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A SURVEY OF THE OCCUPATIONAL OPPORTUNITIES
FOR NEGROES IN ALLEGHENY COUNTY

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FOREWORD

I wish to acknowledge my indebtedness to Professor Francis D. Tyson, who suggested this subject to me, for his advice and encouragement; and to Professors Carroll R. Daugherty and Edwin N. Montague for their many helpful suggestions.

INTRODUCTION

As a part of its program for social service among Negroes, the Urban League of Pittsburgh has for years maintained an industrial relations department, having as its general purpose the improvement of employment conditions for the Negro worker.

In the past, the Industrial Secretary has been handicapped in developing an effective placement service, partly because there has been no adequate information available concerning the firms in this locality which employ Negroes, and the capacities in which they are employed.

With the decision of the Federal Government to provide funds for the employment of white-collar workers through the Civil Works Administration the League recognized an opportunity to acquire this much-needed information. The sponsorship of the State-Federal Employment Office and the Department of Economics of the University of Pittsburgh was secured, and a project was submitted providing for a survey of selected industrial firms in Allegheny County to determine what occupational opportunities exist for Negroes.

The project was approved, and work was begun early in March under the direction of Mr. R. Maurice Moss, executive secretary of the Urban League of Pittsburgh, and

Dr. Francis D. Tyson, Professor of Economics at the University of Pittsburgh.

The practical purpose of the survey as stated to the officials of the Civil Works Administration in presenting the project, was primarily to obtain a body of information which would definitely show the firms that employ Negroes and are willing to employ more of them in the future.

The value of this information for practical use lies in the fact that it would provide the Urban League and the State-Federal Employment Office with factual knowledge as to the industrial and commercial firms which might hire the large numbers of Negroes who are constantly applying to these organizations for aid in finding work.

This information was to be obtained by having interviewers visit the various firms in order to secure the desired knowledge from the personnel or employment officers.

The Civil Works Administration upon approving the project provided twenty workers, which included two supervisors, fourteen interviewers, three stenographers, and a timekeeper. These men were all unemployed white-collar workers, seventeen Negroes and three (all of whom served as interviewers) white. Most of the staff were familiar with the type of work they were to perform, both of the supervisors were college graduates with some experience in research and nine of the interviewers had some college training.

The Urban League supplied office space, and all the necessary equipment and materials.

Most of the firms to be visited were selected from the Industrial Directory for Pennsylvania, published by the State Department of Internal Affairs. Every effort was made to cover all of the firms reported as employing over fifty persons in 1930, and as many as possible of the smaller firms. Additional firms, especially firms engaged in Trade or Transportation, were selected from the telephone directory; and an effort was also made to cover as many of these as possible.

The firms to be visited were notified by mail and the interviewers were provided with letters of introduction to the officer to be interviewed.

Because of the diversity in the nature of the industrial and commercial life of the survey area, and an even greater diversity in the types of occupations, hours of work, rates of remuneration, and general working conditions for the Negro population, it would have been difficult to devise a single schedule containing all the questions that would have to be asked in order to obtain the desired information. Therefore the questionnaire drawn up contained only in general form the questions to be asked. The interviewers, however, were provided with master schedules containing the very important specific details relating to these general questions. The master schedule was to be used as a guide and the interviewer was instructed to secure the answers to as many of the specific details as possible.

The interviewers were given a careful two-day training period and then sent out into the field. As the survey

progressed the supervisors made every effort to send the best interviewers to visit the larger firms.

The questionnaire and the master schedule used in the survey are presented in Appendix III. They clearly show just what information as to the present status and future prospects of Negro labor, that the survey was expected to obtain.

The field work lasted approximately five weeks, during which time over 700 firms were visited and employment statistics obtained covering over 153,408 workers, 10,477 of whom were Negroes.

This thesis is devoted to the classification and analysis of part of the data obtained from this survey. In order more clearly to bring out the character and significance of these findings, they are presented in connection with the statistics on occupations for 1930 prepared by the United States Bureau of the Census.

THE NEGRO POPULATION OF ALLEGHENY COUNTY

During the past two decades there has been a great change in the economic status of the Negro population of the United States. In this short period large numbers of these people have migrated from their rural homes in the South, where they have lived for generations as "tillers of the soil", to become industrial workers in the urban centers of the North and Middle West.¹ This migration not only increased the complexity of one of America's foremost social problems, but also had great significance in its effect upon the economic life of the urban centers.

The presence of large numbers of these migrants in the industrial communities created grave labor problems, as the employers by using the Negroes as a labor reserve, weakened the bargaining power of all other workers, thereby keeping down wages and depressing the standard of living.

After 1930, when the present business depression began to cause widespread unemployment, large numbers of Negroes applied for relief. As the proportion of Negroes on the relief rolls grew, the impression became current that they were being displaced from industry in favor of other workers.

This was one of the problems this survey was expected to throw light on, that is, to what extent the Negroes have been retained in the industries in which they gained a foothold in the pre-depression era.

¹"The Black Worker" by Spero and Harris (1931)

In order to understand the present status of the Negro worker and to interpret the data obtained by this survey, it was necessary to know something about the growth and present size of the Negro population of Allegheny County. The following table shows the Negro population of Allegheny County for the census years since 1880. It clearly indicates the proportions to which the Negro population has grown especially during the past two decades.

TABLE I

The Total Population and the Negro Population
of Allegheny County

1880 to 1930 ¹			
Year	Total	Negro	Percent
1880	355,869	7,876	2.2
1890	551,959	13,501	2.4
1900	775,058	27,753	3.5
1910	1,018,463	34,217	3.3
1920	1,185,808	53,517	4.5
1930	1,374,410	83,326	6.0

Similar figures for the State of Pennsylvania, the city of Pittsburgh and the United States are presented in Table I of Appendix I. By examining this table and the accompanying charts showing the relative increase of the total and the Negro population in the aforementioned areas, the reader can assure himself that the increase in the Negro

¹U. S. Bureau of the Census: Volumes on Population.

population took place throughout the state; and that since the proportion of Negroes in the total population of the United States has been steadily decreasing for the last 50 years, the increase in Pennsylvania is probably due to migration.

AN ESTIMATE OF THE DISTRIBUTION OF THE TOTAL
POPULATION AND THE NEGRO POPULATION
BY DIVISIONS OF OCCUPATIONS

The preceding chapter presented a picture of the tremendous influx of Negroes into Allegheny County. It would be logical at this time to examine the types of occupations in which these migrants found employment.

Inasmuch as the survey covered industrial employment throughout the county, an adequate comparison can only be obtained by having a picture of the total employment in the county. Unfortunately, accurate statistics for employment in the county are not available, as the census bureau has contented itself with preparing these figures for the states and the larger cities. Nevertheless since it was desirable to have some idea of the occupational distribution of the Negroes in the county, an estimate of these figures was prepared and is presented in Table II on the following page. This table also includes the statistics for the city, but these were prepared by the census bureau.

The figures presented by the census bureau for the city show 50.2 percent of the Negro gainful workers employed in Manufacturing and Mechanical Industries, Transportation, and Trade, with the great proportion of these workers in the first of the three groups.¹

The same figures in the estimate for the county indicate that 49.8 percent of the Negroes are employed in the forementioned three divisions. This percentage may be com-

¹ U. S. Bureau of Census: Occupation Statistics: 1930

pared with a figure of 28.9 percent for the same elements of the Negro population for the United States.¹

TABLE II

AN Estimate of the Total Number of Gainful Workers and the Negro Gainful Workers, 10 years Old and Over, by the General Divisions of Occupations, for Allegheny County: 1930¹

	Total		Negro	
	City	County	City	County
Total	278,591	547,032	26,121	39,536
Agriculture	936	16,751	63	276
Forestry	5	241	0	0
Mining	876	19,852	208	671
Manufacturing & Mech. Industries	95,705	200,530	8,902	12,997
Transportation	28,056	50,465	2,820	4,285
Trade	47,056	80,707	1,420	1,940
Public Service	7,099	11,884	471	708
Professional Service	21,548	39,961	555	855
Domestic and Personal Service	37,949	61,175	11,092	15,988
Clerical Occupations	39,361	66,994	590	790

U. S. Bureau of Census: Occupations Statistics: 1930

Note: The procedure followed in constructing this estimate is outlined in Appendix II. The Figures for the total number of all persons and the total number of Negroes in Allegheny County who were gainfully employed in 1930 probably do not possess an error greater than 5 percent. Therefore the use of

these figures for comparisons on which conclusions were drawn is justifiable.

However, in the classification of these total figures into the various occupational groups errors may have occurred which were not errors of estimate. For example the persons engaged in mining might constitute only a small proportion of the total employment in the state; however, the majority of these miners may live in the county where they would constitute a larger percent of the gainful population than would be indicated by an estimate obtained by applying the proportion of miners in the state to the total number of workers in the county. Then to, in the case of miners the presence of a city figure would not serve as a check, as most of the miners would live outside the city limits. This classification is therefore only offered for what it may be worth and no great confidence should be placed in it.

