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THE JAPANESE AND THE WAR MANPOWER SHORTAGE

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Statement by:
Paul V. McNutt, Chairman
War Manpower Commission

(In a letter to Director Dillon S. Myer
of the War Relocation Authority, dated
November 27, 1942.)

The War Manpower Commission heard with considerable interest the informative presentation, which Mr. Thomas Holland, Director of the Employment Division of the War Relocation Authority, gave at one of the Commission's meetings last month, on problems and relationships of the War Relocation Authority program for evacuees of Japanese ancestry with the general war manpower program.

The employment data which were contained in the written statement have given us a comprehensive background for study of this possible source of labor supply. As I understand it, the War Relocation Authority has formulated an employment program for those of Japanese ancestry who have been evacuated from the West Coast to encourage their employment and adjustment, under proper safeguards, into the customary channels of American life. This policy should have the dual effect of benefiting the evacuees, many of whom are American citizens, and of making available to the country several thousand people for employment on farms and in industry.

The War Manpower Commission thoroughly endorses the employment program developed by the War Relocation Authority and assures it the continued cooperation of the United States Employment Service in its recruitment and replacement activities.

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STATEMENT BY J. EDGAR HOOVER ON THE LOYALTY
OF JAPANESE AMERICANS ~

(Excerpts from testimony before the House
Appropriations Committee on the Department
of Justice appropriation bill)

"We have had practically no trouble with the Japanese in Hawaii. I made the statement before that there has been no sabotage or espionage committee in Hawaii, subsequent to Pearl Harbor. There was espionage committed prior to Pearl Harbor, but not by the Japanese population as such, but by espionage agents and consular agents of the Japanese government.

"I want to mention briefly the work which the bureau has performed in the field of enemy control.

"Immediately following the incident at Pearl Harbor on December 7, 1941, we were called upon to effect the apprehension of potentially dangerous aliens enemies.

"The action taken and the prompt manner in which it was taken, took out of circulation those individuals who might have been the nucleus of any espionage or sabotage rings of either Japanese, Germans, or Italians in the United States.

"I think that is the reason why we have had so little trouble from subversive agents in this country at the present time. Of course, we are constantly on the alert as to the activities of such groups that are still in the country in the alien enemy class.

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UNITED STATES DEPARTMENT OF AGRICULTURE
Bureau of Agricultural Economics

FARMERS' ATTITUDES TOWARD
THE USE OF JAPANESE EVACUEES
AS FARM LABOR

Part I: Sugar Beet and
Long Staple Cotton Regions

For Administrative Use Only

Study A-3
Report No. C-12

Program Surveys Division
January 30, 1943

FARMERS' ATTITUDES TOWARD THE USE OF
JAPANESE EVACUEES AS FARM LABOR

Summary

Farmers' willingness to accept the Japanese evacuees as farm labor showed marked variation from one locality to another. In Yellowstone County, Montana, for example, only one out of fifteen sugar beet growers contacted completely rejected the use of evacuee labor for the coming year, whereas in Big Horn County, Wyoming, in the same crop region, two-thirds of the respondents rejected the Japanese.* In the long staple cotton counties sampled, uniformly high proportions of growers expressed hostility toward the use of evacuee labor.

In general, farmers in counties where the Japanese were actually used as farm labor during the past year showed a greater tendency to accept them for next season than did those in counties where they were not used. Areas where evacuees were used happened to correspond with crop regions, Japanese having been employed in the sugar beet region but not in the cotton producing counties sampled.

No direct relationship between farmers' sense of concern about a prospective labor shortage and their willingness to accept the use of evacuee labor was found.

In the beet areas, farmers' opinions of the evacuees were expressed primarily in terms of their efficiency or inefficiency as farm labor. In the cotton areas, racial and national antagonisms aroused by the war were the predominating reasons given for the rejection of evacuee help. Perhaps the tendency for beet growers to think in pragmatic terms is associated with the fact that they have had many

* "Japanese" as used throughout this study refers to both Nisei and Issei members of the relocation centers. There was rarely any distinction made by farmers between citizens and aliens in their discussions of the suitability of the evacuees as farm labor. For this reason, and for convenience, "Japanese" will be used as a shorthand term to refer to all members of the group, although it is recognized that the greater portion of the persons referred to are citizens and therefore properly called "Americans".

years of experience with several kinds of so-called foreign labor (Mexicans, Indians, Filipinos, Russian-Germans, and Japanese) and may have come to realize that their value to the farmer must be reckoned on the basis of individual efficiency rather than race.

Special local factors had a great effect on attitudes from county to county, wherever the evacuees were used. In Broadwater County, Montana, for example, beet growers' attitudes toward the evacuees were strongly affected by the fact that several construction workers from this locality had been captured by Japanese military forces at Wake Island.

The manner in which evacuees adjusted to rigorous conditions of work and life as seasonal farm workers had important influences on their reception by employers. This was revealed in a catalog of characteristics which farmers found objectionable in the Japanese, apart from characteristics conventionally assigned to them as a racial group. Respondents objected to their exceptional demands for housing facilities, refusal to work longer than eight hours a day or to work in stormy weather, and lack of interest in getting crops harvested early. These were sources of conflict which might normally be expected to arise when a predominantly urban group is suddenly placed under conditions of life much more severe than those to which it has been accustomed. On the other hand, farmers supplied with evacuees of previous farm background commented on their diligence and cooperation.

Fear of economic competition from the evacuees if they were permitted to enter the community was hardly mentioned as a reason for rejecting them. Fear of retaliatory action in connection with the war, such as sabotage or violence, likewise was mentioned only rarely. It is possible that these were rationalized in the form of other, more "respectable" reasons, but they were probably not immediate concerns of the respondents.

Few farmers among those willing to accept the evacuees as seasonal labor favored their permanent residence in the community. The fact that seasonal labor areas were studied rendered the question of permanent residence less applicable than it would have been in regions where year-round employment of farm help is customary.

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Introduction

The objective of this study is to discover what administrative steps may be taken: (1) to further the utilization of the agricultural manpower contained within the relocation centers of the War Relocation Authority, and (2) at the same time to assist the permanent integration into American community life of the people of Japanese extraction who have been displaced from their homes.

The study was conducted among farmers of the western sugar beet and long staple cotton producing areas, where demands for seasonal farm labor were exceptionally heavy this past year. Japanese and Japanese-American evacuees from the relocation centers were employed in several of these areas, and farmers had an opportunity to observe their work at close hand. This report describes how farmers in these areas feel about using the evacuees again next year, and, by way of comparison, how other farmers who have had no direct experience with the evacuees feel about their possible use. Barriers to the full acceptance of the Japanese are discussed, together with influences which seem to facilitate their acceptance. These factors have implications for an effective placement policy which are suggested in a final section of the report.

Source of the Data

The study is drawn from a general survey of the farm labor situation conducted during the months of November and December, 1942, in several important national crop regions. The purpose of the general survey was to investigate various problems arising in connection with a decreasing farm labor supply at a time when expanded crop production is being undertaken. In the course of this survey, an attempt was made to learn how farmers feel about using Japanese evacuee workers as a possible way of offsetting the farm labor shortage. This portion of the survey provides the material for the present study. The report is based upon 109 interviews representing cross-sections of sugar beet growers in Weld County, Colorado; Big Horn County, Wyoming; Broadwater and Yellowstone Counties, Montana; and long staple cotton growers in Maricopa County, Arizona; Dona Ana County, New Mexico; and El Paso County, Texas. Supplementary information was obtained in special interviews with agricultural officials and representatives of sugar beet companies in the sampled counties.

It was originally planned to tabulate the responses by crop regions, but local variations by counties are so significant that it seemed desirable to analyze the material in such a way as to give meaning to

these variations. Although the frequencies cited may therefore appear small, it should be borne in mind that the populations they represent are also relatively small. In one county the sampled respondents represent as much as 38 percent of the relevant population (sugar beet growers). Moreover, the counties studied have each a high degree of cultural homogeneity within themselves, and this circumstance lends additional assurance that the responses recorded are representative. These factors render the data highly suggestive, if not conclusive, and appear to justify a careful consideration of the local influences which are described.

FARMERS' ATTITUDES TOWARD THE USE OF JAPANESE EVACUEES AS FARM LABOR

I. HOW FARMERS FEEL TOWARD THE USE OF EVACUEE LABOR

Striking differences from one locality to another in the willingness of farmers to accept the Japanese and Japanese-American evacuees as seasonal farm labor were uncovered by the survey. The range of differences by counties is illustrated in the chart on page 2 (figures are taken from Table 1*).

The differences could not be explained in terms of the relative concern felt by farmers regarding their prospective labor supply for next year, as will be demonstrated below. A consideration of local and regional factors is therefore necessary to show why farmers in one area predominantly accepted the proposed use of evacuee labor and in others rejected it.

Regional Differences in Acceptance

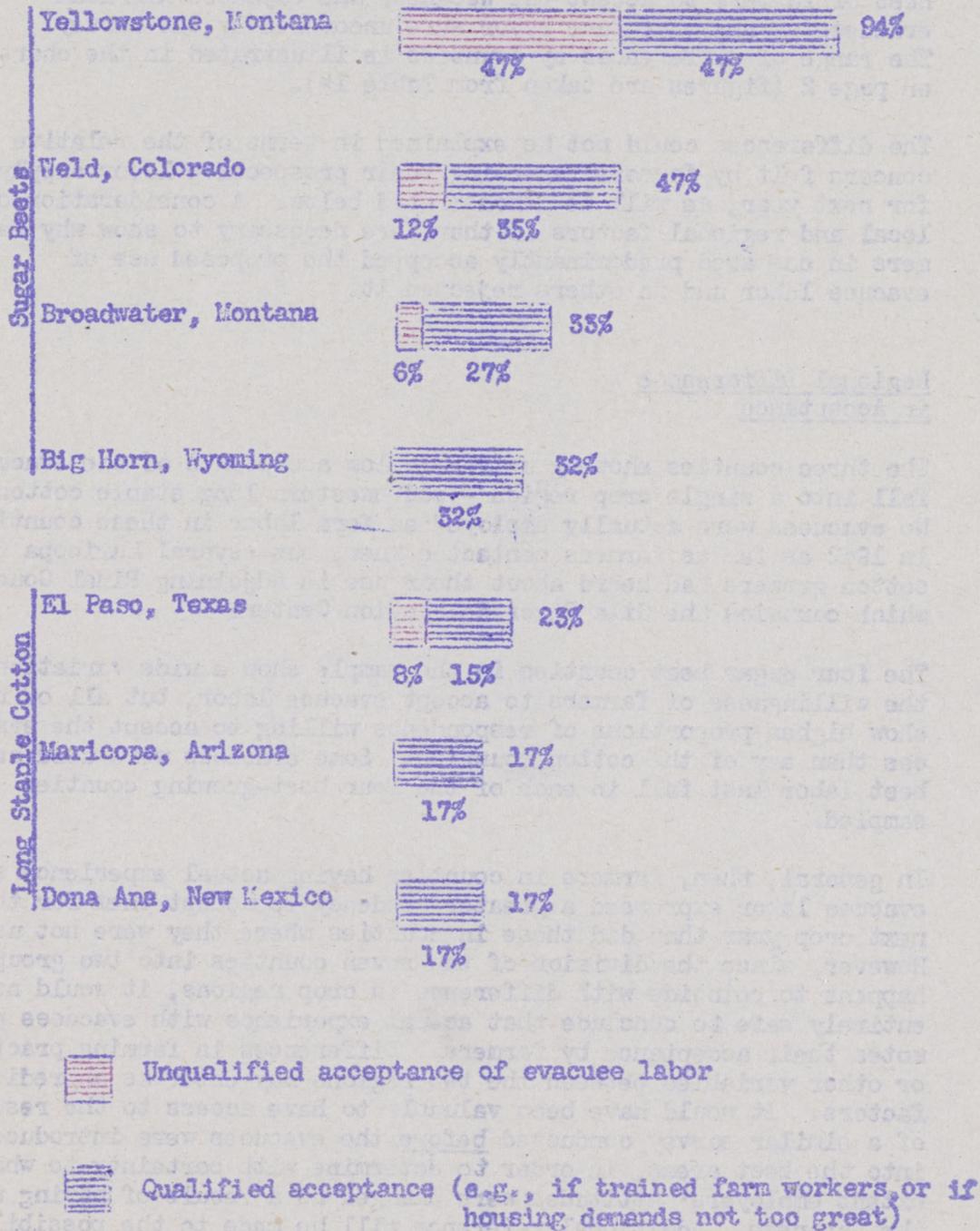
The three counties showing uniformly low acceptance of the evacuees fall into a single crop region - southwestern long staple cotton. No evacuees were actually employed as farm labor in these counties in 1942 as far as farmers contacted knew, but several Maricopa County cotton growers had heard about their use in adjoining Pinal County, which contains the Gila River Relocation Center.

The four sugar beet counties in the sample show a wide variation in the willingness of farmers to accept evacuee labor, but all of them show higher proportions of respondents willing to accept the evacuees than any of the cotton counties. Some evacuees were used as beet labor last fall in each of the four beet-growing counties sampled.

