give any special reason for not hiring Negroes.

Only one domestic and personal service establishment reported that it did not have Negro employees when the survey was made. This establishment had never employed Negro help at any time in the past and said that it would not employ them in the future.

Those industrial establishments which have employed Negroes in the past and will not employ them in the future were: 1 concern engaged in the manufacturing of dairy products and 1 leather goods concern.

One of the two dairy products concerns stated that it had no special reason for not having Negro employees, but would not commit itself on the future employment of Negroes in that concern. One leather goods concern claimed that Negroes were not skilled in their type of work, and for that reason it would not employ them in the future. While concerns not having employed Negroes in the past in Monmouth County seemed set in their determination as a matter of policy, not to use them in the future, the fact remains, that those industries which employed Negroes in the past, with one exception, were well disposed toward Negro labor and will employ them in the future.

POLICIES OF ESTABLISHMENTS NOT NOW 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	Yes	No	Never Applied Reason	Race Prejudice	No Special Reason	Unskilled	Not policy of Company
ALL INDUSTRIES	14	5	9	3	11	3	0	1	4	3	2	4
Manufacturing & Mechanical TOTAL	11	5	7	2	9	2	0	1	2	3	2	3
Textiles	3	-	3	-	3	-	-	-	-	-	1	2
All Others	8	4	4	2	6	2	-	1	2	3	1	1
Transportation & Communication -	-	-	-	-	-	-	-	-	-	-	-	-
Trade-Wholesale - Retail TOTAL	2	1	1	1	1	1	-	-	2	-	-	-
All Others	2	1	1	1	1	1	-	-	2	-	-	-
Professional & Public Service	-	-	-	-	-	-	-	-	-	-	-	-
Domestic & Personal Service TOTAL	1	-	1	-	1	-	-	-	-	-	-	1
All Others	1	-	1	-	1	-	-	-	-	-	-	1

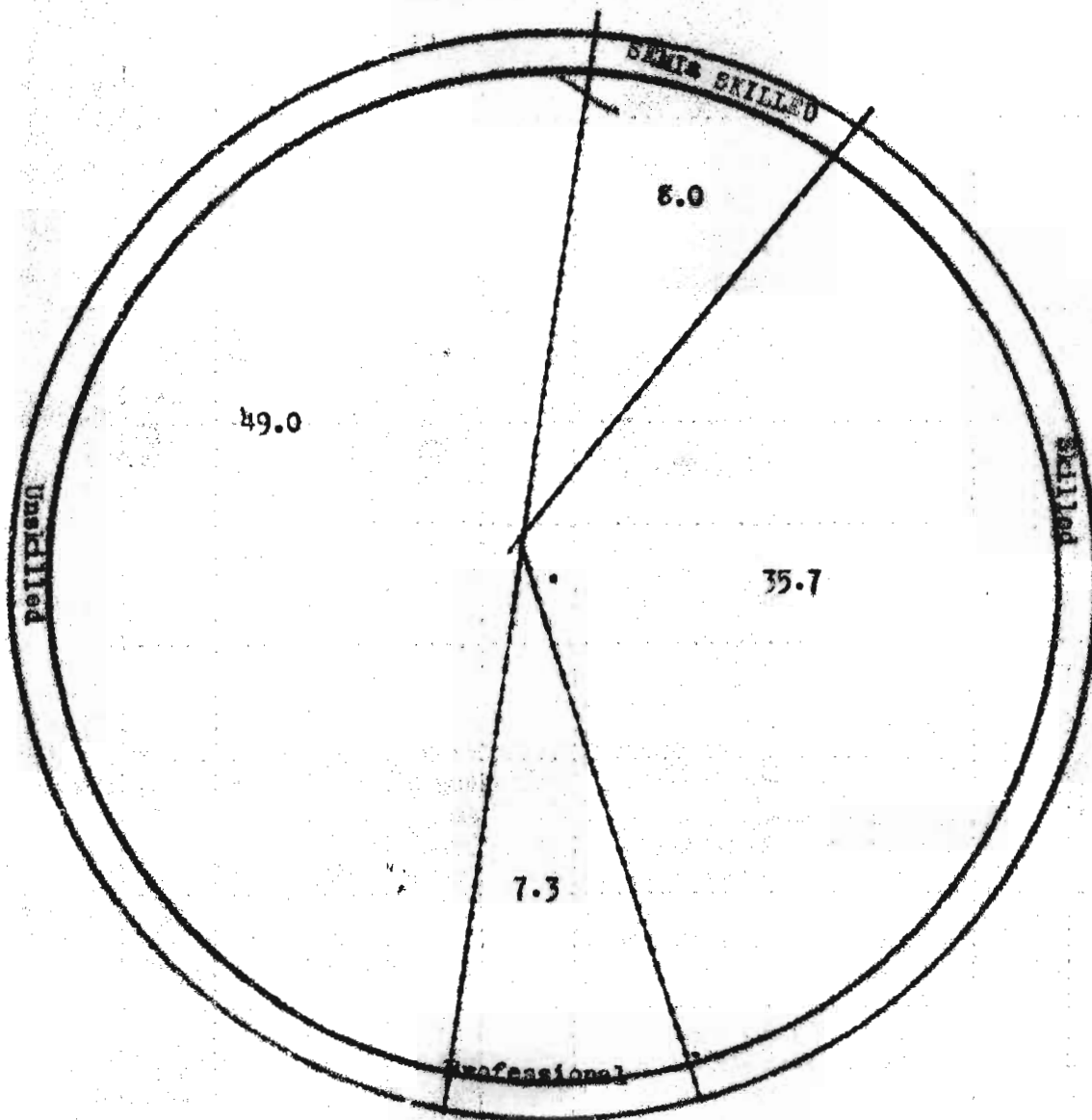
Note: All industries having less than three concerns reporting have been grouped under "ALL OTHERS".

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

Industrial Classes	# Of Estab- lishments 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	10	57	22	35	0	0	0	0	5	34	0	1	17	0
Transporta- tion	2	7	7	0	0	0	0	0	0	0	0	0	7	0
Trade	6	33	31	2	0	0	0	0	0	0	0	0	31	2
Professional	8	115	81	34	3	19	0	0	21	1	0	0	56	14
Domestic	6	90	33	57	0	0	0	0	12	34	8	15	13	8
Sub-Total	32				3	19	0	0	39	69	8	16	124	24
Grand Total	32	302	174	128	22		0		108		24		148	
Per Cent Dist. Total		100.0			7.3		0.0		35.7		8.0		49.0	
" Male		100.0			1.7		0.0		22.4		4.6		71.3	
" Female		100.0					14.8		0.0		53.9		12.5	

CHART NO. VI

PER CENT DISTRIBUTION OF 702 NEGRO EMPLOYEES IN
SOCIO-ECONOMIC GROUPS



MORRISTOWN COUNTY

PATERSON

PASSAIC COUNTY
(EXCEPT PATERSON)

REPORT OF NEGRO VOCATIONAL SURVEY

OF

PATTERSON & PASSAIC COUNTY

- I. Distribution of Total and Negro Employees according to sex in industries, showing per cent Negro.
Table 1. Distribution of Total and 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. Table e. and Chart 3.
Weekly wage scale of Negro male and female employees in: All industries. Chart 4.
- IV. Policies of industries not employing Negroes.
Table 4.
- V. Classification of Negro Employees according to sex into industro-socio-economic groups. Table b. and Chart 6.

N. J. URBAN LEAGUE
(For Social Work Among Negroes)
58 West Market Street,
Newark, E. J.

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

The Vocational Survey of Paterson secured 161 interviews from establishments employing 25 or more persons. These 161 industrial plants employed 14,310 men and women. They were divided as to sex into 8,775 males and 5,535 females. Only 50 of the 14,310 were Negroes. Of the 50 employed Negroes, 43 were males and 7 females.

Of the 161 establishments reporting, 119 were engaged in manufacturing and mechanical pursuits. The 119 plants engaged in manufacturing and mechanical industries surveyed, showed a total employment of 9,285. Of the 9,285 employed in the above mentioned industries, 5,775 were males and 3,511 were females. 24 Negroes, all males, found employment in these industries. The 24 Negroes employed in manufacturing and mechanical pursuits were distributed as follows: food and allied industries, 3 establishments reporting, 7 males; machinery, 9 reporting, 8 males; textiles, 87 reporting, 8 males; all others, 1 male.

11 establishments engaged in trade, wholesale and retail reported. Their total employment was 1,327. 12 Negroes were numbered in the total of 1,327. 8 were male and 4 were female. 10 of the 12 Negroes finding employment in trade were employed by department stores. The 4 females and 6 of the 8 males being thus employed.

3 establishments engaged in professional and public service reported. They showed a total employment of 112 and a Negro employment of 4, all males.

28 establishments engaged in domestic and personal service reported. 3,485 persons were employed by these concerns. 10 Negroes, 7 males and

3 females found work in this field. The 6 males were employed in cleaning and dyeing plants, while the 3 females were employed in laundries.

The percentage of Negro employees as compared with the total employment is 0.3%. The mills of Paterson practically exclude the Negro employee, the Negro constituting only 0.1% of the total engaged in the Textile industry.

TABLE I

PATTERSON PASSAIC COUNTY

DISTRIBUTION 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	161	14310	8775	5535	50	43	7	0.3
Manufacturing & Mechanical TOTAL	119	9286	5775	3511	24	24	0	0.3
Clothing-Men's, Boys'	4	272	64	208	0	0	0	0.0
Food & Allied Ind.	3	297	252	45	7	7	0	2.4
Machinery	8	874	535	49	8	8	0	1.4
Printing, Pub. & Engraving	3	267	240	27	0	0	0	0.0
Paper Products	3	34	52	42	0	0	0	0.0
Textiles	87	6552	3827	2653	8	8	0	0.1
All Others	8	1230	745	485	1	1	0	0.1
Transportation & Communication TOTAL	—	—	—	—	—	—	—	—
Trade - Wholesale - Retail TOTAL	11	1327	425	902	12	8	4	0.9
Banks	6	329	342	81	0	0	0	0.0
Stores-Dept.	4	971	174	797	10	6	4	1.3
All Others	1	27	3	24	2	2	0	7.4
Professional & Public Service TOTAL	3	212	195	17	4	4	0	1.9
All Others	3	212	195	17	4	4	0	1.9
Domestic & Personal Service TOTAL	28	3485	2380	1105	10	7	3	0.3
Cleaning & Dyeing	21	3191	2340	251	6	6	0	0.2
Laundries	6	214	81	133	3	0	3	1.4
All Others	1	80	59	21	1	1	0	1.2

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

PATERSON

DISTRIBUTION OF EMPLOYERS BY SEX AND COLOR

IN INDUSTRIES BY TYPE

Information was secured from 161 individual establishments during the Vocational Survey in Paterson, with a total employment of 14,310 and a Negro employment of 50 or 0.3 per cent of the total employment. Of this number 8,775 were male employees and 5,535 were female. The Negro male employees were 43 or 0.5 per cent of the total male employees and the Negro female was 7 or 0.1 per cent of the total female employees.

In analyzing the distribution of the employees in industries by type, 119 establishments reported for the manufacturing industry, with a total employment of 9,286 persons, of which the Negro employees constituted 24 or 0.3 per cent of the total.

No data was collected for the transportation and communication establishments.

The eleven concerns reporting for the trade, wholesale and retail had 1,327 Employees, the Negro constituted 12 or 0.9 per cent of the total employment.

212 persons were employed by three professional and public service concerns; the Negro represented 4 or 1.9 per cent of the total employment.

28 Domestic and personal service establishments had a total employment of 3,485 and the Negro constituted 10 or 0.3 per cent of the total employment.

There were 8,732 white male employees and 5,751 or 65.9 per cent were engaged in the manufacturing industry. Of the 43 Negro male employees, 24 or 55.8 per cent of the total Negro employees were also engaged in the

-5-

manufacturing industry. Of the 5,528 white females 3,511 or 63.5 per cent were engaged in the manufacturing industry. There were no Negro females in these establishments.

417 white male employees were reported in the trade industry, this constitutes 4.7 per cent of the total of white male employees, while the Negro male represents 8 or 18.6 per cent of the total Negro male employees. 898 or 16.3 per cent of the total white females were engaged in this industry. The Negro females were 4 or 57.1 per cent of the total Negro female employees.

The total white male employment in the professional and public service enterprises was 191 or 3.2 per cent of the white male employees and the Negro male was 4 or 1.9 per cent of the Negro male employees. The white female was 17 or .3 per cent of the total white female employees. No Negro females were found in this industry.

28 domestic and personal service concerns reported 2,373 white male employees; this number represents 27.2 per cent of the total white male; the Negro male was 7 or 15.3 per cent of the total Negro male. The white female was 1,102 or 19.9 per cent of the total white female employees. The Negro female was 3 or 42.9 per cent of the total Negro female.

TABLE II

PATERSON - PASSAIC COUNTY

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

(161 INDUSTRIES REPORTING)

INDUSTRIES	# of Industries	<u>Total Employees</u>			<u>Negro Employees</u>			<u>% Negro of Total</u>		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	161	14310	8775	5535	50	42	7	0.3	0.5	0.1
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	119	9236	5775	3511	24	24	0	0.3	0.4	0.0
Transportation & Communication	0	0	0	0	0	0	0	0.0	0.0	0.0
Trade - Wholesale - Retail	11	1327	425	902	12	8	4	0.9	1.9	0.4
Professional & Public Service	3	212	195	17	4	4	0	1.9	2.1	0.0
Domestic & Personal	20	3485	2360	1105	10	7	3	0.3	0.3	0.3

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	64.9	65.9	63.4	48.0	55.8	0.0	
Transportation & Communication	0.0	0.0	0.0	0.0	0.0	0.0	
Trade - Wholesale - Retail	9.3	4.8	16.3	24.0	18.6	57.1	
Professional & Public Service	1.5	2.2	0.3	8.0	9.3	6.0	
Domestic & Personal	24.3	27.1	20.0	20.0	16.3	42.9	

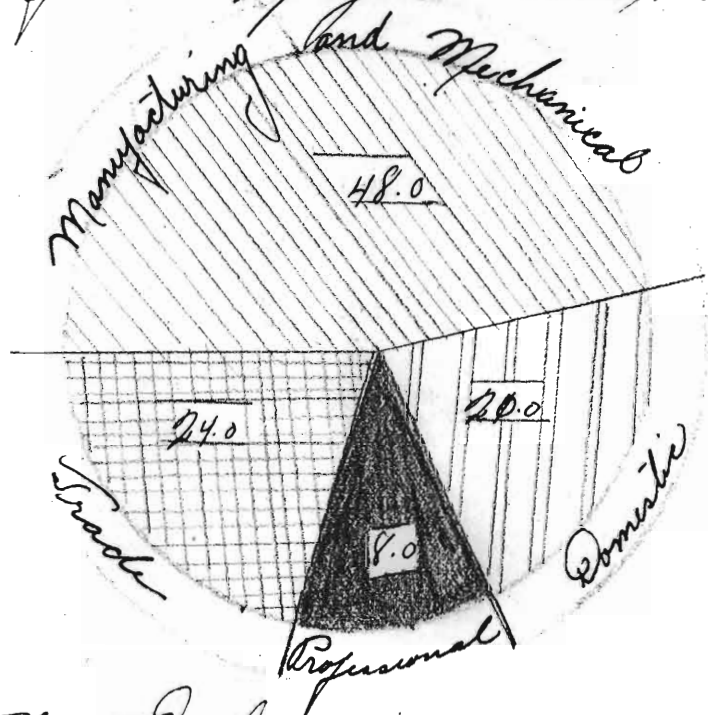
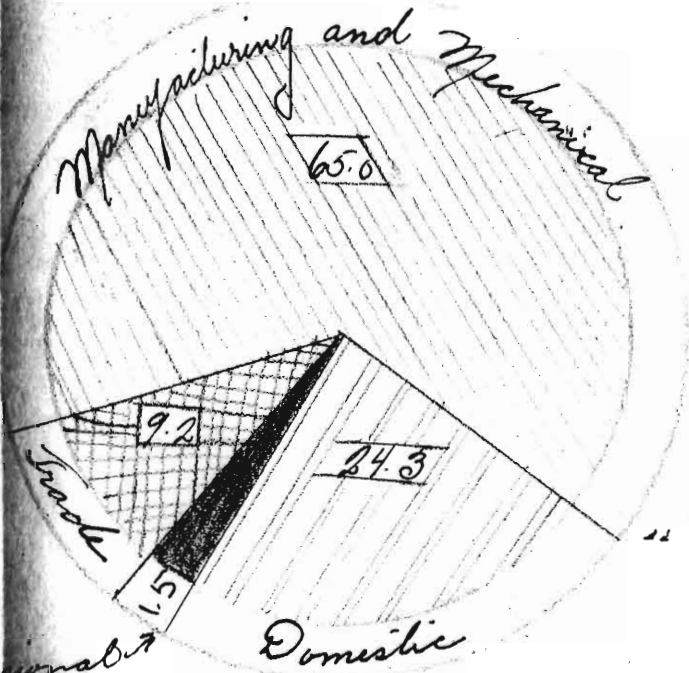
Chart No 1.

White Employees - 14260

99.7

Negro Employees 0.3

Per Cent Distribution of Total Employees in 161 Industries



White Employees - 14260

Negro Employees - 50

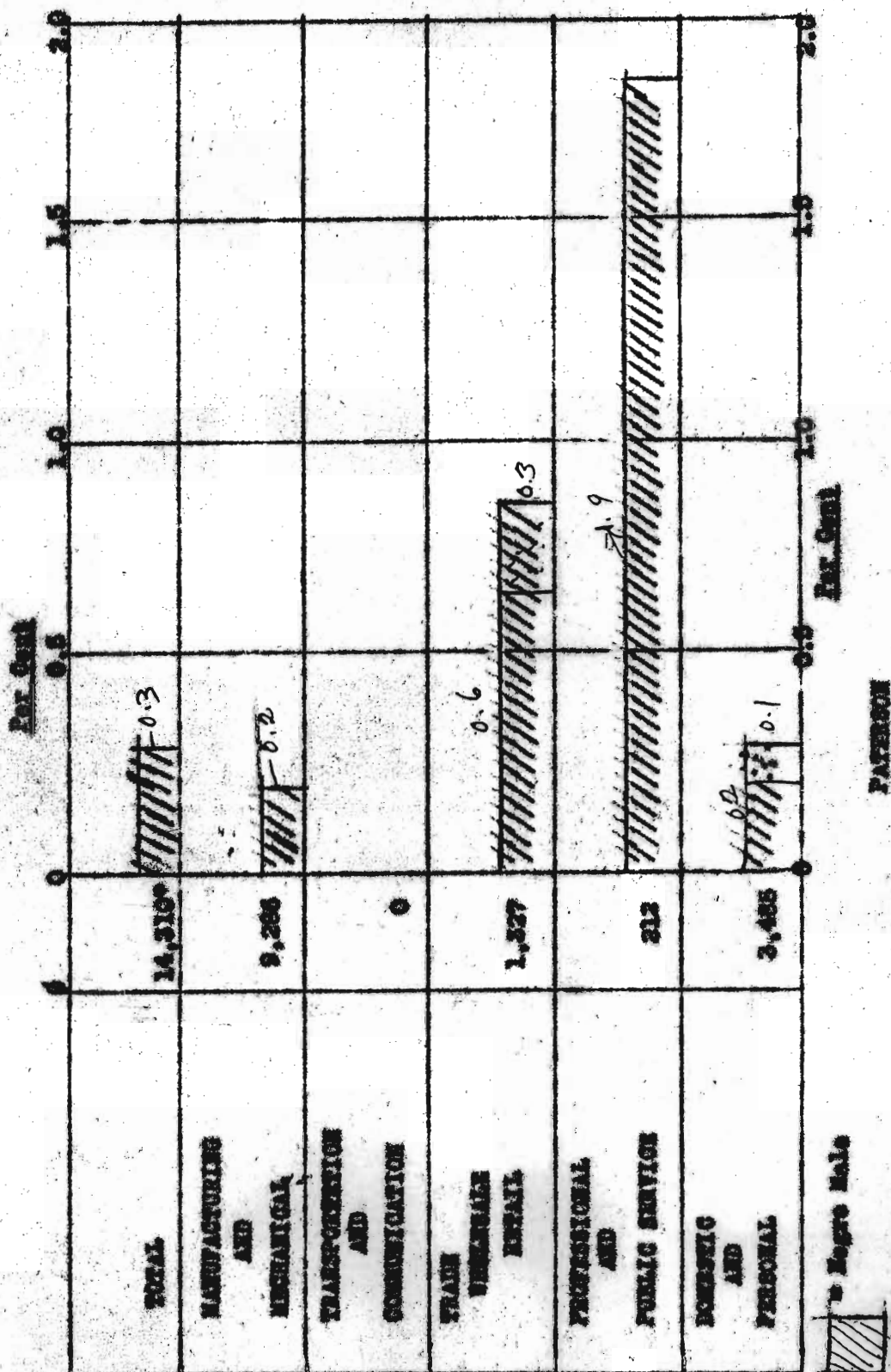
Per Cent Distribution

Paterson - Passaic County

CHART 72

PERCENTAGE OF NEGRO EMPLOYEES ACCORDING TO SEX OF THE

TOTAL EMPLOYEES IN INDUSTRIES BY TYPE



Note:-- Percentage Negro Female of the Total Represent less than 0.05 Per Cent

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

The median weekly wage for the 50 persons employed in the 161 establishments surveyed in Paterson, was \$19.78. \$35.00 is the highest weekly wage reported as being received by anyone in the Socio-Economic Groups. 3 persons, 1 skilled and 2 unskilled were earning that amount per week. 24% were earning between \$10.00 and \$14.99. 28% were grouped in the wage level of \$15.00 to \$19.99 per week. Grouped in their Socio-economic classes, 6 belong to the unskilled, 7 to the semi-skilled and 1 to the skilled classification.

The highest median wage is found in the semi-skilled group. 10 of the 50 employed persons are in this class. They are earning \$22.16 per week. The median weekly wage for the 36 unskilled, is \$18.33. Only 4 come within the skilled classification and their median weekly wage is \$15.00. No cases were reported in the professional or clerical groups.

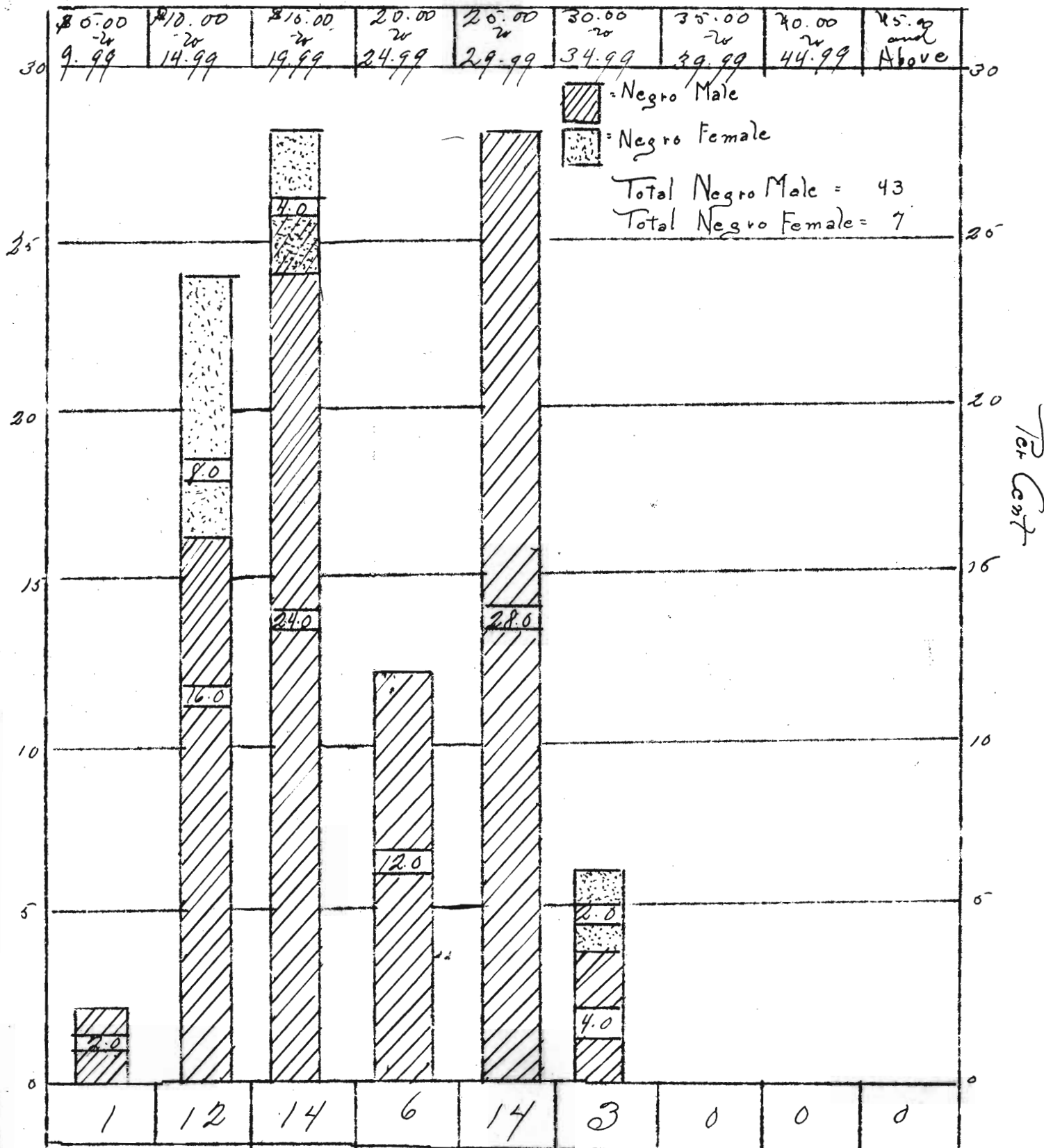
The wage findings in Paterson, showed the unskilled and semi-skilled with a greater median wage than the skilled. There is a possibility that this fact may be accounted for, in a large measure, by the few cases reporting. The establishments yielding data, showing 36 cases of unskilled, and 10 cases of semi-skilled as against only 4 of skilled employment of Negroes. Of the 50 cases of employed persons covered by the survey, 7 were female. They were earning a median wage of \$18.75 per week.