THE SCOPE OF THE SURVEY

With the large staff of interviewers it was possible to cover a considerable number of firms, and in the course of the five weeks which the workers spent in the field they were able to obtain reports for 750 firms. Of these 750 firms 36 were reported as "bankrupt" or "out of business". In addition 12 firms refused to answer question two, and since their total employment was not known they were not included in this analysis.¹

There were, then, adequate reports for only 702 firms. The total number of employees and the number of Negro employees of these 702 firms was as follows:

	Total	Negro
All Employees	153,422	10,477
Male Employees	133,826	9,993
Female Employees	19,596	484

It had been hoped that the survey would cover enough firms to make it a representative sample of the

¹ Although unwilling to give the total number of employees these firms did give the number of Negro workers. The total number of Negroes employed by these 12 firms was 245. However, since this analysis attempts to show the proportion of Negroes to the total employment of the firms included in the survey these 12 firms were omitted from the classifications which follow.

industrial employment in the entire county on which conclusions concerning the whole Negro population could be based. If the figures for the employment reported by the survey are compared with the figures in Table II, it can be seen that the survey has covered 28 percent of the total working population and 26 percent of the Negro working population. This is large enough to serve as a sample on which reliable conclusions may be predicated.

The reliability of the sample increases when it is recalled that this is only a survey of industrial employment; therefore, the greater part of those persons classified in Table II as employed in Public Service, Professional Service, and Domestic Service, along with all the Agricultural and Forest workers can be excluded from the number of workers with which the sample is to be compared.

Finally employment at the time the survey was made was far below the 1930 figures; due to the depression employment in the industries of Allegheny County was only about 78 percent of the 1930 level.¹ Thus the survey can be acknowledged to have provided a much larger sample than the percentages given on the preceding page.

Table III on page 18 presents the employment figures obtained from the survey in a frequency distribution which shows the total employment and the Negro employment according to the size of the firm.

¹ The Pittsburgh Business Review for April 1934 (page 5) in

its index of employment for this district gives the index number for industrial employment in March as 78.6. This index is based on the average month of 1929 as equal to 100.

TABLE III

A Frequency Distribution of the Employment
of the Firms in the Survey.

Size of Firm by the No. of Employees	No. of Firms	Total Employees	Negro Employees
5,000 - 10,000	5	36,113	3,912
2,500 - 4,999	8	29,554	1,991
1,000 - 2,499	13	18,220	430
750 - 999	14	11,736	342
500 - 749	24	14,251	999
250 - 499	47	16,730	798
100 - 249	104	14,793	1,190
50 - 99	104	6,894	438
25 - 49	103	3,368	292
10 - 24	39	1,437	156
1 - 9	184	706	74
Total	702	153,422	10,477

The classification of the firms into a frequency distribution indicates a concentration of the Negro workers in the large firms. The thirteen largest firms employ 48 percent of the Negro workers and only 42 percent of the total number of workers reported by the survey.

This would seem to indicate that the concentration of industry into large corporations has increased the industrial employment of Negroes; and if this tendency toward industrial combination continues, there may be an accompanying

increase in the employment of Negroes in industry.¹

There also appears to be a tendency for Negroes to be employed to a much larger extent in firms having from 100 to 249 employees, than in firms of greater or less size. An examination of the array from which the frequency distribution was made shows that this is not due to any tendency on the part of all the firms in this class to employ Negroes, inasmuch as 14 of the 104 firms in this group employ over half the workers. This concentration is probably due to the fact that these 14 firms are engaged in industries in which Negroes are an important factor. For example, a hotel which has a total of 200 employees might employ 150 Negroes as cooks, waiters, maids, and porters.

¹There are undoubtedly certain elements of causation present, such as the practice of the U. S. Steel Corporation to employ Negroes as a weapon against collective bargaining, however, the problem as to whether or not there is a relationship between the growth of large corporations and the increased industrial employment of Negroes needs more careful examination than is given above before any definite statements can be made concerning it.

THE EMPLOYMENT OF NEGROES BY DIVISIONS OF INDUSTRY

Up to the present most studies of Negro labor have dealt with the relation of Negroes to particular industries where they are known to be employed in large numbers. This survey has especial value in that it provides data from which may be derived information not only as to which of the various industries employ Negroes, but in what proportions and capacities they are employed by all industries.

The task of sifting so much data was of necessity laborious and unfortunately the survey was not completed in sufficient time to permit a complete analysis of all the facts in this thesis. Nevertheless, the data have been classified and the following tables prepared which show the employment of Negroes in the various types of industry.

In Table IV on the following page all the firms have been classified into divisions of industry and the total amount of employment is presented for each division. According to this table 78 percent of all the Negroes are employed in Mining and Manufacturing industries, and they constitute 18 percent of all the persons engaged in Mining and 6 percent of all the persons engaged in Manufacturing.

Table V carries this analysis a step further and shows which industries within a specific division employ Negroes and to what extent they employ them. For example, within the Manufacturing and Mechanical division the firms engaged in the manufacture of Iron and Steel and its products

TABLE IV

The Total Number of Employees and the Negro Employees, by Divisions of Industry, and Sex, in the Firms Covered by the Survey

	Total	Male	Female	Negro	Male	Female
Mining	10,712	10,703	9	1,949	1,949	0
Manufacturing & Mech. Industries	93,606	86,842	6,764	6,010	5,889	121
Transportation	17,914	15,277	2,637	773	772	1
Trade	20,534	13,247	7,337	747	654	93
Professional Service	2,162	1,327	835	225	104	121
Public Service	770	770	0	40	40	0
Domestic and Personal Service	3,957	2,124	1,833	664	516	148
Clerical Occupations ¹	3,717	3,536	181	69	69	0
Total	153,422	133,926	19,536	10,477	9,993	484

¹ In the classification designated as Clerical Occupations were placed the employees of the executive offices of the large corporations.

Note: The large majority of the figures of employment reported by these firms were based on payrolls. If payroll figures were not available the official interviewed was asked to estimate the numbers employed. These estimates were given for about ten percent of the employment reported in the survey.

TABLE V

The Total Number of Employees and the Negro Employees, by Divisions of Industry, Specific Industries, and Sex, in the Firms covered by the Survey

	Total	Male	Female	Negro	Male	Female
Mining	10,712	10,703	9	1,949	1,949	0
Manufacturing & Mech. Industries	93,606	86,842	6,764	6,010	5,889	121
Iron & Steel						
Basic Steel	44,388	43,989	399	4,090	4,090	0
Foundries	2,638	2,564	74	220	218	2
Implements	3,689	3,466	223	212	211	1
Shapes	2,934	2,818	116	14	13	1
Machinery	540	513	27	23	23	0
Other Metals	1,911	1,629	286	252	252	0
Hardware	2,439	1,714	725	20	17	3
Foods						
Bakeries	3,461	2,923	529	64	64	0
Confectionary	1,062	627	435	21	20	1
Meat Packing	2,114	1,906	208	64	62	0
Breweries	1,137	1,129	8	7	7	0
Creameries	1,084	894	154	50	50	0
Other Foods	128	78	50	0	0	0
Chemicals						
Refineries	764	750	14	88	88	0
Paints	294	245	49	14	14	0
Soaps, Etc.	259	232	26	11	11	0

TABLE V
(Continued)

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	Total	Male	Female	Negro	Male	Female
Bldg. Constr.	512	493	29	68	67	1
Printing & Allied Ind.						
Printing	3,049	2,593	456	36	35	1
Boxes & Envel.	688	429	259	24	24	0
Clay, Bricks & Gravel						
Sand & Gravel	240	220	20	16	16	0
Glass	837	385	452	7	7	0
Bricks, Cement	752	740	12	174	174	0
Clothing	1,081	523	558	100	14	86
Electrical Mch.	11,926	11,659	267	348	344	4
Elect. Power	2,846	2,694	152	37	36	1
Furniture	657	560	97	16	16	0
Cigars	429	80	349	25	7	18
Other Mfg.	1,769	999	770	9	9	0
Transportation	17,914	15,277	2,637	775	772	1
R.R. & Bus	11,290	11,241	49	377	377	0
River Boats	417	410	7	10	10	0
Other Trans.	6,207	3,626	2,581	386	385	1
Trade	20,584	15,247	7,337	747	654	93
Automobile	2,013	1,730	288	83	83	0
Coal	384	336	48	95	95	0
Lumber	117	108	9	9	9	0
Dept. Stores	8,556	2,769	5,787	352	262	90
Food & Drug	6,693	6,113	580	153	151	2

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TABLE V
(Continued)

