



INDUSTRY

California for Insurance

COMPULSORY unemployment insurance, administered by the state, with contributions from employers and employees is one of the major recommendations to the California legislature in the final report of the State Unemployment Commission. The report which is now in the hands of the state printer, will be an 800-page volume. The legislative program it offers is summarized in the last report of the State Department of Industrial Relations, of which Will J. French, a member of the commission, is director. As emergency measures, the commission recommends a fund of \$20,000,000, to be loaned to counties and municipalities for relief purposes; a five-day week with a six-hour day on all public works and a five-day week "in the conduct of all state business." The commission urges an amendment to an existing statute which would provide for advance planning and long-range budgeting of public works "as a means of furnishing employment during periods of business depression." It would set up a state economic council, taking the place of the unemployment commission "and thus provide for the continuous study and interpretation of all problems relating to unemployment, production and consumption."

An Oasis

WORKERS' education classes from which next year's students for the Southern Summer School for Women Workers in Industry will be chosen, are being started in their home communities by members of the 1932 session. Local teachers and members of Workers' Education Committees are cooperating in forming the classes, and by correspondence and some field work the summer school committee and staff help in this effort "to create a workers' education movement." Twenty students attended last summer's session at Fruitland Institute, near Hendersonville, North Carolina. The girls came from eight states and fourteen cities and represented the cigar, garment, electrical, cigarette and textile industries, domestic service and the ten-cent stores. The five teachers gave classes in economics (the worker and the depression), spoken and written English, dramatics and current events and health education. Four periods each morning were given to classes, the afternoons to recreation, reading and the special projects that developed as the work went forward. Louise Leonard McLaren, director of the school, reports that

practically all of the girls gained in weight and went back home in much better health than they had been for a long time. . . . The school seemed like an oasis in the desert to most of the students this summer after the trying privations and problems of depression years.

To make possible a summer session in 1933, the committee is raising the necessary \$9000 which they believe "will come in small amounts." A second important need is for books for an adequate library, which can be used as a traveling library during the winter. Up-to-date economic and sociological books and good fiction are particularly needed. Mrs. McLaren writes:

For some years patrons of our circulating library have been students who live in mill villages where there are no libraries or in small towns

where library facilities are limited. Now even a good Carnegie Library like the one at Atlanta is practically closed to workers by fees.

A full report of last summer's school and outlines of the courses offered may be secured from the winter office of The Southern Summer School, Arnold, Maryland.

Women at Work

HOW heavily the depression bears on women workers is shown in the annual report of Mary Anderson, chief of the Women's Bureau of the U. S. Department of Labor. According to this important summary of current trends, unemployment among women workers is more widespread than among men, and in many industries is increasing at a more rapid rate. A breakdown of standards of hours and wages goes with this lack of work. Long hours figure conspicuously in the report's summary of a survey of women and girls working in one hundred needle trades establishments in Connecticut, recently made by the Women's Bureau. The investigators found shops where the work week ran to 60 or 65 hours, and a few where the workers were kept on the job seven days a week.

Charlotte E. Carr, director of the Inspection Bureau of the Pennsylvania State Labor Department, commenting on the effects of the depression on women workers in her state, calls attention to the fact that the hours' law is being repeatedly violated. Of the last one hundred prosecutions made by her division, covering 231 violations, 96 percent were infringements of the laws safeguarding women and children. Miss Carr comments:

It is tragically humorous at this time when the efforts of the nation . . . are bent toward securing shorter hours and sharing of work among the unemployed that fifty-eight out of a hundred violations in Pennsylvania are offenses against the hours' law for women and children. Many of these offenses took place in factories where the work on hand could have been done by a larger staff without resorting to these violations. The efforts of the federal and state governments to supply work relief on public projects can easily be outweighed in effectiveness by employers who are unwilling to recognize that the social need at present is for a reasonable amount of work spread among as great a number of unemployed as possible.