In general, then, farmers in counties having actual experience with evacuee labor expressed a greater tendency to accept them for the next crop year than did those in counties where they were not used. However, since the division of the seven counties into two groups happens to coincide with difference in crop regions, it would not be entirely safe to conclude that actual experience with evacuees promotes their acceptance by farmers. Differences in farming practices or other variables between the two regions may enter as unpredictable factors. It would have been valuable to have access to the results of a similar survey conducted before the evacuees were introduced into the beet areas, in order to determine with certainty to what extent employers' attitudes were changed as a result of having used the Japanese. Additional reference will be made to the possibility of such a change having taken place, in connection with the discussion of reasons given by farmers for their attitudes.

* All tables are in the Appendix

Chart 1. Percentage of Respondents in Each County Indicating Acceptance of Evacuees as Farm Labor



This study will try to account for the marked differences in extent of acceptance of the Japanese noted among the four counties in the sugar beet region. This is a rather homogeneous crop region, characterized by intensive cultivation of the irrigated valley areas lying along the upper reaches of the Missouri, Yellowstone, Big Horn, and South Platte rivers. Complementary feeding of livestock is carried on, principally in the winter months. Hand labor is chiefly required in the cultivation and especially the harvesting of beets. The transient Mexican population which has in recent years been the main source of this labor proved inadequate during the past year. During the critical harvest period evacuee labor from the relocation centers was introduced into all of the beet counties sampled, with resultant reactions of considerable diversity. Expressed alternatively, the proportion of farmers who rejected the use of evacuee help for next year ranges from 6 percent in Yellowstone County, Montana, to 68 percent in Big Horn County, Wyoming. Broadwater County, Montana, shows almost as high a proportion of farmers rejecting the evacuees as Big Horn County. Weld County, Colorado, is intermediate, with 41 percent rejecting evacuee labor.

Relation of Anxiety About Labor to Acceptance of Evacuees

It might have been expected that farmers who seemed most anxious about labor scarcities next year would be most ready to receive help from the nearby evacuee camps. This relationship did not appear. Chart 2 on the following page compares the proportion of respondents who appeared seriously concerned about a prospective labor shortage with the proportion who would accept evacuee workers (figures are taken from Tables 1 and 2).

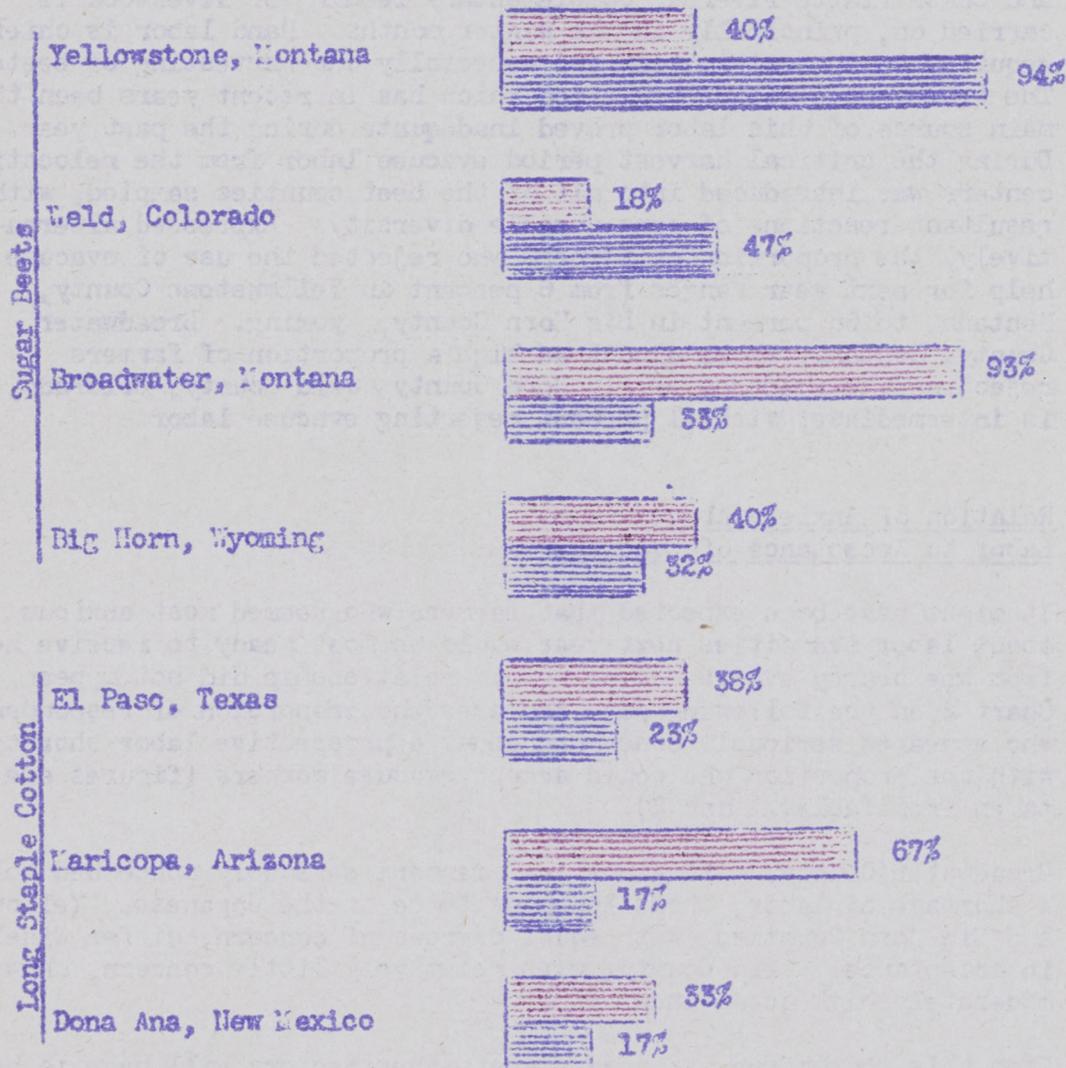
Broadwater County, with almost all farmers seriously concerned about a shortage of labor, shows low acceptance of the Japanese. Yellowstone and Big Horn Counties, with equal degrees of concern, differ widely in acceptance. Weld County, with relatively little concern, shows moderately high acceptance.

From this comparison it appears that other factors will have to be considered in order to explain the marked differences in the extent of willingness to accept the evacuees. These are brought out in the reasons farmers gave for their opinions, which will be discussed in the second section of this report.

Acceptance as Permanent Residents

Few respondents among those who had expressed acceptance of the evacuees as seasonal labor favored their permanent residence in the

Chart 2. Relation of Serious Concern about Labor Supply to Acceptance of Japanese



Percentage of farmers rated as seriously concerned about prospective labor shortage.



Percentage of farmers indicating willingness (qualified or unqualified) to accept Japanese as farm labor.

community. A variety of reasons was given, but the total number of cases is too small to reveal a significantly recurrent one, since attitudes were sought on the question of permanent residence only in cases where acceptance as seasonal labor had already been indicated. A few farmers feared economic competition after the war if the Japanese remained in the community, and others simply saw no reason for the evacuees to stay, since farm labor requirements in these areas are largely seasonal. Farmers tend to prefer transient labor which makes an appearance during the hoeing and harvesting seasons and goes elsewhere during the off seasons. This saves rural communities responsibility for the employment and support of seasonal workers except during the times when they are urgently needed.

The county which showed most acceptance of the evacuees as permanent residents (Weld County, Colorado) has had a number of resident Japanese truck growers operating in one section of the county for a period of years. The agricultural agent for this county reported that several of the evacuees who worked in the beet fields this past fall remained with local farmers to take share crops in beets for the coming year. He felt this would work out all right, since the earlier Japanese settlers had, in his opinion, made good, substantial farmers.

II. FACTORS AFFECTING ATTITUDES
TOWARD THE EVACUEES

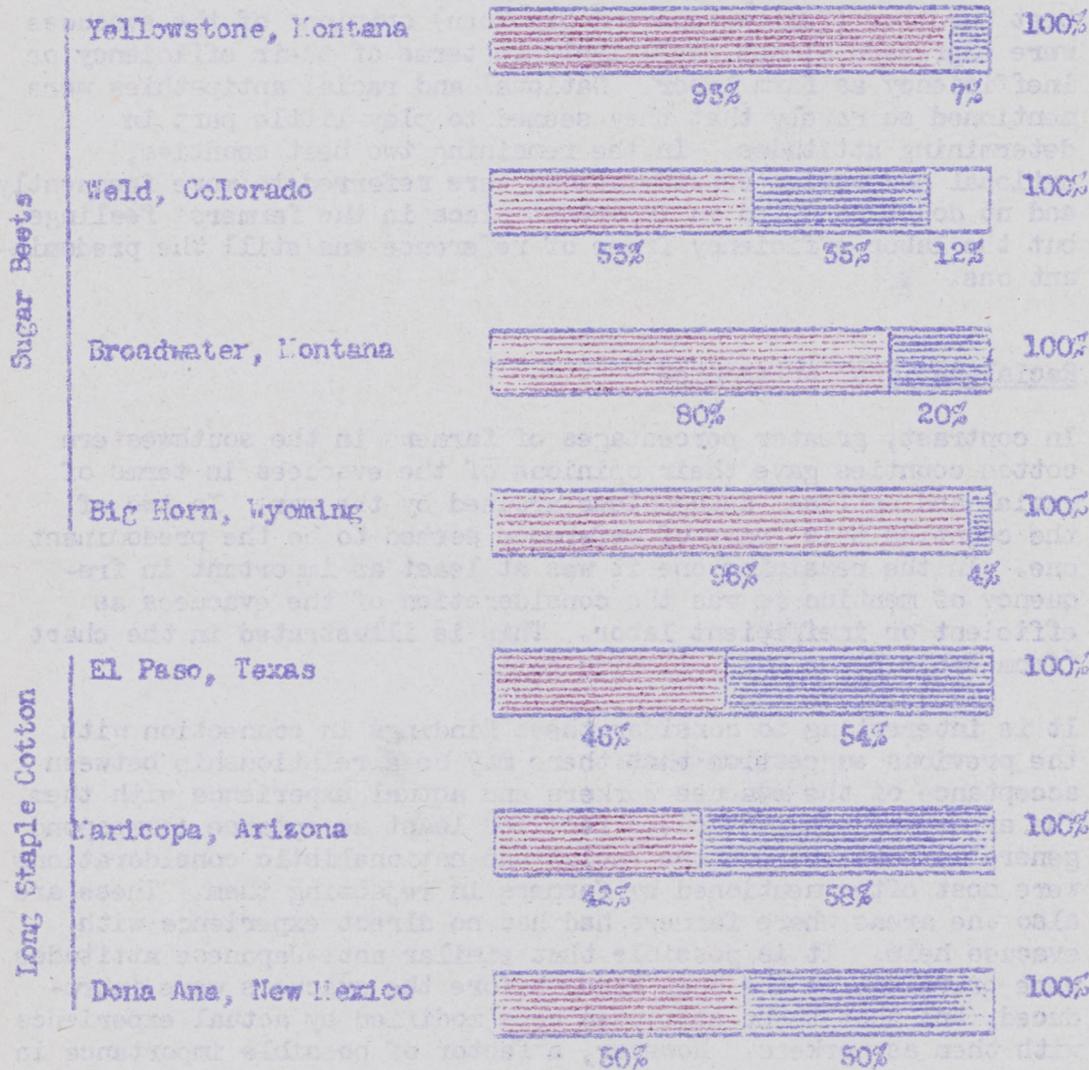
In discussing the evacuees, farmers generally spoke in one of two important frames of reference, and the preponderance of either of them varied considerably from one area to another. In two of the beet counties (Yellowstone and Big Horn) opinions of the evacuees were expressed almost exclusively in terms of their efficiency or inefficiency as farm labor. National and racial antipathies were mentioned so rarely that they seemed to play little part in determining attitudes. In the remaining two beet counties, national and racial considerations were referred to more frequently and no doubt occupied an important place in the farmers' feelings, but the labor-efficiency frame of reference was still the predominant one.

Racial-national Antagonism

In contrast, greater percentages of farmers in the southwestern cotton counties gave their opinions of the evacuees in terms of racial and national antagonisms aroused by the war. In two of the counties this frame of reference seemed to be the predominant one. In the remaining one it was at least as important in frequency of mention as was the consideration of the evacuees as efficient or inefficient labor. This is illustrated in the chart (from Table 3) on the following page.