	Total	Male	Female	Negro	Male	Female
Other Sales	2,316	2,191	625	55	54	1
Public Service	770	770	0	40	40	0
Prof. Service	2,162	1,327	835	225	104	121
Hospitals, Schools & Libraries	1,893	1,095	798	211	91	120
Theatres	232	193	39	14	13	1
Other Prof.	47	39	8	0	0	0
Domestic & Personal Service	3,957	2,124	1,833	644	516	148
Cleaning & Dye.	534	292	252	28	20	8
Laundries	1,086	411	675	103	30	73
Hotels	795	376	419	138	86	52
Apartments	218	184	34	67	54	13
Catering	71	42	29	16	14	0
Office Bldg.	1,242	822	420	311	311	0
Misc.	11	7	4	1	1	0
Clerical Occup.	3,717	3,536	181	69	69	0

employ 4,831 or 80 percent of the Negroes employed by the manufacturing and mechanical industries. These same industries employ 60 per cent of the total workers in this division. Then too, in the iron and steel industries the Negroes constitute 8 percent of the total force, whereas in none of the other manufacturing industries (except chemicals where the total employment is very small) do they exceed 2 percent of the total force.¹

Using this table as a starting point many interesting analyses might have been made if time had permitted. For example, certain industries such as brewing and printing employ scarcely any Negroes. An examination of these firms by referring to the questionnaires reveals that these industries are organized by unions into closed shops, and since Negroes are not members of the unions they are not hired.

¹ Note: An extension of this analysis (based on the classification of the data in Table VI) shows that of the total Negro employment reported by the survey 8,547 are engaged in production, 248 are engaged as truck drivers, helpers, or in clerical occupations, and 1,551 are engaged in domestic service; that is, as janitors, porters, waiters, etc.

In the mining and iron and steel industries 6,780 Negroes are employed, only 68 of whom, or less than 1% are in domestic service. All the remaining industries employ 3,697 Negroes and 2,943 of these (or 79%) are engaged in domestic service.

The progress the Negro worker has made in the iron and steel industry is examined more carefully in the report on "The Occupational Status of the Negro in the Iron and Steel Industry" by F. Alden Wilson. He points out (page 45) that "whereas in 1918 94.3 percent of all Negroes working in the local steel industry were common laborers, at present only 45.9 percent of all Negroes are common laborers, and about as many are semi-skilled." In addition to this one Negro out of every ten is a skilled worker.

cate that 49.8 percent of the Negroes are employed in the aforementioned three divisions. This percentage may be com-

¹ U. S. Bureau of Census: Occupation Statistics: 1930

THE WAGES AND OCCUPATIONS OF NEGROES IN SPECIFIC INDUSTRIES

Along with the information as to the types or nature of the industries that employ Negroes the survey was expected to determine in what specific occupations Negroes are employed and approximately what wages they receive.

It was extremely difficult to obtain this information as many of the large firms could give the occupations in which they employed Negroes, but could not give the number in each specific occupation. A greater difficulty was encountered in attempting to obtain wage figures; not only did some firms lack data as to the number of Negroes receiving a specific wage, but many firms refused to supply wage data of any sort. The wage figures therefore were only secured for a part of the employees in the survey.

In Table VI on the following page the specific occupations that Negroes fill in industry are presented along with the wages they receive for those occupations.¹

¹ These wages are averages of the actual wage reported. For example, in the Baking industry under Food Products the wage for 14 porters is \$15. This is the result of adding together the 14 different wages reported and taking the mean wage as the figure for the group. In many cases the wage was reported as ascertain rate per hour. In most of these cases the number of hours worked was also given and the wage could be definitely computed. However if the hours worked were not given, it was assumed that the individual put in a 40 hour week and his wage calculated on that basis. Then too, many industries merely reported that they were paying the FRA minimum, and in some cases in addition to this they cited wage incentive plans. With so many variable factors to take into account it was impossible to compute anything like an accurate average wage for the workers covered by the survey.

TABLE VI

The Wages and Occupations of Negroes
in Specific Industries

	Employees		Wages		
	Occupations	Male	Female	Male	Female
Mining					
	Loaders	136	0	\$20	0
The total number of Negro miners is 1,849. Most of the firms did not specify the number of men in each occupation	Cutters	25	0	-	0
	Slate Pkrs.	2	0	\$15	0
	Stable Boss	1	0	-	0
	Drivers	17	0	\$23	0
	Machine Drill.	15	0	\$25	0
	Laborers	15		\$21	0
Manufacturing & Mech. Industries					
Iron & Steel					
Basic Steel					
The total number employed in Basic Steel is 4,090. Most of the firms did not specify the number of men in each occupation. There were 3,070 of these unclassified workers.	Porters	2	0	\$20	0
	Laborers	677	0	-	-
	Chippers	4	0	-	-
	Grinders	6	0	-	-
	Fudlers	6	0	-	0
	Sand Blasters	3	0	-	0
	Moulders	1	0	-	0
	Coke Batterymen	50	0	\$20	0
	Chemists	1	0	-	0
	<u>Semi-Skilled</u>				
arenemen (runners helpers,					

Table VI
(cont'd)

Occupation	Employees		Wages	
	Male	Female	Male	Female
narrow gauge brakemen, cinder pit men, moulders' helpers, bar mill workers.	254	0	-	0
<u>Skilled</u>				
moulders, first helpers on open 16 hearth, narrow gauge engineers, chippers		0	-	0
Foundries				
Of the 220 Negroes employed in Iron Foundries specific occupations were reported for 113.				
Messengers	1	0	-	-
Wire Cutters	0	1	-	\$16
Moulders	27	0	\$25	
Moulders' helpers	13	0	-	0
Chippers	36	0	\$20	0
Ladlemen	3	0	\$25	0
Open Hearth Changers	3	0	\$20	0
Shake out men	10	0	\$20	0
Chainmen	3	0	\$20	0
Grinders	11	0	-	0
Sand Blasters	2	0	-	0
Melters	2	0	\$20	0
Hard Iron	1	0	\$20	0
Trimming	1	0	\$20	0

Table VI
(cont'd)

Occupations	Employees		Wages	
	Male	Female	Male	Female
Furnace Stoking	1	0	\$20	0
Cupola Man	1	0	-	0
Sandmill Op.	4	0	-	0
Open Hearth Worker	1	0	-	0
Laborers	25	0	-	0
Iron & Steel Implements				
Of the 212 Negroes employed in this group, specific occupations were reported for 108.				
Porters	0	1	0	\$12
Janitors	13	0	-	0
Wiremen	2	0	-	0
Shearmen	2	0	\$18	0
Cutter Op.	4	0	\$26	0
Spring Makers	2	0	\$26	0
Heaters	2	0	\$18	0
Forging hammer men	6	0	-	0
Galvanizing dippers	2	0	-	0
Ladle men	1	0	\$16	0
Firemen	1	0	\$22	0
puddlers' helpers, furnace men, etc.	-	-	-	-
Laborers	72	-	\$16	-

Table VI
(cont'd)

Occupations	Employees		Wages		
	Male	Female	Male	Female	
Iron & Steel Shapes & Structures	Janitors	1	1	\$20	-
	Messengers	3	0	-	0
	Cement Finishers	1	0	-	0
	Sand Plasters	2	0	-	0
	Truck Drivers	2	0	-	0
	Helpers	2	0	-	0
	Laborers	3	0	-	0
	Janitors	1	0	\$20	0
Machinery & Machine repair, 25 employees	Porters	4	0	\$18	0
	Gargomen	1	0	\$24	0
	Watchmen	1	0	\$20	0
	Acetylene Torch Operators	4	0	\$18	0
	Laborers	12	0	\$16	0
Other Metals, 252 employees	Steel Picklers	12	0	\$25	0
	Steel Picklers' helpers	120	0	\$23	0
	Furnace Melters	4	0	\$25	0
	Foremen	1	0	-	0
	Furnace Melters' helpers	12	0	-	0
	Laborers	98	0	-	0

Table VI
(cont'd)

Occupations	Employees		Wages		
	Male	Female	Male	Female	
Manufacturing & Mech.					
Hardware 20 Employees	Porters	1	0	\$22.50	0
	Janitors	7	0	\$20.	0
	Cooks	0	1	0	-
	Waitresses	0	2	0	-
	Clerks	2	0	-	0
	Machinists	4	0	-	0
	Spring Assembler	1	0	-	0
	Bumper Assembler	1	0	-	0
	Laborers	1	0	-	0
FOODS					
Baking, 64 employees					
	Porters	14	0	\$15.	0
	Janitors	29	0	\$16	0
	Car Washers	13	0	\$15	0
	Garage Mgrs.	1	0	\$28	0
	Auto Mechs.	1	0	\$50	0
	Truck Drivers	1	0	-	0
	Bakers	1	0	\$28	0
	Electricians	1	0	-	0
	Firemen	4	0	\$26	0