PATERSON - PASSAIC 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
TOTALS	50	1	12	14	6	14	3	0	0	0	\$
Per Cent	100.0	2.0	24.0	28.0	12.0	28.0	6.0	0.0	0.0	0.0	\$19.78
PROFESSIONAL	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	\$ 0.00
CLERKS	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	\$ 0.00
SKILLED	4	0	2	0	0	1	1	0	0	0	
Per Cent	100.0	0.0	50.0	0.0	0.0	25.0	25.0	0.0	0.0	0.0	\$15.00
SEMI-SKILLED	10	1	0	2	0	7	0	0	0	0	
Per Cent	100.0	10.0	0.0	20.0	0.0	70.0	0.0	0.0	0.0	0.0	\$22.14
UNSKILLED	36	0	10	12	6	6	2	0	0	0	
Per Cent	100.0	0.0	27.8	33.3	16.7	16.7	5.5	0.0	0.0	0.0	\$18.33

CHART #4 Percentage Distribution of Weekly Wage Scale of 50 Negroes in 19 Industrial Concerns



Paterson

PATERSON

POLICIES OF INDUSTRIES NOT EMPLOYING

NEGROES AT THE TIME OF THE SURVEY

The Vocational Survey of Paterson comprised 161 completed interviews. Out of the 161 concerns covered in the survey, 142 of them had no Negro employees at the time of the survey. Of the 142 concerns which reported as having no Negro employees, 12 had at some time or another used Negro labor, while 130 concerns reported that they had never used Negro labor. As a future policy toward Negro labor, 31 of the 142 concerns indicated their intention of using Negro labor in the future, while 111 concerns went on record as stating that Negro labor would not be used in the future. It is also striking to note that out of the 12 concerns that had employed Negroes in the past, 11 said that if they used Negro labor in the future they would be given the same type of positions they formerly held, while only one concern indicated that Negro employees would be given new positions.

In the Manufacturing and Mechanical industries, 107 concerns reported, 99 of which never employed Negroes, while 12 had used them in the past. As regards future policy, 80 establishments stated that they would not use Negro labor, while 12 indicated their willingness to use them in the future. All of the 8 concerns which had employed Negroes, stated that they would be given the same kind of positions that they had formerly occupied when working for the various firms. The textile industry represented the largest horizontal business coming under the Manufacturing class. This industry had 82 concerns reporting and only three had ever used Negro labor, but the same three and sixteen others which had not used Negro labor in the past indicated their intent to use Negro labor in the future.

In the Clothing industry, where wages are low and where there is a high percentage of the marginal labor classes, no Negro employees were found. Four establishments in this industry reported, one of them stating that it would use Negro labor in the future.

Seven concerns reported for the commercial field and none of them had used Negro labor, neither did any of them indicate their willingness to use Negro employees in the future.

Four concerns reported for the Professional and Public Service activities and three of them had used Negro employees in the past, but only two of them registered their willingness to use Negro labor in the future and these two said that they would occupy the same type of position as they formerly held.

Twenty-four concerns reported for the Domestic and Personal Service field, but one had used Negro employees. This concern, a laundry, registered its willingness to use Negroes in the future, but stated that they would hold only the same type of positions as they had previously held. Nineteen establishments reported for the Cleaning and Dyeing industry, none had used Negro employees, nor would any of them consent to use them in the future.

The following reasons were given by the 142 establishments for not having Negro employees: 33 of them stated that Negroes had never applied for work; 13, gave no special reason for not employing Negroes; 16 reported that labor unions furnished their employees, of which Negroes were not members; 45, said that Negroes were unskilled in their line of work; 26 stated that it was against the policy of their company to employ Negroes; 6 said that race prejudice prevented the employing of Negroes; one claimed that Negroes would not take an interest in the work and two

reported that Negroes were not reliable, and, therefore, could not be taken into the business.

The 82 textile establishments under the Manufacturing industry gave the following reasons for not employing Negroes:

- 25, stated that they had never applied
- 2, gave no special reason
- 11, said that labor unions furnished their labor, of which Negroes were not members
- 30, said that they were unskilled
- 13, reported that it was not the policy of their company to use Negro labor, and
- 3, stated that Negroes were unreliable.

The Clothing industry gave the following reasons for not employing Negroes:

- 1, had no special reason
- 3, said that they were unskilled
- 2, said that it was against the policy of the company, and
- 1, reported that race prejudice among the workers prevented them from employing Negroes.

PATERSON - PASSAIC COUNTY

POLICIES OF INDUSTRIES NOT NOW EMPLOYING NEGROES

TYPES OF INDUSTRIES	# OF Con- cerns	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 Interested In Work	Not Reliable
ALL INDUSTRIES	142	12	130	31	111	11	19	33	13	16	45	26	6	1	2
Manufacturing & Mechanical TOTAL	107	8	99	27	80	9	18	30	7	14	36	16	2	-	2
Textiles	82	3	79	19	63	5	13	25	2	11	30	12	-	-	2
Machinery	7	2	5	1	6	1	-	-	1	-	3	2	1	-	-
Clothing-Men's	4	-	4	1	3	-	1	-	1	2	-	-	1	-	-
Paper Products	3	-	3	1	2	-	1	1	-	-	-	2	-	-	-
Printing	3	-	3	1	2	-	1	1	1	-	1	-	-	-	-
All Others	8	3	5	4	4	3	2	3	2	3	2	-	-	-	-
Transportation & Communication	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trade-Wholesale-Retail TOTAL	7	-	7	-	7	-	-	-	2	-	-	4	-	1	-
Banks	6	-	6	-	6	-	-	-	2	-	-	4	-	-	-
All Others	1	-	1	-	1	-	-	-	-	-	-	-	-	1	-
Professional & Public Service TOTAL	4	3	1	2	2	2	-	-	1	-	-	3	-	-	-
All others	4	3	1	2	2	2	-	-	1	-	-	3	-	-	-
Domestic & Personal Service TOTAL	24	1	23	2	22	-	1	3	3	2	9	3	4	-	-
Cleaning	19	0	19	1	18	-	1	1	3	2	9	3	1	-	-
Laundry	5	1	4	1	4	1	-	2	-	-	-	-	3	-	-

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

PATERSON - PASSAIC COUNTY

CLASSIFICATION OF NEGROES ACCORDING TO SEX INTO INDUSTRIAL SOCIO-ECONOMIC GROUPS

<u>Industrial Classes</u>	# Of Indus- tries	<u>No. of Employees</u>			<u>Professional & Technical</u>		<u>Clerical & 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
Mechanical & Manufacturing	11	24	24	0	0	0	0	0	2	0	6	0	16	0
Transportation & Communication	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trade-Wholesale & Retail	3	12	8	4	0	0	0	0	0	2	0	0	8	2
Professional & Technical	1	4	4	0	0	0	0	0	0	0	4	0	0	0
Domestic & Personal Service	4	10	7	3	0	0	0	0	0	0	0	0	2	3
Sub-Total	19	50	43	7	0	0	0	0	2	2	10	0	31	5
Grand Total	19	50			0		0		4		10		36	
Per cent Dist. Total					0.0		0.0		8.0		20.0		72.0	
* Male					0.0		0.0		4.7		23.2		72.1	
* Female					0.0		0.0		28.6		0.0		71.4	

REPORT OF NEGRO VOCATIONAL SURVEY

OF

PASSAIC COUNTY OUTSIDE OF PATERSON

- 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.
- 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. Chart 4. (b) Manufacturing and Mechanical Chart 5.
- IV. Policies of industries not employing Negroes.
Table 4.
- V. Classification of Negro employees according to sex into industro-socio-economic groups. Table 5. Chart 6.

DISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDING TO SEX IN

INDUSTRIES SHOWING PER CENT NEGRO.

Data was received from 80 industrial establishments in Passaic County outside of Paterson. The establishments reporting showed an employment of 14,441 white males, 7,483 white females, 156 Negro males and 9 Negro females for a total employment of 22,091 persons.

66 of the 80 establishments were engaged in manufacturing and mechanical pursuits and absorbed 20,483 of the employed, the sex division being 13,259 males and 7,224 females. The manufacturing and mechanical pursuits thus absorbed 92 per cent of the total employment and 96 per cent of the Negro employment in the establishments reporting to this survey.

The Negro composed 0.8 per cent of the total employment, 1.2 per cent of the employment in the manufacturing and mechanical industries, 4 per cent of the employment in the one establishment reporting in transportation and communication, and 0.3 per cent of the 13 establishments reporting in the domestic and personal service field.

The fields of best opportunity for Negro employment in Passaic County outside of Paterson are in: (1) the chemical industry; 4 establishments reported and showed a total employment of 411, of which 6.6 per cent were Negro; 26 males and 1 female. (2) 3 establishments engaged in food and allied industries showed a total employment/285 of which 5.6 per cent or 16 were Negro males. (3) 6 establishments engaged in machinery manufacturing had a total employment of 413 of which 5.3 per cent or 22 were Negro males. (4) 3 concerns manufacturing paper products having a total employment of 136 employed 21 Negro males, which was 15.4 per cent of the total employment in this industry.

The prime reason for the low employment ratio of Negroes in Passaic County is the failure of the textile and rubber industries to absorb Negro labor. These two industries employed 77 per cent of the 22,091 persons employed in the 80 establishments investigated by the survey. The rubber industry showed

a Negro employment of 43, which constituted only 0.8 per cent of the industry's employment of 5,483 persons. The textile industry showed a Negro employment of only 4 out of a total employment of 11,655 and no Negro female employment, although textiles absorbs 73 per cent of the total female employment in the county. The Negro female is given very limited opportunities for employment in the domestic and personal service field, being used only in laundries, where 2.5 per cent of a total of 159 employees are Negroes.

TABLE I
PASSAIC COUNTY (OUTSIDE OF PATERSON)
DISTRIBUTION OF TOTAL AND NEGRO EMPLOYERS 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	Female	
ALL INDUSTRIES	80	22091	14599	7492	167	158	9	0.8
Manufacturing & Mechanical TOTAL	66	20483	13259	7224	161	155	6	1.2
Chemicals	4	411	352	49	37	26	1	6.6
Clothing-Ladies'	3	195	45	150	8	4	4	4.1
Clothing-Men's, Boys'	5	716	338	378	0	0	0	0.0
Food & Allied Ind.	3	285	275	10	16	16	0	5.6
Machinery	6	413	384	29	22	22	0	5.3
Metal Products	3	575	408	167	1	1	0	0.2
Paper Products	3	136	79	57	21	21	0	15.4
Rubber Industry	3	5483	4786	697	43	42	1	0.8
Textiles	26	11655	6157	5498	4	4	0	0.0
All Others	10	614	425	189	19	19	0	3.0
Transportation & Communication TOTAL	1	50	48	2	2	2	0	4.0
All Others	1	50	48	2	2	2	0	4.0
Domestic & Personal Service TOTAL	13	1558	1292	266	4	1	3	0.3
Cleaning & Dyeing	9	1399	1211	188	0	0	0	0.0
Laundries	4	159	81	78	4	1	3	2.5

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

PASSAIC COUNTY * OUTSIDE OF PATERSON

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES
BY TYPE

22,091 was the total number of employees reported by 80 industrial establishments during the vocational survey in Passaic County, outside of Paterson. The total Negro employees was 167 or 0.8 per cent of the total number of employees. The total male employees was 14,599 and the Negro male 158 or 1.1 per cent of the total male. There were 7,492 female employees of which the Negro female represented 9 or 0.1 per cent of the total female employees.

The distribution of these employees in industries by type shows that 66 concerns reporting for the manufacturing industry had 20,483 employees; the total number of Negro employees was 161 or 0.8 per cent of the total employees in the manufacturing industry. Of the 13,259 male employees the Negro male represents 155 or 1.2 per cent of the total male employees. There are 7,224 female employees, and the Negro female is 6 or 1.1 per cent of the total female.

In transportation and communication establishments only one concern reported. The total number of employees was 50; and the total Negro employment was 2 or 4.0 per cent of the total employment. There were 48 male employees, of which the Negro represented 2 or 4.2 per cent of the total employees, in this industry.

No data collected from establishments engaged in trade; nor from professional and public service enterprises.

13 domestic and personal service concerns reported 1,558 employees; the total Negro employees was 4 or 0.3 per cent of the total employees in this type industry, the Negro male constitutes one, or 0.1 per cent of the total male. The total female was 266 and the Negro female was 3 or 1.1 per cent of the total

female. employees.

The per cent distribution of these employees in industries by type indicates that 92.7 per cent of the total employees are engaged in the manufacturing industry; 90.8 per cent of the total male; 96.4 per cent of the total female; 96.6 per cent of the total Negro; 98.1 per cent of the total Negro male and 66.7 per cent of the total Negro female.

In transportation and communication only 0.2 per cent of the total employees were employed in this type of industry; 0.3 per cent of the total male; 1.1 per cent of the total Negro employees; 1.3 per cent of the total Negro male. No females were found in this industry.

7.1 per cent of the total employees are working in domestic and professional establishments. 8.9 per cent of the total male; 3.6 per cent of the total Negro male and 33.3 per cent of the total Negro female.

PASSAIC COUNTY (OUTSIDE OF PATERSON)

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

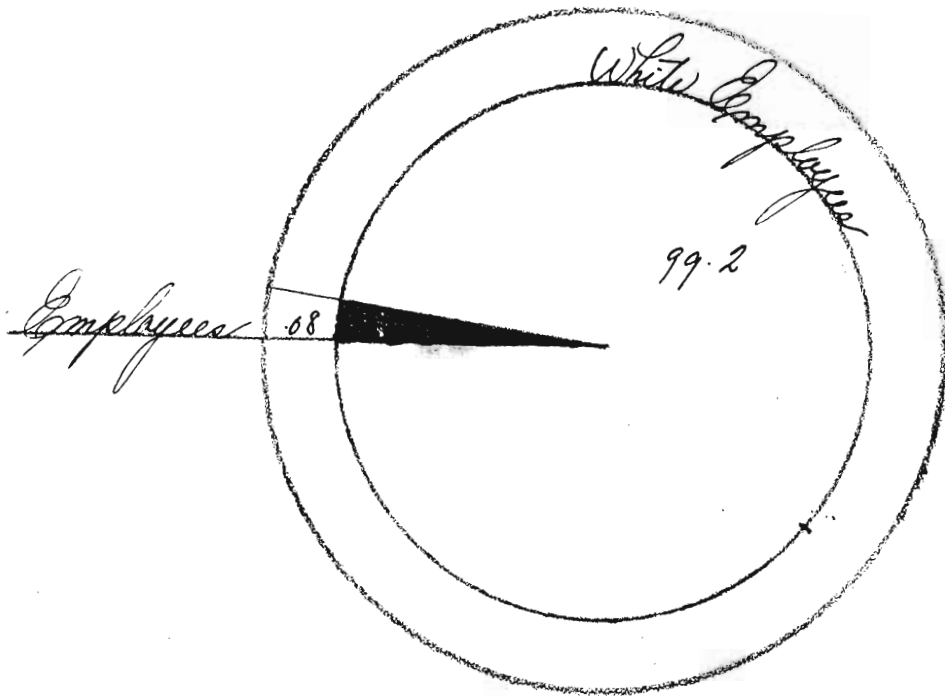
(80 INDUSTRIES REPORTING)

INDUSTRIES	# Of Industries	Total Employees			Negro Employees			%Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	80	22091	14599	7492	167	158	9	0.8	1.1	0.1
Agriculture										
Forestry & Fishing										
Extraction of Minerals										
Manufacturing & Mechanical	66	20483	13259	7224	161	155	6	0.8	1.2	1.1
Transportation & Communication	1	50	48	2	2	2	0	4.0	4.2	0.0
Trade - Wholesale - Retail	0	0	0	0	0	0	0	0.0	0.0	0.0
Professional & Public Service	0	0	0	0	0	0	0	0.0	0.0	0.0
Domestic & Personal	13	1558	1292	266	4	1	3	0.3	0.1	1.1

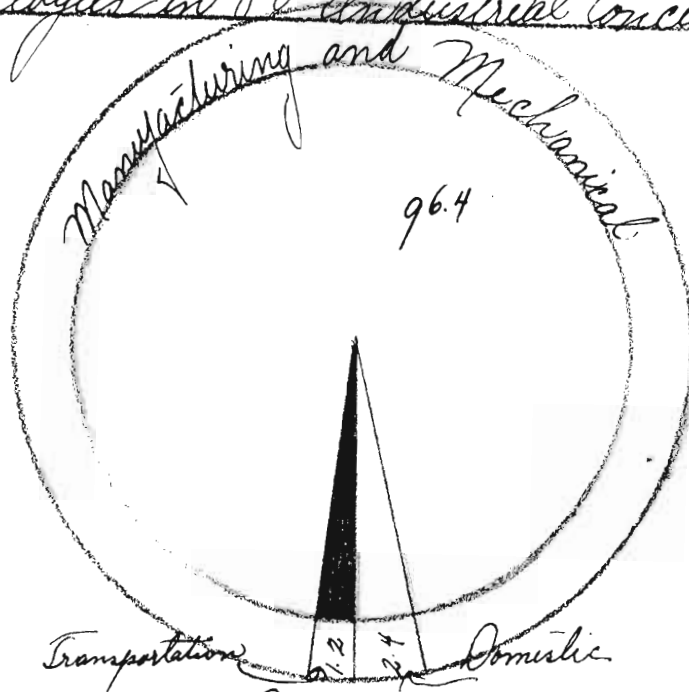
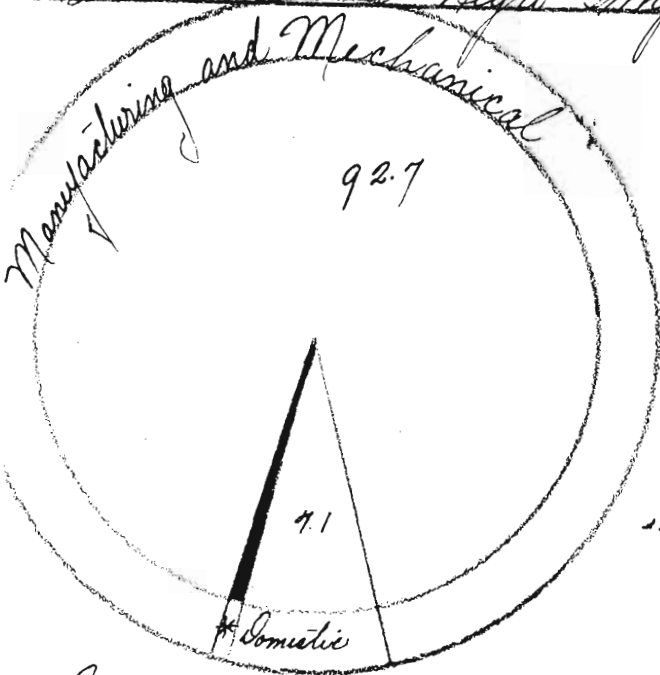
PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY TYPE - INDUSTRY

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	92.7	90.8	96.4	96.6	98.1	66.7	
Transportation & Communication	0.2	0.3	0.0	1.1	1.3	0.0	
Trade - Wholesale - Retail	0.0	0.0	0.0	0.0	0.0	0.0	
Professional & Public Service	0.0	0.0	0.0	0.0	0.0	0.0	
Domestic & Personal	7.1	8.9	3.6	2.3	0.6	33.3	

Chart No. 1



Per Cent White and Negro Employees in Industrial Concerns



White Employees - 21924

Negro Employees - 167

Per Cent Distribution

Passaic County outside of Paterson

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

167 Negroes in Passaic County outside of Paterson were earning a median weekly wage of \$21.92. The median wage for 50 in Paterson was \$19.78. Passaic County establishments reporting to the survey listed 217 Negro employees. The median wage received by this group was \$20.85.

Of the 167 cases of Negro employment in Passaic County outside of Paterson none belonged to the socio-economic group of professionals or clerks.

The median wage of all socio-economic groups in Passaic County is second only to Bergen county. Placed in order of the median rate of pay per week, the counties rank as follows: Bergen County 838 Negro employees at \$24.35; Passaic County 217 at \$20.85; Essex County 2,648 at \$19.63; Middlesex County 625 at \$17.76; and Union County 988 at \$16.34.

The relatively high median wage showing in the tabulation for Bergen and Passaic Counties, as compared with the median wage in the other counties, named above, is due very largely to the fact that very few women are employed in the industries reporting to the survey from Bergen and Passaic Counties. 89 percent of the Negro employment reported in Bergen is male while 94.7 percent of that reported in Passaic is male, as against 55 per cent male in Middlesex, 63 per cent in Essex and 74 per cent in Union County.

The highest wage received was in the group from \$33.00 to \$39.99 and was being earned by a skilled worker. The median wage for the 5 employees in this class was \$22.50. 87 of the 167 employed were receiving wages in the salary scale of \$20.00 to \$24.00, and 28 were in the \$26.00 per week; while none were in the very low wage-leven of \$5.00 to \$9.99.

PASSAIC COUNTY (OUTSIDE OF PATERSON)

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
TOTALS	167	0	17	33	87	28	1	1	0	0	\$21.92
Per Cent	100.0	0.0	10.2	19.7	52.1	16.8	0.6	0.6	0.0	0.0	
PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	\$ 0.00
Per Cent	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
CLERKS	0	0	0	0	0	0	0	0	0	0	\$ 0.00
Per Cent	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
SKILLED	5	0	0	1	3	0	0	1	0	0	\$22.50
Per Cent	100.0	0.0	0.0	20.0	60.0	0.0	0.0	20.0	0.0	0.0	
SEMI-SKILLED	71	0	0	21	46	3	1	0	0	0	\$21.58
Per Cent	100.0	0.0	0.0	29.6	64.8	4.2	1.4	0.0	0.0	0.0	
UNSKILLED	91	0	17	11	38	25	0	0	0	0	\$22.30
Per Cent	100.0	0.0	18.7	12.1	41.7	27.5	0.0	0.0	0.0	0.0	

PASSAIC COUNTY - OUTSIDE OF PATERSON
POLICIES OF INDUSTRIES NOT EMPLOYING
NEGROES

The Vocational Survey covered eighty industrial establishments in Passaic County outside of Paterson. 57 of these concerns had no Negro employees at the time of the survey; 47 of these 57 establishments reported that they had never employed Negroes; while 10 of them had used Negro labor at some time in the past.

19 of the 57 concerns which were not employing Negroes stated that they will employ them in the future. Ten of the 19 establishments said that Negroes will hold the same position in the future that they held in the past; while 9 of these plan to give Negroes new positions in the future. 38 of the 57 establishments stated that they will not use Negro labor in the future.

Considering the establishments by type regarding Negro employment, it is shown that those which had used Negro labor in the past are inclined to hire Negroes in the future. Examples of these types are, cleaning and dyeing, chemicals, iron and steel, laundries and textiles. Of the 24 concerns reporting for the textile industry, only three had employed Negroes in the past, but six stated that they will employ Negroes in the future. Five of these concerns plan new types of work for Negroes; one will give Negroes the same positions they formerly held.

Those types of industries which did not employ Negroes in the past and stated that they will not employ Negroes in the future are: rubber goods, paper products, printing and publishing, metal products, food and allied industries and ladies' clothing. Those which had not employed Negroes in the past but will employ them in the future are: cigar/tobacco, and men's clothing. Of the five concerns reporting for the men's clothing industry, none of them had employed Negroes in the past, but two will hire Negroes in the future. Three concerns reported for

-16-

the machinery industry, none of them had employed Negroes in the past, one will employ Negroes in the future.

The 47 industrial establishments which had never employed Negro help gave the following reasons: 25 of these concerns stated that Negroes had had never applied for employment; six said that they had no special reason for not using Negro labor; one stated that race prejudice prevented them from hiring Negroes; one claimed that Negroes did not assume an interest in their work; nine of these establishments stated that it was not the policy of the company to employ Negroes; while twelve held that Negroes were not skilled in their type of work.

The future outlook for Negro absorption in the industrial activities in Passaic County outside of Paterson, depends very largely upon the future policy of the textile industry, since textile is the dominating industry of this area.

NEGRO MEMBERSHIP IN LABOR UNIONS AND
WELFARE ORGANIZATIONS

Eighty industrial establishments were covered in the Vocational Survey in Passaic County outside of Paterson. 42 of these concerns replied to the question of Negro membership in Labor Unions and Welfare Organizations. 41 of these concerns stated that they had no Negro employees who had membership in Labor Unions.

One establishment engaged in the paper products industry reported Negro employees as having membership in the A.F. and L., and one concern engaged in rubber industry stated that it had a Negro Welfare worker.