They Can Work

THAT boys and girls of subnormal intelligence may become self-supporting, even though they cannot "do" regular school subjects and that in ordinary times many of them hold factory jobs is shown by a report published by the U. S. Children's Bureau, summarizing a study made in seven cities. Employment records of 949 boys and girls who had been members of special public-school classes for the subnormal formed the basis of the study. The cities were Newark, New Jersey, Rochester, New York, Detroit, Cincinnati, Los Angeles, San Francisco and Oakland, California. At the time of the inquiry, prior to the depression, the children had been out of school from three to seven years, 71 percent of the boys, and 43 percent of the girls were gainfully employed. Only 3 percent were in institutions for delinquents or defectives. Most of the boys and girls covered by the study were steady in their jobs, 74 percent of the boys and 69 percent of the unmarried girls having worked for one employer for from one to three years. The occupations in which these young people found work were mostly unskilled or semi-skilled, requiring little industrial training. About three fifths of the group were in manufacturing and mechanical industries, most of the girls being factory operatives, most of the boys operatives and laborers. Only a few boys had succeeded in learning a skilled trade. Most of the girls who were not in factories were in personal or domestic service.

The study did not show any relation between intelligence ratings of the individuals and the steadiness with which they worked or the number of times they had been discharged. It did show, however, that those who had done well and been in the upper grades in manual training and handwork in the special classes

were more likely to be successful in their jobs. Both boys and girls who had done good work in industrial subjects had had less unemployment on the whole, had held their jobs longer and were earning better wages than those who had done poor work in school. The two chief needs revealed by the study, the report indicates, are "the need of further development of special training for mentally deficient children" and "the need for the development of a system of placement and supervision for pupils from special classes."

The Six-Hour Day

WITH the American Federation of Labor demanding a six-hour day as the only effective means at hand to cut down unemployment, special interest attaches to the actual experience with this plan of the Goodyear Tire and Rubber Company. Writing in a recent issue of *Industrial Relations*, Paul Weeks Litchfield, president of the company, reports on a two-year experience with the six-hour day in the plant, a five-day week in the offices. On the shorter work-day, Mr. Litchfield states, efficiency has increased about 8 percent, without any increase in the overhead costs of supervision and inspection. As Goodyear has put the scheme into effect, it has meant wage reductions from 1930 levels for the entire force. At the same time, "in our Akron factories alone, we have been able to give employment to three thousand workers who otherwise would have been entirely without incomes." The five-day week has made it possible, so far, "to avoid layoffs which otherwise would have been inevitable, and in our accounting department we added a considerable number of men and women." Mr. Litchfield holds that both workers and employers in this country must face the probability of a permanently shortened work-week, since technical improvements and scientific management now mean that "the normal needs of our present population can be taken care of as well in 36-hours work a week . . . as was possible in the 45-hour week of the recent past."

Buffalo's Fourth Count

FOR the fourth consecutive year, Buffalo, New York, has made a sample study of conditions of employment and unemployment in the local industrial area. The Buffalo Foundation co-operated with the State Department of Labor in sponsoring the investigation, which was directed by Professor Fred E. Croxton of Columbia University. Data were obtained from 14,909 normally employed men and women, of whom 31 percent were jobless and unable to find work, 22 percent more were on part time. Since 1929, the percentage of local unemployment in Buffalo has climbed annually from 6.2 percent to 17.2 in 1930, 24.3 in 1931 and 32.6 today. In the same period, the proportion on part-time has increased from 7.1 percent to 23.4. The report of the survey states that unemployment has been of longer duration this year than last. Of the jobless, four fifths had been out of work ten weeks or more in 1931, nine tenths in 1932. A little over one third of the men unemployed in 1932 had been out of work two years or more.

A report giving the detailed findings of the four Buffalo studies will shortly be published by the Department of Labor. Employment facts will be given both for individuals and by households, with statements of the duration of unemployment and the reasons for unemployment. The data will be classified by age, sex, nativity and industry. The plan is to repeat the survey in succeeding years, giving a continuing picture of the ups and downs of employment in this typical industrial community.