It is interesting to consider these findings in connection with the previous suggestion that there may be a relationship between acceptance of the evacuee workers and actual experience with them. The areas where the evacuees received least acceptance correspond generally with those where racial and nationalistic considerations were most often mentioned by farmers in rejecting them. These are also the areas where farmers had had no direct experience with evacuee help. It is possible that similar anti-Japanese attitudes were prevalent in the beet areas before the evacuees were introduced, and that these attitudes were modified by actual experience with them as workers. However, a factor of possible importance in accounting for the greater tendency of farmers in the beet areas to think of the evacuees in pragmatic terms is the fact that they have had many years of experience with a variety of types of so-called foreign labor. The transient workers whom they have used in the beet fields have at various times been Russian-Germans (from the Dakotas), Indians, Filipinos, Mexicans, and Japanese (earlier migrants). It is probable that agricultural employers

Chart 3. Percentages of Farmers Regarding Evacuees in Terms of Labor-Efficiency or of Racial-National Background



Frames of reference



Labor-Efficiency



Racial-National Background



Other

3

have grown accustomed to the utilization of whatever labor is at hand during the busy harvest time and do not raise too many questions about race or nationality so long as the work is done. On the other hand, the cotton areas of the Southwest customarily depend for their seasonal labor on native whites, Spanish-Americans, and Mexicans from their own states, Oklahoma, Texas, and Mexico. The study revealed that these farmers had their attention focused on Mexico as a potential source of cheap labor and were not greatly interested in the possibility of using the Japanese.

Respondents were often extreme in their expressions of dislike of the evacuees because of their nationality. One El Paso County farmer put his opinion this way:

"I wouldn't have a God damn Jap on my place. I might kill him."

A Maricopa County grower said with less vehemence:

"I don't want any Jap because I just plain don't like them. They have tried using some of them down in Pinal County where they have a colony, and I heard they could not get any work out of them. I would not want to see them brought in here to work because there might be trouble. They had trouble in one of the camps down there in Pinal County just the other day. They are truck farmers and I don't believe they would be much good just working on cotton farms."

Undoubtedly one of the factors which contributed to this type of attitude was the unusual arrangement under which evacuees worked in the Pinal County cotton fields. Several growers had heard that the evacuees were heavily guarded as they worked and mentioned the need for guards as a prohibitive reason against using evacuee labor. A Maricopa County farmer who was rather favorably inclined toward their use made this comment:

"If I had the right bunch (of evacuees), it would be all right. They tried to use those at Sacaton, but they weren't farm laborers and it didn't work. The ones they put out had never done farm work. Another thing that made it bad was the guards. They had five soldiers for every Japanese."

Another grower in this county said he had heard that the guards could have picked more cotton than the evacuees. Objection to the guards was echoed in El Paso County, where a smaller grower said:

"They would be all right on the large farms where they could keep a bunch and watch them easy. I don't think it would work on the small farms."

Similar feelings were expressed in Dona Ana County, New Mexico. A rather liberal-minded bank president at Hatch who operates a 154-acre farm summed up the community attitude in this way:

"Some farmers through here would resent using Japanese during the war; I do not feel badly toward the Japs and I dislike the way some of them were treated in California. By God, they are damn good farmers - a hell of a lot better at it than we Americans - and they might be good at farm work here, but I do not think it would be wise to bring them in because some farmers feel badly toward them and I feel sure we would eventually have trouble if they were brought here."

There were occasional expressions of sympathy. A Czech woman who manages a 75-acre farm with the aid of two sons still in high school said:

"I don't see what is wrong with them. They might be good people. They have done nothing wrong. Understand, I speak for me and not for others. They are as innocent as anyone; they are not responsible that their old country is at war. This is their home, too. I can sympathize with them because I come from the old country. I can put myself in their place."

Certain misconceptions of the evacuees based on lack of actual acquaintance with them were occasionally disclosed. They were sometimes referred to as "prisoners", and one El Paso man evidently thought that they were unable to speak English.

"The Mexico Mexicans appeal to me more. They are close, just across the river, and trained in our type of work. There is irrigated farming over below Juarez, and they know how it is done. And we can speak their language. I can jabber it enough to let them know what I mean, but we can't speak the language of the Japanese."

The Labor-Efficiency Frame of Reference

The types of responses which have been cited as representative of the southwest cotton areas may be contrasted with the following ones taken from beet county interviews.

A young Yellowstone County farmer:

"It looked might bad this fall, until the Japs helped us out. They worked pretty nice. They do nicer work than the Mexicans and Filipinos. They wasn't experts at it, but after they got started they done nice work. Some stayed on permanent, feeding cattle. The Mexicans and Filipinos wouldn't do that. Soon as the beets are out, they pick up and go."

A Big Horn farmer with a large beet acreage:

"The (evacuee) labor was very unsatisfactory, and if we have to employ them for another year we will simply have to reduce our beet acreage by at least 50 percent or more. It takes about four Japanese to take the place of one Mexican. The evacuees we obtained in this valley had no previous farm experience. They were clerks and professional people from coast cities, most of them young single men."

Another Yellowstone man:

"There were Mexicans and Japanese people sent in here to help in the beet work. We did not grow any beets, so didn't employ any. I understand the Japanese were generally satisfactory. We would just as soon employ Japanese labor. The Japanese laborers are not to blame for the war. That was started by the ruling class."

From these quotations it is possible to see that the terms in which these farmers thought of the evacuees were quite different from those represented by the quotations from interviews taken in the Southwest. This was true even in cases where employers were very dissatisfied with the help they had received, as the Big Horn farmer's statement indicates. Two-thirds of the respondents in Big Horn County rejected the Japanese for next year, but only one-fifth of them mentioned nationalistic or racial antipathy toward them. Usually they were concerned primarily about the inefficiency and excessive cost of the evacuees as a labor force.

While farmers in the sugar beet area tended to explain their acceptance or rejection of the evacuees in labor-efficiency terms, in one of the beet counties an appreciable number of respondents were influenced by racial-national considerations. This was Broadwater County, Montana, where antipathy engendered by the war was traceable to local circumstances which will be discussed in another section of the report dealing with local factors affecting attitudes.

In general it appeared that in the southwest cotton areas there a most important consideration in farmers' minds was the racial or nationality background of the evacuees; in the mountain beet areas, their labor efficiency. The implications of this finding for public policy are discussed in the final section of this report.

The Specific Reasons for Acceptance or Rejection

The frequencies of various considerations which entered into farmers' explanations of their attitudes are shown in Tables 4 and 5. Table 4 lists considerations favorable to the use of the evacuees, and Table 5 those unfavorable. It is possible for a respondent to be represented on both tables, and even within each seemingly contradictory category; if he gave a qualified opinion of the evacuees. For example, several farmers objected to the inefficiency of some of the evacuees whom they had observed, but declared they would be glad to have the help of some of the more experienced ones. It seemed important to note both considerations, since the dominant reason for acceptance and a significant qualification are at once revealed.

The predominating reasons given by respondents for their opinions have already been suggested by the discussion of the frames of reference in which they tended to speak. Most important to the farmers were the relative efficiency or inefficiency of the evacuees and their own racial-national prejudices. Secondary considerations played an important role in some instances, however. Some farmers thought that evacuee labor was unduly expensive because of special treatment which had to be accorded them in the form of unusual housing and transportation facilities. Many objected to the attitude of the evacuees themselves, which grew mainly out of differences in cultural backgrounds. In listing objections to the evacuees within the category of "undesirable characteristics", a careful attempt was made to exclude attributes which are frequently assigned to the Japanese merely as a result of racial or national antipathy. "Sneakiness", treacherousness, and similar traits when mentioned were included under "national-racial dislike". The result was to confine complaints listed under "undesirable characteristics" mainly to objections to the unwillingness of some of the evacuees to work more than eight hours a day or in bad weather, their unusual demands for housing and sanitary facilities, and their lack of interest in getting the crops harvested early. It will be seen that these objections in common express a conflict

between rural and urban attitudes held respectively by the farm operators and some of their evacuee employees. An examination of the reasons for unfavorable attitudes toward the evacuees listed in this category thus will focus attention on some of the adjustments necessary for satisfactory relations between agricultural employers and evacuees with urban backgrounds.

Fear of economic competition was also tabulated but was not noted a significant number of times. Fear of retaliatory action in connection with the war, such as sabotage or personal violence, was mentioned, but not often enough to justify listing for frequencies.

A negative reason given by some for willingness to accept the evacuees was that there was no other labor available. Respondents giving this reason usually were seriously concerned about a labor shortage but declared they would take the evacuees only as a last resort.

Offsetting to some extent the undesirable characteristics ascribed to some of the evacuees were favorable ones, such as diligence, appreciativeness, and cooperativeness. The greater education and versatility of some of the younger evacuees were also mentioned occasionally as enabling them to be trained quickly to operate power equipment. A few respondents recognized the evacuees as a benefit to the local business community, since many of them spent a good part of their earnings locally.

It is possibly of great significance that a few of the respondents spoke of the evacuees in very sympathetic terms. Although small in number, these people seemed willing to assign to the evacuees social status comparable with their own. They described the evacuees as "nice, clean, hard-working people", and one fairly successful farmer went so far as to say that he would be glad to have one of the evacuees stay in his home while working as a hired hand on his farm. It seems likely that such sympathies developed in the course of primary contacts will help to dissolve racial and cultural antipathies. Consequently their early appearance, even in only a few cases, may be highly noteworthy.

The Effect of Special Local Situations

A comparison of the percentage distributions shown in Tables 4 and 5 emphasizes community differences in the reception of the

evacuees during the past fall, as well as the importance of local situations in shaping public attitudes. It will be valuable to consider these differences specifically by localities.

Yellowstone and Big Horn Counties

Two of the sugar beet producing areas of Montana and Wyoming located near the Heart Mountain Relocation Center in northwestern Wyoming apparently had very different experiences with harvest labor from the camp. In Yellowstone County, only 6 percent of the respondents rejected the use of evacuees for next year, but in Big Horn, 68 percent indicated rejection. This difference seems attributable to the unusual difficulty which Big Horn farmers had in making arrangements to obtain satisfactory evacuee labor. A field agent for the local sugar factory described the situation in this way:

"The Japs didn't work out so well. We got about 120 of them from Heart Mountain, and we were two weeks late getting the Governor's approval. There was only one good family in the bunch. The rest were boys who acted like a bunch of kids. They wouldn't think of staying on the farms. Said they didn't like the living accommodations there. They wanted baths and to eat in restaurants. So we had to fix them up with places in town. We rented the second-best hotel for about 50 of them and put the others in tourist camps and private homes. They insisted on a tub or shower. They wouldn't work but an eight-hour day, with Saturday afternoon and Sunday off. The farmers had to haul them back and forth from town to the fields every day, and they made them haul them back to camp on week-ends so they could see their friends. They wanted to go to the movies and be in town where they could buy things. They didn't care about money - they just wanted to be out of the camp. After a farmer had gotten up at six in the morning to drive in after them, they would hang around the hotel lobby until nine before they would go out. They wouldn't work at all in wet weather, and they laughed at the Mexicans for working so hard. They couldn't see any sense in that. The Mexicans would harvest eight or ten tons of beets in a day, and the Japs two or three. (Of course they were soft. They had been in camp for four months, doing nothing.) But then they would complain because they didn't make as much money as the Mexicans did. Most of them quit early, before the beets were all in, because they weren't making more than their board and on account of a storm that came up about that time.

"We treated them just as nice as we could, because we had to have them. But along toward the end they took advantage of their nice treatment. After they got back to camp they would

call in here by long distance every day to ask about their checks. Some of them got pretty nasty about it, and it got so we wouldn't accept a call from the camp. I know for a fact that most of them have got their money. But they won't surrender their passes to get out of the camp, and they are using the story that they haven't been paid as an excuse to hold onto those passes. We had a field agent up there at the camp, but they came in and out so much that he lost track, and now lots of them have passes that aren't supposed to have them. I believe they are being babied too much in that camp. We had a letter from the camp chastising the company for not paying off the Japs, but I know there are just a few that haven't been paid. They just don't want to surrender those passes. The other day a couple of us were down town and we ran into a bunch of the boys from camp. They hollered at us like old friends and said they wanted to talk to us. They wouldn't talk to us except in private, so we had to go up to their hotel room with them. Then they tried to make a deal so that we would haul them back and forth from camp on week-ends. They tried to get us to come up and get them, saying we needed them to work. They don't like to stay in the camp -- that's clear. They are getting to be like a bunch of WPA'ers. Expect everything and do nothing.

"The farmers won't use the Japs for labor next year, unless they have some better arrangement. It costs too much for them to haul them from town, especially for a short day."

This is the sort of criticism which also came out fairly consistently in the farm interviews. The manager of the sugar beet factory was not quite so critical. He said he realized that most of the evacuees had probably never done that sort of work before, and expressed the hope that by next year they would make better labor because of their experience this year. But he, too, asserted that more satisfactory housing and transportation arrangements would have to be made next year, or farmers would refuse to employ the evacuees.

In Yellowstone County the story was almost totally different. Since farmers in this area were able to obtain evacuees about two weeks earlier than the Big Horn growers, they probably secured a greater number of workers with previous farm experience, who were therefore more willing to accept the requirements of long hours of arduous work and primitive living conditions imposed by the customary arrangements for seasonal farm labor. Many of the farmers contacted were quite enthusiastic about their success with the use of evacuee labor. One Yellowstone man said:

"The Japanese is the best. With gas rationing there won't be no Mexicans or Filipinos coming in the spring. They all got their own cars. The sugar company can bring the Japs in (in a group). Some of them was farmers before, and I don't see why they shouldn't be encouraged to stay around and do anything they can. My neighbor has two of them staying on, and he says they are the handiest men he ever had. They never made no trouble. They went to town, spent their money, went to the movies, and everything. I was a little worried at first, but they didn't bother anything. I don't think they let the mean ones out of the camps, and the rest is all right."