PASSAIC (OUTSIDE OF PATERSON)

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RELIGIOUS OF INDUSTRIES NOT NOW EMPLOYING NEGROES

TYPES OF INDUSTRIES	# Of Con- cerns	Past Employment Of Negroes		Future Employment Of Negroes		Positions To be Held By Negroes		reasons for not employing Negroes						
								Never Applied	No Special Reason	Race Preju- dice	Not Interes- ted in work	Not Policy Of Company	Unskilled	Miscellaneous
		Yes	No	Yes	No	Yes	No							
ALL INDUSTRIES	57 55	10	47	19	38	10	9	25	6	1	1	9	12	3
Manufacturing & Mechanical TOTAL	46 44	6	40	15	31	7	8	18	4	1	1	7	12	-
Clothing - Men's	6	-	5	2	3	2	-	4	-	-	-	1	-	-
Machinery	3	-	3	1	2	-	1	2	-	-	-	-	1	-
Textiles	24	3	21	6	18	1	5	7	3	1	-	3	7	3
All Others	14	3	11	6	8	4	2	6	1	-	1	3	4	-
Transportation & Communication	--	--	--	--	--	--	--	-	-	-	-	-	-	-
Trade - Wholesale - Retail	--	--	--	--	--	--	--	-	-	-	-	-	-	-
Professional & Public Service	--	--	--	--	--	--	--	-	-	-	-	-	-	-
Domestic & Personal Service TOTAL	11	4	7	4	7	3	1	7	2	-	-	2	-	-
Cleaning & Dyeing	9	3	6	3	6	2	1	6	2	-	-	1	-	-
All Others	2	1	1	1	1	1	-	1	-	-	-	1	-	-

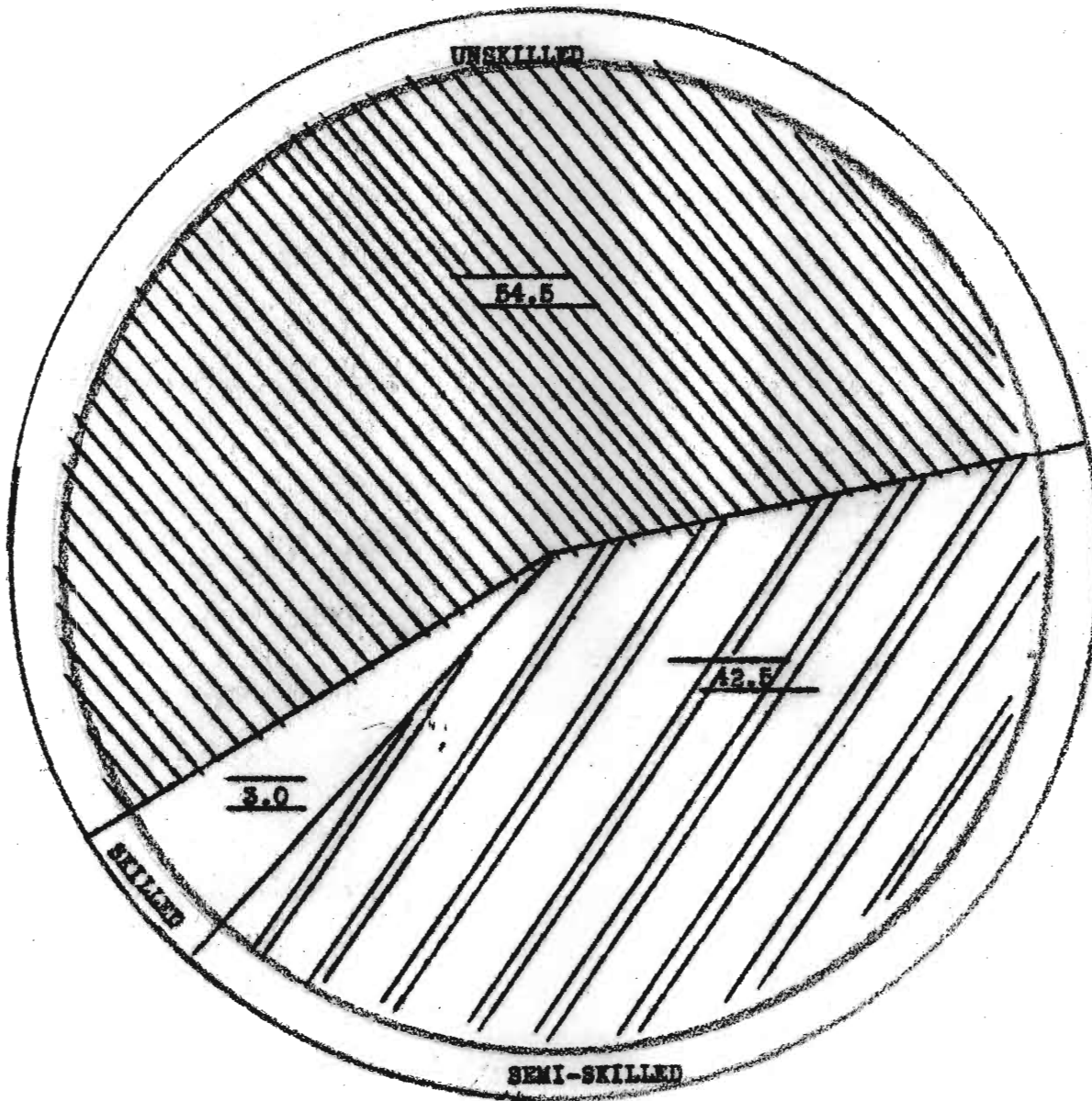
PASSAIC COUNTY (OUTSIDE OF PATERSON)

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

Industrial Classes	# Of Con- cerns	Number Of Employees			Professional & Technical		Clerical & Kindred Workers.		Skilled		Semi-Skill- ed		Unskilled	
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Manufactur- ing & Mech- anical Indus- tries	23	161	155	6	-	-	-	-	4	0	69	0	82	6
Transporta- tion & Con.	1	2	2	0	-	-	-	-	1	0	1	0	0	0
Trade	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Profit. & Pub. Serv.	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Domestic & Personal	2	4	1	3	-	-	-	-	0	0	1	0	0	3
Sub-Total	23	167	158	9	0	0	0	0	5	0	71	0	82	9
Grand Total	23	167	167		0		0		5		71		91	
Per Cent Dist. Total	100.0				0.0		0.0		3.0		42.5		54.5	
" Male					0.0		0.0		3.2		44.9		51.9	
" Female							0.0		0.0		0.0		100.0	

CHART No. VI.

DISTRIBUTION OF 167 NEGRO EMPLOYEES IN SOCIO-ECONOMIC GROUPS



PASSAIC COUNTY outside of PATERSON

-1-

A VOCATIONAL SURVEY OF THE NEGRO IN UNION COUNTY

During the month of December 1934, a survey of the major types of industries in Union County employing 25 or more persons was made to determine to what extent the negro population of the county had been absorbed in industrial pursuit and to determine what the possibilities are for absorbing the unemployed Negro in industrial fields.

A distribution table of the total number of Negro employees in industries according to sex shows that of the 145 concerns covered in this survey, there was a total of 21,364 persons employed, of whom 14,640 were male and 6,724 female. Of the total number of persons employed (21,364), 988 or 4.6 per cent were Negroes. Of the 988 Negro employees, 727 were male and 261 female. The per cent of Negroes employed in industries is below the per cent of Negro (5.9%) to the total population.

In the industries which occur more frequently and with a large total employment, the ratio of the number of Negro employees to the total number of employees is less striking than in those which occur less frequently. In the larger industries, the ratio of the number of Negro employees ranges from less than four out of every 100 to 23 out of every 100; while in the smaller industries, the ratio ranges from less than three out of every 100 to 60 out of every 100. In the button-factory industry with one concern reporting and 40 employees, the Negro constituted 55.0 per cent of the employees. Other striking examples are:- cold storage, concrete pipes and foundries where the total employment is less than 500, and the per cent of Negro employees 28.3 per cent, 60.0 per cent and 12.0 per cent respectively, while in chemicals, men's clothing, laddies' clothing laundries, and metal products, each of which has more than 10 concerns reported and whose total number of employees range from 700 to 6,000 show the per cent of Negro employees to be 5.0%, 4.5%, 5.7%, 6.5%, and 2.4% respectively. This striking difference might be due to a difference in policy of the smaller concerns toward Negro employees, to

a lack of racial antipathy, to the fact that smaller concerns are more frequently located near Negro sections, or to Negroes having a greater acquaintanceship with the type of work carried on in small industries. On the other hand, in considering the policies of major concerns not employing Negroes as revealed by the data collected, there seems to be more of a disposition to exclude the Negro on the basis of what has been the previous policy, or because of race prejudice, or on a general claim that they lack skill in a given line of work.

The distribution of Negro workers according to types of industries shows a concentration of the female in textiles and clothing industries, while the male tends to concentrate in foundries, metal and allied industries and in chemicals. The following table will make this clear:

-3-

TABLE I

UNION COUNTY

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

INDUSTRIES	#Con cerns	Total Employees			Negro Employees			
		Total	Male	Female	Total	Male	Female	%Negro
666								
ALL INDUSTRIES	145	21364	14640	6724	982	727	261	4.6
Manufacturing & Mechanical TOTAL	118	18645	13274	5371	876	654	224	4.7
Chemical & Allied	18	6298	5656	642	315	315	0	5.0
Clothing- Ladies'	17	1373	296	1077	62	7	55	4.5
Clothing- Mens'	16	1781	329	1452	162	3	99	5.7
Dairies	6	295	278	17	11	11	0	3.7
Electrical Products	3	345	235	110	0	0	0	0.0
Leather Industry	3	410	300	110	0	0	0	0.0
Lumber-Millwork	3	264	241	23	25	25	0	9.5
Machinery	3	475	460	15	17	17	0	3.6
Metal Products	18	3797	3307	490	92	92	0	2.4
Printing-Pub.-Engraving	3	326	287	39	0	0	0	0.0
Specialties	4	339	256	83	59	59	0	14.4
Textiles	7	656	244	412	21	6	15	3.2
All Others	20	2286	1385	901	174	119	55	7.6
Transportation-Communication TOTAL	1	26	21	5	1	1	0	3.8
All Others	1	26	21	5	1	1	0	3.8
Trade-Wholesale-Retail TOTAL	4	236	150	86	30	30	0	12.7
All Others	4	236	150	86	30	30	0	12.7
Professional & Personal Serv. TOTAL	4	1341	685	656	11	9	2	0.8
Municipal Employees	4	1341	685	656	11	9	2	0.8
Domestic & Personal Serv. TOTAL	15	1116	510	606	63	33	35	66.1
Cleaning & Dyeing	5	205	157	48	8	4	4	3.9
Laundries	11	783	274	509	51	20	31	6.5
All Others	2	128	79	49	9	9	0	7.0

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

UNION COUNTY

DISTRIBUTIONS OF EMPLOYEES BY SEX AND COLOR IN

INDUSTRIES BY TYPE

This survey covered 145 industrial concerns in Union County. These concerns reported as having 21364 employees, 988 or 4.6 per cent were Negroes. 678 of the total Negro employees is engaged in manufacturing and Mechanical industries. This number constitutes 4.7 per cent of the total employment in these industries.

In trade concerns, the Negro forms 12.7 per cent of the total employment, 6.1 per cent in domestic and personal services, 3.8 per cent in transportation and communication and less than one per cent in professional and public service.

Comparing the distribution of the Negro male employees with the total employees, it is shown that 90 out of every 100 Negro male and 90 out of every 100 of the total male are employed in manufacturing and mechanical industries. Contrasting the Negro male against the total male, it is found that four out of every 100 Negro male and three out of every 100 total male are employed domestic and personal service. In professional and public, one out of every 100 of Negro male are employed over against four out of every 100 of the total male employees.

In trade concerns, four out of every 100 Negro male, but only one out of every 100 of the total male are employed. In transportation-communication and trade concerns, there is less than one out of every 100 in each case.

When a contrast is made of the Negro female against the total female, it is found that 85 out of every 100 Negro female and 78 out of every 100 of the total female are employed in manufacturing and mechanical industries. A further contrast shows that 13 out of every 100 Negro female employees and 9 of every 100 of the total female employees are engaged in domestic and personal service. A comparison in professional and personal service shows less than one out of every

100 Negro female employees are employed, but 9 out of every 100 of the total female employees. There are no Negro female employees in the trade or transportation and communication concerns.

The greater concentration of Negro employees is found in manufacturing. There is a close similarity between the concentration of the Negro and the total employees in these industries.

DISTRIBUTION OF EMPLOYERS BY SEX AND COLOR IN INDUSTRIES BY TYPE

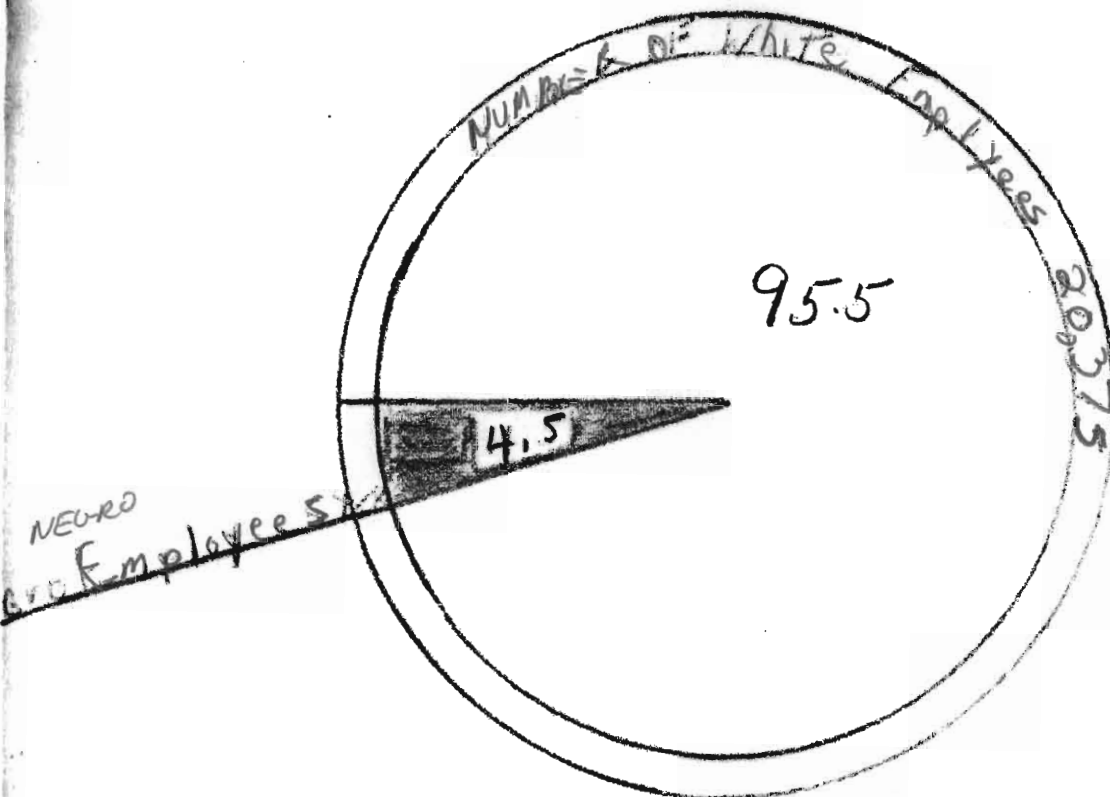
(145 INDUSTRIES REPORTING)

INDUSTRIES	# Of Industries	Total Employees			Negro Employees			% Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	145	21364	14640	6724	988	727	261	4.6	5.0	3.9
Agriculture										
Forestry - Fishing										
Extraction										
Manufacturing & Mechanical	118	12645	13274	5371	678	654	224	4.7	4.9	4.2
Transportation & Communication	1	26	21	5	1	1	0	3.8	4.8	0.0
Trade - Wholesale - Retail	4	236	130	86	30	30	0	12.7	0.0	0.0
Professional & Public Service	4	1341	685	656	11	9	2	0.8	1.3	0.2
Domestic & Personal	18	1116	510	606	68	33	35	6.1	6.5	5.8

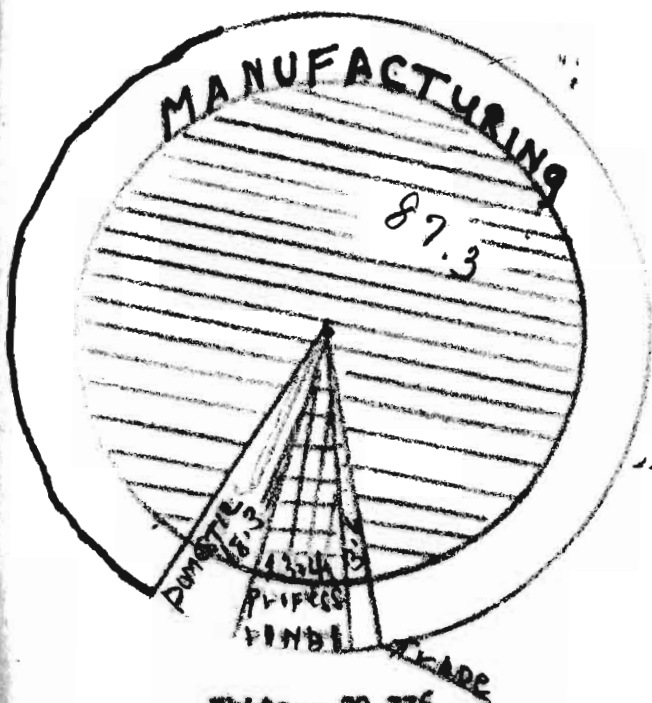
PER CENT DISTRIBUTION OF MALE AND FEMALE EMPLOYERS BY TYPE - INDUSTRY

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	87.3	90.7	78.8	88.9	90.1	85.8
Transportation & Communication	0.1	0.1	0.1	0.1	0.1	0.0
Trade - Wholesale - Retail	1.1	1.0	1.3	3.0	4.1	0.0
Professional & Public Service	6.3	4.7	9.8	1.1	1.2	0.8
Domestic & Personal	5.2	3.5	9.0	6.9	4.5	13.4

CHART NO. 1

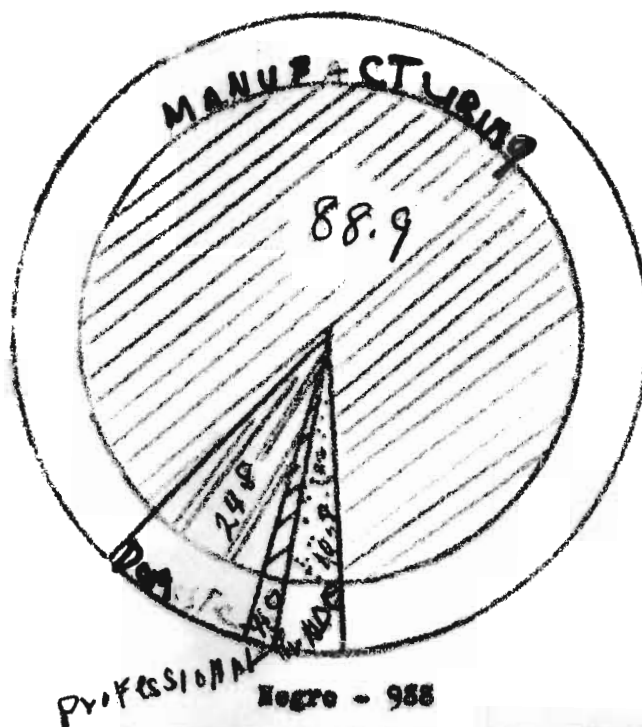


Per Cent Negro and White Employees in
145 Industrial Concerns



White - 20,376

Note: -Transportation less than 1 Per Cent



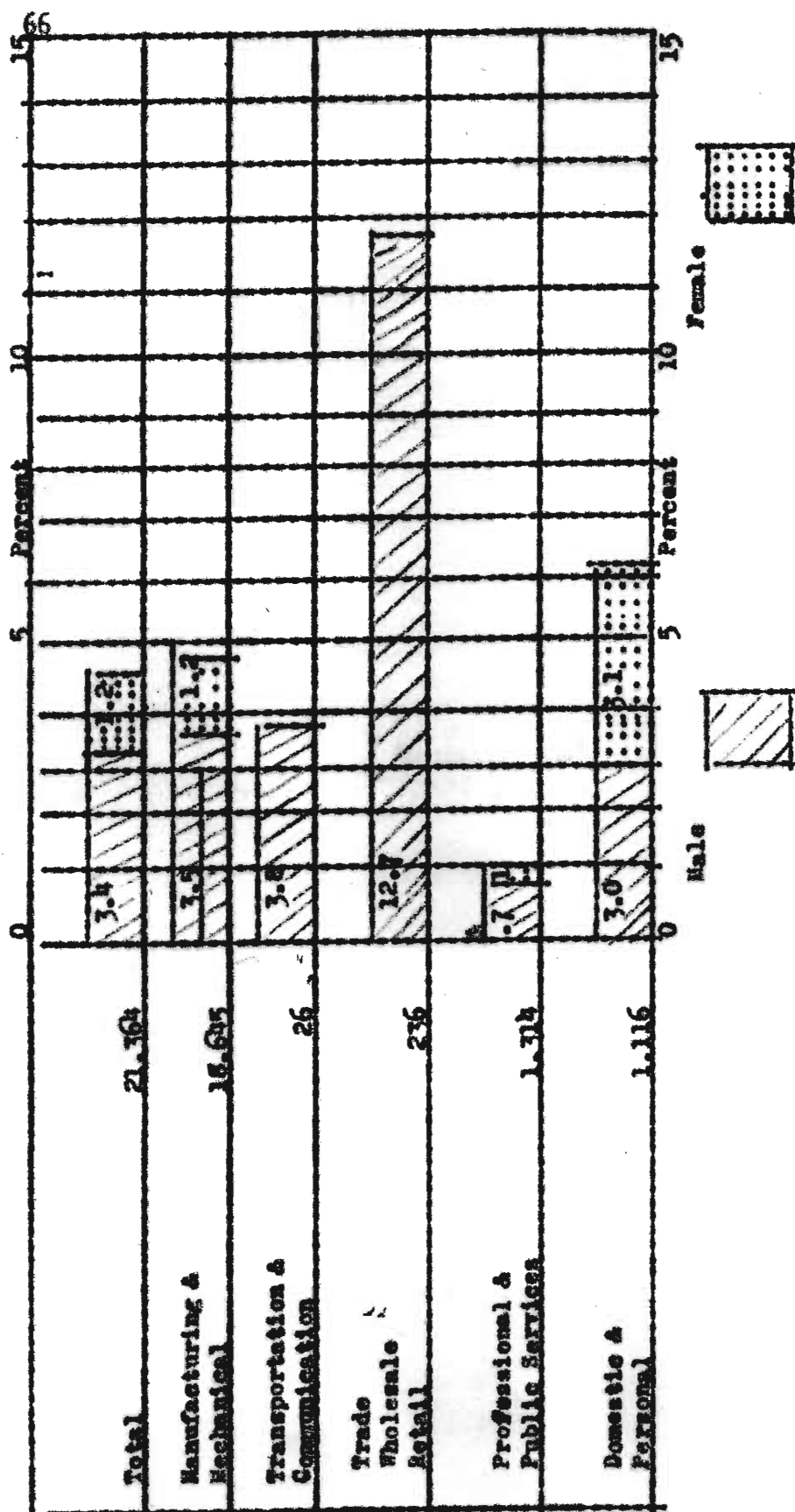
Negro - 955

Note: -Transportation less than 1 per cent

PER CENT DISTRIBUTION WHITE AND NEGRO

Union County

Percentage of Negro Employees According to Sex
Of The Total Employees In Industries By Types



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

The median wage for all of the Socio-Economic groups is \$16.34.

While this scale is rather low, it corresponds to the minimum code wage. The median wage (\$16.00) for the unskilled group parallels that of all of the workers.

The fact that the median wage for the professional class is lower than that for other groups cannot be accounted for unless the size of the sample is too small to give a true picture, and that many of them are working below the minimum code wage.

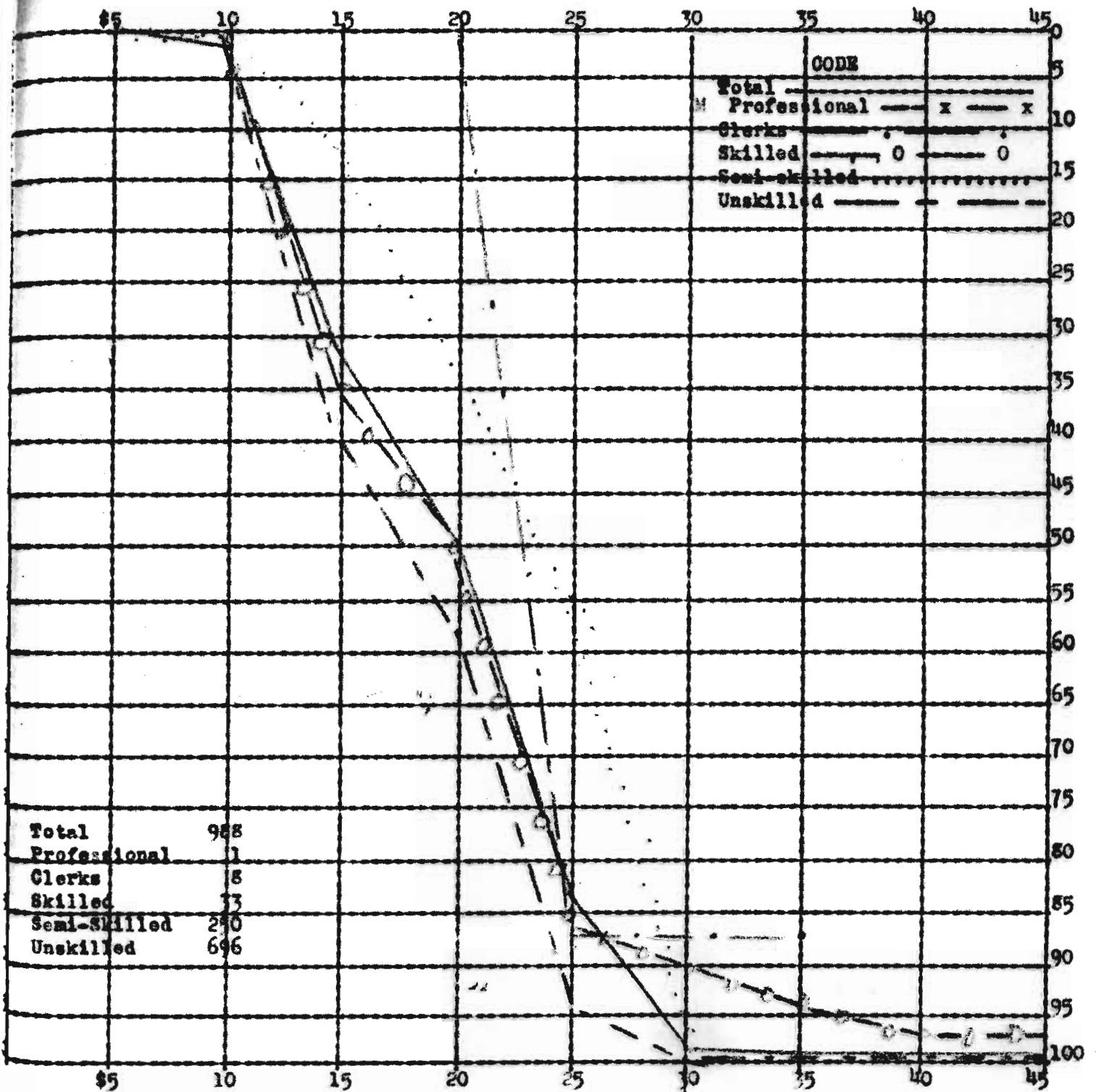
It is also interesting to note that the unskilled group has a range in wage scale equivalent to that of the Skilled and the professional groups and shows a similar fluctuation throughout the scale. This is due very largely to the wide variation of workers that fall in this class such as firemen, long-shoremen, teamsters and stage operators whose pay is rather high because of the nature of their work and union rates.