Table VI
(cont'd)

Occupations	Employees		Wages		
	Male	Female	Male	Female	
FOODS					
Candy, 21 employees					
	Porters	11	0	-	0
	Janitors	4	1	-	-
	Truck Drivers	1	0	\$15	0
	Laborers	1	0	\$18	0
	Firemen	3	0	\$22	0
Meat Packing, 64 Employees					
	Porters	4	0	\$23	0
	Janitors	2	0	\$20	0
	Laundresses	0	2	0	\$15
	Firemen	5	0	\$16	0
	Watchmen	1	0	-	0
	Laborers	34	0	\$16	0
	Truck Drivers	3	0	\$20	0
	Car Washers	3	0	\$16	0
	Engineers	2	0	\$25	0
	Cutters (meat)	1	0	\$24	0
	Tank House Man	1	0	\$20	0
	Slaughter House Help	5	0	\$20	0
	Engineer	1	0	\$45	0
Breweries, 7 employees					
	Janitors	1	0	\$14	0
	Firemen	1	0	\$18	0

Table VI
(cont'd)

	FOODS Employees		Wages		
	Occupations	Male	Female	Male	Female
	Laborers	3	0	\$11	0
	Truck Drivers	1	0	\$12	0
	Truck Helper	1	0	\$15	0
Creameries, 50 employees	Janitors	7	0	\$21	0
	Laundryman	1	0	\$21	0
	Pipeman	3	0	\$16	0
	Ice Pullers	3	0	\$16	0
	Bottle sorters	11	0	\$21	0
	Cooler men	4	0	\$21	0
	Stablemen	20	0	\$21	0
	Car Washer	1	0	\$21	0
Chemical & Allied Industries					
Refinery	Occupations	Male	Female	Male	Female
	Janitors	8	0	\$20	0
	Laborers	70	0	\$18	0
	Firemen	3	0	\$21	0
	Foremen	1	0	\$45	0
	Rigger	1	0	\$30	0
	" helper	1	0	\$25	0
	Stillman	1	0	\$32	0
Filler men	3	0	\$21	0	

Table VI (cont'd)

	Occupations	Employees		Wages	
		Male	Female	Male	Female
Paints	Porters	1	0	\$15	0
	Laborers	8	0	\$16	0
	Truck Drivers	5	0	\$20	0
Soaps	Porters	2	0	-	0
	Fireman	1	0	\$16	0
	Cylinder painter	1	0	\$16	0
	1 lot Assistant	1	0	\$16	0
	Watchman	1	0	\$16	0
	Laborers	3	0	\$16	0
	Foreman	1	0	\$15	0
Building Construction					
	Chauffeur	1	0	\$25	0
	Cooks	0	1	0	\$15
	Watchmen	7	0	\$15	0
	Laborers	44	0	\$16	0
	Truck Drivers	8	0	\$20	0
	Hoist Engineers	2	0	\$50	0
	Mechanics	4	0	\$25	0
	Clerks	1	0	\$21	0
Printing	Porters	5	1	\$25	\$18
	Janitors	25	0	\$20	0
	Watchman	1	0	\$21	0

Table VI (cont'd)

Occupations	Employees		Wages	
	Male	Female	Male	Female
Truck Driver	1	0	\$17	0
Mailer	1	0	\$30	0
Clerks	1	0	\$30	0
Messengers	2	0	-	0
Boxes & Envelopes, 24 employees				
Porter	1	0	-	0
Laborers	17	0	\$16	0
Weighers	3	0	\$21	0
Foremen	1	0	\$40	0
Truck Drivers	1	0	\$18	0
Clay, Brick, & Sand, Gravel				
Truck Driver	2	0	\$16	0
Laborer	1	0	\$16	0
Blacksmith	1	0	\$16	0
Firemen	12	0	\$25	0
Glass				
Shippers	3	0	\$17	0
Glass workers	3	0	\$23	0
Gas produce man	1	0	\$24	0
Brick & Cement				
Janitors	3	0	\$19	0
Laborers	37	0	\$17	0

Table VI (cont'd)

Occupations	Employees		Wages	
	Male	Female	Male	Female
Asphalt workers	6	0	\$24	0
Grinders	6	0	\$17	0
Hopper man	1	0	\$21	0
Grind man	1	0	\$21	0
Slag man	1	0	\$21	0
Parkers	14	0	\$22	0
Brick Workers	95	0	\$20	0
Clothing				
Porters	8	0	\$16	0
Janitors	4	0	\$16	0
sewers	0	85	0	-
Sewers	0	1	0	\$21
Packer	1	0	-	0
Welder	1	0	\$25	0
Electrical Mch. 348 employees. 285 of these employees are paid on a wage incentive plan based on a \$16 a week minimum.				
Porters	2	0	-	0
Janitors	16	3	-	-
Laborers	7	0	-	0
Firemen, Cranemen, Foundry helpers, Molders, Truck Drivers, Tractor Drivers, 548 Painters Cupola men Oilers Machinists' helpers Laboratory testers				

Table VI (cont'd)

Occupations	Employees		Wages	
	Male	Female	Male	Female
Electric Power				
Janitors	13	1	\$16	\$15
Firemen	2	0	\$22	0
Clerks	11	0	\$25	0
Crane Men	1	0	\$29	0
Pipe fitter	1	0	\$29	0
Stoker Op.	1	0	\$29	0
Filler Worker	1	0	\$29	0
Substation Op.	3	0	\$29	0
Service Helpers	3	0	\$20	0
Furniture				
Janitor	1	0	\$25	0
Porters	2	0	\$15	0
Furn. Inspector	1	0	\$25	0
Laborers	10	0	\$16	0
Cigars				
Chauffeur	1	0	\$19	0
Laborers	6	0	\$16	0
Shippers	1	0	\$10	0
Tobacco shipper	0	18	0	\$11
Other Mfg.				
Porters	4	0	\$16	0
Janitors	2	0	\$16	0
Truck Drivers	1	0	-	0
Laborers	2	0	-	0

Table VI
(Cont'd)

Transportation and Communicat'n	Occupation	Employees		Wages	
		Male	Female	Male	Female
Railroads and	Porters	38	0	\$8	0
Bus Lines	Janitors	12	0	\$17	0
	Blacksmith's Helpers	8	0	\$26	0
Total number of Employees 377	Boiler maker's Helpers				
	Skilled Workers	7	0	0	0
	Foremen	2		0	0
	Clerks	1	0	\$30	0
	MailHand'lrs	47	0	\$24	0
River Transportation					
Total number of Employees 10	Firemen	8	0	\$23	0
	Chauffeur	1	0	-	0
	Watchmen	1	0	-	0
Trucks and other Hauling					
	Porters	2	0	\$16	0
	Janitors	5	0	\$20	0
Total number of Employees 377	Truckdrivers	3	0	\$24	0
	" " Hlprs.	5	0	\$20	0
	Car Washers	6	0	\$17	0
	Fireman	1	0	\$15	0
	Tailor	1	0	\$18	0
	Rubbish Haulers	150	0	\$18	0
	Garbage Haulers	100	0	\$25	0
	Laborers	101	0	\$15	0

Table VI (Cont'd)					
Occupation	Employees		Wages		
	Male	Female	Male	Female	
Garages	Drivers	4	0	\$15	0
Total number of Employees	Car Washer	1	0	\$15	0
	Laborers	4	0	\$15	0
9					
Trade					
Automobiles & accessories	Porters	33	0	\$15	0
	Janitors	8	0	\$16	0
Total number of Employees	Truck Drivers	1	0	\$21	0
83	Car Washers	32	0	\$ -	0
	Firemen	1	0	\$16	0
	Watchmen	7	0	\$16	0
	Laborers	2	0	\$20	0
Coal	Janitors	6	0	\$19	0
Total number of Employees	Truck Drivers	11	0	\$24	0
95	" " Hlprs	11	0	\$17	0
	Laborers	67	0	\$16	0
Lumber	Janitors	2	0	\$16	0
	Truck Drivers	4	0	\$23	0
	" " Hlprs	1	0	-	0
	Laborers	2	0	\$27	0
Department Stores	Porters	139	0	\$17	0
	Waiters	11	0	-	0