Those who criticized the evacuees in this county, although not nearly so proportionately numerous as the respondents in Big Horn County, voiced the same sorts of complaints. They objected that some of the evacuees expected better living accommodations than Mexicans would be satisfied with. They demanded shower baths and other conveniences that farmers themselves did not have. Moreover, they would not work in fields which were very muddy or which had a low yield, apparently feeling that they were in a position of choice as to where and under what conditions they would work. Sometimes they did not complete their work on one farm before moving on to another where the yield was better. The county agent himself made this complaint about one group, although he said that in general the Japanese workers were very satisfactory and a real help in getting the crop out. A few of the critics were resentful of the fact that some of the Japanese boys had college educations and seemed disappointed if they did not make \$6 or \$7 a day, even though they would not get to the fields until eight or nine o'clock in the morning and would quit at five. They compared the evacuees to the WPA'ers, saying that they took the attitude, "Why should I do hard work when the Government will feed me at 'Little Tokyo' (locally popular name for Heart Mountain Relocation Center) and allow me to loaf." These farmers felt that they could not depend on the Japanese to return in the spring, since their work was entirely voluntary. A few expressed the fear of economic competition with the Japanese after the war if they were allowed to settle permanently in the Yellowstone Valley. An AAA committeeman remarked, "If we permit them to settle here we'll have the situation where I'll be trying to raise beets and eat beefsteak on one side of the fence, and they'll be eating rice on the other. You know we can't compete with that. I have a brother who had experience with them growing potatoes in California. He says they never want them back there again." His statement was not typical, but may have exceptional importance because of his influence among farmers in the county.

The great number of farmers who accepted the evacuees said that they were inexperienced in beet work but became good workers as soon as they acquired a little skill. They were described as careful, conscientious, and more dependable than the Mexicans. Respondents who took this point of view generally went on to say that the Japanese were well behaved, caused no trouble in the community, spent their money locally, and didn't try to run away or evade minor restrictions placed upon them. These farmers seemed to appreciate greatly the coming of the evacuees at a time when labor was scarce and much needed.

In Big Horn County the general disapproval of the evacuees was undoubtedly colored by events connected with the construction of the Heart Mountain Relocation Center in the adjoining county. (The center was invariably designated simply as "Tokyo" by the farmers in Big Horn County, to whom the term apparently had much more unfavorable connotations than the corresponding expression, "Little Tokyo", used humorously by the farmers of Yellowstone County.) One-half the respondents in Big Horn County spontaneously charged the Heart Mountain project with having taken away the greater portion of the regular Mexican beet help to do manual labor and construction work during the erection of the camp. This resulted in wage competition which farmers could not meet. Mexican workers failed to return to the beets in the fall, and growers considered themselves forced to take unskilled, unduly expensive Japanese help instead. A larger operator expressed his complaint this way:

"I'm not going to have no more Japs on my place. They are too expensive and they are not dependable. They've got to have a steam-heated room and a modern house. We had to put them up at a hotel in town and haul them back and forth. It cost 39 cents a ton for housing them alone. It wouldn't have been so bad if they had worked. Then we could have spread the cost over more tonnage. But there are too many loafers among them. They just wanted to get out of the camp. They acted like kids. I had a Mexican family, but they didn't come back. The sugar company thought they would do a nice thing and let them work at Tokyo, but they just made enough money so they could go back to Texas, and then we didn't see them any more."

The complaint that the evacuees had no interest in making sure that beets were out of the ground by the time the ground became frozen and that "they just wanted to get out of the camp", was reiterated by one-fifth of the respondents in this county.

A basic conflict between the farmers and evacuees which these comments reveal is a clash of habit patterns formed respectively in rural and urban environments. Since a good many of the evacuees came from urban or urbanized areas where an eight-hour day and modern sanitary and heating facilities are more customary than they are in seasonal farm work, their attitudes might have been expected to conflict with those of the rural community. It is important to realize that such a clash would be likely to occur when any predominantly urban* group is suddenly transplanted to the rigorous conditions of life and work as seasonal farm labor. The fact that the evacuees felt under constraint while confined to the relocation centers merely contributed to their difficulty in making adjustments to their new environment.

Broadwater County

Broadwater County, Montana, situated at the source of the Missouri River, is part of the mountain sugar beet region but has a few characteristics which distinguish it from the other beet producing counties studied. It was developed rather early as an irrigation district but did not begin to produce sugar beets until 1930. Average beet acreages per farm run much higher than in other beet counties. There were only 39 growers in the county last year, so that the number of farmers contacted by the survey represents nearly two-fifths of the beet growers in the county.

Two-thirds of the respondents rejected the use of the evacuees in Broadwater County. There seem to have been two strongly influencing factors of a local nature. Several farmers complained that the evacuees had struck for higher wages, and others based their objections on the fact that six construction workers from this locality had been captured by the Japanese military forces at Wake Island. They resented having the evacuees set at liberty while Broadwater County men were confined to Japanese prison camps.

Discussing his labor situation this past year, one Broadwater County beet grower said:

"Italian internees from the camp at Missoula did pretty well. Some said the Japanese did good work. I don't want them. Too

* Approximately 40 percent of the evacuees in the relocation centers are classified by the War Relocation Authority as of rural background and 60 percent as of urban background. Figures are not immediately available on the number of evacuees of urban background who actually performed farm work this past year.

many boys from here have been killed or taken prisoners in the South Pacific ... There simply are no young men left. Six young men from here were recruited for civilian work on Wake Island last fall. They are now Japanese prisoners. No wonder we are prejudiced against the Japanese!"

One-third of the respondents mentioned the capture of the construction workers at Wake Island in discussing the evacuees as farm labor, and several in the county expressed preference for the Italian internees from Fort Missoula.

With regard to the strike for higher wages of which some of the farmers complained, one grower had this to say:

"I had to plow under 15 acres because of labor shortage. I finally obtained a crew of Japanese evacuees to do some thinning. They helped to put up the second crop of hay and did all of the beet harvesting. I was well pleased with their work. Due to racial prejudice on the part of livestock ranchers and townspeople, who objected to having any Japanese come into the valley for any purpose, we were delayed in getting help from relocation centers until too late to save some of the crop. Some say that the Japanese struck for higher wages. I maintain that it was partly due to the beet growers themselves, who bid more to get the help."

The fact that Broadwater County farmers were rated as most concerned about the prospective labor shortage made their rejection of the evacuees the more remarkable. Broadwater County is near the upper end of the Mexican migratory beet labor route, and it is likely that most of the migrants were absorbed by farm areas in Kansas, Nebraska, Colorado, Wyoming, and eastern Montana before they reached the end of their usual route. The fact that farmers who had good reason to be anxious about their labor supply for next year expressed unwillingness to accept evacuee labor indicates that their feeling against the Japanese must have been intense.

Weld County

Weld County, Colorado, one of the heaviest sugar beet producing counties in the country, probably did not have as severe a labor shortage last fall as did the other sugar beet counties discussed. This was due to several factors: (1) A short crop, both in yield and sugar content; (2) the presence of a number of small towns in the county, from among the permanent residents of which it was possible to draw some seasonal labor; and (3) the fact that Weld

County is in the southeastern section of the beet region and therefore one of the first areas which transient Mexican workers strike in their annual migratory trek. Since there were probably fewer migratory workers making the trip to the beet fields last fall (because of the draft and opportunities for defense work), and since those who sought beet work would be likely to stop where they first found an opportunity, it is probable that Weld County had access to more regular Mexican beet workers than the counties farther north. Farmers in this county characteristically complained of the cost of labor, rather than any dearth of it. An early freeze, however, caused many of the Mexicans to return south prematurely, and it was in the succeeding period that evacuees were most in demand.

Reactions to the evacuees were mixed, about equal numbers of farmers indicating acceptance and rejection. This was virtually the only area surveyed where the question of their acceptability was met with some indifference, several farmers apparently not being troubled about the labor problem for next year. Moreover, it was in Weld County that most receptivity to the idea of permanent settlement of evacuees was encountered, as was mentioned earlier. It seems probable that a limited number of evacuees could be settled permanently in this county, since there are already other resident Japanese farmers who have been accommodated within the community. One farmer expressed his feelings in these terms:

"They (the evacuees) might be all right. I have several Jap neighbors, and they are good farmers. They are hard-working, industrious, and they mind their own business. I get along fine with them. We even swap machinery from time to time ... Why not let them farm for themselves?"

A member of an AAA community committee said:

"Well, you take a good Jap - he ought to be allowed to settle. But I don't know how to pick the good ones from among the pro-Axis ones. That's a hard problem. But I think they'd be safe, all right. Nobody would bother them around here, if they was good Japs, and if he was a bad one, I'd turn him in myself. I think it would be a good idea to bring some up to settle, because labor is awfully hard to get."

A few expressed fear of economic competition if the evacuees were brought in, as did this respondent:

"Well, I heard the Japs was all pretty good. They did fine as hand labor. But if they come here they are going to like

it and buy the farm next door. I don't think that's the best thing for the country. I heard of a Japanese who wanted to buy 1,000 acres in Weld County, if the Government would release his machinery in California. A lot of them have money, you know. If he's not a citizen I don't see why he should have a citizen's rights. You take those German-Russians that came in here several years ago - most of them weren't citizens and never made no effort to be. But they bought up lots of land. That don't seem right to me."

It should be pointed out that this statement was not typical. Most frequent objections to the evacuees were on the basis of their nationality background and their "demanding" attitudes. A young farmer who was not greatly worried about a labor shortage gave the comment:

"I don't know a thing about the Japs. I never had any of them, or talked with anybody about them. I wouldn't want them, I don't think. Not after what they done over there."

But there was also a good deal of favorable sentiment, represented by statements such as this one:

"From what I've heard about them, I'd be willing to take on a good Jap family. They are more desirable than the Mexican labor. They are more willing."

Maricopa, Dona Ana, and El Paso Counties

Attitudes in these three southwestern counties, which are contained within a fairly homogeneous crop region and in which responses tended to be similar, were described in general terms in an earlier section on "Racial-National Antagonism". No marked community differences within the region were observed. Farmers in these areas tended to think of the evacuees as American war prisoners who could only be worked under strong guard. They regarded them as former truck farmers who would not make good cotton pickers, either because of lack of experience in cotton production or because they had been used to operating their own farms and therefore would not be amenable to supervision. Racial and nationality considerations were often mentioned, but it is possible that these were a mask for less "respectable" reasons, such as fear of economic competition or lack of willingness to pay prescribed wages. One of the reasons cotton growers in this section were focusing their attention upon securing labor from Mexico was that it seemed a source of the cheapest available workers. There was a good deal of

objection to minimum wage provisions set up by the Government as a condition of importing labor, and perhaps similar considerations played a part in the rejection of the evacuees. One or two growers suggested that the Government ought to permit the exploitation of the evacuees at low wages, since they were war prisoners and a burden upon the taxpayers. Such suggestions were invariably couched in the language of patriotism.

III. IMPLICATIONS FOR PLACEMENT POLICY

The foregoing findings show the significance of local factors in the community acceptance or rejection of the evacuees. This has a direct implication for future placement policy: That a public employment program for members of the relocation centers will have increased chances of success if specific local situations are carefully investigated and prepared for in advance.

There are several ways to carry this suggestion out. Wherever possible, evacuees should be selected for placement according to individual suitability, including both job experience and general background for the positions to be filled. This means, in general, urban employment for people with urban experience, and farm employment for those with farm experience. Contrasting observations in Big Horn and Yellowstone Counties reveal that the employment program in a community which might ordinarily have proved receptive was impeded through failure to supply evacuees with previous farm experience. Although agriculture as an industry has until recently had last call upon the nation's labor supply, skill is not a negligible factor in the suitability of farm labor. When both farming skills and rural cultural background are lacking it is especially difficult for newcomers to become satisfactory farm labor.

Eliminating Rural-Urban Conflict

The "undesirable characteristics" of which farmers complained in the course of the survey represent a major conflict between rural and urban living and working standards. The importance of this conflict should be weighed carefully in determining whether evacuees coming from urban environments continue to be placed in agricultural employment. On the one hand, if city-bred evacuees are given seasonal farm work under customary conditions, it will be necessary for them to make difficult personal adjustments. It would certainly be unjust to force evacuees with strongly developed urban culture patterns to adapt themselves to the most arduous forms of rural life simply in order to obtain employment. Moreover, difficulties of this sort would have possible propaganda value for the Japanese government if construed as exploitation of its nationals. On the other hand, if a strong effort were made in farming communities to approximate conditions of urban life for the evacuees, in order to meet their previous living standards, there might be equally severe consequences.