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	\$30.00 To 34.99	\$35.00 To 39.99	\$40.00 To 44.99	\$45.00 and Above	Medians
TOTALS	2180	81	824	691	376	132	67	20	4	5	16.34
Per Cent	100.0	2.8	37.8	31.7	17.3	6.0	3.1	0.9	0.2	0.2	
PROFESSIONALS	28	7	7	5	5			8		1	15.00
Per Cent	100.0	25.0	25.0	0.0	17.8	0.0	0.0	28.6	0.0	3.6	
CLERKS	50		14	1	22	6	4	1	0	2	22.27
Per Cent	100.0	0.0	28.0	2.0	44.0	12.0	8.0	2.0	0.0	4.0	
SKILLED	153		62	22	37	11	16	3	2		18.40
Per Cent	100.0		40.5	14.4	24.2	7.2	10.5	1.9	1.3	0.0	
SEMI-SKILLED	416		129	167	62	43	6	7	1	1	17.06
Per Cent	100.0		31.0	40.3	14.9	10.3	1.4	1.7	.2	.2	
UNSKILLED	1533	54	612	501	250	72	41	1	1	1	16.00
Per Cent	100.0	3.5	39.9	32.6	16.3	4.7	2.7	0.1	0.1	0.1	

CHART # III

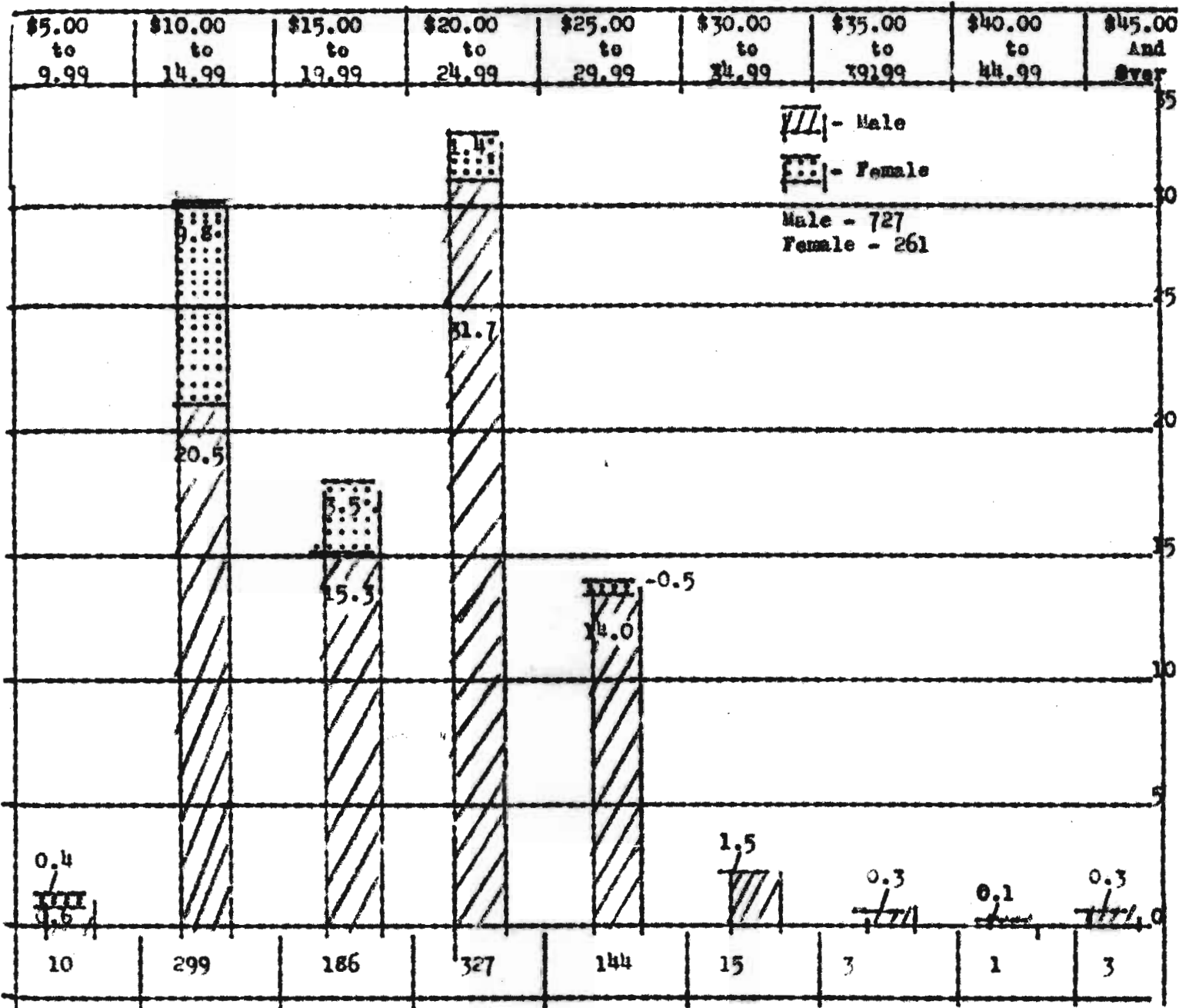
Chart Showing What Percentage of Negro Employees in Social Economic Groups Are Earning More Than A Specified Amount Up To \$45.00
Weekly Earnings - Dollars



UNION COUNTY, NEW JERSEY

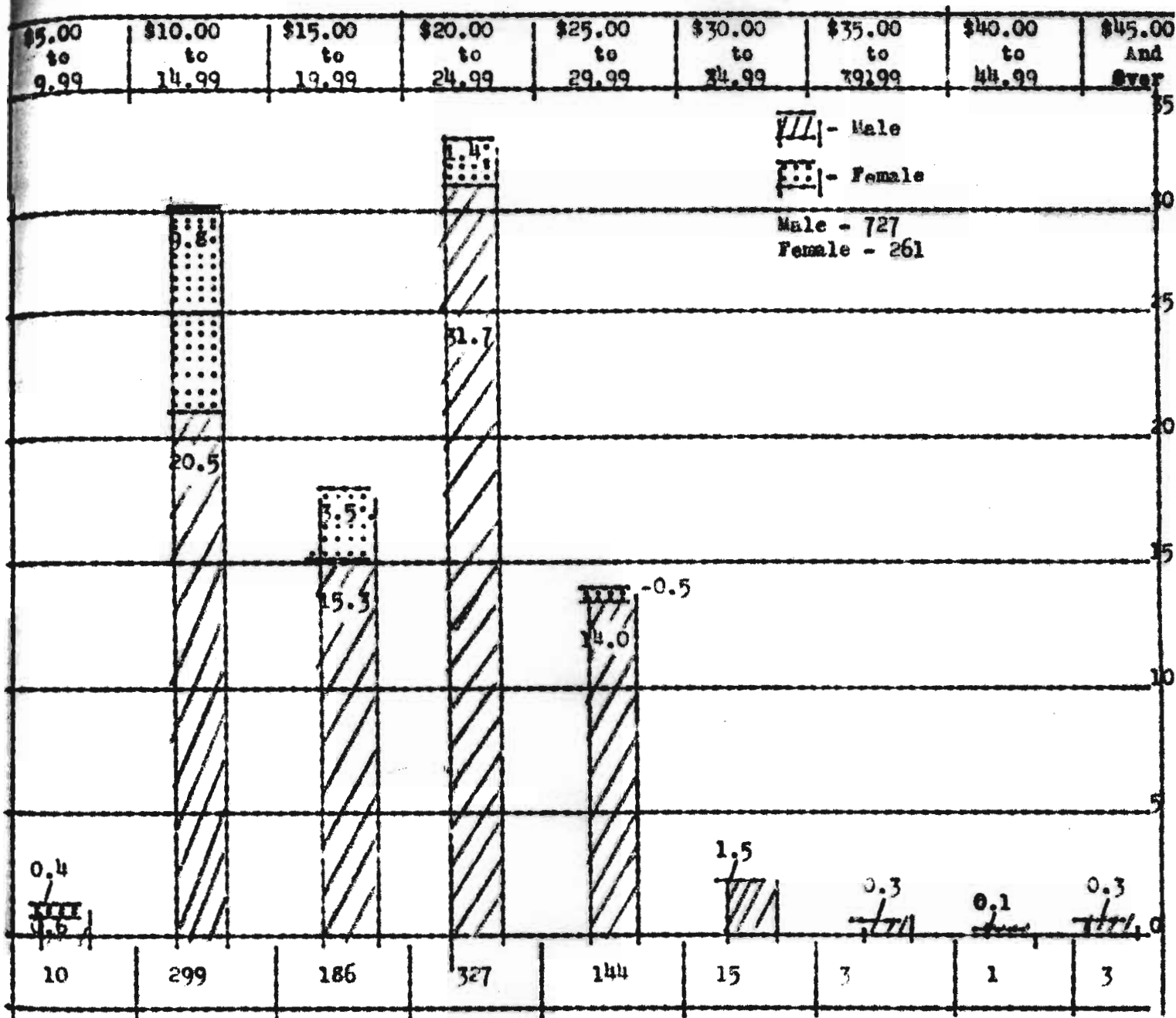
CHART IV

PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE
988 NEGROES IN 85 INDUSTRIAL CONCERNS



UNION COUNTY

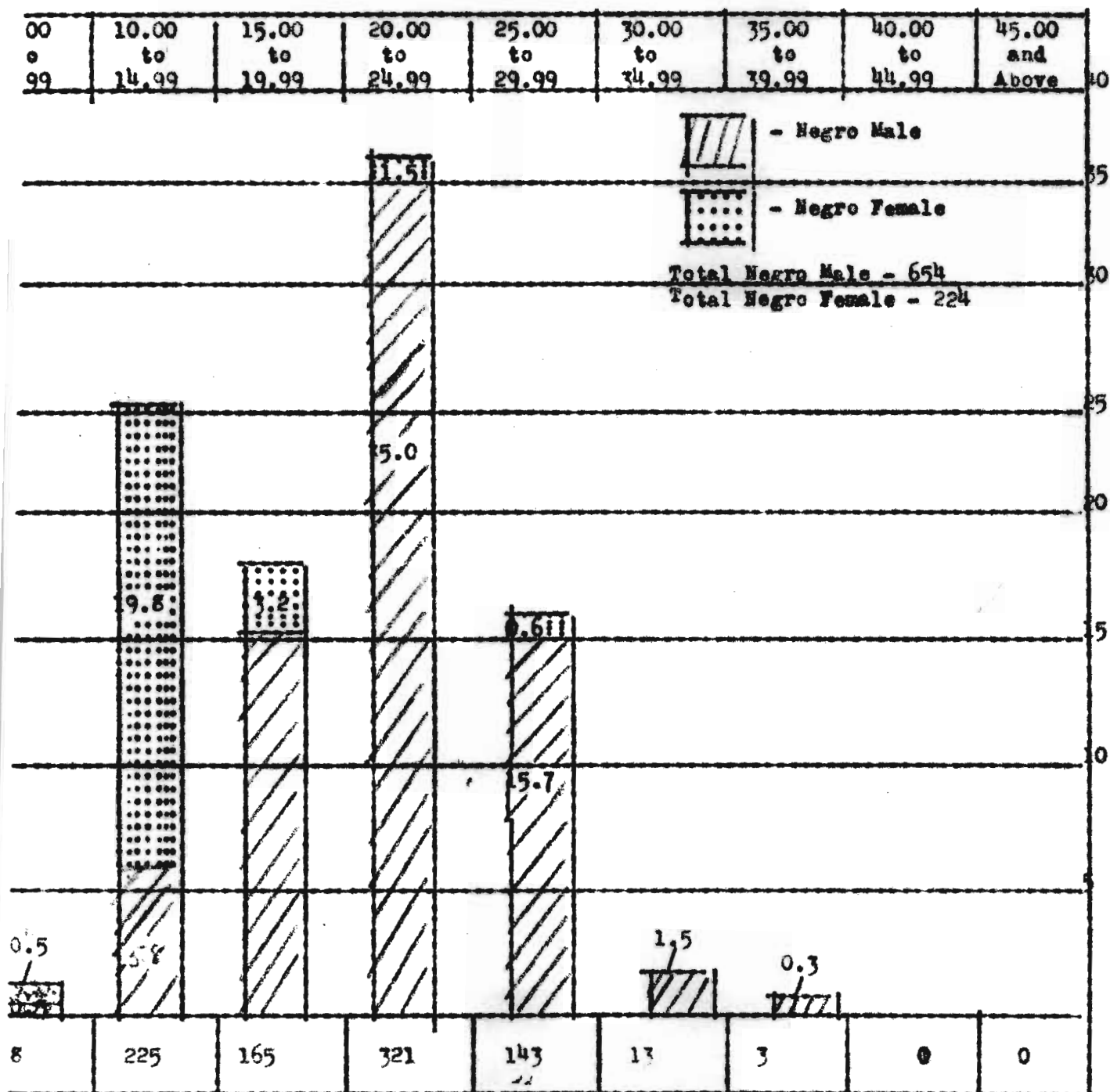
**PERCENTAGE DISTRIBUTION OF WEEKLY WAGE SCALE
958 NEGROES IN 45 INDUSTRIAL CONCERNS**



UNION COUNTY

CHART NO. 5

PERCENTAGE DISTRIBUTION WEEKLY WAGE SCALE
788 NEGROES IN 63 MANUFACTURING AND MECHANICAL CONCERNS



UNION COUNTY

PARTICIPATION OF NEGRO EMPLOYEES IN LABOR UNIONS AND WELFARE PROGRAMS

A survey of 145 industrial concerns in union county revealed that 60 did not employ Negroes. 67 reported that Negroes did not have membership in labor organizations. 2 reported Negro membership in American Federation of Labor, 13 in company unions, and 2 in industrial unions. Those unions having greater Negro participation are in the clothing industries, metal products industries, cleaning and dyeing, and municipal employment concerns.

64.7 percent of the 85 reporting industries have no Negro participation in welfare programs. 2.3 per cent have Negro membership in recreation programs. 7.0 per cent give direct relief to Negro employees. 2.3 per cent have Negro welfare workers. The concerns giving direct relief are chemical industries and men's and boys' clothing concerns. In the ladies' clothing industries are found Negro welfare workers and also recreation programs where Negroes take an active part.

POLICIES OF INDUSTRIES NOT EMPLOYING NEGROES
AT THE TIME OF THE SURVEY

Of the 60 industries not employing Negroes at the time of the survey in Union County, 116 reported that they had employed Negroes in the past; 44 reported that they had never employed Negroes; Twenty-one that they would employ Negro labor in the future and 39 that they would not. In the Chemical Industry 8 concerns reported and only one had used Negro labor in the past and this was the only firm out of the 8 that states that it will employ Negro labor in the future. In Laundries, 3 concerns reported that they had never employed Negro help in the past, nor would they employ Negro labor in the future. In the textiles, with 5 concerns reporting, one had employed Negro labor in the past and was the only one of the five that states that it will employ Negroes in the future. The iron and steel industry reported that they had never used Negro labor in the past and would not use Negro labor in the future. In contrast to this, in Ladies' Clothing with 6 industries reporting, one had employed Negro labor in the past and 4 stated that they will use Negro labor in the future. In Machinery with 2 industries reporting, one had employed Negro labor, but both report that they will employ Negro labor in the future.

Of the 60 industries not employing Negro labor, 7 report that they will be given the same positions in the future as they had in the past, while only one states that they will be given new positions. The remaining 52 industries did not indicate what would be their policy in this regard.

Of the 60 industries not employing Negro labor, 12 gave as their reason that none had ever applied; 6 stated that there was no real reason for not employing them; 5 stated that unions supplied their labor, of which Negroes were not members; 10 stated that they were unskilled in that type of work; 15 stated that it was against the company's policy; 4 stated that race prejudice prevented them from employing Negroes and two stated that Negro labor was not reliable.

Of the 8 concerns reporting in Men's clothing, 2 of them gave as their reasons for not employing Negroes that they had never applied, 2 that Unions furnished their workers, of which Negroes were not members; and 4 stated that it was not the policy of the company to use Negro labor. In the Chemical Industry with 8 concerns reporting, 2 gave as their reason for not employing Negroes that they had never applied; 3 had no special reason; 2 stated that they were unskilled in the type of work and 1 stated that it was a matter of race prejudice. The more frequent reasons given for not employing Negroes were: that it was not the policy of the company; that they had never applied, and that they were unskilled in the type of work.

The real reason for not employing Negroes is that they fall in the marginal labor class and are in less demand at every stage of the business cycle. The reason that the Negro constitutes such a large marginal class of labor is that he has not been allowed to make the necessary in-roads into industry to prove his efficiency and to create a demand for his services.

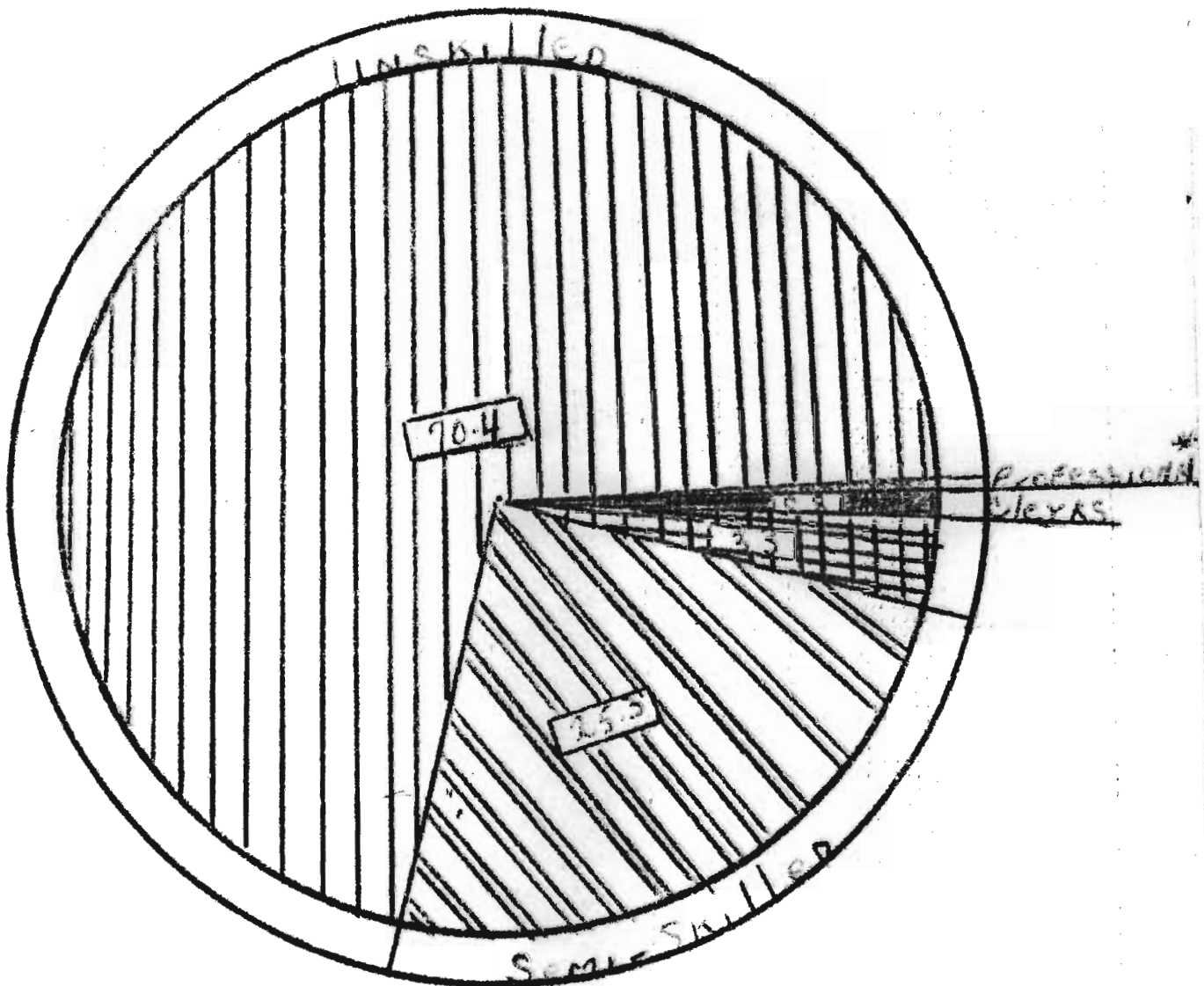
UNION COUNTY

CLASSIFICATION OF NEGROES ACCORDING TO SEX INTO INDUSTRIAL - SOCIAL

Industrial Classes	Number of Industries Reporting	Number of Employees		Professional & Technical		Clerical & Kindred Workers		Skilled		Semi-Skilled		Un-Skilled	
		Total	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female	Male Female
Manufacturing & Mech. Industries	65	878	654 224	0 0	0 0	7 0	25 5	215 34	407 185				
Transportation & Com.	1	1	1 0	0 0	0 0	0 0	0 0	0 0	1 0				
Trade	2	30	30 0	0 0	0 0	0 0	0 0	0 0	30 0				
Profess. & Pub. Serv.	2	11	9 2	0 0	0 0	0 0	0 0	0 0	9 2				
Domestic & Personal	15	68	43 25	1 0	0 0	1 0	3 0	0 0	28 24				
Sub-Total	85	988	727 261	1 0	0 0	8 0	28 5	215 35	475 221				
Grand Total	85			1		8	33	250	696				
Per Cent Dist. Total				0.1		0.8	3.3	25.3	70.4				
Male				0.1		1.1	3.8	29.5	65.3				
Female				0.0		0.0	1.9	13.4	84.7				

CHART VI

DISTRIBUTION OF 955 EMPLOYEES INTO SOCIO-ECONOMIC GROUPS



UNION COUNTY

• - LESS THAN .5% NOT SHOWING

ALL OTHER

P.O.P.U.L.A.T.I.O.N

The estimated population of Elizabeth as worked out by the Health Department in July 1933 was 120,461. Of this number, the estimated Negro population was 4,762 or 3.6 per cent. The rate of increase in the Negro population was relatively regular from 1900 to 1930, but, since 1930, there was a general tendency for the Negro to migrate to other industrial centers in search for or to return to the South as the possibilities of gaining employment in Elizabeth became increasingly more difficult. Since 1932, however Negro migration has been negligible. In order to secure better housing conditions or in search of cheaper rent, there has been a number of shifts in the Negro population within the city.

Although the Negro population of Elizabeth is greatly scattered, there are many definite areas in the city where Negroes live in relatively large numbers. Many native white and foreign born also live in these sections. While the largest number of Negroes live in the 6th, 7th, 8th, 9th, 10th, 11th, and 12th wards, a better account of their concentration can be indicated by street locations as shown below:

1. They live along East Jersey Street to Front Street with a concentration between Third Street and Front Street.

In the Port Section, where there is a concentration on Port Ave., Pine and Bond Streets and on Magnolia Avenue. South Park Street and South Broadway are also rather thickly populated.

3. In the central section of the city, the concentration is on East Grand, Oak, Lafayette and William Streets.

4. North of Broad St., on Union, Price, Washington, Ely and Liberty Streets.

The Negroes of Elizabeth are largely industrial workers. They find employment in the larger industries such as; the Standard Oil Company of New Jersey, New Jersey Dry Dock and Transportation Company, Besco Shirt Co., Singer Sewing Machine Company and the New Jersey Central, Pennsylvania and the Baltimore and Ohio Railroads. Negro labor witness a period of employment whenever the production demand upon these industries is high and a period of unemployment whenever the production demand is low. A great productive demand upon these industries gave rise to a large influx of unskilled Negro labor from southern states from 1916 to 1918 and from 1925 to 1929. In many instances., agents working in the interest of these concerns went south and brought large numbers of unskilled Negro labor into Elizabeth. Many Negroes were imported into Elizabeth from Georgia, North Carolina, Virginia, South Carolina, Pennsylvania and from South Jersey. Since the demand was great for male workers, more Negro men migrated to Elizabeth than Negro women, resulting in a larger Negro male population than female. There are approximately 105 men to every 100 Negro women.