Table VI (Cont'd)					
Dept. Stores Continued	Occupation	Employees		Wages	
		Male	Female	Male	Female
Number of Employees 352	Maids	0	28	0	\$14
	Wrappers	0	12	0	\$14
	Electricians Helper	1	0	-	0
	Shippers	9	0	-	0
	Car Washers	1	0	\$16	0
	Head Porters	2	0	-	0
Food and Drug Stores	Porters	20	0	\$15	0
	Janitors	16	0	-	0
Total Number of Employees 153	Clerks	3	2	\$15	\$14
	Store Mgrs.	2	0	\$35	0
	Firemen	1	0	\$16	0
	Truck Drivers	2	0	-	0
	Mechanics	1	0	-	0
	Egg Candler	1	0	\$24	0
	Truck Washers	9	0	-	0
	Kitchen Help	4	0	-	0
	Laborers	19	0	\$18	0
Other Sales	Porters	20	0	\$15	0
	Janitors	10	1	\$17	0
Total Number of Employees 55	Messengers	3	0	-	0
	Shippers	4	0	-	0
	Truck Drivers	7	0	\$18	0
	Laborers	13	0	\$18	0

Table VI (Cont'd)		Employees		Wages	
Public Service	Occupation	Male	Female	Male	Female
Schools	Engineers			\$37	0
	Custodians	40	-	\$45	0
Professional Service					
Hospitals, Libraries Theatres Number of Employees 211	Porters	27	0	\$12	0
	Janitors	59	13	\$24	\$ 24
	Cooks	1	0	\$11	0
	Laundry workers	1	41	-	\$6
	Maids	0	43	0	\$6
	Waitresses	0	20	0	\$6
	Dishwashers	0	3	0	\$11
	Doctors	2	0	-	0
	Trainer	1	0	\$30	0
	Painter	1	0	-	0
Theatres	Porters	7	0	\$16	0
	Janitors	5	0	\$17	0
	Watchmen	1	0	\$17	0
	Check Girl	0	1	0	-
Domestic and Personal Service					
Cleaning & Dyeing	Porters	1	0	-	0
	Cleaners	11	-	\$16	\$16

Table VI (Cont'd)		Employees		Wages	
	Occupation	Male	Female	Male	Female
Cleaning & Dyeing Cont'd.	Watchmen	2	0	\$15	0
	Firemen	1	0	-	0
	Shipper	1	0	\$18	0
	Mechanics Hlpr	1	0	\$25	0
Total Number of Employees 28	Laborers	3	0	\$15	0
	Laundries				
Total Number of Employees 103	Porters	4	0	\$18	0
	Janitors	1	0	\$25	0
	Engineer	1	0	\$19	0
	Firemen	1	0	\$25	0
	Truck Drivers	2	0	-	0
	" Hlpr.	2	0	\$25	0
	Watchmen	1	0	\$20	0
	Shippers	4	0	\$15	0
	Laundry Workers	14	28	\$20	\$18
	Seamstress	0	1	\$	\$18
Hotels Number of Employees 138	Porters	7	0	\$14	0
	Janitors	2	2	\$12	\$10
	Waiters	40	6	\$10	\$8
	Hd. Waiters	1	0	\$18	0
	Maids	0	42	0	\$10
	Cooks	2	0	\$20	0
Bell Hops	Bell Hops	18	0	\$7	0
	Elevator Op.	12	0	\$10	0

Furnace Melters' helpers	12	0	-	C
Laborers	98	0	-	0

Table VI
(Cont'd)

Apartments	Occupation	Employees		Wages	
		Male	Female	Male	Female
	Porters	20	0	\$13	0
	Janitors	12	0	\$18	0
	Waiters	6	0	\$10	0
Total Number of Employees 67	Bell Hops	2	0	\$10	0
	Cooks	3	0	\$25	0
	Dishwasher	1	0	\$15	0
	Firemen	2	0	\$15	0
	Elevator Op.	5	0	\$15	0
	Maids	0	10	0	\$20
	Laundresses	0	3	0	\$20
	Receiving Clerk	2	0	\$15	0
	Painter	1	0	\$17	0
	Catering	Porters	2	0	\$20
	Janitors	2	0	\$17	0
Total Number of Employees 16	Waiters	5	0	\$10	0
	Maids	0	2	\$0	\$15
	Cooks	3	0	\$18	0
	Watchmen	1	0	\$16	0
Office Bldgs.	Porters	16	0	\$20	0
Total Number of Employees 311	Janitors	286	0	\$22	0
	Waiters	4	0	-	0
	Foremen	1	0	\$24	0
	Elevator Op.	4	0	\$24	0

Table VI
(Cont'd)

Clerical Occupations	Occupations	Employees		Wages	
		Male	Female	Male	Female
	Porters	1	0	\$15	0
	Janitors	53	0	\$17	0
	Clerks & Messengers	15	0	\$25	0

Note: It has already been pointed out how incomplete and in some cases unreliable these wage figures are. No attempt has been made to compute an average wage for the miners; although they work under a code which sets a figure of \$5 a day, and it might be logical to assume a minimum figure of \$25 a week for this group if they were working full time. The steel workers are also under a code which would establish \$19 a week as the minimum average if all steel employees were working full time. Of the 3,697 workers not included in mining or iron and steel industries wage figures were available for 2,472 and these were averaged in the following manner:

Wages Int.	Number	Average	(No. X Average)
\$8 - \$12	334	\$10	3,340
\$13 - \$17	982	\$15	14,730
\$18 - \$23	772	\$20.50	15,826
\$24 - \$28	321	\$26	8,346
\$ Over \$28	63	\$56	2,293
Total	2,472		44,533

Average wage for 2,472 workers is \$ 18 a week

This average wage is probably high, as in the case of the workers receiving over \$25 the figures were all added together thus supplying an accurate mean for this group. In all other intervals the mid-point was selected as a mean and invariably this was higher than the true mean for the interval. However, its use as a maximum average of the weekly earnings of Negro workers is fairly justifiable, in the miners and iron and steel workers are excluded.

SUMMARY AND CONCLUSION

In summarizing the findings of the survey probably the most important fact to be noted is that the Negro is still employed in large numbers by industry. This is indeed surprising in view of the fact that the presence of large numbers of Negroes on the relief rolls had led most competent observers to believe that during the depression the Negro had been displaced in industry in favor of the white worker.

Nevertheless the survey gives every indication that the Negro has not been displaced from industry on a large scale, but on the contrary he has more than held his own.

According to the estimate in Table II, based on the census of 1930, there were 39,836 Negroes gainfully employed in Allegheny County in 1930. If the census figures for the city of Pittsburgh for the same year are resorted to, it can be established that at least 50 per cent of these persons were not industrially employed. This leaves a possible figure (which is probably larger than the actual figure) of 19,828 Negroes as industrial employees. By applying the index of employment for Western Pennsylvania prepared by the Bureau of Business Research, it is possible to obtain an estimate of the number of Negroes who, if they have received only their

share of unemployment, should have been employed by industry in March (the month in which the survey was made). The index number for March is 78.8 and when applied to the 19,838 industrial workers mentioned above provides a figure of 14,582.

The survey reported 10,477 Negroes employed by industry, or if the figures for the 12 firms which failed to give their total employment are added, 10,722. There is a difference of 3,840 workers between the survey employment and what should be the actual employment. It is unfortunate that we do not know exactly what proportion of the total industrial employment was included in the survey, however, it probably did not cover as much as 70 per cent. If the 10,722 workers are considered as 70 per cent, the total employment of Negroes in industry today is 15,378. This is probably a fairly valid conclusion when it is pointed out that such firms as the National Tube Company, the Hillman Coal and Coke Company, The Pennsylvania Railroad, and many other large corporations known to employ many Negroes were not included in the survey.

The extent to which the Negro Industrial employment is concentrated within a few large firms is also worthy of note. It is interesting to point out that the United States Steel Corporation, Jones and Laughlin Steel Corporation, and the Pittsburgh Coal Company employ 5,329

Negroes, which is 50 percent of the total employment reported in the survey. These three large corporations along with many of the other firms reported that they were well satisfied with their Negro workers, and that they intended to hire additional Negroes as business recovers.

Finally the survey establishes the fact that a large number of the Negroes have proved themselves to be efficient industrial workers capable of filling positions requiring high types of skill. Table VI, in presenting the numerous tasks which the Negroes perform, demonstrates much more effectively than any expressions of opinion on the part of the employers, that many of the Negroes are reliable, capable, and efficient workers; and the fact that they have been retained by industry during the depression while other workers are eagerly clamoring for their jobs, indicates that their work has been highly satisfactory.