The exploitive features of seasonal farm employment are well known. They become increasingly apparent in wartime, when the contrast between agricultural and industrial wage levels and working conditions becomes marked and there is actual competition for the available labor supply. There may be a temptation to employ the circumstances of the emergency to effect a reform of the conditions of farm employment while at the same time improving the welfare of the evacuees. Yet it would be unfair to the evacuees to make them seem the driving wedge of such a reform movement, as might appear if large numbers of them were suddenly given agricultural employment at advanced wartime wages. The attention thus fixed upon them as a racial or nationality group reaping unusual advantages would only intensify the problem of community accommodation which these people already face.

Selective Placement

Individual classification of evacuees according to their experience and environmental background, and placement within the limits of such classifications, will help avoid conflicts between employer and employee such as occurred in Big Horn and to some extent in other counties. A policy of voluntary employment is certainly desirable, because it maintains an important form of democratic freedom. Nevertheless, an unrestricted volunteer recruitment policy might jeopardize future good relations with communities which may for a time provide the chief opportunities for mass employment.

This is not to suggest that only experienced farm workers be permitted to leave the relocation centers for work in the beet fields and other farming areas, but that the placement program be organized in such a way as to put to maximum effect the reservoir of agricultural skill which is contained in the group. For example, inexperienced youths who would like to try their hands at farm work could be placed under the direction of more experienced evacuees serving as "lead men" and foremen. Such leaders, democratically elected, would probably prove useful in representing the evacuees in their relations with employers and other members of the local community. (The traditional office of the "go-between" would thereby find a functional counterpart in a modern industrial situation, filling the joint needs of work supervision and employer-employee relations.) Within the group, the leaders would help educate the evacuees regarding the delicate problem of public relations which they face in each new community they enter. They could properly point out the importance to the evacuees as a group of helping to make the necessary adjustments.

Training programs conducted within the relocation centers would also help to develop skills, such as the operation of power machinery, which would render evacuee labor more desirable to employers.

Permanent Employment Policy

Especially with regard to permanent placement of evacuees it would be unwise to introduce a large group into a single community at once. Many communities which might object to the introduction of a large group of Japanese residents could probably each absorb a few of them, especially where particular needs exist or untended farms are available.

No doubt it would be a long, tedious task to match individual skills with corresponding local needs, but such a method would have long-term value in achieving permanent integration of the evacuees into normal American life. Fortunately it is a method which developing shortages of manpower will render particularly feasible in wartime, when the variety of job openings is large.

Pre-Surveys of Local Situations

Since it is likely to require a relatively long time to place evacuees individually in permanent jobs, it will probably be necessary for some time to continue taking advantage of mass-employment opportunities afforded by seasonal agricultural labor demands. In such cases it is imperative to make some preparations in each community to encourage local receptivity and at the same time make the lot of the evacuees an easier one. A community pre-survey should be made to uncover existing biases and misconceptions regarding the evacuees. It should also locate sources of assistance toward local receptivity, such as sympathetic individuals willing to sponsor the introduction of the evacuees, or particularly pressing employment needs which they might fill.

The possibility that such a pre-survey might have practical consequences for administrative policy is illustrated by the findings of this study. It was found that in some communities the evacuees were characteristically evaluated in terms of their pragmatic worth as efficient labor. In other places they were judged on the basis of their ancestry. The respective administrative problems posed in placing evacuees in these two types of communities are consequently different. In some situations efforts to secure local cooperation would have to deal with prejudices which might reasonably be neglected in others. The study suggests a further possibility: That anti-Japanese feeling is not so deep-seated as sometimes supposed and that under circumstances of economic necessity and face-to-face contact employers may come to accept the evacuees at their actual worth. (This hypothesis would, of course, be severely modified in areas where fear of economic competition underlies anti-Japanese feeling.) As a consequence of knowing what kind of

prejudice exists and how deeply it is grounded, administrators may place appropriate emphases on their educational policies. The suggested hypothesis could be tested in communities where the evacuees are employed this year, and the result used to guide future placement policy.

Community Relations Policy

On the basis of information acquired in a study of the local situation, a community relations program could be set up which would prepare the community for the coming of the evacuees and deal with points of friction after their arrival. Preparations might consist of enlisting the local support of interested groups, such as prospective employers in need of labor, farm officials, sugar factory representatives, and merchants who could be shown the economic advantages in the presence of the evacuees. These contacts should be made as close to the level of directly affected groups as possible. In many cases, the contacts would represent merely matters of etiquette, such as personal assurances of cooperation given by a governmental representative; but they would be none the less effective, in view of the importance attaching to such courtesies in rural areas.

On the other hand, local representatives of the Government should deal concretely with such arrangements as housing and transportation. The latter will be increasingly important during the coming crop year, when the usual migrant groups will no doubt be heavily affected by lack of tires and gasoline. Transportation subsidies will probably be part of the Government's responsibility in securing the production of important crops, and the availability of large groups of potential farm workers in the relocation centers should make the problem easier to deal with than if farm workers had to be recruited individually over a wide area. Moreover, the possibilities of using mobile group-housing facilities such as developed by the Farm Security Administration should be considered in areas which have until now had rather primitive arrangements for migratory workers. If it does not prove feasible to use such facilities and it becomes necessary to make arrangements such as were tried in Big Horn County during the past year (leasing a hotel and renting other accommodations in town), governmental subsidies to provide adequate housing may become necessary. These could be justified by the need to get crops harvested without having to break through price ceilings. Housing and transportation costs to farmers in the Big Horn valley were unusually high last year, and this objection will probably work toward the complete rejection of evacuee labor next year unless more favorable arrangements can be made.

It is hardly necessary to point out in addition that the use of heavy guards and other obvious restrictions which convey the impression that the evacuees are war prisoners are extremely unfortunate from a public relations point of view. In general, every effort should be made to establish the public feeling that the evacuees who are released from relocation centers have a right to assume normal conditions of life and work in American communities. The less a disruption of customary relations occurs in connection with their introduction, and the less they are set apart by restrictions and unconventional arrangements, the more likely they are to be accepted as persons having a legitimate right to become part of the community.

APPENDIX

THE INTERVIEWING PROCEDURE OF THE DIVISION OF PROGRAM SURVEYS

The Division of Program Surveys conducts studies of social and administrative problems in which public attitudes play an important part. Generalizations about larger populations from relatively small numbers of interviews are made possible by the use of a carefully developed method of selecting respondents.

Interviewing is done by a full-time professional field staff who follow a narrative procedure in which the interview schedule becomes the stimulation for a controlled, respondent-centered discussion, rather than a series of questions for specific reply. A professionally trained analysis staff summarizes and interprets the interview write-ups submitted by the field staff.

The present report is based upon the intensive interviewing of 109 individuals in sugar beet and long staple cotton producing areas. Counties represented are Yellowstone and Broadwater, Montana; Big Horn, Wyoming; Weld, Colorado; Maricopa, Arizona; Dona Ana, New Mexico; and El Paso, Texas.

INTERVIEW SCHEDULE*

1. Did you have any difficulty in operating your farm in 1942? (If yes) What was it due to?
2. What crops or livestock enterprises were affected?
3. (If difficulties were caused in whole or part by labor shortage) What sort of labor shortages caused these difficulties?
4. Will your 1942 experience or the farm help situation for next year cause you to make changes in acreages, in crops or methods of care, harvesting and marketing next year? If so, what?
5. Do you expect to change the 1943 livestock operations on your farm? Why?
6. What could be done that would help you to maintain your present production in (the livestock and critical crops he is planning to decrease)?

Rating: Interviewee's frame of reference in answering this question:

1. Personal or individual
2. Group plans or identification
3. Government action
4. Other

7. If you had had more labor available what changes would you have made in crops or livestock this year?
8. What difference is there in your family labor this year (1942) compared with last year (1941)?
9. What labor will you have available for 1943?
10. (If applicable) Is the draft or defense work having the greater effect in taking labor off your farm?
11. Which is having the greater effect on the farms in your immediate neighborhood? (draft or defense)

* The interview schedule is that known as Study A-3. Material for the present report was drawn mainly from the responses to questions 1, 3, 4, 20, 21, and 22.

12. What are some of the changes your neighbors are making to meet the labor situation?
13. Do you know of any office where you can go to get farm labor?
14. To what extent can farm girls and women replace usual farm labor?
15. To what extent can city girls and women replace usual farm labor?
16. How do you feel about using non-farm boys 14-17 years old that have had short training?
17. Who do you think should train inexperienced farm workers?
18. How do you feel about using older men with previous farm experience - but past the age of greatest usefulness - on your farm?
19. How do you feel about using men from nearby cities or towns?
20. How do you feel about using labor from other farming areas, for example, (whatever labor has been recently imported into his community, as Kentuckians, Mexicans, Japanese evacuees, cut-over area people, or other)?
21. (If favorable) Should they be used as migrant labor or be encouraged to become permanent residents?
22. How do you feel about using special groups, such as Spanish-Americans or Japanese-Americans? (Use "Mexicans" instead of Spanish-Americans if that seems best.)
23. Did farmers exchange labor more in 1942 than in recent years? What operations?
24. Could they go further in exchanging work? How far will this go in solving the problem?
25. Could you and your neighbors make better utilization of the most efficient machinery available in the community?
26. Would you be willing to loan or rent your machinery to neighbors?
27. Would you be willing to do more custom work?
28. Have you and your neighbors had more difficulty hiring custom work done in 1942 than in previous years? (If yes) Why? What operations?
29. To what extent would greater use of increased custom work and borrowing and loaning of machinery solve the problems of the labor shortage?

30. What do you think of the suggestion that older children be taken from schools for the emergency or that the school year be shortened?
31. How much further can you or your neighbors, their wives, and other family help go in doing the work of the farm themselves?
32. Do you know of any labor plan worked out for the community for supplying necessary labor, especially of short-period type? What do you think of it?
33. How do you feel about "freezing" farm labor on farms?
- a. hired
 - b. family
 - c. operators
34. What do you think of the suggestion that the Government subsidize farm labor so farmers can more nearly compete with war industry for labor?
35. What do you think of the suggestion that the Government give incentive payments to encourage farmers to keep up production of critical food products, such as milk?
36. What do you think the Government should do (that it is not already working at) to make it possible for farmers to maintain production?
37. Are there many farm auctions in your community? More than usual? Why are these farm operators selling out?

Table 1. Extent of Acceptance of Evacuees as Farm Labor*

Degree of Acceptance	Yellowstone, Montana	Weld, Colorado	Broadwater, Montana	Big Horn, Wyoming	El Paso, Texas	Maricopa, Arizona	Dona Ana, New Mexico
Acceptance, unqualified	47%	12%	6%	0%	8%	0%	0%
Acceptance, qualified	47	35	27	32	15	17	17
Rejection	6	41	67	63	77	83	83
Not necessary - labor not a problem	$\frac{0}{100\%}$	$\frac{12}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$
N=	15	17	15	25	13	12	12

* Questions 1, 5, 4, 20, 21, and 22

Table 2. Extent of Farmers' Concern about Prospective Labor Shortage*

Degree of Concern	Yellowstone, Montana	Weld Colorado	Broadwater, Montana	Big Horn, Wyoming	El Paso, Texas	Maricopa, Arizona	Dona Ana, New Mexico
Serious concern	40%	18%	93%	40%	38%	67%	35%
Some concern	53	47	7	56	47	35	58
No concern	$\frac{7}{100\%}$	$\frac{35}{100\%}$	$\frac{0}{100\%}$	$\frac{4}{100\%}$	$\frac{15}{100\%}$	$\frac{0}{100\%}$	$\frac{9}{100\%}$
N=	15	17	15	25	13	12	12

* Based on ratings made by interviewers on each interview as a whole

Table 5. Predominant Frames of Reference in Which Farmers Think of Evacuees

Frame of Reference	Yellowstone, Montana	Weld, Colorado	Broadwater, Montana	Big Horn, Wyoming	El Paso, Texas	Maricopa, Arizona	Dona Ana, New Mexico
Labor efficiency	93%	53%	80%	96%	46%	42%	50%
Racial-National background	7	35	20	4	54	58	50
Other	$\frac{0}{100\%}$	$\frac{12}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$	$\frac{0}{100\%}$
N =	15	17	15	25	13	12	12

* Analysis staff ratings on responses given to questions 20, 21, and 22.

Table 4. Percentages of Respondents Mentioning Considerations Favorable to the Use of Evacuee Labor*

Favorable Considerations	Yellowstone, Montana	Weld, Colorado	Broadwater, Montana	Big Horn, Wyoming	El Paso, Texas	Maricopa, Arizona	Dona Ana, New Mexico
Efficiency of evacuee labor	93%	41%	47%	24%	31%	8%	17%
Desirable characteristics of evacuees	27	6	7	8	0	0	0
Community benefit of presence of evacuees	7	6	0	0	0	0	0
Inability to get other help	0	6	7	16	8	8	17
N=	15	17	15	25	13	12	12

* Questions 1, 3, 4, 20, 21, and 22

Percentage totals are more than 100 since more than one answer per person was possible.

(Respondents represented in this table may also be represented in Table 5. Some respondents who rejected the evacuees nevertheless credited them with favorable attributes. Still others accepted the evacuees as efficient on the whole, but pointed out that some were inefficient and therefore would not be satisfactory.)