Protecting Children Who Work

LITTLE progress was made in legislative control of child labor in 1932, according to the annual report of the National Child Labor Committee (331 Fourth Avenue, New York). No significant measures were passed in the nine legislatures which met in regular session. In several states in which special sessions

were called, there were attempts to break down child-labor and school-attendance standards.

The only constructive legislation reported was in Louisiana and in New Jersey. In the former state, cities were empowered to establish compulsory continuation schools for working children, a sixth-grade requirement was set up in New Orleans for children between 14 and 16 years of age, leaving school for work, and a vocational guidance counsellor and a safety engineer for children going to work were provided. New Jersey tightened its statutes regulating the employment of minors between 16 and 18 years of age in dangerous occupations.

The committee lists many important child-labor bills which were defeated, including ratification of the federal child labor amendment in New Jersey, New York and Rhode Island.

Among other activities of the committee for the year, the report covers: a follow-up study of children under eighteen years of age who were victims of serious industrial accidents three or four years ago in Tennessee, Illinois and Wisconsin, to determine whether they had received adequate compensation, how the compensation funds had been used, how the injury affected the later working experience of the child; the continuance of a survey of the exposure of minors to poisonous and dusty occupations; a cooperative campaign carried on with the Macfadden Publishing Company through which hundreds of community groups are watching magazine salesboy conditions and reporting abuses directly to national distribution headquarters through the offices of the Child Labor Committee.

THE whole question of a shorter work week and a reduced working day is canvassed in *Shorter Work Periods in Industry*, just published by the National Industrial Conference Board (247 Park Avenue, New York. Price, \$1). The plan is considered from the emergency point of view and also in long-range terms.

THE American Federation of Full Fashioned Hosiery Workers comes forward with a new "white list" of silk stockings made under conditions of wages, hours and working standards accepted as "fair" by the union. The leaflet includes a brief statement of the breakdown in standards in the industry that must make the conscientious consumer eager not to patronize the employer who stoops to such exploitation as is described. For copies of the list, write the headquarters of the union, 2530 North Fourth Street, Philadelphia.

How the Y.M.C.A. in various communities has helped unemployed men and boys find a constructive use for their involuntary leisure is told in *Free-Time Activities for Unemployed Young Men* (Occasional Studies No. 12. The Association Press, 347 Madison Ave., New York). The booklet should be of wide use to groups and communities faced with the need for similar programs.

Two proposals were adopted recently by the board of the Industrial Relations Institute for its program of work. The first is for a study conference of I.R.I. members on "the world's natural resources and their use." The conference will be held in August 1933 in or near Vienna. The second is to collect from all countries written documents centering about works' councils and containing agreements between management and labor.

STATE labor laws affecting women in industry have been summarized by the U. S. Women's Bureau in a new bulletin which contains a number of useful charts. The material here brought together emphasizes the lack of uniformity between the states in this form of legislation.

THE Juvenile Protective Department of the Children's Aid in Buffalo issues *Children on the Stage*, surveying the national situation in regard to children in the theater and summarizing the New York legislation on the subject.



EDUCATION

Pre-Social Work

WHAT amounts to a pre-professional course for social workers is being developed at D'Youville College, Buffalo, New York, designed to prepare the student directly for post-graduate professional training. This year the sociology faculty has introduced a semester's work in medical-social problems as an experimental feature of this course. The plan is adaptable to study along other borderlines of the social-work field, and is particularly interesting for the way in which it brings practical viewpoints and experience to the classroom. A group of Buffalo's leading physicians is collaborating in a series of lectures on such subjects as public-health problems, nutrition standards, tubercular and cardiac problems, preventive medicine, infant mortality, social hygiene and problems of psychiatry in social work. A trained and experienced social worker will attend each lecture and take part in an hour's discussion, following the lecture, on community facilities for carrying out the physician's recommendations, a survey of what other communities are doing along the same line, and so on. A committee of five social agency executives and the judge of the children's court served with the physicians and the sociology faculty in planning the lecture-discussion course.