APPENDIX I

Table I

The Total Population and the Negro Population of the United States, Pennsylvania, Allegheny County, and Pittsburgh; 1880 to 1930¹

United States				
Year	Total	Negro	Relatives ²	
			Total	Negro
1880	50,155,783	3,580,793	100	100
1890	62,822,250	7,838,360	124	116
1900	75,394,575	8,840,789	151	134
1910	91,972,888	9,827,733	183	149
1920	105,710,820	10,483,131	210	159
1930	122,775,048	11,891,143	245	180

Pennsylvania				
Year	Total	Negro	Total	Negro
1880	4,222,891	85,535	100	100
1890	5,253,014	109,757	122	123
1900	6,302,115	158,345	147	183
1910	7,865,111	193,919	179	237
1920	8,720,017	284,563	203	332
1930	9,831,350	431,257	224	504

Allegheny County				
Year	Total	Negro	Total	Negro
1880	355,839	7,375	100	100
1890	551,339	13,501	156	171
1900	743,058	27,733	212	352
1910	1,018,433	34,217	286	431
1920	1,185,808	53,517	333	573
1930	1,374,410	83,326	386	1,057

Pittsburgh				
Year	Total	Negro	Total	Negro
1880	153,399	4,077	100	100
1890	232,617	7,350	152	192
1900	321,616	17,040	205	415
1910	533,305	25,523	341	628
1920	693,343	37,726	452	835
1930	868,217	54,933	566	1,343

1. United States Bureau of the Census. Statistics on Populations.

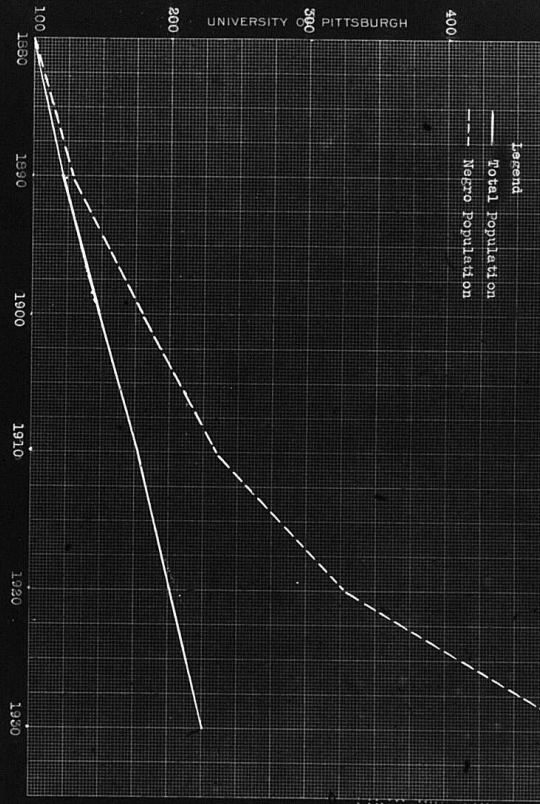
2. The Relatives show the percentage increase since the base year (1880). They were computed by dividing the figure for the base year by each successive census period.

Mechanists' helpers
Laboratory testers

Relatives
1880
equal 100
500

50

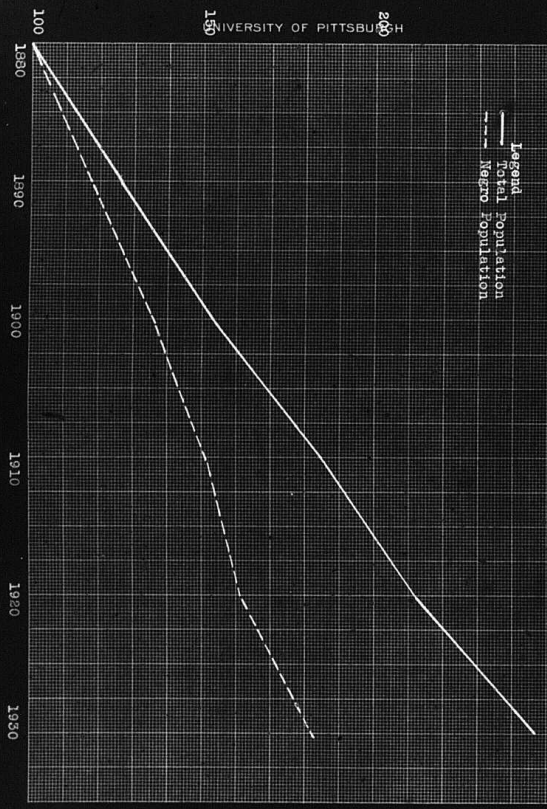
CHART II
The Increase in the Population of Pennsylvania 1880 to 1930
(The United States Bureau of the Census)



Relatives
1880
equal 100
250

49

CHART I
The Increase in the Population of the United States 1880 to 1930
(The United States Bureau of the Census)



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Garbage Haulers	100	0	\$25	0
Laborers	161	0	\$15	0

CHART IV
The Increase in the Population of the City of Pittsburgh 1880 to 1930
(The United States Bureau of the Census)

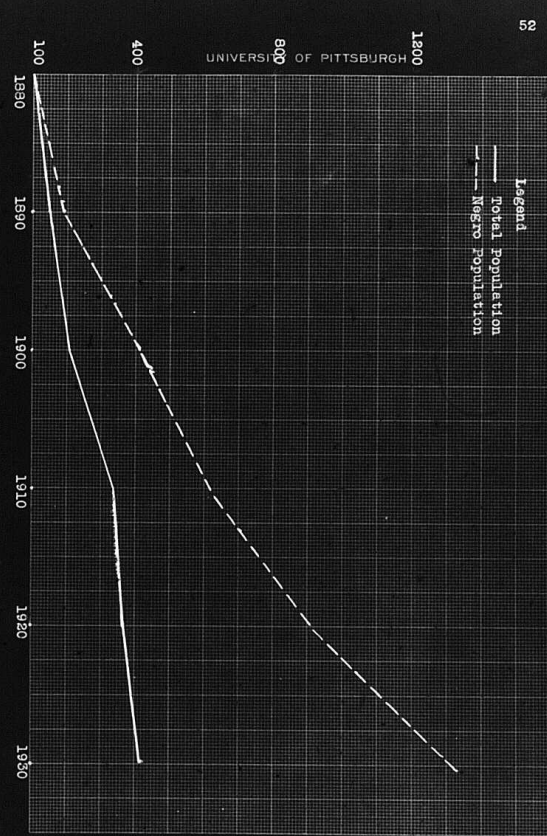
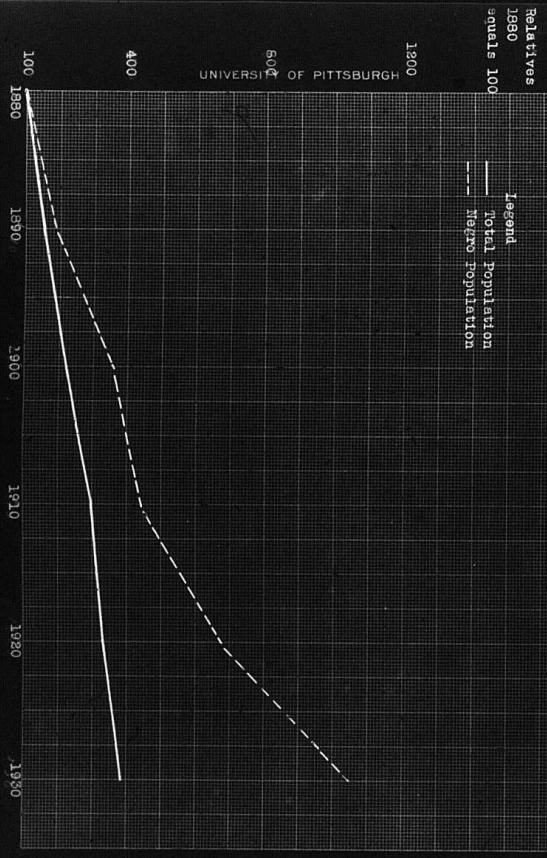


CHART III
The Increase in the Population of Allegheny County
1880 to 1930
(The United States Bureau of the Census)



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CHART IV
The Increase in the Population of the City of Pittsburgh 1880 to 1930
(The United States Bureau of the Census)