Table 5. Percentages of Respondents Mentioning Considerations Unfavorable to the Use of Evacuee Labor*

Unfavorable Considerations	Yellowstone, Montana	Weld Colorado	Broadwater, Montana	Big Horn, Wyoming	El Paso, Texas	Maricopa, Arizona	Dona Ana, New Mexico
Inefficiency of evacuee labor	40%	24%	67%	88%	15%	67%	53%
Excessive cost of evacuee labor	0	12	27	44	0	0	0
National-racial dislike	7	35	33	16	62	58	50
Fear of economic competition	7	12	0	0	15	0	0
Undesirable characteristics, other than racial	20	35	67	64	0	33	25
Not ascertainable	0	0	0	0	0	8	8
N =	15	17	15	25	15	12	12

* Questions 1, 3, 4, 20, 21, and 22

More than one answer per person was possible

11,412

WAR RELOCATION AUTHORITY
WASHINGTON

August 25, 1943

MEMORANDUM

To: Project Directors and Relocation Supervisors
Subject: U. S. Cadet Nurse Corps.

There are attached copies of two U. S. Public Health Service mimeographed leaflets dealing with the U. S. Cadet Nurse Corps:

- "Now You Can Train With Pay To Be A Nurse"
- "Information Fact Sheet"

Because we were able to secure only a limited number of these leaflets, two copies each have been sent to each of the Projects, one copy to each relocation supervisor, and one copy to each relocation officer in the Kansas City, Chicago, Cleveland, New York and Boston areas.

We have received assurance from the U. S. Public Health Service that American citizens of Japanese ancestry accepted by schools of nursing which are participating in this program will be eligible for the U. S. Cadet Nurse Corps. Relocation officers will send opportunities for nurses' training to the relocation centers in the same manner that employment opportunities are now sent.

Evacuees accepting positions as student nurses are eligible for assistance under Administrative Instruction No. 45 (Rev.).

Director

Attachments

Federal Security Agency
U. S. PUBLIC HEALTH SERVICE

U. S. Cadet Nurse Corps

Now You Can Train With Pay To Be A Nurse

Here's your chance to:

Identify yourself nationally with the war
Wear an attractive outdoor uniform
Have your training expenses paid
Receive pay while you train
Get a paid nursing assignment earlier

Help for you...to help U. S. Your country needs your help so urgently that the government has made immediate financial aid available to student nurses for the war's duration.

Uniforms you'll love. Designed and chosen by leading fashion experts, the uniforms are eminently attractive. Furnished without charge, they include complete summer and winter outdoor uniforms, topcoat, reversible raincoat, hat, purse, and insignia. Wearing is optional.

Train with pay.

Tuition and ~~all~~ fees paid...From the date you enroll in the U. S. Cadet Nurse Corps until you graduate.

Living expenses paid...Including room, board, laundry, etc.

Plus a monthly check...You'll be classified and paid according to period of training:

Pre-Cadet	(first 9 months of training)	\$15 mo.
Junior Cadet	(next 15 to 21 months)	\$20 mo.
Senior Cadet	(until graduation) at least	\$30 mo.

Schools must provide essential instruction and experience in from 24 to 30 months, and if possible graduate students at that time. Where state regulations require longer training periods, students will remain under supervision, and can replace graduate staff nurses. During this period, students will be known as Senior Cadets.

Possibilities during Senior Cadet Period:

Live out of nurse residence
Remain in home hospital
Transfer to other civilian hospital
Request transfer to Federal hospital
or agency

All graduates from a school of nursing under this program will be awarded the usual school diplomas (sometimes called certificates).

You are eligible if you are...

1. A graduate of an accredited high school with satisfactory grades.
2. Between 18 and 35 years of age. (Some schools admit students at 17 years)
3. In good health.
4. If you are married. An increasing number of schools of nursing are enrolling married students. Many essential nursing services, including the Army Nurse Corps are open to married women.

You pledge... In return for these benefits, you agree to make your services available throughout the war in military, other Federal government, or essential civilian nursing services, health permitting.

At war's end... Students in training 90 days prior to and of hostilities will complete their training at Government expense.

Apply Now... Write, or if possible go, to at least three nursing schools of your choice. Ask for admission requirements, application blanks, and whether or not the school is receiving Federal funds under the Bolton Act.

If the list, "Accredited Schools of Nursing" does not accompany this notice, write to your State Board of Nurse Examiners for a list of schools in your state. Lists of accredited schools in the United States are available by writing to:

United States Cadet Nurse Corps

1790 Broadway

New York, New York

Federal Security Agency
U. S. PUBLIC HEALTH SERVICE
Division of Nurse Education

U. S. Cadet Nurse Corps

Information Fact Sheet

Note: To stimulate interest in professional nursing as a career, Congress has passed a law which makes it possible for the U. S. Public Health Service, of the Federal Security Agency, to provide all-expense scholarships in schools of nursing for qualified candidates. This new government training program authorized by the recently approved Bolton Act is designed to alleviate the serious nursing shortage resulting from demands on military and civilian nursing services. Students enrolling under the plan will become members of the U. S. Cadet Nurse Corps.

The Need

America needs 65,000 new student nurses to join the U. S. Cadet Nurse Corps in 1943. These students must form a reserve to replace the 35,000 nurses who have already gone into the med services--to replace the 2,500 nurses who are being sought each month for Army and Navy Nurse Corps--and to meet the serious shortages in civilian and governmental hospitals, health agencies and war industries.

Qualifications

Women between the ages 17 or 18 (depending on State and school regulations) and 35, who are high school graduates, in good health, and have satisfactory grades, may qualify to become members of the U. S. Cadet Nurse Corps, and study to become professional nurses under all-expense scholarships. Students now in schools of nursing may transfer to the Cadet Nurse Corps and complete their training under all-expense scholarships, plus pay. Students enrolling under the plan will become members of the U. S. Cadet Nurse Corps, and thus receive national recognition for rendering a war service and at the same time learn a great career at no expense to themselves.

How to Apply

Candidates should make application directly to the school of their choice. A list of schools of nursing participating in the plan will be available at every local branch of the Nursing Council for War Service, and from the Division of Nurse Education, U. S. Public Health Service, Washington, D. C. (It will be extremely helpful if news writers will include the address of the local Nursing Council in their articles.)

Students already enrolled in schools of nursing participating in the program may apply for membership in the U. S. Cadet Nurse Corps at the school office.

Scholarship advantages

1. All qualified candidates accepted for nurse training will receive the following spending allowances:

Pre-Cadet	(first 9 months of training)	\$15 per mo.
Junior Cadet	(next 15 to 21 months)	\$20 per mo.
Senior Cadet	(until graduation) at least	\$30 per mo.

2. Room, board, health and laboratory fees, books and other incidental expenses will be provided.
3. Attractive outdoor uniforms, both summer and winter will be supplied free of charge. A jury of fashion experts is selecting the uniform from designs prepared by outstanding designers for young women. The ensemble will consist of:-- a winter suit and top coat, summer suit, reversible raincoat, Montgomery beret, accessories. The insignia will be that of the U. S. Public Health Service and the Maltese Cross of the U. S. Cadet Nurse Corps.

Note: Pictures and descriptions of the uniform will be available as soon as final selection is made, which should be about August 15, 1943.

Answers to questions asked most frequently:

Graduates from schools of nursing under this program are eligible just as others to become registered nurses in their respective States.

An increasing number of nursing schools are enrolling married students. Many essential nursing services, including the Army Nurse Corps are open to married women.

A young woman does not have to prove financial need in order to join the U. S. Cadet Nurse Corps.

Any member of the Corps enrolled 90 days prior to the end of the war will be permitted to complete her training under the U. S. Cadet Nurse Corps plan.

Schools taking part in the program are required to accelerate their curriculum. This is a war emergency program and time is important. Nurse training under this program takes from 24 to 30 months instead of the usual 36 months where State laws permit. When 36 months are required for graduation, the student nurse continues as a Senior Cadet receiving important nursing assignments under supervision.

A student nurse now enrolled may join in the Cadet Nurse Corps without transferring to another hospital or school, provided her school is participating in the U. S. Cadet Nurse Corps program.

Students now in schools of nursing who join the Corps will have their expenses paid retroactive to July 1, 1943.

In return for the advantages received through the Corps, a U. S. Cadet Nurse promises that, health permitting, she will make her services available throughout the war in either military or essential civilian nursing. She is not required to pledge herself to military nursing only.

The program is designed to increase the supply of nurses for civilian and governmental hospitals, the armed forces, health agencies and war industries. Civilian hospitals will undoubtedly retain the majority of students who enroll in the U. S. Cadet Nurse Corps.

Students are not placed on the payroll of the Federal Government. The school of nursing receives allotments from the U. S. Public Health Service to cover cost of equipping and instructing U. S. Cadet Nurse Corps members.

About 1,300 accredited schools of nursing have been sent application forms and asked to submit plans for participating in the program. Those that meet requirements of the Bolton Act and are approved by the Surgeon General, U. S. Public Health Service of the Federal Security Agency, will become official training institutions for the U. S. Cadet Nurse Corps.

WAR MANPOWER COMMISSION
Washington, D. C.

D 3.02

USES Operations Bulletin B-72
April 10, 1943

CO
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fity
Paul V. McNutt
Chairman

SUBJECT: Recruiting Evacuees from Relocation Centers for Seasonal Farm Jobs

Arrangements have been worked out with the War Relocation Authority and the U. S. Department of Agriculture for the use of evacuees of Japanese ancestry in agricultural work. This bulletin describes the procedures to be followed by the United States Employment Service of the War Manpower Commission in carrying out its responsibilities, and the conditions under which these evacuees may be recruited for seasonal farm work on limited leave from Relocation Centers. This bulletin provides only for securing agricultural employment for Relocation Center residents; a separate bulletin will be released shortly to provide for other types of employment on a permanent release basis.

The United States Employment Service is not responsible for carrying out the provisions contained in War Relocation Authority Administrative Instruction No. 22 (Revised), Supplement 8, a copy of which is attached.

Section A, following, outlines procedures for the United States Employment Service; Section B outlines responsibilities of the employer; and Section C outlines regulations set up by War Relocation Authority.

A. Procedures for the United States Employment Service

1. The employer's offer of employment (Employer order) will be filed in the local office of the United States Employment Service. The order must contain a specific wage rate equal to that prevailing in the area; a statement that housing or other shelter is provided or available, with a brief description of name; a notation of the type of water supply available; and a statement of the duration of the job.
 - a. The United States Employment Service office will endorse the offer of employment and transmit the order to the regional farm placement supervisor.

Transmittal of offer of employment for clearance is not necessary where the offer of employment is placed with a United States Employment Service office serving a nearby War Relocation Authority center and such offer is for employment in the local office area. A direct contact with the War Relocation Authority center is sufficient.

- b. The regional farm placement representative will clear the offer of employment with the nearest relocation supervisor of the War Relocation Authority.
 - c. The relocation supervisor of the War Relocation Authority will notify the United States Employment Service Regional office where the recruiting is to be conducted.
 - d. Upon receipt of advice from the appropriate relocation supervisor, the regional farm placement representative will route the offer of employment to the United States Employment Service office nearest the War Relocation Authority center for action.
2. United States Employment Service offices nearest to War Relocation Authority centers will allocate a farm placement interviewer to work at these camps with the camp supervisor in the actual recruiting of evacuees for employment on these offers of employment.

B. Employer Responsibilities

1. The employer will place a bona fide offer of employment at his local United States Employment Service office.
2. The employer must be willing to guarantee transportation from the place of recruitment to place of employment and return on the basis of terms set out by War Relocation Authority under Administrative Instruction No. 22 (Revised), Supplement 8, or
3. He may contract with the appropriate agency of the U. S. Department of Agriculture for Government assistance in the transportation of the worker from place of recruitment to place of employment and return.

Note: U. S. Department of Agriculture has ruled that they will not consider or enter into transportation contract with employers for one way transportation.

4. The employer or his agent must assure that in the event the return of any or all evacuees is deemed to be necessary by the Director of the War Relocation Authority at any time, such return will be in accordance with Section 4 of Administrative Instructions No. 22 (Revised), Supplement 8, of War Relocation Authority.

C. Prohibitions Set up by War Relocation Authority

1. The recruiting procedures outlined in A and B apply to all centers. However, two centers located in the prohibited military area require additional steps as set out in Administrative Instructions No. 22 (Revised), Supplement B, Section III, paragraph G.

- E. Evacuees who accept private employment outside a relocation center will not be allowed to commute or live at the relocation center. Evacuees who wish to accept such employment (e.g., seasonal labor on farms) must make arrangements to live outside the center during the period of such employment.

Action Necessary

State directors in the Regions V, VI, VIII, IX, XI, and XII shall duplicate exact copies of these instructions, War Relocation Authority Administrative Instruction No. 22 (Revised), Supplement 8, and Directory of War Relocation Authority Supervisors, for local needs, and distribute them to all local offices accompanied by appropriate instructions. Such instructions shall provide for use of air mail in transmitting properly executed forms, so that agricultural employers may have access to this supply of labor with the least possible delay.