Grown-up Study

ORIGINALLY drawn up for the use of the world citizenship classes of the General Federation of Women's Clubs, *The Conflict Around Manchuria*, a study outline prepared by the American Council of the Institute of Pacific Relations, is being revised for the general use of adult study groups (Institute of Pacific Relations, 129 E. 52 Street, New York). The outline has two unique distinctions: it demonstrates how a difficult problem in American foreign relations may be brought before typical adult groups in such a way as to make the subject appear as a natural extension of the members' previous daily interests rather than something entirely new and remote, and it is based, not on textbook and periodical literature, but on an outstanding public document. Its source book is the report of the official international inquiry into the Manchurian situation—commonly known as the Lytton Report—reprinted verbatim by the State Department in a low-cost volume. The report, the council points out in an introduction to the outline,

is a document of the greatest importance for the development of international relations. It so happens that this report is so clearly and interestingly written as to form an ideal source of information for lay people, who are not versed in the intricacies of diplomacy.

Indians at School

CHANGE from boarding-school attendance to local day or public schools for Indian children was the significant feature of the year in Indian education, according to the annual report of the commissioner of Indian affairs. This policy was announced three years ago. Since that time, with the improvement in food,

clothing, equipment and personnel in Indian boarding schools the situation of former years has changed, and

instead of forcing Indian children into government boarding schools, we are now engaged in a serious effort to prevent these schools from being badly overcrowded, and to see to it that . . . places in the boarding schools are reserved for those for whom adequate facilities are not otherwise available.

Two boarding schools were closed last year and four more changed to community day schools. One old boarding school plant is now used as a central high and vocational school, to which pupils of the seventh grade and above are transported by bus. The total reduction in pupils in the boarding schools last year was over two thousand. The increase in Indian children in public schools, for which the Indian Service pays a tuition fee to the local school, made necessary a deficiency appropriation in 1932. A number of applications for the current school year had to be rejected because of lack of funds. The report points out:

The economy in the shift from boarding schools to day and public schools is shown by the fact that more children can be educated for the same sum formerly spent on boarding schools with equally good results.

Guidance in City Schools

HOW the Bureau of Child Guidance, set up within the New York City public-school system, has functioned in its first year of work was summarized by Dr. Leon W. Goldrich, its director, in an address at the annual luncheon of the United Parents' Association. Dr. Goldrich reported that the organization of the bureau has stimulated interest in mental hygiene throughout the school system. Local colleges and teachers' associations are giving a variety of courses in this field, attended by thousands of the public-school teachers. About fifteen hundred more teachers are attending courses given directly by the bureau. Child-guidance committees have been organized in many schools. The clinic, which began its work in May on an experimental basis, is now caring for 182 children referred to it by schools in one Manhattan district, and giving consultation service on difficult cases referred by district superintendents and principals in other boroughs. Through its social division the bureau has secured the "active cooperation of many leading social agencies . . . and has established definite cooperative relationship with the Crime Prevention Bureau of the Police Department." Dr. Goldrich added that the magistrates' courts and the Court of General Sessions "have sought the cooperation of the bureau . . . in their program of dealing in a more scientific way with juvenile offenders."

Children Who Are Different

PARENT-TEACHER groups, as well as social workers and others who have to "deal constructively" with unusual children—the gifted and the handicapped—will be interested in *Parents' Problems with Exceptional Children* by Elise H. Martens, just put out by the Office of Education (Superintendent of Documents, Washington. Price, ten cents). The 72-page bulletin defines and deals simply with three main groups of "children who are different," giving questions for discussion and reading lists for each topic treated. Recognizing that "no two children are alike," Miss Martens classifies three types who must be dealt with on the basis of their differences: the physically handicapped child, suffering from a sensory defect, a crippled body or an organic weakness; the mentally different child, advanced or retarded beyond the general level of his group; the socially different, "who present serious behavior problems which seem to set them apart from the rest of childhood for peculiar consideration." The bulletin deals with the special needs of each of these children in his home, his school and his community, stressing the importance of understanding the child's own problem, for maintaining a wholesome attitude toward his "differences," and for knowing and using the agencies that will help him make the most of his assets and learn to handle his disabil-