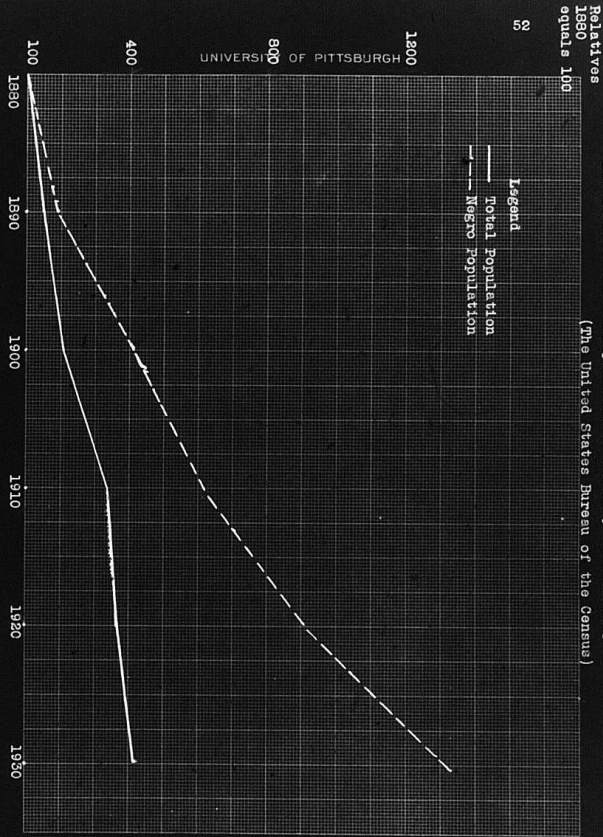
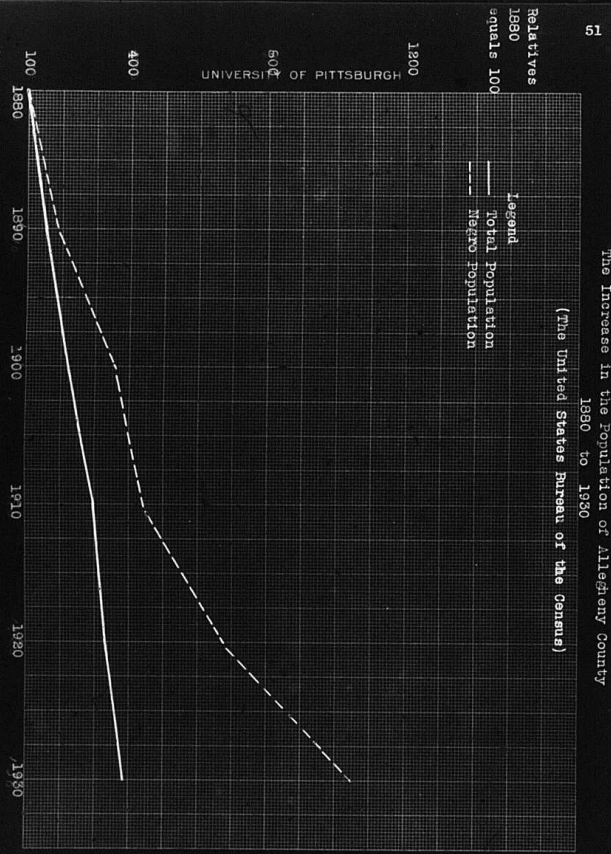


CHART III
The Increase in the Population of Allegheny County
1880 to 1930
(The United States Bureau of the Census)



APPENDIX II

AN ESTIMATE OF THE TOTAL NUMBER OF GAINFUL WORKERS
AND THE NEGRO GAINFUL WORKERS 10 YEARS OLD
AND OVER BY GENERAL DIVISIONS OF
OCCUPATIONS FOR ALLEGHENY
COUNTY 1930

This estimate is based on the occupational statistics published by the Bureau of the Census and has been constructed in the following manner.

The figures giving the total number of persons and the Negroes in Allegheny County 10 years old and over were obtained and from them were deducted the similar figures for Pittsburgh, McKeesport, and Wilkinsburg. These cities are all located within the county and occupation statistics have been prepared for them by the Bureau of the Census. This deduction supplied a figure giving the number of persons in Allegheny County 10 years old or over for whom no occupational statistics were available. The following figures were obtained.

Total	Negro
489,592	20,531

These figures show that statistics are lacking for 44 percent of the total population and only 30 percent of the Negro population. Since this thesis is primarily concerned with the character of Negro employment, there is definite assurance that any error arising in the estimate of the Negro workers in the county will only apply to 30 percent of the total figure.

The census reports also supply figures giving the percentage of the total number of persons and the Negroes, 10 years old or over who are engaged in gainful occupations. These figures for the state are 48.1 percent for the total population and 61.0 percent for the Negroes. By using these figures it is possible to estimate the number of persons gainfully employed living outside of Pittsburgh, McKeesport and Wilkinsburg. This was done as follows:

Total	489,592	(48.1 % of this figure equals)	235,393
Negro	20,531	(61.0 % of this figure equals)	12,523

By adding the preceding estimate to the figures in the census reports for the three cities it is possible to obtain an estimate of the number of gainful workers in the county in 1930 which is close enough to the actual situation to warrant inclusion in this study.

	Total	Negro
Pittsburgh, McKeesport and Wilkinsburg	311,659	27,113
Estimate of persons not included in above	235,393	12,523
Total for County	547,032 ¹	39,626

These estimates of the total gainfully occupied persons in the county can be distributed over the census

¹The Pennsylvania Industrial Directory for 1930 published by the State Department of Internal Affairs in its statistical summary for Allegheny County cites 537,097 persons in gainful occupations. This figure indicates that there is an error of 1.6 per cent in the estimated total for the county.

divisions of occupations by applying the percentage of the total working population found in each division as reported by the census. The state figures were used in preference to the city figures in making this distribution. The state figure composed of an average of rural and urban communities, should more closely approximate the conditions among the population of the county outside of the larger cities.

APPENDIX III

Firm No. _____

Interviewer _____

C W A Project No. 02-065d

Questionnaire

Name of Firm _____ Subsidiary of _____

Location _____

Nature of Business _____

1. No. of Negro employees. Male _____ Female _____

2. Total No. of employees. Male _____ Female _____

3. Capacities in which Negroes are employed & No. in each capacity.

4. Wages paid to Negroes.

5. Hours of work.

6. Participation in employee organization.

7. participation in firm's welfare or worker's benefit program.

8. Will additional Negroes be employed when business improves?

9. If Negroes are not employed now were they employed formerly?

10. Are there any special reasons why Negroes are not employed now?

11. What likelihood is there that Negroes will be employed in future?

12. If so, in what capacities?

13. General policy in regard to Negro labor.

14. Could this information be granted annually?

Remarks.

Person interviewed _____ Date _____
 Name Title

C W A Project No. 02-0654

Master Schedule

Name of Firm _____ Subsidiary of _____

Location _____

Nature of Business _____ Est. _____

1. No. of Negro employees. Male _____ Female _____

b. What source were these figures obtained from (payroll, etc.)?

c. If an estimate, how was it made?

d. If an estimate, will officials furnish actual figures in the near future?

If so, when?

2. Total no. of employees. Male _____ Female _____

b. What source were these figures obtained from (payroll, etc.)?

c. If an estimate, how was it made?

d. If an estimate, will officials furnish actual figures in the near future?

If so, when?

3. Capacities in which Negroes are employed & no. in each capacity.

b. no. employed as common laborers, and nature of work. (porters, etc.)

c. " " " semi-skilled workers & nature of work.

d. " " " skilled workers & nature of work.

e. " " " technicians, or other positions of responsibility.

f. " " " in supervisory positions (foreman, etc.) & type of work.

4. Wages paid to Negroes. (Hourly rate, weekly wage, or salary)

b. For various types of common labor listed above.

c. For various types of semi-skilled listed above

d. " " " " skilled " "

e. " " " " technicians, etc. listed above

f. " " " " supervisory positions listed above

5. Hours of work.

b. Hours per day worked by employees listed above.

c. Days per week " " " " "

d. Weeks per month " " " " "

e. Number of Negroes working days? Number working nights?

6. Participation in employee organization.

b. Do employees belong to A. F. of L.

c. Do Negro employees belong to A. F. of L.

d. Have the firm's employees their own organization?

e. Are Negro employees members?

f. " " " representatives or on committees?

g. " " " officials?

7. Participation in firm's welfare or worker's benefit program.

b. Does firm provide unemployment insurance?

c. " " " company relief?

d. If so, what is provided? (Food, rent, heat, light, clothing, medical care.)

e. Is the relief paid deducted from wage when worker is reemployed?

If so, how long have they been employed?

8. Will additional Negroes be employed when business improves?

- b. In what capacities will they be employed?
- c. Is employer willing to obtain additional help through Urban League or State employment office?
9. If Negroes are not employed now, were they employed formerly?
- b. If so, how many and in what capacities?
- c. Why were they replaced or discharged?
10. Are there any special reasons why Negroes are not employed now?
11. What likelihood is there that Negroes will be employed in future?
12. If so, in what capacities?
13. General policy in regard to Negro labor?
- a. Are you employing proportionately less or more Negroes now than formerly?
- If more, why? If less, why?
- c. When did this change in policy take place?
- d. Do you believe the labor market is easier or tighter for Negroes?
- e. If easier, is it because they work for less?
14. Could this information be granted annually?