/s/ A. L. Nickerson
A. L. Nickerson, Director
Bureau of Placement

Attachments

Index Entries

FARM PROGRAM

Japanese evacuees, recruitment of
U. S. War Relocation Authority
See Farm (Japanese)

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7511 RECRUITING EVACUEES FROM RELOCATION CENTERS FOR SEASONAL FARM JOBS
(Ref. OBB-72)

Arrangements have been worked out with the War Relocation Authority and the U. S. Department of Agriculture for the use of evacuees of Japanese ancestry in agricultural work. These sections describe the procedures to be followed by the United States Employment Service of the War Manpower Commission in carrying out its responsibilities, and the conditions under which these evacuees may be recruited for seasonal farm work on limited leave from Relocation Centers. This material provides only for securing agricultural employment for Relocation Center residents; separate instructions will be released shortly to provide for other types of employment on a permanent release basis.

The USES is not responsible for carrying out the provisions contained in War Relocation Authority Administrative Instruction No. 22 (Revised), Supplement 8, a copy of which is reproduced under section 7511.6.

Section 7511.1 following, outlines procedures for the USES; section 7511.2 outlines responsibilities of the employer; and section 7511.3 outlines regulations set up by War Relocation Authority.

7511.1 Procedures for the USES

The employer's offer of employment (Employer order) will be filed in the local office of the USES. The order must contain a specific wage rate equal to that prevailing in the area; a statement that housing or other shelter is provided or available, with a brief description of same; a notation of the type of water supply available; and a statement of the duration of the job.

- a. The USES office will endorse the offer of employment and transmit the order to the regional farm placement representative. See section 7511.4 for name and address of Regional Farm Placement Representative with whom Wisconsin USES offices will deal.

Transmittal of offer of employment for clearance is not necessary where the offer of employment is placed with a USES office serving a nearby War Relocation Authority center and such offer is for employment in the local office area. A direct contact with the War Relocation Authority center is sufficient.

- b. The regional farm placement representative will clear the offer of employment with the nearest relocation supervisor of the War Relocation Authority.
- c. The relocation supervisor of the War Relocation Authority will notify the USES Regional office where the recruiting is to be conducted.

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7511.1 (Continued)

- d. Upon receipt of advice from the appropriate relocation supervisor, the regional farm placement representative will route the offer of employment to the USES office nearest the War Relocation Authority center for action.

USES offices nearest to War Relocation Authority centers will allocate a farm placement interviewer to work at these camps with the camp supervisor in the actual recruiting of evacuees for employment on these offers of employment.

Note: The local USES order-holding office will be kept informed of the action being taken on the order.

7511.2 Employer Responsibilities

The employer will place a bona fide offer of employment at his local USES office.

The employer must be willing to guarantee transportation from the place of recruitment to place of employment and return on the basis of terms set out by War Relocation Authority under Administrative Instruction No. 22 (Revised), Supplement 8, or

He may contract with the appropriate agency of the U. S. Department of Agriculture for Government assistance in the transportation of the worker from place of recruitment to place of employment and return.

Note: U. S. Department of Agriculture has ruled that they will not consider or enter into transportation contracts with employers for one way transportation.

The employer or his agent must assure that in the event the return of any or all evacuees is deemed to be necessary by the Director of the War Relocation Authority at any time, such return will be in accordance with Section 4 of Administrative Instruction No. 22 (Revised), Supplement 8, of War Relocation Authority.

7511.3 Prohibitions Set up by War Relocation Authority

The recruiting procedures outlined in section 7511.1 and 7511.2 apply to all centers. However, two centers located in the prohibited military area require additional steps as set out in Administrative Instruction No. 22 (Revised), Supplement 8, Section III, paragraph G.

Evacuees who accept private employment outside a relocation center will not be allowed to commute or live at the relocation center. Evacuees who wish to accept such employment (e.g., seasonal labor on farms) must make arrangements to live outside the center during the period of such employment.

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7511.4 Name and Address of Farm Placement Representative, Region VI

The name and address of the Regional Farm Placement Supervisor with whom Wisconsin USES offices will deal is:

Harold C. Buchanan
Regional Farm Placement Representative
War Manpower Commission, Region VI
Room 1200, Adams-Franklin Bldg.
222 West Adams Street
Chicago, Illinois

7511.5 Directory of War Relocation Authority Supervisors Serving Wisconsin

Regional Supervisor

Elmer L. Shirrell, Relocation Supervisor
War Relocation Authority
226 W. Jackson Boulevard
Chicago, Illinois

Eastern and Central Wisconsin

Victor P. Tabaka, Relocation Officer
War Relocation Authority
Room 7083, Plankinton Building
161 West Wisconsin Avenue
Milwaukee, Wisconsin

The following counties are served by the above officer:

Ashland	Kewaunee	Ozaukee
Brown	Langlade	Racine
Calumet	Lincoln	Shawano
Door	Manitowoc	Sheboygan
Florence	Marinette	Taylor
Fond du Lac	Milwaukee	Vilas
Forest	Oconto	Washington
Iron	Oneida	Waukesha
Kenosha	Outagamie	Waupaca
		Winnebago

Northwest Wisconsin

Clement L. White, Relocation Officer
War Relocation Authority
Room 842, Metropolitan Life Building
Minneapolis, Minnesota

The following counties are served by the above officer:

Burnett	Pierce	St. Croix
Douglas	Polk	

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Western Wisconsin Except Upper Northwest 5 Counties

John H. Putz, Associate Regional Officer
 War Relocation Authority
 Room 315, Washington Building
 Madison, Wisconsin

The following counties are served by the above officer:

Adams	Green	Price
Barron	Green Lake	Richland
Bayfield	Iowa	Rock
Buffalo	Jackson	Rusk
Chippewa	Jefferson	Sauk
Clark	Juneau	Sawyer
Columbia	La Crosse	Trempealeau
Crawford	Lafayette	Vernon
Dane	Marathon	Walworth
Dodge	Marquette	Washburn
Dunn	Monroe	Waushara
Eau Claire	Pepin	Wood
Grant	Portage	

7511.6 Copy of "Administrative Instruction No. 22 (Revised), Supplement 8,"
 War Relocation Authority, Washington, dated March 16, 1943.

Subject: Issuance of Leave for Departure from a Relocation Area

III. Seasonal Work Leave

(Seasonal work leave is a new name for what was formerly called work group leave. Until forms applicable to work group leave have been revised, they shall be used for seasonal work leave purposes.)

- A. Purpose. The purpose of a seasonal work leave is to permit an evacuee who has not yet obtained indefinite employment or who has not otherwise arranged for indefinite residence in a particular locality to accept seasonal employment and to return to a relocation center when the employment is ended. A seasonal work leave is intended to be used primarily when labor is recruited in groups for work that will last for not more than seven months. It may be used for individuals, however, when the provisions of this section III have been complied with. Likewise, the fact that seasonal employment is involved does not necessarily require that a seasonal work leave rather than indefinite leave be used if the applicant can qualify for indefinite leave under section IV.

7511.6 (Continued)

B. General Restrictions Applicable to Issuance of Seasonal Work Leave. Before a seasonal work leave may be issued, the following general conditions must be met:

1. The employment involved must be seasonal or temporary.
2. The appropriate relocation supervisor must determine that there is reasonable cause to believe local sentiment in the counties or communities involved is such that the applicant for seasonal work leave can successfully maintain employment and residence there. In making such determination he may specify that local sentiment is satisfactory for certain kinds of employment but not for others, and he may supplement or change his determination from time to time as the facts warrant. He may require written assurances from State and local law enforcing officials that law and order will be maintained. The relocation supervisor shall not determine that local sentiment is satisfactory for the issuance of seasonal work leaves if it is not also satisfactory for the issuance of indefinite leaves.
3. The offer of employment must provide for the payment of not less than prevailing wages, and must be approved by the U. S. Employment Service or some other Federal agency assigned responsibility for the recruitment of the type of labor involved.
4. Unless transportation is provided by a governmental agency, the employer or his agent must agree in writing with the Project Director to pay the applicant's transportation costs, including meals enroute, from the relocation center to the place of employment, and to pay the applicant's transportation costs, including meals en route, when returning to the relocation center if the return is required by the War Relocation Authority, or if the employment agreement expires or is terminated by the employer, or if the employment agreement is terminated by the applicant after it has been in effect for at least 60 days. The agreement must provide for transportation by common carrier, if practicable, otherwise by a passenger-carrying vehicle the occupants of which are covered by insurance against personal injury. The agreement must also provide that the employer or his agent will furnish such transportation immediately upon request of the War Relocation Authority, or within ten days after request by the applicant. The employer must also agree to provide an escort when required by the War Relocation Authority or military authorities. This agreement shall be executed in triplicate, one copy for

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the employer or his agent, one copy for the Project Director, and one copy for the appropriate Relocation Officer.

- C. Execution of Application. An evacuee who wished to apply for seasonal work leave shall execute Form WRA 129. Where he has not already submitted an application for leave clearance, he shall be required to submit one on Form WRA-126, Revised, which shall be processed in due course as provided in Section V of this instruction. Separate applications shall be filed and fully processed for applicant's wife and each dependent 17 years of age or over whom it is proposed to have accompany the applicant.
- D. Investigation on Project. Where the Director has transmitted to the Project Director no ruling upon the evacuee's application for leave clearance, the Project Director shall at once make such investigation as can be made on the project in the light of the information set forth on applicant's Form WRA-126, Revised, in order to determine whether there are reasonable grounds to believe that the issuance of the leave would interfere with the war program or otherwise endanger the public peace and security. Where the Director has approved an application for leave clearance, the Project Director need make only such further investigation as he believes desirable under the circumstances.
- E. Approval or Disapproval of Application. The Project Director shall issue to the applicant a Form WRA-132 announcing the approval or disapproval of the application for a seasonal work leave. An application shall be disapproved only if there is reasonable ground to believe that issuance of the leave would interfere with the war program or otherwise endanger the public peace and security, or if the Director has previously disapproved an application for leave clearance. The Project Director shall not approve the application of any person who has answered in the negative question 28 on Selective Service Form DSS-304-A or Form WRA-126, Revised. If an applicant wishes to change a negative answer to such question to an affirmative answer, the Project Director shall require a written explanation from the applicant indicating the reasons for the negative answer and its subsequent change, and he may require the applicant to supplement such statement in a hearing before a committee composed of such persons as he may designate. The Project Director shall evaluate such explanation, together with any other information in the docket, and submit the docket with his recommendations to the Director for approval or disapproval of the application. The Project Director shall not approve the application of a person who has requested repatriation unless such person has subsequently received leave clearance from the Director, but he

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shall submit the application with his recommendation to the Director for approval or disapproval.

- F. Issuance of Seasonal Work Leave. Where the Project Director decides that a seasonal work leave shall be issued, he shall issue the leave on Form WRA-135 if the leave is issued to a citizen who has a birth certificate or passport to evidence his citizenship; on Form WRA-135a if the leave is issued to a citizen who does not have such evidence of citizenship; and on Form WRA-136 if the leave is issued to an alien. When preparing the form:
1. The date for returning to the relocation center shall be not more than 30 days after the termination date shown in the offer of employment, and in any case not more than seven months from the date leave is issued.
 2. Travel shall be restricted to a county or group of counties designated by the appropriate relocation supervisor as a travel district. Travel shall be restricted to a single county unless the relocation supervisor specifically indicates that more than one county may be named in the leave form.
- G. Military Pass and Escort in Prohibited Military Areas. Before a seasonal work leave permitting entry into or travel in a prohibited military area may issue, a written pass or authorization shall be procured for the applicant from the appropriate military authorities, and an escort shall be provided if required by military authorities. Such pass or authorization may be procured by telegraph through the San Francisco office of the War Relocation Authority.
- H. Escort in Non-prohibited Military Areas. When the Issuance of seasonal work leaves will result in ten or more evacuees traveling together, the Project Director shall require the employer to provide an escort when the evacuees leave the center, and the relocation officer shall require the employer to provide an escort when they return to the center.
- I. Paroled Aliens. Where the applicant is a paroled alien, the Project Director shall make sure that his application for leave clearance, Form WRA-126, Revised, discloses that fact, and if the Director has not already done so, the Project Director shall request the Director to obtain from the Department of Justice a specification of the terms and conditions that are to apply to the parole during the contemplated leave, and shall embody such terms and conditions in the leave. These terms and conditions shall be stated on the reverse side of leave Form WRA-136, and shall be prefaced by

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the following sentence: "The holder having been paroled by order of the Attorney General of the United States, the following terms and conditions are, by further direction of said Attorney General, to apply to the parole during this leave:".