EDUCATION

There were 1171 Negro children enrolled in the Public Schools of Elizabeth in 1934 as against 982 in 1930. The 1934 enrollment showed an increase of 139 or 12.22 per cent over that of 1930. The schools having the largest Negro pupil enrollment were the Winfield Scott School # 2 and the Benjamin Franklin School #13. In the Winfield Scott School, there were 241 colored pupils in 1934 over against 221 in 1930. Showing an increase of 20. In the Benjamin Franklin School, there were 188 colored pupils in 1934 against 133 in 1930, showing an increase of 55.

Of the total Negro children enrolled in the Public School System in 1934, 900 or 76.9 per cent were in the Elementary Schools; in 1930, there were 767 or 78.9 per cent. 141 or 16.1 were in the Junior High Schools in 1934 over against 141 or 14.3 per cent in 1930. The Senior High Schools showed an enrollment of 68 or 5.8 per cent for 1934 and 54 or 5.5 per cent for 1930. The number of Negro pupils enrolled in the Vocational and the Continuation schools was low for both 1934 and 1930. The above facts can be more clearly shown by the following table:

SUMMARY OF ENROLLMENT FOR ALL CHILDREN IN THE ELIZ. PUBLIC
SCHOOLS AS OF JUNE 1930 and 1934

Schools	1930				1934			
	Total	White	Negro	Negro%	Total	White	Negro	Negro%
Elementary	12361	11594	767	6.2	10485	7585	900	8.6
Junior High	3893	3792	141	3.6	4864	4675	189	3.9
Senior High	1843	1789	54	2.9	3603	3535	68	1.9
Vocational	332	323	9	2.7	522	516	6	1.1
Continuation	722	711	11	1.5	173	165	8	4.6
TOTAL	19151	18769	982	16.9	19647	18476	1171	20.1

In comparing the enrollment of Colored pupils in the Public Schools of Union County for 1934 and 1930, Elizabeth ranks first place with 1171 in 1934 and 982 in 1930. Plainfield ranks second with 1157 in 1934 and 944 in 1930. Union and Roselle also show a high colored enrollment.

The greatest number of inter-racial groups are found in schools # 2 and # 13. Italian, Polish, Jewish, Spanish and Negro children are found in large numbers in these two schools, there is very little, if any, race consciousness manifested in the schools where the inter-racial groups are large. Behavior problems and retardation, seem to be more out-standing in schools # 2 and # 13.

The greatest problem facing the public schools of Elizabeth in dealing with Negro children is that of adjusting those who have recently come from southern rural communities to the curricula of the schools and to a very different social environment in the schools. It is said that these children in most cases are rather illiterate and have had little home life and home influence. As a result of this, many of them have to be put into behavior classes.

Some of the factors that give rise to many of the problems are:

1. A general lower mental level is found among the transient group. Many of these individuals have come from communities where either the school facilities are poor or the type of instruction is much below the level of that in Elizabeth.
2. Poor economic and social conditions in the home. In many cases, one or both parents are out of work bringing about a general condition of poverty in the home. In such homes, the children are underfed and have to live and sleep in cold dark houses.

ENROLLMENT IN SPECIAL CLASSES IN 1934

<u>Classification</u>	<u>Total</u>	<u>Negro</u>	<u>Per cent Negro</u>
Cripple Children's	9	1	11.1
Sight Saving	26	4	15.4
Parental	14	3	21.4
Sub-Normal	259	73	28.2

Enrollment of Colored Pupils in Junior High Schools
as of June 1930 and 1934

Schools	1930	1934
# 1	31	21
2	12	0
3	66	86
4	14	32
5	18	56
Total	141	189

Senior High Schools 1930 and 1934

Schools	1930	1934
Battin	32	37
Jefferson	22	31
Total	54	68
Boys' Vocational School	1	2
Boys' Continuation School	5	7
Girls' Vocation School	3	4
Girls' Continuation School	6	1
Total	20	14

Comparative Colored Pupil Enrollment for Union County

For June 1930 and 1934

Districts	Total	1930		Total	1934	
		Boys	Girls		Boys	Girls
Clark	0	0	0	0	0	0
Cranford	172	80	92	181	89	92
Elizabeth	982	475	507	1171	597	574
Garwood	0	0	0	0	0	0
Hillside	44	32	12	5	3	2
Kenilworth	53	27	26	45	28	17
Linden	190	104	86	220	120	100
Mountainside	0	0	0	0	0	0
New Prov. Boro	1	0	1	6	4	2
New Prov. Twp.	12	7	5	66	30	32
Plainfield	944	452	492	1157	575	583
Rahway	206	111	95	229	122	107
Roselle	440	237	203	457	251	206
Roselle Pk.	23	10	13	25	10	15
Scotch Plns.	250	135	115	288	154	134
Springfield	77	46	31	78	44	34
Summit	220	106	114	203	99	104
Union	443	215	228	515	252	263
Westfield	200	108	92	225	126	99
Total	4184	2107	2077	4866	2503	2363

In too many cases these children have to be placed with relatives instead of being kept and provided for by their own parents.

Desertion on the part of the father is rather prevalent, or in many cases, the father just deliberately fails to support his family. Immorality is often prevalent in the homes or in the neighborhood, and, as a result, has its influence upon the children.

2. The street life of both the young and the old tends to distort the ambitions and purposes of youth to the extent that they either do not care to go to school or are unable to concentrate and make progress even though they remain in school.

3. There is a general lack of moral sense growing out of the social and economic conditions of the home and community allied with a lack in the training along these lines.

4. The late and slow rate of acquiring a basic and fundamental background in the English Language account for much of the irregularity in the classification and in social adjustment. Ungraded classes have been formed to take care of the large number of children who cannot do the work of the regular classes. On the whole, however, the same kind and degree of educational and social problems are found among other racial groups as are found in dealing with Negro children. Whatever racial group may be concerned, environmental conditions and a general lack of training in the home seem to be the greatest contributing factors in producing the educational and social problems that face the schools.

The most effective ways in handling academic problems seem to be:

1. To make provisions for pupils to travel through school at a rate comparable to their abilities by dividing the classes into fast moving groups (for superior children), average moving groups (for children with average ability) and slow moving groups for children who comprehend at a rather slow rate.
2. To change children from one teacher to another whenever it is detected that children cannot do their best work under a given teacher.
3. To reduce the subject-load of the pupils and to allow them to be promoted yearly upon the completion of a certain per cent of the courses chosen rather than promote by classes.
4. To encourage more coaching according to subjects and the individual needs of the pupils.
5. To train groups separately in terms of their needs and combine them with other groups as soon as the problems have been lessened to the extent that this can be done.

There are two Colored teachers in the Public Schools of Elizabeth, one of whom has been connected with the system for about twelve years, the other is a substitute teacher and is conducting courses in Adult Education. The one who is classified as a regular teacher is located in a school where the inter-racial groups are large. She is considered as a very able teacher and has fitted well into the system and community. It is believed, however, that the Colored teacher understands the Colored children and their problems better than most of the other teachers in the system.

The possibilities for an increase in the number of Colored teachers in the Public Schools of Elizabeth seems to be about as good as for the whites if they live in the city, but any effort in that direction has to be pursued with the greatest of foresight and planning by the Board of Education and the citizens of both races.

EMPLOYMENT

There is much unemployment among Negroes in Elizabeth as is true of all industrial cities.

This condition is due to several contributing factors; Namely:

1. Negro employment is affected by the general unemployment conditions that prevail in this Industrial area. Many of the Industrial plants that have been employing Negroes gave shut down while others are running on part time basis. This means that many Negroes who were working full time have either been laid off altogether or they are working part time. Some of the Industrial plants employing Negroes as laborers under these conditions are: The Bresco Shirt Co., The Brass Foundry, Singer Sewing Machine Factory, The Standard Oil Company, New Jersey Central, Pennsylvania, E. & L. Railroad companies and other industrial plants of similar type.
- 2 The Negro is primarily an unskilled laborer, 'the last to be hired and the first to be fired'. Therefore he works most when there is a demand for his services.

It is noticeable that the Negro labor has a period of employment whenever production demands upon the industries are high, and a period of unemployment when production demands are low.

A productive demand upon the various industrial agencies gave rise to a long influx of unskilled Negro labor from the Southern States between the years of 1918 and 1920.

It is estimated that in 1920 the Negro population of Elizabeth increased 42.7% and that 55% of the total Negro population came to Elizabeth since 1920. They came to meet the industrial demands for Negro labor in this vicinity, when during the reconstruction period just after the World War sufficient foreign born laborers could not be secured.

2. These Negro workers were employed under conditions less favorable than were the foreign-born white workers. They were employed as unskilled workers but a few held semi-skilled jobs. Some were promoted to skilled positions in industries like the Standard Oil Co., where Negro workers are on a par with the white workers.

3. The Negro is handicapped in many opportunities for employment first: by the National and Local labor unions. Only in rare cases are Negroes admitted to the membership in some of these organizations. Union men are employed on most of the jobs that require skilled workers. If Negroes are not allowed in the Unions they cannot work on union jobs. This naturally limits his opportunities to do skilled labor despite the fact of his ability to do it and his need for employment. The result is unemployment for the Negro, or else he is compelled to work on a less desirable job or a lower wage, which in turn, lessens his earning capacity, compels him to pay cheaper rent in less desirable houses and neighborhoods. In fact it affects his whole economic status.

The employment situation is of vital importance to Negro life and welfare in Elizabeth as well as it is in other industrial areas.

Among Negro female workers it is reported that in 1929 85% were engaged in domestic and personal service work with an average salary of \$13.34 per week. In 1934 the average salary paid to Negro women for the same type of work is \$6.00 to \$7.00 per week and for day's work \$.25 to \$.35 cents per hour. This scale indicates a reduction of approximately \$6.34 on the weekly wage.

The Negro has almost been excluded from the public employment of the city of Elizabeth. Only one Negro is employed in the public works department of the city at a salary of \$4.50 per day. Most of the laboring work of the city is done by Italians.

The excuse given for not having more Negro employees in the public affairs of the city was that all of the help for the various Bureaus of work is secured through the City Employment Office, which is located in the City Hall. No Negroes were listed at the Employment Office as having applied or received work at this office. The employees are sent to the various departments from the director of the department. The policy of this department is to send Negroes for all jobs requesting Negro help.

It is generally conceded that the Negro is satisfied with being given relief if it can be secured. It seems to be the policy of Elizabeth to give to the Negro relief and apportion the work out among the whites, as is true with other municipalities. ^{What} the Negro ^{wants} and what he will be better satisfied with, is a job so that he can be a self-supporting and self-respecting citizen.

Several attempts have been made by interested Negro citizens to secure public employment for the Negroes of Elizabeth but to no avail.

Housing and Environments

Elizabeth is an old city having been founded in 1664 by middle-class people from central Europe. The housing conditions tell the story of the economic struggles of these people having evolved largely from vassals and serfs. The housing conditions throughout the city are generally poor for all racial groups, but, on the whole, they are worse for the Negro than for any other group. Strictly speaking, Elizabeth has no real tenement section, but the living conditions in many sections of the city could not be rated otherwise.

Elizabethport is a typical section where the housing conditions are at their worst. From the external appearance alone, one gets the impression that many of the buildings are undesirable. Roofs are decayed and partially torn off and about 80 per cent of the houses show no signs of paint. The Port section bounded by Second Street on the north, Port Avenue on the east, Front Street on the south and East Jersey Street on the west, has a population of about 2,000 Negroes. Here, more than 1,000 people of Negro, Jewish, Spanish, Polish Hungarian and Portuguese extraction live in one city block. Where there are two houses on the same lot, white families usually live in the front house and the Negroes in the one in back. As a rule Negroes and whites do not share the same quarters. The houses in this section are one, two and three family houses and a number of six-family apartments. Many of these houses do not have baths, inside toilets or central heating equipment. They are heated by oil and coal stoves and oil lamps are used for lighting. Toilets are most frequently located on the porch or on the outside and are shared by three and four families. Two and three families live together in the same quarters, many of whom are E.R.A. families.

2.

In this section, rent ranges from \$12.00 to \$15.00 per month for a five-room apartment, with \$15.00 being the average. A one-family house rents from \$20.00 to \$30.00 per month and a single room for about \$2.50 per week.

A few Negroes live in Elmora section North of Westfield Avenue. Housing conditions in this section are good and most of the Negroes in this section own their homes. One and two family houses predominate. A few combined families are found, but there is no congestion as is found in the more thickly populated sections of the city. Houses in this section have modern household equipment. Homes are valued from \$6,000 to \$16,000 with an average valuation of about \$8,000. One family houses rent from \$30.00 to \$50.00 per month, with an average of \$35.00 per month. A single room rents for about \$4.00 per week.

East Grand, Lafayette and Oak Streets constitute another blighted area. Here, one and two-family houses predominate. This area is centrally located and is accessible to convenient transportation facilities. Housing conditions are poor, but are better than those found in the Port Section. The number of combined families are fewer. Most of the houses have inside toilets and baths. The general conditions of the houses inside and outside are poor but it is reported that the landlords will not make repairs and rent is too high for the accommodations afforded. Rent ranges from \$20.00 to \$35.00 per month for a one-family house, with an average of about \$25.00 per month. A single room rents from \$3.00 to \$3.50 per week.

No new housing conditions have been provided for Negroes, and at present there is no movement in that direction.

Negroes who can afford better housing conditions are kept out of restricted sections either because of strong objections on the part of the white residents or by real estate agents who claim that to sell or rent Negroes in the better sections of the city automatically lowers the value of the property in those sections.

A study of 500 relief families -130 of whom were Negroes - Made in Elizabeth during 1934 by the Shelter Survey showed that only 20 (15.4%) of the Negro families had lived in their homes over five years and only three over ten years. Twenty-four per cent of their present moves of over five years and 8.8 per cent over ten years.

Forty two per cent (55) of the Negro and 35.6 per cent (173) of the total families had been in their present residence less than one year. In addition, 24 (18 per cent) of the Negro families had moved within the last three months.

Negroes reported the shortest median time in their present residence 1 year and 7.5 months. Foreign born whites reported a median period of 2 years and 10.3 months, whites of foreign or mixed parentage, 2 years 5 months and native born whites, 1 year 9.1 months. (See Table 1)

Further evidence of the mobility of the Negro group is that only 16(14.4%) of those reporting stated that they had not moved within the five years. In contrast, 24.1 per cent of the total group had not moved during this same period. Seventy four of these Negro families had moved two or more times during the five year period. (Table 3)

One hundred and ten of these Negro families were living in a building having all colored tenants. Seventeen were in buildings with colored and white tenants. It is interesting to note that of the 37 families placed by the E.E.A. five were in buildings occupied by both racial groups whereas only two of them had previously lived in buildings shared by Negroes and whites. (Table 9)

Landlords seemed to be lenient for three-fourths (97) of the Negro families who were in arrears with their rent. One family owed over two years' rent, nine had not paid over one year, and 33 for over six months. The largest number owed from 2-4 months rent. (Table 14)

Four Negro families received free rent but the median monthly rental for the other colored families was \$11.89 as compared with \$15.55 paid by the native white group, \$15.83 by those of foreign or mixed parentage, and \$13.75 by foreign born families. (Table 21)

In consideration of the number of rooms for which these rentals were paid, we see that Negroes paid a median rental per room per month of \$3.57, the same as the foreign born families. Native born white families paid \$3.63 and families of foreign or mixed families, \$3.85. (Table 37)

The majority of these families were without roomers, boarders, or relatives. Only five had roomers and nineteen were living in combined families with relatives. (Table 28)

HEALTH

Vital Statistics

Number of Births, 1930 - 1933

	TOTAL	WHITE	NEGRO	NEGRO
1930	2007	1846	161	
1931	1926	1792	134	
1932	11772	1643	129	
1933	1583	1047	136	
Grand Total	7288	6728	560	

Number of Deaths, 1930 - 1933

	TOTAL	WHITE	NEGRO	NEGRO
1930	1128	159	69	61
1931	1036	970	66	
1932	1032	976	56	
1933	1060	980	80	7.5
Grand Total	4356	4085	271	

Number of Infant Deaths, 1930 - 1933

	TOTAL	WHITE	NEGRO	NEGRO
1930	109	94	15	
1931	86	72	14	
1932	91	80	11	
1933	70	55	15	
Grand Total	356	301	55	

Between 1930 and 1933, there was a decrease in the number of births of 15.5 per cent for the Negro and 21.5 per cent for the whites. As can be seen from the table, there were 399 fewer births for the whites in 1933 than in 1930 and for the Negroes 25. While there has been a general decline in the birth rate for both races, the decline for the white race is much more striking than that for the Negro.

The death rate for the total population has remained rather constant between 1930 and 1933, but when considered in terms of races, there was a decrease of 125 deaths for the whites and an increase of 7 deaths for the Negro. This indicates an increase death rate for the Negro and a decreased death rate for the whites.

The infantile death rate for the total population decreased 10.03 per cent between 1930 and 1933. The number of Negro infant deaths remained the same, but the white infant deaths decreased 41.5 per cent.

Number and Percent Distribution of Causes of Death in Total and Negro Population of Elizabeth in 1933.

<u>Causes of Death</u>	<u>No. of Deaths</u>			<u>Per cent Distribution</u>	
	Total	White	Negro	White Deaths	Negro Deaths
Heart Disease	191	185	6	18.9	7.5
Cancer	97	95	2	9.7	2.5
Acute Nephritis	8	3	5	0.3	6.2
Congenital Debility	0	0	0	0.0	0.0
Cerebral Hemorrhage	109	107	2	11.0	2.5
Syphilis	2	1	1	0.1	1.3
Tuberculosis	53	42	11	4.2	13.8
Pneumonia	119	105	14	10.7	17.5
All Others	483	442	39	45.1	48.7
Grand Total	1060	950	80	100.0	100.0

According to the health statistics for 1933, the table shows the per cent of the total number of white and Negro deaths resulting from eight major diseases. 18.9 per cent of the total deaths among the whites resulted from heart disease, and but 7.5 per cent of the Negro deaths. Tuberculosis caused 13.8 per cent of the Negro deaths and only 4.2 per cent of the white deaths. This indicates that the Negro death rate for tuberculosis is more than three times that of the whites. Pneumonia caused 17.5 per cent of the total Negro deaths and 10.7 per cent of the whites. The high percentage of Negroes dying from pneumonia and tuberculosis is due very largely to late medical treatment or a general lack of medical attention.

It is interesting to note that there were no deaths resulting from congenital debility in 1933 and that the number of deaths resulting from syphilis was the same for both races.

There are three general hospitals in Elizabeth: St. Elizabeth, Elizabeth General and the Alexian Brothers' Hospital. All three of these hospitals admit Colored patients on the same basis as they do the general population of the city. The Elizabeth General Hospital is the largest of the three and is supported through the Community Chest. It admits over 6,000 patients per year, approximately 6.0 per cent of whom are Colored. The enrollment in the out-patient department is about as large as that of the in-patient department. Colored patients in the out-patient department constitute about 30 per cent of the total number cared for. There is a Nurses Training School connected with the hospital which enrolls from 20 to 30 nurses per year, none of whom are Colored. No Colored physicians are employed on the visiting or dispensary staff. They are not permitted to treat their patients in the hospital, not because there is a ruling against such privileges, but, rather, "it has not been the custom". Colored patients are not denied private or semi-private room accommodations, but these facilities are seldom used by colored patients because of the added expense.

There are 35 private beds, 39 semi-private and 122 wards beds. In addition to these, there are 30 bassinets, making a total of 226 beds in the hospital. There are 12 Colored persons employed by the hospital, eleven in the laundry and one a dietitian.

The Alexian Brothers' Hospital, a Catholic Institution, has facilities for about ten Colored patients. In this hospital the Negroes are separated from the white patients. There are two rooms with four beds each for Colored patients and one private room with one bed. No training School for Nurses is connected with this hospital. There is no Colored help of any kind employed by the hospital. One colored physician has courtesy privileges in this hospital. Most of the Colored patients are free patients having been placed in the hospital by the city and for whom one dollar per day is paid.

The policy of the St. Elizabeth Hospital is to administer medical and surgical treatment to all nationalities alike. The Nurses Training School is not open to Colored physicians. Colored are employed as domestics and one serves as a switchboard operator.

The most effective medical care among the Colored has been provided the Visiting Nurse Association. There are ten Visiting Nurses. Their work is distributed among them in terms of districts. Besides the contract work done for the Metropolitan Life Insurance Company and the John Hancock Life Insurance Company, these nurses do the work for the Family Welfare Society and the follow-up work for the three hospitals. The nursing staff makes between 30,000 and 35,000 visits a year, of which approximately 15 per cent are to Colored patients. There are no Colored nurses on the staff. It is thought to be quite impossible to use Colored nurses in the city of Elizabeth because the Negro population is scattered throughout the city rather than being concentrated in any section. Besides, it is felt that it would be impossible to have Colored nurses to wait on white families, because the white families would accept the Colored nurses on the basis of servants rather than trained professional workers. It is the opinion, however, that Colored trained nurses would show a higher degree of

efficiency than white nurses because of the competition they would have to meet in receiving their preparations and in getting their positions after receiving their training.

According to the Annual Report of the Union County Tuberculosis League for 1933 the Negro death rate from tuberculosis for Union County has been four times as high for whites. While the decline in the number of active tubercular cases and in the death rate has been constant from year to year, the disparity between the white and Colored death rate has remained relatively the same. The health educational program of the League comprises a series of health talks, health moving pictures, health instruction in the home, distribution of industrial health bulletins and the distribution of health pamphlets and other literature. The Colored people have been reached more effectively through a Negro Advisory Committee. One of the local Colored physicians is the chairman of this committee. During National Health Week, the Tuberculosis League disseminates among the people of both races much information on preventive measures.

CRIME AND DELINQUENCY

IN

ELIZABETH

It is reported that the Negro in Elizabeth and Union County has the highest per cent of crime in proportion to his per cent of the total population, than other groups.

In 1925 one out of every 11 arrests was a Negro and in 1929 one out of every 6 was a Negro. Approximately 10% of these persons were under twenty-years of age. It is noticeable that the Negro is often the victim in a crime movement that is financed by white ownership. Kumber running is an example. Of 16 arrests for this offense in 1929, 15 were Negroes.

When it is realized that the Negro forms approximately 3% of the total population of Elizabeth and contributed 15.2 of the total crime in 1929, 14 per cent of total crime in 1932 and 13.5% in 1933, making a decrease in per cent Negro crime 1.2% in 1929-1932, 4.5% increase in Negro crime between 1932-1933, increase between 1929-1933, 3.3%. It becomes necessary to analyze the more deeply seated causes of these crimes.

The following table will indicate the per cent increase of Negro crime as compared with the total crimes committed in 1929-1932 ' 1932-1933.

<u>YEAR</u>	<u>TOTAL</u>	<u>NEGRO</u>	<u>PER CENT</u> <u>NEGRO</u>
1929	5332	814	15.2
1932	3526	504	14.0
1933	4174	564	13.5

The principal causes for this high per cent of crime among Negroes are unemployment and housing conditions. When opportunities for employment are less favorable, the Negro worker shows a greater increase in crime than other groups.

The unemployed Negro has more leisure time than he can profitably utilize. Being idle he becomes an easy victim to crime. The unemployed Negro without adequate means of support is compelled to live under less desirable housing conditions, that is living in houses occupied by more than one family and in locations morally unwholesome. This in itself leads to various forms of crimes such as disorderly conduct, larceny, assault, gambling and sex offences.

Comparing the increased per cent of Negro crime in 1929 with that of 1925, it is found that arrests for disorderly conduct increased 108 per cent, drunkenness 14 per cent, gambling 277 per cent. The greater per cent of this type of crimes are committed by those whose housing neighborhood conditions are undesirable.

The following table will indicate the total crimes committed in Elizabeth 1932 and 1933. The total Negro crimes and per cent of Negro crimes, and the per cent of the total Negro crime as compared with any one crime.

	1932				1933					
	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.	W.	B.	N E G R O	T.	W.	B.	N E G R O	1932 N E G R O	1933
Disorderly conduct	436	362	74	16.9	657	525	132	20.	26.4	30.9
Drunkenness	414	252	62	14.9	385	336	49	12.8	21.8	11.5
Other assaults	288	256	32	11.1	316	275	41	13.0	11.7	9.6
Larceny-theft	236	205	31	13.1	345	263	82	23.8	10.9	19.2
Burglary	142	129	13	9.1	182	153	29	15.9	4.7	6.8
Gambling	102	72	30	29.	102	57	45	44.1	10.5	10.6
Embezzlement-fraud	101	93	3	2.9	92	88	4	4.2	1.1	0.9
Auto theft	56	52	4	7.1	61	47	14	23.	1.4	3.3
Violation of liquor laws	50	46	4	3.	6	6	0	0.0	1.4	0.0
Robbery	46	41	5	10.8	31	30	1	2.9	11.8	0.2
Aggravated assault	42	30	12	27.6	48	25	17	40.5	4.2	4.0
Offense against family	31	30	1	2.2	13	12	1	7.7	0.3	0.2
Sex offenses	29	23	6	20.6	25	17	8	32.	2.1	1.9
Man-slaughter negli.	20	20	0	0.0	16	16	0	0.0	0.0	0.0
Carrying weapons	19		0	0.0	23	19	4	17.4	0.0	0.9
Forgery	7	6	1	14.2	0	0	0	0.0	0.3	0.0
Rape	6	5	1	15.6	4	4	0	0.0	0.3	0.0
Man-slaughter non-negli.	4	1	3	75.	0	0	0	0.0	1.1	0.0
TOTAL	2028	1728	284	14%	2303	1873	427	18.5%	100%	100%

DEPENDENCY

THE EGENOLF DAY NURSERY

This institution is located in the heart of the business section of the city easily accessible for women to leave their children when on their way to work. It is open from 7.30 in the morning until 5.30 in the afternoon to receive and care for all children from five weeks old to nine years of age. A fee of twenty-five cents a day is charged for all who are able to pay. In 1930 they had an average daily attendance of twenty-eight including five colored children after they took over the colored children from the Nursery that was discontinued at the Siloam Presbyterian Church. In 1933 the daily average was forty-five with nine colored children. In 1934 to date the average attendance is thirty-eight with nine colored children.

