

# The Social Front

## Jobs and Workers

**M**ANY women workers will solve their postwar employment problems by "fading out" of the labor market, according to a recent report by the Office of War Information covering employes affected by group layoffs caused by cut-backs. The report noted that the number of women employed in manufacturing has decreased slowly but steadily since January. The July total of 18,590,000 women employed—an all-time high—was attributed to an increase of women in agriculture. The report cited a number of specific instances. Thus, of 5,525 employes let out when the Eau Claire Ordnance Plant shut down for reconversion to tire-making, 3,475 were women. Of the 2,000 workers who found new jobs, 1,750 were men, representing 85 percent of the men laid off; 250 were women, only 7 percent of the female layoffs. When 7,642 workers were laid off by cut-backs in the Minneapolis-St. Paul area, some 1,500 women left the labor market. Comparable examples were cited from Los Angeles and Des Moines. Among the chief reasons given for failure of women to seek new jobs when one war job ends, is reported to be the strain and difficulty of combining wage earning with homemaking duties.

**Child Labor**—The special drive against unlawful child labor, started in April by investigators of the New York State Labor Department, has removed 9,000 girls and boys from illegal employment, according to a statement by Edward Corsi, industrial commissioner, on August 25. Child labor violations reported this year have increased 100 percent over last year, partly because more children are employed, partly because more investigators have been assigned. Reported violations for the state now average over 2,000 a month. The total number of young people under eighteen years of age now employed in New York State is estimated at 500,000. Over-all statistics show that more violations occur up-state than in New York City, more in mercantile establishments than in industry. In July, of 2,249 young people found illegally employed, 188 were under the legal minimum age of fourteen years. Other violations included employment of young people at night, for over-long hours, without working papers, at substandard wages, at hazardous occupations. Mr. Corsi stated that the drive to protect youth from illegal employment would

continue even after Labor Day, when the majority of the young workers were expected to return to school.

**Maternity Policy**—The War Department recently put into effect an official pregnancy policy governing the employment of women in its more than 1,000 plants and establishments, where about 500,000 of the workers are women, more than 60 percent of them married. The policy provides that a pregnant employe will not be continued at work after the thirty-second week of her pregnancy, nor within six weeks after delivery; pregnant employes should report their condition to the medical department of the plant, "in order that they may receive proper supervision and be safeguarded at their work"; pregnant women are not to be assigned to heavy work, to work between midnight and 6 A.M., nor to work overtime; "provisions for maternity care and leave should not unnecessarily jeopardize the employe's position, nor her seniority privileges." Medical phases of the program were formulated by the Surgeon General's office, in line with standards recommended by the Children's Bureau, the Public Health Service, and the American Medical Association. That they differ widely from prevailing industrial practice was shown by a study made a year ago by the Children's Bureau.

Another study, made by Caroline G. Olson, R. N., and reported by her in the *National Safety News* for February, covered the working conditions of women in more than 100 industrial plants in several states. Miss Olson found that the women workers were not encouraged to report pregnancy, that no study of the relationship between pregnancy and the worker's efficiency had been made by the industries, and that in the few plants having a pregnancy policy, the provisions were not based on sound medical principles.

**ILO**—As a result of a decision at the conference of the International Labor Organization in Philadelphia last summer (see "A Declaration of Interdependence," by Frieda S. Miller, *Survey Graphic*, July, page 326), joint international industrial committees for the main world industries are to be set up, probably covering transport, textiles, coal, iron and steel, and construction. It was left to the ILO Governing Body to decide the scope of the committees, and

whether they should be composed of representatives of governments, as well as representatives of management and labor. The Governing Body is expected to meet in London this fall, following a meeting of the Joint Maritime Commission, which will bring together representatives of shipowners and of seamen. Resolutions adopted by the Philadelphia conference also called for the convening at early dates of Asiatic and Near and Middle Eastern ILO regional conferences.

**Union Convention**—More than 200 delegates from forty states, representing 55,000 professional and "white collar" workers, met in Philadelphia the first week in September, for the fifth convention of the United Office and Professional Workers, CIO. The theme of the convention program was "Every American secure in an America secure in the world." Reports of union activities in the two years since the fourth convention recorded \$14,000,000 gained by UOPWA in salary increases through collective bargaining; and scientific job classifications "based on merit and professional training" in contract negotiations with several major companies. Membership figures showed 4,000 social service members, with locals functioning in 19 cities, and members in 50 additional cities. Through collective bargaining, the social service division reported, for the two-year period, gains of more than \$2,000,000 in salary increases for social workers.

**On-the-Job Feeding**—Food service is available to 5,500,000 factory workers today, and installations now being made will make it available to 1,500,000 more, according to a survey of 2,056 representative plants made by the War Food Administration. Although these facilities were found to be widespread, the WFA pointed out that fewer than half the present provisions are adequate. Only 44 percent of the plants with food facilities are able to serve 60 percent or more of their workers. Provisions are reported better in large than in small plants, with the best records in shipyards and aircraft plants. The WFA reported that its industrial feeding specialists are equipped to assist companies in improving their present food service facilities and in extending them. In-plant feeding is reported to have cut labor turnover, reduced absenteeism due to illness and, in many instances, to have changed for the better the health habits of workers and their families. (See "Food for Workers,"

by Ernestine Perry, *Survey Graphic*, September, page 382.)