APPENDIX IV

The total number of employees and the Negro employees of each firm reported on in the Urban League Survey of Allegheny County

	Total	Negro	Total	Negro
1.	8,712	1,089	41.	719
2.	7,000	200	42.	712
3.	6,999	188	43.	700
4.	6,882	782	44.	700
5.	6,606	1,643	45.	699
6.	4,600	0	46.	661
7.	4,587	302	47.	650
8.	4,022	146	48.	625
9.	4,006	753	49.	600
10.	3,327	316	50.	600
11.	3,132	229	51.	592
12.	3,000	150	52.	564
13.	2,900	95	53.	563
14.	2,100	7	54.	560
15.	2,009	21	55.	550
16.	1,707	57	56.	537
17.	1,500	68	57.	532
18.	1,479	61	58.	550
19.	1,400	13	59.	550
20.	1,353	100	60.	527
21.	1,236	3	61.	510
22.	1,187	23	62.	504
23.	1,105	50	63.	500
24.	1,100	0	64.	500
25.	1,091	46	65.	496
26.	1,010	46	66.	488
27.	950	28	67.	463
28.	930	3	68.	460
29.	900	9	69.	459
30.	876	6	70.	456
31.	876	2	71.	450
32.	867	6	72.	440
33.	850	10	73.	440
34.	840	53	74.	436
35.	800	43	75.	432
36.	800	1	76.	425
37.	777	24	77.	425
38.	770	40	78.	420
39.	750	118	79.	400
40.	750	8	80.	400

	<u>Total</u>	<u>Negro</u>	<u>Total</u>	<u>Negro</u>	<u>Total</u>	<u>Negro</u>
81	400	--	7	--	175	124
82	393	--	128	--	176	121
83	386	--	150	--	177	121
84	385	--	151	--	178	120
85	368	--	142	--	179	120
86	350	--	153	--	180	120
87	350	--	134	--	181	120
88	350	--	155	--	182	120
89	330	--	136	--	183	120
90	325	--	137	--	184	115
91	325	--	158	--	185	115
92	325	--	130	--	186	110
93	320	--	141	--	187	110
94	317	--	140	--	188	109
95	315	--	143	--	189	107
96	310	--	144	--	190	106
97	300	--	145	--	191	106
98	300	--	146	--	192	105
99	300	--	147	--	193	105
100	289	--	148	--	194	105
101	289	--	149	--	195	105
102	281	--	150	--	196	104
103	279	--	150	--	197	103
104	275	--	151	--	198	102
105	266	--	152	--	199	102
106	250	--	153	--	200	102
107	250	--	154	--	201	101
108	250	--	155	--	202	100
109	250	--	156	--	203	100
110	250	--	157	--	204	100
111	250	--	158	--	205	100
112	235	--	159	--	206	100
113	235	--	160	--	207	100
114	232	--	161	--	208	100
115	230	--	162	--	209	100
116	229	--	163	--	210	100
117	229	--	164	--	211	100
118	228	--	165	--	212	100
119	224	--	166	--	213	100
120	224	--	167	--	214	100
121	211	--	168	--	215	97
122	210	--	169	--	216	95
123	206	--	170	--	217	95
124	205	--	171	--	218	92
125	206	--	172	--	219	91
126	200	--	173	--	220	90
127	195	--	174	--	221	90

	<u>Total</u>	<u>Negro</u>	<u>Total</u>	<u>Negro</u>
222	88	---	8	88
223	88	---	3	88
224	87	---	2	87
225	86	---	1	86
226	85	---	1	85
227	85	---	1	85
228	84	---	1	84
229	82	---	1	82
230	81	---	1	81
231	81	---	2	81
232	80	---	1	80
233	80	---	0	80
234	80	---	0	80
235	80	---	0	80
236	78	---	0	78
237	78	---	1	78
238	78	---	0	78
239	78	---	1	78
240	78	---	4	78
241	76	---	0	76
242	75	---	0	75
243	75	---	6	75
244	75	---	0	75
245	75	---	0	75
246	75	---	0	75
247	75	---	10	75
248	75	---	0	75
249	73	---	0	73
250	73	---	6	73
251	72	---	4	72
252	72	---	0	72
253	70	---	4	70
254	70	---	4	70
255	70	---	0	70
256	70	---	0	70
257	70	---	0	70
258	68	---	0	68
259	68	---	0	68
260	68	---	0	68
261	66	---	8	66
262	66	---	0	66
263	66	---	0	66
264	66	---	0	66
265	66	---	0	66
266	66	---	0	66
267	66	---	0	66
268	66	---	0	66
269	66	---	0	66
270	66	---	0	66
271	66	---	0	66
272	66	---	0	66
273	66	---	0	66
274	66	---	0	66
275	66	---	0	66
276	66	---	0	66
277	66	---	0	66
278	66	---	0	66
279	66	---	0	66
280	66	---	16	66
281	66	---	4	66
282	66	---	0	66
283	66	---	0	66
284	66	---	0	66
285	66	---	0	66
286	66	---	0	66
287	66	---	0	66
288	66	---	0	66
289	66	---	0	66
290	66	---	0	66
291	66	---	0	66
292	66	---	0	66
293	66	---	0	66
294	66	---	0	66
295	66	---	0	66
296	66	---	0	66
297	66	---	0	66
298	66	---	0	66
299	66	---	0	66
300	66	---	0	66
301	66	---	0	66
302	66	---	0	66
303	66	---	0	66
304	66	---	0	66
305	66	---	0	66
306	66	---	0	66
307	66	---	0	66
308	66	---	0	66
309	66	---	0	66
310	66	---	0	66
311	66	---	0	66
312	66	---	0	66
313	66	---	0	66

	Total	Negro	Total	Negro	Total	Negro
314.	50	0	355.	11	396	30
315.	50	1	356.	0	397	0
316.	50	0	357.	0	398	0
317.	50	0	358.	0	399	0
318.	48	0	359.	24	400	0
319.	48	0	360.	1	401	0
320.	48	0	361.	1	402	0
321.	45	0	362.	6	403	0
322.	45	0	363.	6	404	0
323.	45	2	364.	2	405	0
324.	45	2	365.	2	406	0
325.	45	2	366.	2	407	0
326.	45	2	367.	0	408	0
327.	45	0	368.	4	409	0
328.	45	1	369.	4	410	0
329.	45	0	370.	0	411	0
330.	45	0	371.	0	412	0
331.	44	0	372.	0	413	0
332.	44	3	373.	0	414	0
333.	44	0	374.	0	415	0
334.	44	10	375.	0	416	0
335.	43	0	376.	0	417	0
336.	43	1	377.	0	418	0
337.	42	0	378.	0	419	0
338.	42	1	379.	0	420	0
340.	42	1	380.	0	421	0
341.	42	0	381.	4	422	0
342.	41	0	382.	0	423	0
343.	41	0	383.	0	424	0
344.	41	0	384.	0	425	0
345.	41	0	385.	0	426	0
346.	40	0	386.	0	427	0
347.	40	0	387.	0	428	0
348.	40	0	388.	4	429	0
349.	40	0	389.	0	430	0
350.	40	1	390.	0	431	0
351.	40	2	391.	0	432	0
352.	40	2	392.	0	433	0
353.	40	0	393.	0	434	0
354.	40	2	394.	0	435	0
			395.	0	436	0
			396.	0	437	0

438.	20	8	485.	13	534.	8
439.	20	0	486.	12	535.	0
440.	20	0	487.	12	536.	0
441.	19	0	488.	12	537.	0
442.	19	0	489.	12	538.	0
443.	19	0	490.	12	539.	0
444.	18	0	491.	12	540.	0
445.	18	0	492.	12	541.	0
446.	18	0	493.	12	542.	0
447.	17	0	494.	12	543.	0
448.	17	0	495.	12	544.	0
449.	17	0	496.	12	545.	0
450.	17	0	497.	11	546.	0
451.	17	0	498.	11	547.	0
452.	17	0	499.	11	548.	0
453.	16	0	500.	11	549.	0
454.	16	0	501.	11	550.	0
455.	16	0	502.	11	551.	0
456.	16	0	503.	11	552.	0
457.	16	0	504.	11	553.	0
458.	16	0	505.	11	554.	0
459.	16	0	506.	11	555.	0
460.	16	0	507.	10	556.	0
461.	16	0	508.	10	557.	0
462.	16	0	509.	10	558.	0
463.	16	0	510.	10	559.	0
464.	15	0	511.	10	560.	0
465.	15	0	512.	10	561.	0
466.	15	0	513.	10	562.	0
467.	15	0	514.	10	563.	0
468.	15	0	515.	10	564.	0
469.	15	0	516.	10	565.	0
470.	15	0	517.	10	566.	0
471.	15	0	518.	10	567.	0
472.	15	0	519.	10	568.	0
473.	14	0	520.	10	569.	0
474.	14	0	521.	9	570.	0
475.	14	0	522.	9	571.	0
476.	14	0	523.	9	572.	0
477.	14	0	524.	9	573.	0
478.	14	0	525.	9	574.	0
479.	14	0	526.	9	575.	0
480.	14	0	527.	9	576.	0
481.	13	0	528.	9	577.	0
482.	13	0	529.	9	578.	0
483.	13	0	530.	9	579.	0
484.	13	0	531.	9	580.	0
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			533.	9	582.	0
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APPENDIX V

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