The policy of this institution is to give the same type of service to white and colored children. This is the only day nursery in Elizabeth.

In 1932 the institution maintained a shelter department for a short time. It was discontinued because of lack of equipment and funds to employ nurses sufficient to meet the requirements of the law. There is no clinic in this nursery but a trained nurse from the Health Dept. visits the nursery once a week and examines the children.

The staff consists of one trained Kindergarten teacher, two colored nurses, a cook, laundress and a colored janitor. Each has served more than five years and is rendering satisfactory service.

The institution provides a regular Kindergarten set-up adequate to meet the needs of the pre-school and school-age child.

THE SALVATION ARMY

Prior to 1930 the Salvation Army handled a number of relief cases among Negroes and served meals to unattached individuals. The policy is to serve all who come making no difference as to color. No applications have been received from Negroes recently.

This organization furnishes a limited number of Christmas baskets to Negro families each year. A Religious service is held in the Negro section of the city every Sunday morning for the benefit of the colored attendants. It is well attended and much interest is shown.

The American Red Cross

The Elizabeth town Chapter of the Red Cross is functioning from its quarters in the Union County House. It has an established workroom for garment making and the usual Red Cross activities and a Junior Red Cross unit for the purpose of character building and promotion of peace.

The chief function of the organization is to care for disabled veterans and their families. They assist them in getting their compensations when they have difficulty in securing them and also arrange hospital care for them and their families, when needed. Cash loans are made to veterans when they are much in need. No record is kept of the service rendered to color.

RECREATION AND AGENCIES OF SOCIAL WELFARE

Organizations that provide recreation for Negroes are very limited in Elizabeth. There is no Y. W. C. A. for Negro girls and no Y.M.C.A. for boys. While Negro girls are not allowed to join the white Y.W. C. A., a very fine program of club activities is provided for them by the members of the staff in the Administrative Building of the white Y.W.C.A.

About 100 girls are registered in the following clubs meeting weekly: The Girl Reserves, The Older Girl Reserves, The Loheze, Pathfinders and The Phyllis Wheatley clubs. The Pathfinders club is planned for mothers and young married women. Since 1930 the clubs have increased from three to five, with activities five nights a week. There is one colored advisor for all the clubs. White and colored groups participate together in some of the activities for it is felt that whenever possible they ought to meet together as a stimulus to inter-racial cooperation.

The general feeling of the staff members of the Y. W. C. A. and the citizens of Elizabeth is that the Negro girls should have quarters of their own to carry on their activities under the direction of trained race leadership. A plan for securing and financing such a place is in process. A building program has been under consideration by both racial groups for some time but financial difficulties have retarded the progress.

Girl Scouts.

In 1928-29 there were two Girl Scout troops in Elizabeth with a total enrollment of thirty girls; ages ranging from ten to fifteen years. They held their meetings regularly at the Scout Headquarters on Broad St. These girls however, never paid the fifty cents registration fee. So they were never registered scouts.

After having gone along for some time they finally disbanded, interest

seeming to lag probaly due to a lack of competent leadership.

In 1933 Troop #50 for Negro girls was registered at Headquarters with a membership of ten girls. This troop is sponsored by the Mother Boniface of the Catholic Mission.

Public Recreation

The Union County Emergency Relief Office is sponsoring a Social Center at 210 First Street, Elizabeth in a thickly populated Negro section.

The plan of the Center is to help solve the leisure time problems for Negroes in this section. The activities are conducted by a colored recreation leader, whose work has commended itself in such a way that he is being considered as the person to be sent all over the county to set up recreational centers of this type.

This Center was conducted for more than a year by volunteer workers. At that time the daily attendance was from ten to fifteen. The average attendance now is ninety per day.

Because of the lack of a proper building and equipment, many of the activities are not carried on especially for the older groups. More ample quarters are being sought.

The Board of Recreation

The Board of Recreation Commissioners conduct a recreation center for Negroes at School #15. This Center is open from 12.00 noon to 9.30 p.m. every day except Saturday. The average attendance is 100 pupils daily. All activities at this center are directed by two Negro recreational workers.

The principal activities engaged in are games, handicrafts, forums, musicals, dancing and public entertainment. Swimming privileges for the group are provided at the City pool, free for all in the morning but with a fee of ten cents in the afternoon and fifteen cents at night.

The Board of Recreation Commissioners conduct four other centers in the city but few Negro children are reported as attending them.

There are two other centers for Negroes in Elizabeth. One of these is located at the Institutional Church at Third and Broadway. It is equipped with pool tables and bowling alleys. The club rooms and recreational facilities are on the ground floor. A free clinic is also held there weekly. The other center is located at the Siloam Presbyterian Church on Dickerson Street. Both of these centers are well attended and are directed by colored workers.

THE CO-OPERATIVE SERVICE ASSOCIATION

The work of the Co-operative Service Association and that of the state Emergency Relief differ greatly. The Emergency Relief in Summit is functioning under regulations laid down by the State Committees and these regulations must of necessity be applicable to all parts of the state. The budget is limited. Weekly food orders and a maximum of fifteen dollars a month for rent is all the State Emergency Relief can do. The Emergency Relief Program should not be minimized since the Co-operative Service Association as a private agency could not have met the needs of the community. The functions of a private agency, such as this, are many, including Medical Social Service, connected with hospitals dealing with the physically ill; Psychiatric Social Service, connected with the psychiatric clinics dealing not only with the mentally ill, but emotional problems as well; Child Caring Agencies for the dependant and delinquent child; Family Case Work Agencies and Probation Services. All of these in addition to the very valuable Recreational Services. All of these have been included in the work of this agency. However since so many people have recently been unemployed, these activities have been overlooked somewhat, due to the many every day needs of the people. Too, the association feels the need of several trained workers rather than the need of part time services of one.

This agency, established in 1914 also assists in health programs and all activities carried on by the Red Cross. Both organizations are closely associated.

While welfare service is carried on for Negroes as well as others, there are no Negro workers. Statistics show that on Jan. 1, 1934 the W. R.A. took over a total of 294 cases of which 104 or 35.4% were Negro. Since then, the Co-operative Service Association has been carrying approximately 131 active cases of which 70 cases or 53.4% of the case load are Negroes. These figures indicate the need for a Negro worker.

In addition to this case work the agency also conducts a Thrift Shop, which sells, for a few cents, articles which are second hand, yet good enough for those

who have nothing to use. There is also a clinic in operation on Mondays and Fridays. It was reported that during the year 1933, 1,276 patients were treated. A Convalescent Pool is kept by the Association and we find many types of convalescents receiving assistance. Included among these services are -- milk given to children suffering from T.B. glands, removal of tinails and cardiac cases; milk and Special feeding given for the following disabilities: special feeding after pneumonia, varicose veins, influenza, rheumatic fever, nerve exhaustion, high blood pressure and special feeding following child birth.

If Summit is to keep its place as a progressive community, conscious of the need of preventive work and aware of its saving in the long run, then the services given by an agency such as this must be supported by the few who have intelligence and vision to see its worth. It is cheaper to keep a family together and to have a child brought up in its own home, with good training, than to pay for prisons and insane hospitals.

During the year 1933, of the five cases of unmarried mothers handled by the Co-operative Service, four were white and one was Negro.

Not corrected.
incomplete.

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Summit

EMPLOYMENT

PUBLIC EMPLOYEES

Type of Work	Total	Negro	White	Wages
Sanitation Dept.				
8 Truck Drivers . .	22	8	36.3%	\$ 26.40 a wk.
Public Works				
Road- Truck-drivers	3	1	12.1%	\$26.40 a wk.

In Summit there are only 9 city employees; 8 truck drivers in the Sanitation Department and 1 truck driver in the Public Works Dept. 36.3% constitutes the Negro of the total number of employees in the Sanitation Dept., and 12.1% of the total number employed in the Public Works Dept. is colored. White and Colored city employees receive the same amount of wages.

There are no colored policemen, no foremen, and no teachers;

Two substitutes in the Post Office were employed a year ago during the Xmas rush; none were employed this year so far.

II

PROFESSIONALS

There is 1 colored dentist, 1 doctor and 1 social worker.

NEGRO BUSINESS CONCERNS

Summit has 2 colored barber shops, 2 tailor shops, 1 beauty parlor, 1 undertaker and 1 auto-laundry.

DOMESTIC

Many colored people in Summit are employed in personal and domestic service; industrial work being closed to Negroes.

III

HEALTH STATISTICS

DEATHS

RATES

Total Number in City 179 %
 Negro 9 5%
 White _____
 Yellow _____

City Summit
 NEGRO-
 WHITE-
 YELLOW-

DEATHS AND LEADING CAUSES

<u>Leading Causes</u>	<u>Total Number</u>	<u>Negro</u>	<u>Negro</u>	<u>Negro Distribution</u>
Heart Disease	28	3	10.7	1.6
Cancer	26	2	7.6	1.1
Acute Nephritis	15			
Congenital Debility	2			
Syphilis	1			
Cerebral Hemorrhage	19	1	5.2	.55
Tuberculosis	2			
Pneumonia	29	1	3.4	.55
All Others	57			1.1
Total	179	9	5.02	4.90

Births

Total in City 341 %
 Negro 19 5.6%
 White 322 94.4%
 Yellow _____

Birth Rates

Negro (None given)
 White _____
 Yellow _____

Illegitimate Births

Total in City 5 %
 Negro 1 20%
 White 4 80%
 Yellow _____

INFANT DEATHS

Total in City _____
 Negro (None)
 White _____
 Yellow _____

INFANT MORTALITY RATES

IV

According to the 1933 health statistics: Negro births constituted 5.6% of the births, and 5% of the deaths. 20% of the illegitimate births were Negro.

Statistics show that in 1933 a total of 179 deaths were reported in the Board of Health of Summit; 9 of which were colored. Negro deaths comprised 10.7% of total deaths caused by heart disease; 7.6% for cancer; 5.2% for cerebral hemorrhage; 3.4% for pneumonia; and 1.6% for all other causes.

The % distribution of Negro deaths or 5.02% was as follows: 1.6% caused by heart disease; 1.1% for cancer; .55% for cerebral hemorrhage; .55% for pneumonia and 1.1% for all other causes.

According the Union County Tuberculosis Statistics of 1933, there were no Negro Tuberculosis deaths in Summit; but in Union County there were 25 Negro deaths, one of which was in Vaux Hall. The total number of Union County Tuberculosis deaths for white and Negro was 153; Negro deaths comprised 16.3% of the total number.

The Summit American Red Cross Nursing Service and the Metropolitan Nurse provides bed-side nursing care for colored and white.

The majority of the Negro patients are free or part-pay cases. There is a colored Metropolitan nurse.

There are problems, such as over-crowded housing conditions, and Pre-Natal, Infant Welfare, Pre-School and Venereal Clinics. It is interesting to note that in 1933 there were no colored infant deaths; colored people do avail themselves of the opportunities afforded by the clinics.

V

HOSPITALIZATION

The Overlook Hospital located on Morris Ave., Summit, is a small private institution. A large per cent of the colored people who go to this hospital are free patients; referred to the hospital by the city. At present, the M. H. A. is responsible for the relief cases sent to the hospital.

Colored and white patients are not recorded separately; however, of the total 2,053 people admitted in 1933, and of the total 2,052 discharged; about one-fifth of this number was negroes.

Four beds make up a ward. Some time ago negroes were placed in colored wards; at present colored and white are in the same ward. Negroes have had private and semi-private rooms, but since in most cases the patients are poor; incidental ward service is the most popular demand.

One negro physician is on the Courtesy Staff in the Overlook Hospital, and is extended privileges. The physician not only observes, but actually has taken part in operations. At the present time, eight colored laundry men and six colored maids are employed.

VI

DELINQUENCIES
DELINQUENCIES

1933 Statistics

	Total	Arrests	Percent
Disorderly Conduct	35	45	51.5
Drunkenness	30	23	28.7
Assault	33	14	42.4
Larceny and Fraud	30	6	2
Sex Offense	2	2	100.0
Burglary	5	2	4
Carrying Concealed Weapons	2	2	100.0
Non-support	4	2	5
Lottery-Gambling	2	3	100.0
Rape	1	1	100.0
Homicide	1	1	100.0
Robbery	9	7	77.7
Violation of Motor Laws	37	12	32.4
Violation of Municipal Ordinance	21	4	6.5
Not Stated	38	15	39.4
Totals	406	148	36.4

According to the statistical report on delinquencies for 1933 36.4% of the total number of crimes committed were colored and this per cent, the distribution was 12% for disorderly conduct; 5.6% for drunkenness; 3.4% for assault; 1.4% for larceny; .49% for sex offenses .49% for carrying concealed weapons; .49% for non-support; 1.9% for lottery-gambling; .2% for rape; .2% for homicide; 1.9% for robbery; 2.9% for violation of motor laws; 9.8% for violation of municipal ordinance and 3.6% for arrests not stated

Not corrected.

POPULATION

According to the consensus of opinion, Negroes comprise approximately 1/10 of the population of Summit. It is estimated that a total population of about 15,000 - approximately 1500 are Negroes.

While there has been a decrease in the number of southern residents in Summit, Negroes from New York, Englewood, and Vanx Hall are coming in so that statistics would not indicate either a great increase or decrease.

Summit is somewhat prejudiced as to its sections occupied by Negroes. The most thickly populated sections are Weaver St. Lombard Place and Railroad Avenue. Only in rare instances do Negroes occupy houses in such localities as Summit Avenue and Broad Street.

HOUSING

The conditions prevailing at the time of the last survey, that is, "houses occupied by Negroes and foreigners, and of 5 rooms, 3 had no window", still exist. Persons of the lowest types occupy these. They are frame houses closely joined, with no fire escapes. Toilets are on the back porches and yards are dumping heaps. There are few lights and no improvements except running water. For these conditions tenants pay the sum of \$12.50 per month.

The next rent paid ranges from \$12.50 to \$25.00 and houses are a slight improvement over the above mentioned. Toilets are usually in a boxed off partition in the kitchens, causing a very unsanitary condition, electric connections are in each house, but only about a families have taken advantage of this, while the remainder use lamps or candles. Negroes and foreigners are here also found living in the same tenements.

The condition of 5 room houses renting for \$30.00 to \$35.00 per month is good. These sections are usually occupied by a majority of Negroes rather than whites. Apartments are equipped with running water, electricity and bath. There are no apartments in Summit for Negroes having heat. The better class of Negro usually occupies these apartments, because only in rare instances, is he able to occupy those which are more expensive.

The apartments renting for \$70.00 and upwards are few in number for Negroes, and then he is not wanted by the neighbors. An impartial landlord is the only medium through which a Negro may live in sections of Summit. For example, one Negro professional and his family were desirous of renting an eight room house in a white section. The landlord gave him the lease for one year. White neighbors complained and the Negro was brought before the Mayor who tried to force him to break his lease. The Negro refused, and asked for one year in which to prove he was not undesirable. This has been proven and no attempts have been made to have him move from the neighborhood. Summit is said to have the highest rent scale of all the surrounding communities.

RENT CHART - SUMMIT, N. J.

RENT	Modern Improvements	Locality	Heat	Condition of Building	REMARKS
LOW					
\$12.50 per Month	Running Water	Lombard Pl. Unusually poor Weaver St.	No	Very-Very poor	Houses have very few windows. toilets on porch. Fluses face on court and are of old f frame- poor foreigners and Negroes live to-together.
\$12.50 to \$25.00	Running Water Electricity Toilet in kitchen	Poor	No	Very poor	Conditions still very poor while there are electric connections. only about 3 have them on- burnlamps or candles. Toilets in kitchen with a boxed off partition- No bath tubs. Negroes--foreigners live in some buildings.
AVERAGE					
\$30.00 to \$35.00	Running Water to Electricity Bath	Good	No	Good	Houses are in good condition- without heat. Negroes usually live in same section.
HIGH					
\$70.00 to \$90.00	Running Water to Electricity Bath Heat 7 or 8 Garage Rooms	Summit Ave etc. Excellent locality White section	Yes Furnaces or Oil Heaters	Very good	Excellent homes- but very hard to rent as white people do not care ffor Negroes in the neighborhood. Most people in these types of houses are professionals. Have garages also. Rents are made high to discourage the Negro.
IGREEN					

Population (continued) 2-

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 communities, even though immediate relief had to be given in many instances, was the only just and appropriate procedure to take under such acute circumstances.

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

SOCIAL AGENCIES

THE ARTHUR SUNSHINE HOME

The Arthur Sunshine Home is an institution where visually handicapped children under seven, are given the best medical and educational care in surroundings which are as nearly, as possible, like those of a real home. It is an institution where types of children include those having no homes, those having physical conditions calling for special medical care, and those needing to be taken out of their homes for limited periods of time. Both blind and seeing day-school pupils are accepted in the Nursery School Department.

The aim of the Arthur Sunshine Home is to give to the visually handicapped pre-school child every opportunity to develop normally and happily through the building of a healthy active body, the provision of rich and varied contacts with the world about and a constructive educational program of work and play, through visually handicapped. Their senses of hearing and touch are emphasized. They are able to dress themselves, go up and down stairs, walk around the grounds and feed themselves. The Braille system is used for all pupils.

Among the equipment were found a swimming pool, merry-go-rounds, 3 wheel bicycles, wagons, books and other toys, which they use freely. A cylinder shaped fire escape, down which they slide, affords not only pleasure, but training for some unforeseen emergency.

In connection with the work done for the children, the parents must be trained to some degree. This is done by, (1) Visiting teachers sent to the homes of visually handicapped pre-school children. (By May 1935 the services of these teachers will be available to state or private organizations or to parents themselves at a reasonable fee,) and (2) by temporary residence of parents at the Home for the purpose of learning how to adjust themselves to the emotional problems arising through the presence of a visually handicapped baby in the family.

-2-

This institution has a staff of 18 workers. The stenographer here is a blind girl who has been trained, not only in the Braille system, but to take dictation from the dictaphone. The superintendent stated that her speed of typing from the dictaphone, is more rapid than that of the average typist.

THE YOUNG MEN'S CHRISTIAN ASSN.

There are 150 members of the colored branch of the Y. M. C. A. which has been organized for five years. Up to the present time, the branch does not own a building, but occupies several rooms and the auditorium of a building. From a community stand point, these headquarters serve the purpose very well, but from the "Y" point of view, are inadequate.

The Negro branch cooperates to a great degree with other organizations and agencies of the community. It also serves many organizations as a place for meetings and social activities.

Activities carried on by the "Y" include athletic work with boys, swimming, pool, ping-pong, vesper services, Bible class and in the summer a Daily Vacation Bible School co-sponsored by the Y. M. C. A. and various churches.

At present there is no regular Negro secretary, and one worked paid by the E. R. A.

In connection with this branch of the "Y", there is a Womens' Auxiliary of approximately 80 women, who raise funds, assist with the serving of dinners, promote social affairs and make themselves useful in general.

In addition to the regular "Y" budget from the Committee of Management and Central Branch, the group receives voluntary contributions.

Y.W.C.A.

The Negro group of the Y.W.C.A. has been organized since 1931.

There are three Negro clubs namely-- The Phyllis Wheatly , Group of about 12 Senior High School Girls; The Juliette Derricotte, a group of Junior High School Girls numbering 17; and The Othellos, composed of 15 working girls. These clubs meet once weekly at the white "Y" building.

While there is no Negro secretary, there are two Negro and one white advisors for these clubs. Workers are not paid at present. Money for "Y" work is received from the annual Y.W. C. A. drive.

Health programs, special week programs, and inter-club affairs are all carried on by the groups.

THE DUNBAR CIVIC LEAGUE

The Dunbar Civic League is an Organization of about 56 men, who meet once monthly and care for Negro problems. A fee of 25 cents per month is paid by each member.

This organization in addition to its work on Negro problems sponsors the Boy Scouts, has investigated the housing situation, and is at present investigating the school situation. It is felt that there is a tendency to place all Negroes in three schools regardless of residence or district.

This is the strongest Negro organization in Summit.

E. R. A. AND OVERSEER OF POOR

The E. R. A. and Overseer of the poor were moving their offices and could not give me information, but promised to mail it. Called them on Dec. 3rd. and they promised to send statistics in two or three days.

BOY SCOUTS

The Boy Scouts movement for Negro boys was started in February 1934, and was sponsored by the Negro Y.M.C.A. and the Dunbar Civic League. At present there is a Scout Committee composed of five men from the community and a troop of 24 members. There is also one scout master and 2 assistant scout masters.

The Troop meets at the "Y" each week. A joining fee of 50¢ is charged, which entitles each member to a certificate of ^{membership} and a Scout pin. In addition a fee of five cents per week is paid by each boy.

The members of the Scout Committee each a fee of \$1.00 per year. It is their duty to advise the group and give assistance wherever needed. It is the hope of the directors that the troop will progress, both as to work and members.

No attempt has yet been made to organize a troop of Girl Scouts.

E D U C A T I O N

SCHOOLS	TOTAL ENROLLMENT	NEGRO ENROLLMENT	NEGRO PER CENT
Senior High	617	26	4.2
Junior High	646	1	0.2
Roosevelt	321	69	21.5
Jefferson	203	5	2.4
Washington	265	11	4.2
Lincoln	289	3	1.0
Brayton	257	5	1.9
Franklin	158	0	0
Hamilton	96	73	76.0
Boy's Special	17	10	58.8
TOTALS	2869	203	7.1

The above chart shows that of a total of 2869 students in the public schools of Summit, 203 students or 7.1% were Negroes. The Senior High School statistics indicate that only 4.2% of the enrollment is Negro, and that only 2% of the Junior High total is Negro. The total enrollment for elementary schools is 1606 of which 176 or approximately 11.0% are Negroes. It is to be noted that Negroes comprise outstanding percentages in three of the Summit schools; namely, Hamilton with 76.0% Negro, Boy's Special 58.8% and Roosevelt with 21.5% Negro.

According to the Superintendent of schools there has been over a 500% increase in the Negro enrollment during the last 5 years. Accounting for this, he said that some Agencies in Summit had sent South for domestics, who were only too glad to receive northern wages. After they became established they sent for their families at home. Two or three families would rent a house together and hire one woman to care for these children. There have been as many as fifteen children on

EDUCATION

the school rolls from one address. However, since the depression a great majority of the wealthy class are hiring Irish, German and other foreign domestic help rather than Negroes, and consequently many of these Negroes and their children were forced to return to the south, thus decreasing the southern Negro school enrollment.

It is to be noted that while this type of Negro is returning to the south, a better type of Negro from Englewood, New York and Vaux Hall is migrating to Summit in great numbers, people who are easily able to adjust themselves to the environment.

However, the remaining southern Negroes are still a problem due to economic reasons. To begin with, the migration of the Negro was too rapid for the community to assimilate. Five years ago there were only 51 Negroes in Summit and now there are approximately 1200. The children are neglected - having come from places where housing, school and social conditions were very poor.

There is considerable prejudice in Summit against the Negro. There are no Negro teachers in the Summit schools, yet there is a need for one, for example, in the Hamilton School, where 76% of the total enrollment is Negro. Until there are schools, there will be no Negro teacher. Some of the residents feel that there is a tendency towards segregation, as the majority of colored elementary schools children are housed in 3 of the 12 Summit schools, disregarding resident district. In answer to this situation, it was stated that the colored children are in most instances sent to these three schools, because they all live in those districts.

A great percentage of Negro students leave school while in the eighth or ninth grades. In order to encourage school attendance, special classes are held for backward boys and girls, where pupils are on the same mental level, and interests are common. Boys are taught handwork, and other special courses are provided. There are 10 Negro boys enrolled at present in the Boys Special classes.

EDUCATION -3-

The girls are taught hand crafts, cooking, and other ways by which they may earn a living- and 6 Negro girls were found in these classes. These pupils have no ability for professional work. All unusual cases of deaf and blind are sent to special classes in Newark.

The majority of Negro High School students elect the general course-- a small percentage take college preparatory, and a still smaller percentage the commercial course.

There have been several outstanding Negro graduates. Among them one native African girl was sent to Howard University by a local club. Since then she has returned to Liberia, and is teaching her own people. Another girl is distinguishing herself in the School of Music at Howard.

Negroes participate in all athletics in Summit - and it has been found that some of the best and most outstanding records have been made by Negroes.

REPORT OF NEGRO VOCATIONAL SURVEY IN ALL OTHER COUNTRIES

- 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.

INTRODUCTION

147 interviews were secured from a group of counties which were not surveyed as completely as were the counties on which separate reports were made. The field work was terminated before a thorough canvass could be made of these counties. In view of the fact that it was desired that a picture be secured of the State as a whole as regards the absorption of Negroes in the industries of the State, the questionnaire form used by the field interviewers was sent, by mail to the establishments located in these counties, employing 25 or more persons. Many communities from which information would not have been secured otherwise, due to their remoteness, the few establishments employing 25 or more persons and the expense involved in sending field workers to them were thus contacted. We are more than pleased to report that the response of the management of these establishments in returning the questionnaires with the information sought was indeed gratifying and that this survey feels itself indebted to them in being able to present this report on 147 establishments employing 25 or more persons in Salem, Morris, Ocean, Burlington, Somerset, Hunterdon, Cumberland, and Gloucester Counties.

The 147 establishments on which this report is based were located in Morris County, 66; Cumberland, 5; Hunterdon, 1; Salem, 8; Ocean, 2; Gloucester, 16; Burlington, 22; and Somerset, 20.

DISTRIBUTION OF NEGRO EMPLOYEES IN INDUSTRIES

147 establishments in the group of counties of which this report treats employed 23,534 persons; 17,221 of these were males and 6,313 were females. Of the above total employees, 1,001 were Negroes, 948 being males against only 53 females, the Negro workers constituting 4.2 per cent of the total employment.