The first in-plant nutrition course will graduate its first student this month, at the Eastman Kodak Company, Rochester, N. Y. Seven other young women from six states will finish the same ten months' training later in the fall. The purpose of the course is to provide Eastman and other plants with dietitians experienced in around-the-clock food planning, and in employe-health matters. A college degree in foods and nutrition, or in institutional management, is a prerequisite of the dietetic "internship." Each student spends eight months learning cafeteria management, including the purchase and preparation of food in large quantities, attractive counter arrangements and food-cost control; one month in special diet instruction; one month in vitamin study.

**In Print**—Following a two-year study made by a committee of sixteen churchmen, eight representing management and organized labor, the Department of Social Education and Action of the Presby-

terian Church offers a report on "The Church and Industrial Relations." The committee chairman was Douglas Falconer of the United Seamen's Service, and the report was approved by the 156th general assembly of the Presbyterian Church. It includes an analysis of "outstanding issues," and a series of recommendations. Available without cost from any Presbyterian book store. . . . The National Council of American-Soviet Friendship publishes a second and revised edition of "Organized Labor in the Soviet Union," by Edwin S. Smith, former member of the National Labor Relations Board. Price 10 cents from the council, 232 Madison Avenue, New York 16, N. Y. . . . "Post-war Jobs for Women," published by the National Women's Trade Union League, offers in brief compass answers to three questions: What will happen to women workers after the war? Will they hold on to wartime gains? What can they do now to ensure postwar security? Price 15 cents from the league, 317 Machinists Building, Washington 1, D. C.

## Education

**SPEARHEADED** by the Children's Bureau and the U. S. Office of Education, the national "Go-to-School" drive has enlisted the cooperation of a wide range of community agencies. The situation which the drive is seeking to correct is outlined in a letter addressed to educational workers throughout the country by the National Education Association. This statement points out that since 1940-41, when high school enrollment reached its all-time peak of 7,244,000, it has shrunk by more than 1,000,000, and is back to the 1934 level. The letter states, "Inroads into the high-school-age population for building the wartime labor force have been greater than for any other age group." In October 1943, the U. S. Office of Education warns, half of the school-age youth who had held jobs in the summer were still at work, though schools doors had opened. The number of young people fourteen to seventeen years of age at work the past summer was greater than in 1943, according to Children's Bureau estimates.

In many communities, the campaign is being carried on through a local Go-to-School committee, made up of representatives of various social, church, educational, and other agencies, which brings before parents, students, and employers the importance of continuing education for American youth. The Children's Bureau has prepared a handbook for the use of these committees, and for other community agencies which are striving to keep teen-agers in school, or in well planned school-and-work programs. Price,

5 cents from the Superintendent of Documents, Government Printing Office, Washington 25, D. C.

**Radio Education**—The field of educational broadcasting, particularly the use of radio in the classroom will be reviewed at the school broadcast conference to be held in Chicago, October 23-24, under the chairmanship of Lyman Bryson, educational director of the Columbia Broadcasting System. Topics scheduled for the general sessions include the philosophy of radio education, in-school producing groups, the future of educational radio and television.

The fourteenth yearbook of the Institute for Education by Radio, published by Ohio State University, has sections on wartime broadcasting, children's programs, broadcasting for special groups, research in educational broadcasting.

**Learning by Living**—A new program, which combines teacher training with community betterment, will be undertaken jointly this year by Hampton Institute and the General Education Board. Under this experimental plan, teachers-in-training will live in the communities of selected schools near Hampton, and as citizens and neighbors take part in the life of the community and contribute to its development. They will be concerned with major problems confronting the Negro, such as health and sanitation, discovering vocational aptitudes and opportunities, improving the social conditions of the region. The new program will include a four-

year curriculum for undergraduate students, and a one-year postgraduate curriculum. It will be directed by L. F. Palmer, formerly principal of the Huntington High School in Newport News, Va. For the past year, Mr. Palmer has been assistant director of extension at Hampton.

**For Veterans**—Ten basic objectives and twelve specific courses for "general education" for members of the armed forces are covered in a report which a special committee of the American Council on Education recently completed at the request of the United States Armed Forces Institute. The suggested instructional materials, designed primarily for the period following hostilities, are being prepared by the institute for use in correspondence study and group instruction. Dean T. R. McConnell of the University of Minnesota was the committee chairman. The courses have been developed for men and women at the senior high school or junior college level. The report contains outlines of the proposed courses, including personal and community health; oral and written communication; marriage and family adjustment; problems of American life; America in international affairs; American life and ideals in literature; philosophy and religion. The report, "A Design for General Education for the Armed Forces" may be ordered from the council, 744 Jackson Place, Washington 6, D. C. Price \$1.25.

A Yale Program for Returning Servicemen will be directed by Ralph H. Gabriel, Larned Professor of American History, who has been on leave teaching in the School of Military Government at Charlottesville, Va. Yale will offer a dual program: a one-year intensive course to prepare those who have never been to college, or who have attended college for less than a year, for junior or senior standing; an intensive course of four terms preparing those who have had at least one full year of college for entrance into professional or graduate schools or for direct entrance into the business world. Credits from other institutions and from army and navy programs will be "fairly assessed and applied to the degree requirements."

Teachers College, Columbia University, is arranging a concentrated refresher program for "young men and women returning to the field of education after military and wartime services." The aim of the program will be "to prepare former teachers and administrators to resume their positions as quickly as possible."

Under the leadership of a local businessman, Miles Hollister, the city of Altoona, Pa., appealed to the Pennsylvania State College to help it prepare to cope constructively with the difficult task of