133 of the establishments yielding data were engaged in manufacturing and mechanical pursuits. These concerns employed 22,386 or 95.1 per cent of the workers in industry covered by this survey. These workers were divided as to sex into 16,368 males and 6,018 females and as to race into 21,403 whites and 983 Negroes. The Negro workers in manufacturing and mechanical industry divide as to sex into 940 males and 43 females.

Industries in these counties in which a relatively high percentage of employees were Negroes were: (1) building material, 14.7 per cent; (2) chemical, 9.6 per cent; (3) Glass, 9.5 per cent; (4) miscellaneous group, 5.6 per cent. Industries in which at least 3 per cent of the employees were Negroes were: (1) food and allied, 3.8 per cent; (2) metal products, 3.6 per cent; (3) paper products, 3.9 per cent (4) textiles, 3 per cent.

Industries in which no Negro employees appeared in establishments covered by this survey were: (1) electrical products; (2) children's clothing, (3) furnishings, (4) leather and (5) rubber goods.

The 5 types of industries in which no Negro employment appeared represented 15 establishments, in which 1,950 persons or 8.7 per cent of the total employees in manufacturing and mechanical industry were employed.

3 establishments in trade, 4 in professional and public service and 7 in domestic and personal service showed an employment of 18 Negroes, 1 in trade, 4 in professional and public service and 13 in domestic and personal service; as

compared with an employment of 1,130 whites in these 14 establishments.

In the establishments engaged in trade one Negro male was employed, in professional and public service, 4 Negro males were employed out of a total employment of 688; in domestic and personal service 13 Negro employees, 3 males and 10 females, constituted 3.5 per cent of the workers in the 7 establishments furnishing data to the survey.

Trade, professional and public service and domestic and personal service employed 1,148 persons, 18 of whom were Negroes who constituted 1.56 per cent of the total employees in these three divisions of industry.

No contacts were made with organizations engaged in transportation and communication industry.

TABLE I
ALL OTHER COUNTIES*
DISTRIBUTION OF TOTAL AND NEGRO EMPLOYEES ACCORDING
TO SEX IN INDUSTRIES SHOWING PER CENT NEGRO

INDUSTRIES	#Establish- ments	Total Employees			Negro Employees			Negro
		Total	Male	Female	Total	Male	Female	
ALL INDUSTRIES	147	23534	17221	6313	1001	948	53	4.2
Manufacturing & Mechanical								
TOTAL	133	22386	16368	6018	983	940	43	4.3
Asbestos	3	1719	1414	305	17	17	0	1.0
Building Material	11	443	436	7	65	65	0	14.7
Chemicals	11	3219	3027	192	308	308	0	9.6
Clothing - Ladies'	13	1693	449	1244	18	3	15	1.1
" Men's, Boys'	17	2049	525	1524	5	1	4	0.2
" Children's	3	141	8	133	0	0	0	0.0
Electrical Products	3	120	77	43	0	0	0	0.0
Food and Allied	5	962	710	252	37	37	0	3.8
Furnishings	3	235	134	101	0	0	0	0.0
Glass Industry	8	2906	2436	470	275	255	20	9.5
Leather	3	339	207	132	0	0	0	0.0
Iron & Steel	9	762	754	8	22	22	0	2.9
Machinery	3	150	149	1	1	1	0	0.7
Metal Products	4	1192	1150	42	43	43	0	3.6
Paper	3	255	210	45	10	10	0	3.9
Printing - Publishing	3	318	126	192	1	1	0	0.3
Rubber Goods	3	1115	895	220	0	0	0	0.0
Textiles	17	3359	2454	905	100	98	2	3.0
All Others	11	1409	1207	202	81	79	2	5.6
Trade								
TOTAL	3	94	88	6	1	1	0	1.1
All Others	3	94	88	6	1	1	0	1.1
Professional & Public Service								
TOTAL	4	688	641	47	4	4	0	0.6
Public Service	4	688	641	47	4	4	0	0.6
Domestic & Personal Service								
TOTAL	7	366	124	242	13	3	10	3.5
Laundries	7	366	124	242	13	3	10	3.5

NOTE:

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

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

DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN

INDUSTRIES BY TYPE

The survey in All Other Counties covered 147 establishments. The total employment found in these establishments was 23,534; the total Negro employment being 1,001 or 4.2 per cent of the total. The total female employment was 6,313, 53 or 0.8 per cent of these were Negro females.

The total number of male employees was 17,221, of this number 948 or 5.5 per cent were Negro males.

Analyzing these employees according to industries by type it is shown that 133 establishments in the manufacturing industry reported 22,386 employees. The total Negro employment was 983. This number represented 4.3 per cent of the total employment. The Negro male employees constituted 940 or 5.7 per cent of the total male employees in the manufacturing industry.

Three concerns engaged in trade reported 94 employees. 88 of these were male and 6 were females. Only one Negro was employed in these three establishments, this one represented 1.1 per cent of the total employment.

688 employees were reported by 4 professional and public service concerns. 641 of these were male employees and 47 were females. 4 or 0.6 per cent of the total number were Negro male employees. No Negro females were reported in this industry.

7 domestic and personal service concerns had 366 employees and a Negro employment of 13 or 3.5 per cent of the total employment. 3 of the 13 Negro employees were males and constituted 2.7 per cent of the total male employment; while the Negro females were 10 or 4.1 per cent of the total female employees.

The per cent distribution of these employees in industries by type shows that 95.1 per cent of the total male employees are in the manufacturing and mechanical industry while 99.2 per cent of all Negro males find employment

in this industry. While the total Negro females employed by the industries surveyed is only 53 in number, 81.8 per cent of them are factory workers, and 18.9 per cent are engaged in domestic and personal service enterprises. No Negro females are found in professional and public service nor in trade. 1.3 per cent of the Negro males are found in domestic and personal service and less than one per cent in professional and public service and in trade.

TABLE II

ALL OTHER COUNTIES*

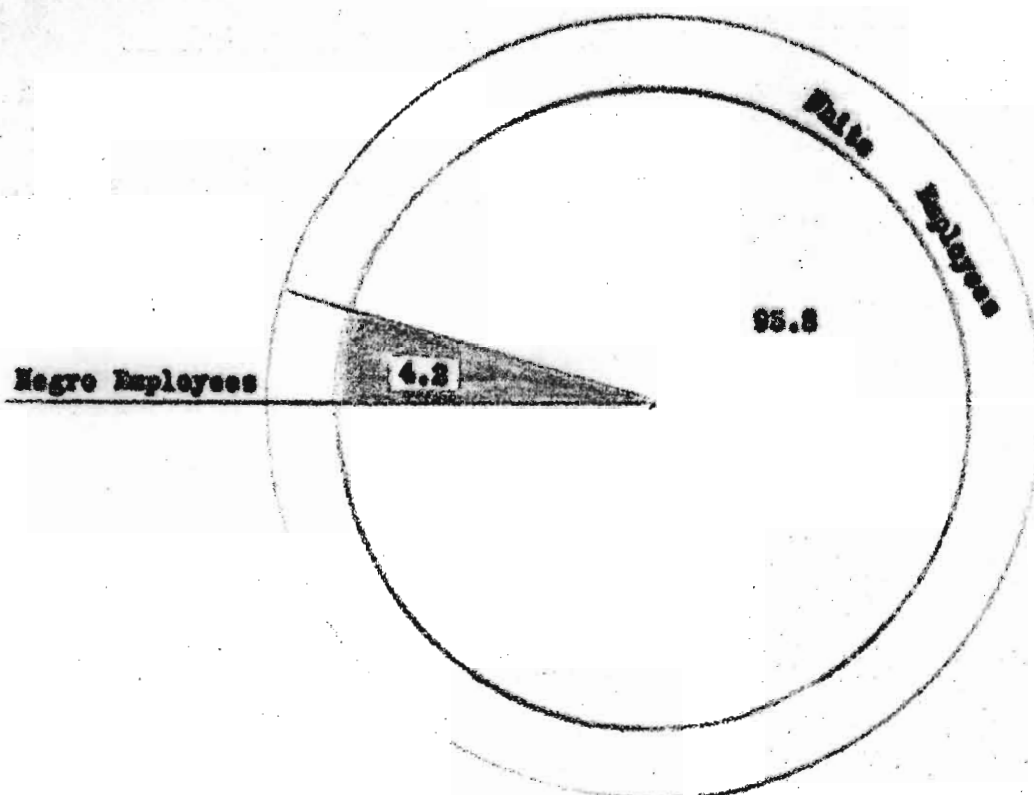
DISTRIBUTION OF EMPLOYEES BY SEX AND COLOR IN INDUSTRIES BY TYPE

(147 ESTABLISHMENTS REPORTING)

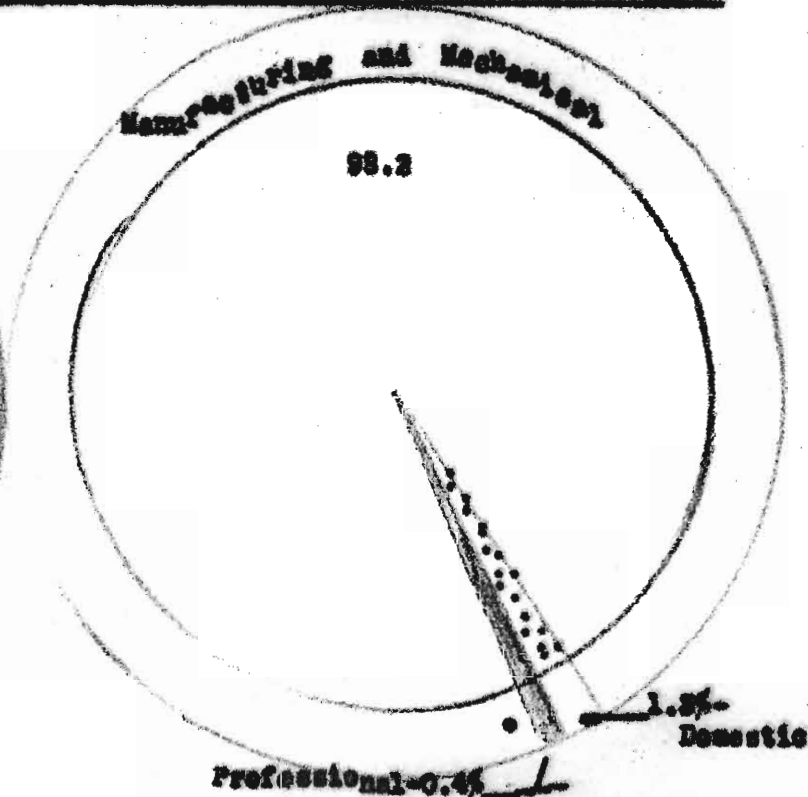
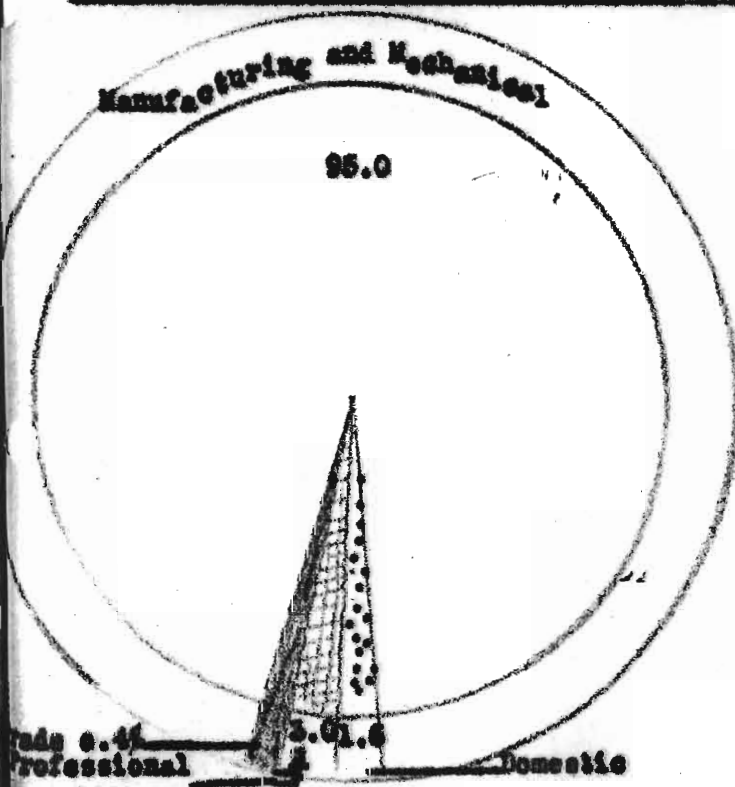
INDUSTRIES	# Of Establishments	Total Employees			Negro Employees			Negro of Total		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
TOTAL	147	23534	17221	6313	1001	948	53	4.2	5.5	0.8
Agriculture										
Extraction of Minerals										
Manufacturing & Mechanical	133	22386	16368	6018	983	940	43	4.3	5.7	0.7
Transportation & Communication	-	-	-	-	-	-	-	-	-	-
Trade - Wholesale, Retail	3	94	88	6	1	1	0	1.1	1.1	0.0
Professional & Public Service	4	622	641	47	4	4	0	0.6	0.6	0.0
Domestic & Personal	7	366	124	242	13	3	10	3.5	2.7	4.1
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										
Extraction of Minerals										
Manufacturing & Mechanical		95.2	95.1	95.3	98.2	99.2	81.1			
Transportation & Communication		-	-	-	-	-	-			
Trade - Wholesale, Retail		0.4	0.5	0.1	0.1	0.1	0.0			
Professional & Public Service		2.9	3.7	0.8	0.4	0.4	0.0			
Domestic & Personal		1.6	0.7	3.8	1.3	1.3	18.9			

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

CHART No. 1.



PER CENT DISTRIBUTION OF TOTAL EMPLOYEES IN 147 ESTABLISHMENTS.



WHITE EMPLOYEES - 22,533

NEGRO EMPLOYEES - 1001

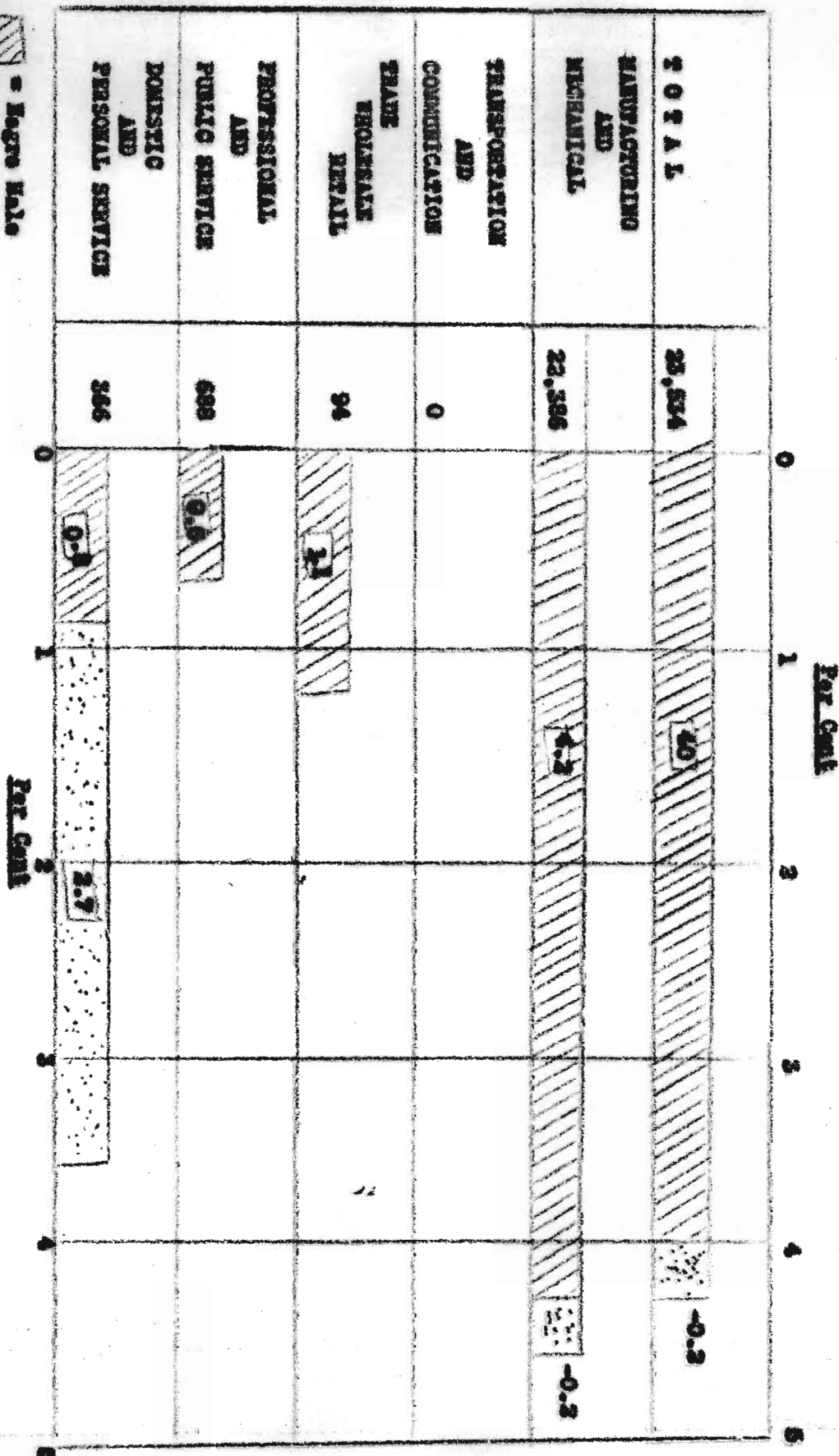
PER CENT DISTRIBUTION - COMBINED COUNTIES

*Trade - 0.1% - Not shown.

C H A R T No. 2

PERCENTAGE OF NEGRO EMPLOYEES ACCORDING TO SET OF THE TOTAL

EMPLOYEES IN INDUSTRIES BY TYPE.



- Negro Male

- Negro Female

WEEKLY WAGE SCALE OF NEGRO EMPLOYEES

The median wage of 1,001 Negro employees in the group of counties at the time of this survey, (Jan. and Feb.) was \$14.35. None of the workers were earning below \$10.00 per week and none were earning above \$39.99.

89 of the employees were skilled, the median wage of the group being \$13.84. 58 or 65.2 per cent of the skilled employees were in the low income bracket of \$10.00 to \$14.99; 12 or 13.5 per cent were earning between \$15.00 and \$19.99 per week; 14 or 15.8 per cent were earning between \$20.00 and \$24.99; 5 members of this class were earning more than \$25.00 per week, the highest paid receiving more than \$35.00 and less than \$40.00 per week.

The semi-skilled group numbered 458. The median wage received by its members was \$14.30 per week. 266 or 58.1 per cent were in the weekly income class of \$10.00 to \$14.99; 125 or 27.3 per cent were earning between \$15.00 and \$19.99 per week; 66 or 14.4 per cent were earning between \$20.00 and \$24.99. Only 1 member of this group was earning more than \$25.00 per week and none was earning \$30.00. 454 of the 1,001 were unskilled workers. They were earning a median wage of \$14.52 per week. This was a higher median wage than that of the 2 Other groups of workers appearing in the total of Negro employees in the establishments contacted. 251 or 55.3 per cent were earning between \$10.00 and \$14.99 per week; 180 or 39.5 per cent were earning between \$14.99 and \$19.99 per week; 18 were earning more than \$20.00 per week and less than \$25.00; 3 in this group were earning more than \$25.00 per week and less than \$30.00; and 2 were earning more than \$30.00 but less than \$35.00.

None of the 1,001 employees were engaged in professional or clerical work, this fact accounts in part for the low median wage of the group, it is due in part also to the low scale of pay prevailing in the groups in which Negroes find employment opportunities in these counties. The scale of remuneration received by the skilled workers, \$13.84 is especially low. Another fact worthy of attention

also is that only 1.1 per cent or 11 of the 1,001 employees are earning more than \$25.00 per week and that none are earning as much as \$40.00 per week, in fact only 1 of the 11 is earning \$35.00 per week.

TABLE III

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ALL OTHER COUNTIES*

SOCIO-ECONOMIC GROUPS	NUMBER										Medians 6
	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	1001	0	575	317	98	6	4	1	0	0	\$14.35
PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	\$0.00
CLERKS	0	0	0	0	0	0	0	0	0	0	\$0.00
SKILLED	89	0	58	12	14	2	2	1	0	0	\$13.84
SEMI-SKILLED	458	0	266	125	66	1	0	0	0	0	\$14.30
UNSKILLED	454	0	251	180	18	3	2	0	0	0	\$14.52

PER CENT

TOTALS	100.0	0.0	57.4	31.7	9.8	0.6	0.4	0.1	0.0	0.0
PROFESSIONAL	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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	65.2	13.5	15.8	2.2	2.2	1.1	0.0	0.0
SEMI-SKILLED	100.0	0.0	58.1	27.3	14.4	0.2	0.0	0.0	0.0	0.0
UNSKILLED	100.0	0.0	55.3	39.5	4.0	0.7	0.5	0.0	0.0	0.0

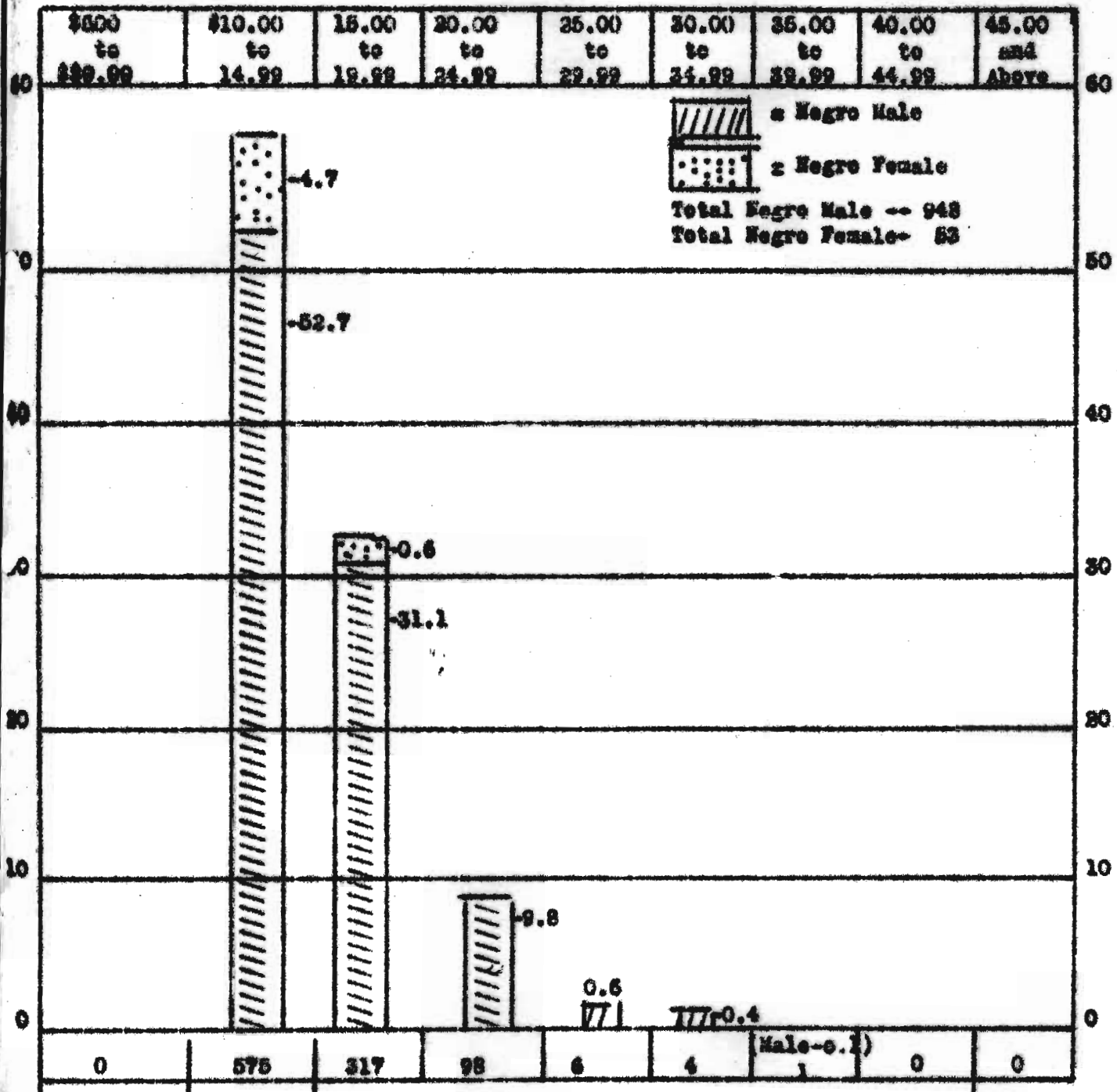
WEEKLY WAGE SCALE OF NEGRO EMPLOYEES IN INDUSTRIES ACCORDING TO SOCIO-ECONOMIC GROUPS

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

CHART No. 4.

PER CENT DISTRIBUTION OF WEEKLY WAGE SCALE OF

1001 NEGRO EMPLOYEES IN 51 INDUSTRIAL ESTABLISHMENTS

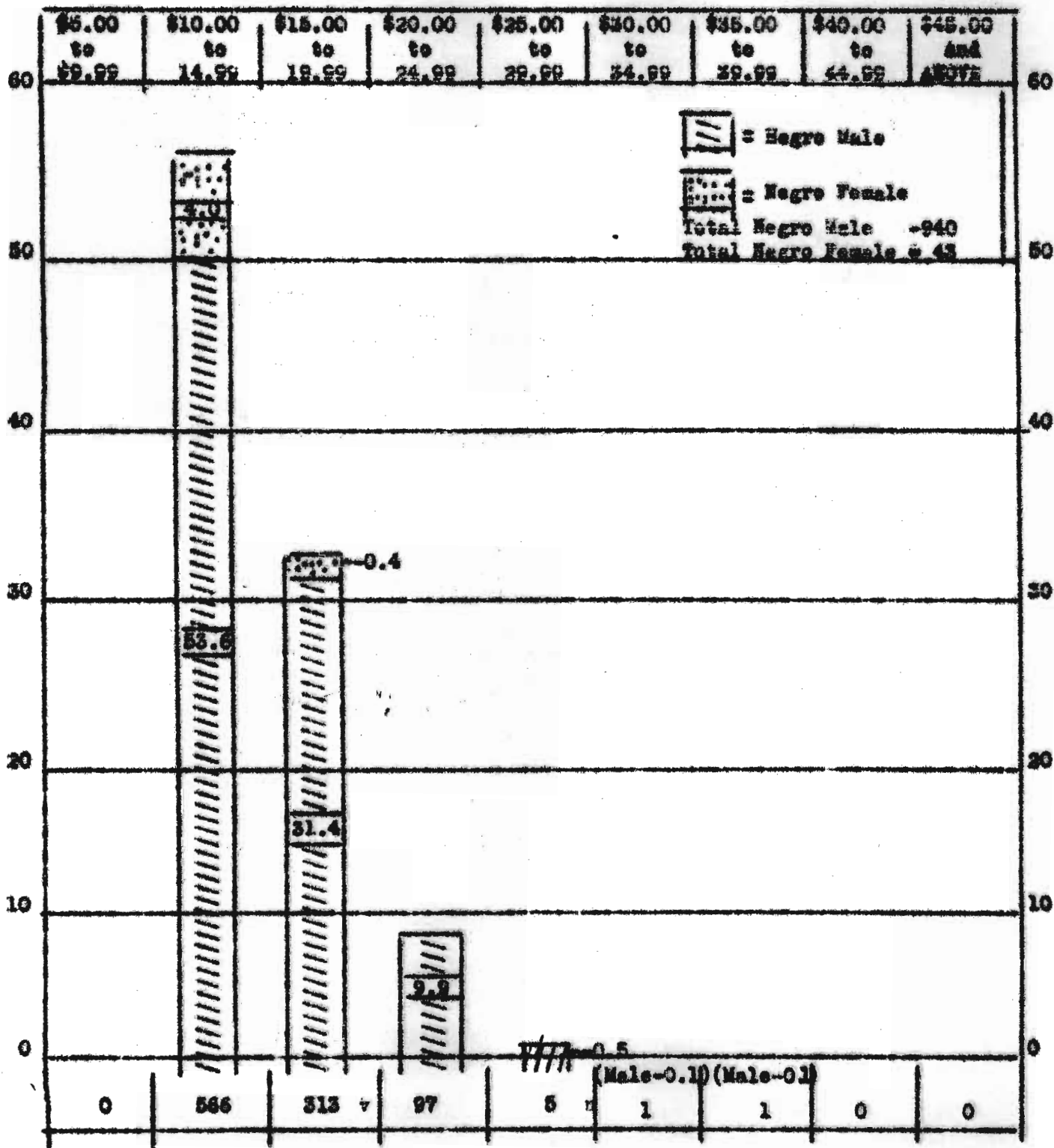


COMBINED COUNTIES

CHART No. 5

PER CENT DISTRIBUTION OF WEEKLY WAGE SCALE OF 1932

NEGRO EMPLOYEES IN 46 MANUFACTURING ESTABLISHMENTS



(COMBINED COUNTS)

NEGRO MEMBERSHIP IN LABOR UNIONS, WELFARE ORGANIZATIONS
AND RECREATIONAL PROGRAMS.

51 establishments reported on the question of Negro membership in Labor Unions, Welfare Organizations and Recreational Programs. 49 of these establishments stated that they had no Negro employees who had membership in Labor Unions.

One concern engaged in the manufacturing of asbestos products stated that it had Negro employees who were members of a company union. One Men's Clothing establishment reported Negro membership in an Industrial Labor Union of which employees of the firm were members.

48 of the 51 establishments reported that they maintained no welfare organization for their employees in which Negroes shared the benefits offered through such organizations.

One jewelry establishment employing Negroes stated that it gave direct relief to its employees in the form of food, clothing, shelter, cash and medical aid. One establishment engaged in the manufacturing of metal products provides direct relief for its employees and Negro employees share proportionately in this type of relief. One asbestos concern in Somerset County maintains recreational programs for its employees in which Negroes participate on the same basis as do the white employees.

POSSIBILITIES OF ESTABLISHMENTS NOT EMPLOYING NEGROES

Of the 147 establishments interviewed in the group of counties in this report, 97 were not employing Negroes at the time this survey was made. 30 of the concerns reported that they had employed Negroes in the past, 67 stated that Negroes had never been employed. 41 stated that Negroes would be employed in the future, while 56 stated that Negroes would not be employed. 21 of the employers stated that Negroes would be given only the positions which they formerly held when employed and 21 stated that they would be given opportunities in new types of jobs when hired.

88 of the establishments not employing Negroes were engaged in manufacturing and mechanical industries. 27 of the 88 had employed Negroes in the past, 61 had not. 36 (a gain of 9 establishments favorable to the employment of Negroes), stated that Negroes would be given future employment.

Gains were made in most manufacturing and mechanical industries as regards future employment of Negroes. However, a loss in favorable attitude as regards employment was sustained in the electrical products, and chemical industries, where in each instance 2 plants formerly hired Negroes, only 1, in each industry, stated that it would hire Negroes in the future. 3 leather goods plants reported that they had never had Negro employees, nor would they hire them in the future. Notable changes in attitudes were recorded in the ladies clothing industry where 8 establishments reported that they had never given Negroes employment in the past, but 5 of the 8 stated that employment opportunities would be provided in the future. Of 3 rubber goods plants never employing Negroes, 2 promised future employment and where only 3 of 13 textile establishments not employing Negroes at the time of the survey had never employed Negroes in the past 5 promised future employment.

2 establishments engaged in trade, had no Negro employees and had not hired them in the past. Both concerns stated that Negroes would be employed in the future.

2 of 3 establishments rendering professional and public service not employing Negroes when interviewed stated that Negroes would not be hired in the future. 1 of the establishments had used Negro employees in the past and stated they would be hired in the future.

Of the 4 establishments in domestic and personal service field not having Negro employees when interviewed, 2 stated that Negroes had been hired in the past and would be given jobs in the future, while 2 stated Negroes had not been hired in the past and would not be given future employment.

41 establishments gave as their reason for not having Negro employees the fact that they never apply for jobs; 9 stated that race prejudice of white employees prevented them from using Negro employees; 18 said Negroes were not skilled in "their line of work"; 9 stated it was not the policy of the company; and 20 said that there was no special reason.

TABLE V
ALL OTHER COUNTIES*

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

<u>Industrial Classes</u>	<u># Of Estab- lishments Reporting</u>	<u>Number Of Employees</u>			<u>Professional & Technical</u>		<u>Clerical & Kindred Workers</u>		<u>Skilled</u>		<u>Semi-Skilled</u>		<u>Un-Skilled</u>	
		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Manufactur- ing	47	983	940	43	0	0	0	0	66	17	451	3	423	23
Transporta- tion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trade	1	1	1	0	0	0	0	0	0	0	1	0	0	0
Professional	1	4	4	0	0	0	0	0	3	0	0	0	1	0
Domestic	3	13	3	10	0	0	0	0	1	2	0	3	2	5
Sub-Total 1	51	1001	948	53	0	0	0	0	70	19	452	6	426	28
Grand Total	51			1001	0	0	0	0	89		458		454	
Per Cent Dist. Total		100.0			0.0		0.0		8.9		45.7		45.4	
* Male					0.0		0.0		7.4		47.7		44.9	
* Female						0.0		0.0		35.8		11.4		52.8

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

TABLE IV

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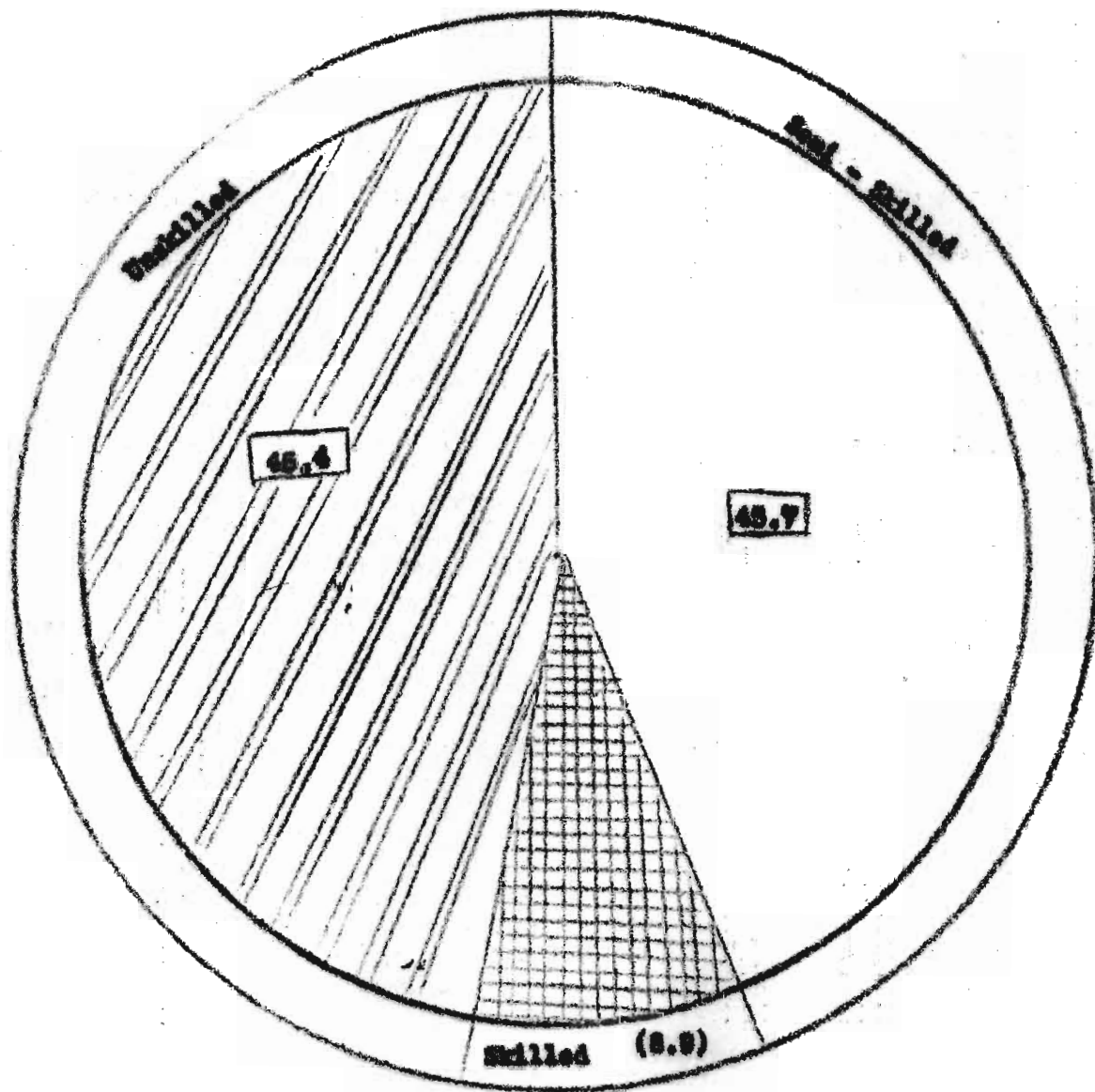
POLICIES OF ESTABLISHMENTS NOT EMPLOYING NEGROES

* Salem, Burlington, Somerset, Ocean, Morris, Gloucester, Munsterdon, Cumberland.

TYPES OF INDUSTRIES	# OF Estab- lish- ments	Past		future		Positions		Reasons For Not Employ- ing Negroes				
		Employment Of Negroes		Employment Of Negroes		To be held By Negroes		Never Applied	No Special Reason	Race Prejudice	Unskilled	Not Policy of Company
		Yes	No	Yes	No	Same	New					
ALL INDUSTRIES	97	30	67	41	56	21	21	41	20	9	18	9
Manufacturing & Mechanical TOTAL	88	27	61	36	52	18	19	34	19	9	18	8
Building Material	7	4	3	4	3	4	-	2	2	1	-	2
Chemicals	5	2	3	1	4	1	-	3	1	-	1	-
Clothing-Ladies'	8	0	8	5	3	-	5	2	-	2	4	-
Clothing-Men	15	4	11	6	9	2	4	9	2	-	2	2
Electrical Products	3	2	1	1	2	1	-	-	2	1	-	-
Furnishings	3	2	1	2	1	2	-	-	1	1	1	-
Glass Industry	5	0	5	1	4	-	1	2	2	-	1	-
Iron & Steel	7	5	2	5	2	3	2	3	2	-	1	1
Leather Industry	3	0	3	0	3	-	-	-	1	1	-	1
Rubber Goods	3	0	3	2	1	0	3	2	1	-	-	-
Textiles	13	3	10	5	8	2	3	4	1	2	5	1
All Others	16	5	11	4	12	3	1	7	4	1	3	1
Trade TOTAL	2	0	2	2	0	-	2	2	-	-	-	-
All Others	2	0	2	2	0	-	2	2	-	-	-	-
Professional & Public Service Total	3	1	2	1	2	1	-	3	-	-	-	-
Public Service	3	1	2	1	2	1	-	3	-	-	-	-
Domestic and Personal Service TOTAL	4	2	2	2	2	2	-	2	1	-	-	1
Laundries	4	2	2	2	2	2	-	2	1	-	-	1

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

CHART #6.
PER CENT DISTRIBUTION OF 1901 NEGRO EMPLOYEES IN
SOIC-ECONOMIC GROUPS



COMBINED COUNTIES

MORRISTOWN

Incomplete
H. E. Hall
Not Corrected

POPULATION

The population of Morristown has not increased to any great degree. Quoting from a recent newspaper article the present population of Morristown is approximately 15,850 - of which 85% is white, 8% Negro, and 7% foreign born.

HallMORRISTOWNNot Corrected**E D U C A T I O N**

SCHOOL	TOTAL ENROLLMENT	NEGRO ENROLLMENT	% NEGRO
Senior High	1,029	53	5.2
Junior High	557	50	9.0
Maple Avenue	309	76	24.6
Alexander Hamilton	724	73	10.1
Lafayette	424	92	21.7
George Washington	261	19	6.8
TOTALS	3,324	363	10.9

The above chart show that of a total of 3,324 students enrolled in the public schools of Morristown, 363 or 10.9% are Negroes. This seems to be rather a fair proportion when one considers the fact that Negroes comprise approximately 8% of the total population.

There is a total of 1,738 children enrolled in the elementary schools, a total of 260 or 15.0% being Negro.

It is found that in the Junior and Senior High Schools there are 103 Negroes or 6.5% of the total enrollment of 1,586. Since the enrollment of the high schools is approximately that same as that of the elementary schools (1,586 as compared with 1,738) and the Negro percentage for elementary grades is 15.0% and for high schools is only 6.5%, this is an indication that in some grade between the elementary school and Jr. High approximately 8.5% of the Negroes are discontinuing their education. Reasons given for this decrease in Negro enroll-

ment, were mainly economic, and a very few from lack of interest.

According to school statistics there are very few Negro newcomers to the public schools of Morristown. Some children come from very poor homes but by the time they reach high school, only those are left from the best homes, and they usually complete High School, and continue at College or some other institution of higher learning. It was stated that in the High School Negro students are no problem at all, but are found to be well-trained and co-operative.

The greater majority of Negro students are taking the academic and general courses. More students are pursuing the academic course than is desired by the High School authorities as many Negro Colleges require Latin. However, it was felt that a student should be at least well advanced in English to take such a course, for if a student is poor in English, he will certainly be just as weak in Latin. Comparatively few Negroes enroll for the commercial or art courses. Of the Negroes entering High School a great majority over 50% graduate.

While there have been no outstanding graduates during the past few years, indications are that there will be some within a year or two. At present there are several Negroes who are musically inclined and sing in the glee choir, which plays an important part in many school programs, which are furnished by groups and not individuals.

Negro students participate in all athletics. There are three outstanding Negroes on the varsity football team this year, who are doing excellent work.

There are no Negro teachers in the public schools of Morristown.

HOUSING

The condition of houses in the Negro section of Morristown is still extremely poor. There has been no improvement since the survey of 1931. Spring St., Hagler St., Water St., and the entire Hollow are the poorest section for Negroes.

A few houses were visited with the N. R. A. Social Worker.

Example: One house on Water Street--- a distinct shack or barn type has cement flooring, brook in back yard-in rainy weather brook overflows- people must wade through sand & feet of water which flows into the Kitchen - rough beams overhead - no wall or ceiling finish - House very damp. At time of visit 2 children had been taken to hospital for pneumonia - 1 baby was then ill at home with cold - Rent \$18.00 per month. House not fit to live in.

The majority of houses of this type (and there are many of them) rent for \$12 - \$15 - \$18 per month.

House on Spring Street are directly on the ground - just as any barn is built.

Of course there are some better homes in which Negroes live, but it is rather distressing to think that 2/3 of Morristown's Negro population live in these shacks.

The tuberculosis executive feels that some improvement should be made as a result of this and other surveys.

It is noted that the majority of relief money among Negroes is spent for medicine and rent.

Not Corrected
Incomplete

M. Pride-

MORRISTOWN

EMPLOYMENT

PUBLIC EMPLOYEES

Departments	Total	Negro	Negro	Salary
Public Safety				
Policemen	21	1	4.7	\$1500 a yr.
Public Works				
Street Laborers	21	5	23.8	\$16.50-19.25 per week
Water				
Laborers	8	1	12 1/2	\$18.70 per wk.

Post Office

1 Colored substitute works during Christmas week.

EMERGENCY RELIEF ADMINISTRATION

On Nov. 1, 1934 in Summit there were 176 white cases and 164 Negro cases or a total of 340 on relief lists. Mostly all men and women on relief list are employed in laboring and domestic jobs. There is 1 Negro nurse paid by the E. R. A. but supervised by the County Visiting Nurse Association. Two Negro case workers each having a case load of approximately 81 cases. Summit also has "cash relief" and the people work at 50 cents an hour for relief given; however, at present it is stated that it is very difficult to find enough work for them to do; incidentally many receive the food, wood and shelter in place of "cash relief."

HEALTH

A Negro physician organized a new Inter-Racial Health Program; with many prominent white and colored people on the committee. He has made several public speeches, and has helped in many ways to improve health conditions among the poor class Negro.

Housing conditions have not improved; and are reported in many instances as being worse than in the last Survey. The sanitary conditions are very poor, and as a result many of the colored people living in such quarters have illnesses such as bad colds, pneumonia and rheumatism.

M. Fride
Incomplete

DELINQUENCIES

The total number of arrests for 1933 in Morristown was 1008, and of this number 176 were colored or 17.4%. The Negro per cent distribution was as follows 9.1 for disorderly conduct; .39 for drunkenness; 1.8 for other assaults; 1.2 for larceny; .09 for breaking in and entering; .29 for liquor laws; .29 for robbery; .59 for sex offenses; .09 for other offenses; .09 for carrying concealed weapons; .09 for murder; .69 for material witness in murder; 1.09 for traffic laws; .29 for juvenile offenses; and .09 for fugitive; .69 for material witnesses.

SOCIAL AGENCIES

E. R. A.

2/3 of the Negroes on relief lists are of lower type - other 1/3 more intelligent. Majority are of laboring and domestic types. Mostly all come from section called Hollow. On November 1st, there was a total of 340 on relief lists for Summit - of this total 164 or 48.2% were Negroes. 1 Negro nurse is on white collar health project - works in conjunction with Visiting Nurse Association, but is paid by E. R. A. Also 2 Negro case workers - who carry entire Negro load. Need for special Negro worker in Boonton, where conditions are very poor.

Greater proportion of relief funds spent for rent and medicine. Due to poor housing conditions, there is much illness.

SALVATION ARMY

For half a century the Salvation Army has waged its ceaseless war, soldiers of peace, charity and faith. But long ago, they found that their war was against the ravage of hunger and privation as well as of the soul. They found it was no good talking to a man who was hungry and dirty, no matter how great the christian influence. So they established as their creed the three S's, soap, Soup and Salvation, and they have served faithfully and well.

Although, in Morristown, meals have been provided for thousands of wanderers of all races, lodging is given only to white applicants. The reason offered for this was that while only an average of two Negroes apply for lodging per year, even these were refused because the men already housed object to their presence.

The Salvation Army does relief work for the very needy families. Baskets, groceries and clothing are provided for the total of 50 people on the lists, of which 27 or approximately 50% are Negroes. Case work is done on a small scale, but is limited due to lack of funds. The Community Chest helps this work to the extent of \$6,200 a year. Of this sum \$1,000 is sent to the Maternity Home in Jersey City for unmarried mothers, and to the Emergency House at 231 Roseville Avenue in Newark.

Many colored children attend the Salvation Army Sunday School. Also, on Wednesday the "Band of Love" class is held, and here, again, are found many Negroes. These children are taught to paint, sew and do fancy work. In addition they are taught kindness to animals and to pray.

YOUNG MEN'S CHRISTIAN ASSOCIATION

The Booker T. Washington Branch of the Y. M. C. A. has been organized for 9 years, but has no building. Use Main "Y" building one night a week for games, and the High School gymnasium one night per week. Hi-Y Clubs for boys and girls - not separated as to color. A Negro is treasurer of boys, Hi-Y.

Negroes participate in all local conferences and special programs. Limited numbers attend state and county Older Boys' Conferences.

Camp at Schooley's Mt. must pay own tuition of \$7.00 Negro boys sent at beginning of season to make camp, and Negro girls at the end of the season to break camp.

Approximately 80 boys and 25 adults are members.

CENTRAL BUREAU OF SOCIAL SERVICE

The Central Bureau of Social Service was established in 1813 for case work service. There are branches of this agency all over the country, functioning under different titles. The work of the Society for the Prevention of Cruelty to Children is also conducted by this agency.

For more than a century the Central Bureau of Social Service has given counsel, advice and help to thousands of families. It acts as a central agency, giving those in distress and need an understanding hearing and directing them to the proper charity, clinic or state institution.

While the E. R. A. has taken over many of its cases, the load is still heavy. In 1933 there was a total of 1341 cases handled by the bureau, of which 279 or 20.8% were Negro. During 1934 this agency spent 80% of its budget on relief and family welfare, 12% on children's work and the prevention of delinquency, 5% upon health work and 1% upon character building. Of the total budget of 24,773, 45% was spent in Morristown, and 55% in other sections of the County. The budget for 1935 has been decreased \$3,773.

NEIGHBORHOOD HOUSE

A fund of \$11,120.00 is raised by the Community Chest for the work of the Neighborhood House of which sum \$1,120.00 or 11.9% is administered for Negro work. Formerly activities were conducted at Phyllis Wheatley House but are now at Neighborhood House and Collingsville School. Meet twice weekly. Two full time workers (1 Negro) and 2 Negro assistants carry on the main work. 13 other Negroes are on staff to conduct activities. Boys use game room and gym one night a week - women play basketball one night - baby conferences are held and a Nursery school for those under 2 years is held.

Activities includes (taught by Negroes)

1. Cooking Class (once a week - alternate weeks for Negroes)
2. Sewing Class (all up to 14 years of age)
3. Art Class - teaches girls artistic work.
4. Troop of Girl Scouts (Negro)
5. Food work for small boys.

Activities - for Negroes taught by White

Adult Education School

English
Dressmaking
Cooking

3 lodges meet here.

Y. M. C. A. sends some of the needy children to camp each year.

Visiting Nurse Association and Central Bureau care for health.

Incomplete

RECORDS DEPARTMENT

Organized 15 years ago and has approximately 30 active members. Own a recreation house. Not much work, being conducted here at present due to lack of funds. Hope to conduct classes during the winter. Formerly had their own social worker, now work is done through the Neighborhood House and a worker provided through the Community Chest.

GIRL SCOUTS

Girl Scout Troop #5, for Negro girls, was organized in 1921, and have had only one leader during the time of its existence. At present there are 25 girls belonging to the troop of which 17 are registered for this year, and an assistant leader. All leaders are volunteer.

Troop #5 meets every Thursday at the Neighborhood House. Dues are paid by each member which are supplemented with funds raised by frequent entertainments. Each member has her own uniform.

Two girls from the colored troop are sent to the Scout Camp at Newburgh, N. Y. each summer. All expenses are paid by the scout herself, her troop or the Scout Camp scholarship. These girls may be selected for any of the following reasons:

- (1) she has done most outstanding work during the year
- (2) she is needy, or
- (3) she has won the scout camp scholarship.

At the camp at Newburgh all Negro girls from all communities are stationed together, but are allowed all privileges of the camp.

There is also a "Y" camp at Washington, N. J. Negro boys are permitted to come the first week or 10 days of the season - in other words they make camp. Negro girls are allotted the closing week of the camping season, and it is their duty to break camp. Any number of girls from the troop may attend this camp.

Troop #5 participates in all scout programs, and receives funds from the scout council. The yearly per capita cost for the Girl Scouts is \$4.55.

Incomplete

BOY SCOUTS

This troop of Boy Scouts meets at the Episcopal Church, and is still unregistered. Approximately 25 members from poorest of homes--and very poor environment. Have no money to pay dues or registration fee. Has been organized for two years - and has 2 volunteer Negro leaders. Use the parish house for all activities.

OLD LADIES' HOME

The Old Ladies' Home is an institution in Morristown providing a comfortable home and peaceful environment for elderly ladies. According to the Matron there are no Negroes living here, nor have there been since her time at the Home.

Two Negroes are employed, however, one man as janitor, and a woman to do general housework.