- J. Notice to United States Attorney, Immigration and Naturalization Service and the Federal Bureau of Investigation of Departure of Alien. When a seasonal work leave is issued to an alien, the Project Director shall notify the United States Attorney of the Judicial District in which the alien's destination is located concerning the name, description, last residence, destination and date of departure from the relocation center of such alien. The Department of Justice has indicated by letter that this notice will make it unnecessary for the alien to supply a change of address notice to the United States Attorney for the district in which the relocation center is located, which would otherwise be required by Department of Justice regulations controlling the conduct of enemy aliens. (7 Fed. Reg. 844) In addition, the Project Director shall arrange for the alien to notify the Immigration and Naturalization Service and the Federal Bureau of Investigation of his change of address, in accordance with Department of Justice regulations controlling the conduct of enemy aliens. The latter two notices are to be mailed to the Alien Registration Division of the Immigration and Naturalization Service and to the Federal Bureau of Investigation at the address shown in the alien's Certificate of Identification. Department of Justice forms for this purpose will be forwarded to each Project. If additional forms are necessary, they will be supplied by the Director upon request. The Project Director shall also inform the alien that any subsequent travel within the terms of the leave may take place only with the permission of the United States Attorney in accordance with current regulations of the Department of Justice.
- K. Notice to Relocation Supervisor and Employer. When a seasonal work leave is issued, the appropriate relocation officer shall be notified by telegraph of the date of departure from the relocation center, the destination of the evacuee, the method of transportation, the probable time of the arrival and the name of the evacuee's employer. This notice shall be confirmed by mail. A copy of the notice shall either be delivered to the escort provided by the employer, if there is one, or shall be mailed to the employer.
- L. Change of Address Forms - Instructions to Applicant. When a seasonal work leave is issued, the applicant shall be furnished one change of address card, Form WRA-148, pre-addressed to the relocation officer serving the district that

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includes the applicant's destination. The applicant shall further be furnished with written instructions concerning his duties and conduct while on leave. The timely return of Form WRA-148 when he changes his residence within the terms of the leave shall also be emphasized by oral instructions.

- M. Appeal. Where the application is denied, or approved subject to special conditions, the applicant may appeal as in cases of application for short-term leave, pursuant to Paragraphs K and L of Section II of this Instruction.
- N. Medical Care. The War Relocation Authority shall not assume any responsibility for the medical care of evacuees while they are absent from a relocation center on seasonal work leave.
- O. Extension and Modification of Leave. A seasonal work leave may be extended by the appropriate relocation officer in recurring periods of not more than 60 days if the job on which the applicant is working is not completed or if the evacuee obtains another job of similar character. Each such extension shall be evidenced by the relocation officer's endorsement on the applicant's leave form. Likewise, the relocation officer may modify or change the travel district specified in the leave by noting on the applicant's leave form the modification or change. The relocation officer shall immediately notify the Project Director and the relocation supervisor of each such extension, modification or change.
- P. Violations and Revocations. Where the Project Director or the appropriate relocation supervisor has reason to believe that an evacuee to whom a seasonal work leave has been issued has violated any condition of such leave or of these regulations, or acquires information revealing that the leave should not have been issued, or has reason to believe that the conduct of the evacuee may endanger his safety, cause a public disturbance, or jeopardize the success of the relocation program, he may recommend to the Director that the leave be revoked. If the Director approves, he will direct the Project Director to revoke the leave. The Project Director shall revoke a seasonal work leave when advised by the Director that the person to whom it has been issued has been denied leave clearance. The person on leave shall be notified of a revocation, and if he does not comply promptly with directions concerning return to the relocation center the relocation supervisor may request the assistance of the appropriate local office of the Federal Bureau of Investigation and of the State or local authorities.

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1565.2 Recruiting Evacuees From Relocation Centers For Seasonal Farm Jobs
(Ref. OBB-72)

For procedures followed for recruiting evacuees from Relocation Centers for seasonal farm jobs see sections 7511 - 7511.6, Staff Handbook.

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1565.3 Placement of Residents of War Relocation Centers (Ref. HB-7)

The purpose of these instructions is to provide for giving information to interested employers on the availability of qualified workers of Japanese ancestry who wish to take employment outside relocation centers, maintained by the War Relocation Authority, in which they now reside. This procedure applies to certain states only; Wisconsin being one of those where it applies.

This procedure does not supersede that set up in sections 7511 - 7511.6, Staff Handbook, on "Recruiting Evacuees from Relocation Centers for Seasonal Farm Jobs" which provides for employment of residents or groups of residents of relocation centers on limited leave from such centers for seasonal farm work. This procedure applies primarily to employment of such workers as may be released permanently.

Reproduced under section 1565.3h is a statement prepared by the War Relocation Authority on "Employment of persons from Relocation Centers" which describes the relocation centers and the policy under which residents are given indefinite leave to take employment. It will be noted that, in addition to the activities of the Employment Service, field offices of the War Relocation Authority and committees set up in certain communities will also participate in promoting the employment of these workers, and may refer employers to local offices for review of current inventories.

1565.3a Occupational inventories of available residents of Relocation Centers

The War Relocation Authority in Washington will distribute to War Manpower Commission headquarters and Regional Offices, and to the State and local United States Employment Service Offices in Wisconsin Occupational Inventories of residents of relocation centers. A preliminary inventory covering 25% of the workers (see sample reproduced under section 1565.3k) will be distributed in two or three weeks. In about two months, a complete tabulation will be distributed.

Not all persons represented in the inventories will be approved for employment outside the relocation centers after investigation and check with the records of the Federal Bureau of Investigation. The small minority not approved, however, will not materially distort the occupational distribution indicated on these inventories for each of the relocation centers.

A supplementary line item inventory of individuals having essential skills will also be distributed from time to time. An illustrative page of this line item inventory is also reproduced under section 1565.3l. All persons represented on the line item inventory will have been approved for employment outside the centers.

1565.3b Exposing inventories to appropriate employers

Local offices shall regard War Relocation Authority inventories as representing a reserve source of labor to be brought to the attention of employers under the following conditions:

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1565.3b (Cont'd.)

- a. that importation of these workers would not cause displacement of local labor or create competition with locally available workers who are qualified to meet employers' specifications;
- b. that local orders are on hand for which applicants represented in the inventories are qualified;
- c. that such orders are for jobs of 3 or more months' duration;
- d. that such orders offer wages and working conditions not less favorable than those prevailing for similar jobs in the community;
- e. that such orders were placed by responsible employers insofar as the local office can determine in accordance with established policies for clearance of labor.

In recommending these workers to employers, it should be explained that individuals who are permitted to accept employment on indefinite leave will have been investigated and will be free from suspicion.

1565.3c Referring interested employers to the War Relocation Authority

Any employer who wishes to negotiate for the employment of individuals represented on these inventories shall be advised to proceed as follows:

- a. The employer may correspond directly with the employment officer at one or more relocation centers where qualified workers apparently reside, describing the qualifications of applicants he would consider and describing the job openings for which he wishes to recruit. In this case the War Relocation Authority employment officer will advise qualified applicants to submit their qualifications to the employer, or will himself do so. If no qualified applicants are available or interested, the WRA employment officer will so inform the employer. *? How about community sentiment?*
- b. If it is more convenient for the employer, he may write to a field office of the War Relocation Authority, giving the same information. In this case, the field office will arrange for individuals residing at various centers to submit their qualifications to the employer or, if no applicants are available or interested, will so inform the employer.
- c. If an employer, or a group of employers jointly approached by the local office, are interested in a pooled interview at a relocation center, a representative of the employer or group of employers may write to the employment officer at the center, requesting an appointment for the pooled interview.
- d. If an employer is not prepared to negotiate directly as suggested above, but is interested in pursuing the possibility further, he may get in touch with the nearest field office of the War Relocation

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1565.3c (Cont'd.)

Authority in order that arrangements may be made for personal discussion with a representative of that office.

A list of relocation centers and field offices of the War Relocation Authority is attached (see section 1565.3m and 1565.3n).

1565.3d Exchange of information between local USES office and War Relocation Authority

In confirmation of recommendations made to employers in accordance with section 1565.3c, above, the local office shall transmit to the appropriate relocation center or field office of the War Relocation Authority, a copy of the order against which the recommendation was made, including notation of the local office address. This confirmation will constitute assurance that the conditions under section 1565.3b, above, have been met.

The employment officers at War Relocation Centers will subsequently report to local offices by memorandum identifying employers with whom placements resulted from local office action, and the names of the persons placed. Placements may then be reported as local (not clearance) placements. Copies of the reports on placements by Relocation Center Employment Officers to local offices will be transmitted to the headquarters of the War Relocation Authority in Washington. Summaries of these reports will be available to War Manpower Commission headquarters.

1565.3e Transportation of workers

The War Relocation Authority will assist in paying transportation for workers taking jobs that are not purely seasonal in nature if they do not have sufficient cash resources to pay transportation to the employer's place of business.

1565.3f Community Reactions

The War Relocation Authority is canvassing most areas in the States in which this procedure will apply, to insure that residents of relocation centers will not be taking employment in areas in which community sentiment would be so hostile as to lead to disturbance of the peace. In the course of this canvass, field representatives will visit local USES offices after clearance through appropriate War Manpower Commission regional offices. Local office managers shall cooperate in furnishing such community information, and unrestricted labor market information, as may be pertinent and available.

Residents of relocation centers will be released to accept employment in a given area only after the War Relocation Authority has obtained the necessary clearance in the area, either before or after the applicant received his offer of employment.

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1565.3f (Cont'd.)

Before applying the above procedure, local office managers may, if they wish, contact the nearest War Relocation Authority field office to determine whether advance community clearances have been effected.

1565.3g Employment in War Industries

By arrangement with the Provost Marshall General's Office in the War Department, residents of relocation centers are being investigated by the War Department for eligibility to work in plants having war contracts in advance of securing such employment. Relocation Centers will have lists of the residents who have been thus investigated and given eligibility for work in war plants by the War Department, and will not refer to employers seeking to employ persons on such contracts any resident of a relocation center who does not have such eligibility.

1565.3h Copy of "Employment of Persons from Relocation Centers," issued by the War Relocation Authority, Washington, on April 28, 1943

The People

There are in the ten relocation centers of the War Relocation Authority about 100,000 persons of Japanese ancestry who were evacuated from the military zones on the Pacific Coast (the entire State of California, Western Washington and Oregon and Southern Arizona). Two-thirds of these people are United States citizens, one-third aliens. The average age of the citizen is about twenty years; of the aliens fifty-seven years. The citizen group has grown up in this country and has been educated in American schools. The general educational level among the citizens is as high as that of any group in the country. More than 40,000 of these people were gainfully employed in 1940. Table I attached (see section 1565.3j) gives the industrial and occupational distribution of gainfully employed persons of Japanese ancestry in California, Washington, and Oregon at the time of the 1940 census. The total figure in the table is somewhat high because several thousand persons of Japanese ancestry voluntarily left the evacuated area in the early spring of 1942 to take up residence elsewhere, and therefore have never lived in relocation centers.

Relocation Centers

These evacuated people are now residing in ten relocation areas of the War Relocation Authority. A list of these relocation areas and the number of evacuees in each is attached to this statement. On each relocation area, which usually consists of several thousand acres of public land, emergency housing of a type similar to temporary army barracks has been provided. These communities within relocation areas are known as relocation centers. Under the administration of a small staff of the War Relocation Authority at each relocation center, the evacuated people carry on production and services necessary to the operation of these communities such as the growing, preparation and serving of food; operation of community services such as police and

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1565.3h (Cont'd.)

fire protection, hospitals, and education; the maintenance and servicing of housing accommodations; and the manufacture of some commodities for use in the relocation centers. Wages paid for evacuees employed on the project are at the rate of twelve, sixteen or nineteen dollars a month, in addition to housing, subsistence, medical care, and an allowance for clothing. These relocation centers were established when it became apparent that the voluntary and uncontrolled migration of these people from the Pacific Coast Area within a very short period of time would not be workable and would cause misunderstanding and alarm in the local communities to which they migrated.

Employment Off the Relocation Centers

The War Relocation Authority has encouraged the reemployment of these evacuated people off the relocation centers. During the fall of 1942 about 10,000 evacuees, principally single young men, were employed in the harvest in the agricultural areas of several western states, from eastern Oregon to North Dakota and Nebraska and from Southern Colorado to the Canadian line in Montana. About 2,000 of this number were employed in year-round agricultural jobs; the others have returned to relocation centers for the winter months.

An increasing number of evacuees are going out into year-round employment in all occupations under regulations which have been established by the War Relocation Authority with the approval of the Departments of War and Justice and the endorsement of the War Manpower Commission. There are four requirements for the employment of evacuees off the relocation centers on "indefinite leave":

1. An investigation of the individual and his loyalty to the United States by the War Relocation Authority and a check with the records of the Federal Bureau of Investigation.
2. A definite offer of employment or evidence of other means of support.
3. A check by the War Relocation Authority on the community to which the applicant will go to determine that sentiment in the community is not such as to be likely to cause any public disturbance.
4. Agreement by the applicant to inform the War Relocation Authority of changes of address and employer.

When these requirements are satisfied and the applicant is granted indefinite leave from the relocation center, his status is the same as any other person or employee, except that he may not go back into the evacuated area without authorization from the military and the requirement that he keep the War Relocation Authority informed of changes of address and of employer. Thus the employer has no special responsibilities and may discharge an evacuee just like any other employee. Likewise an evacuee may resign one position and take another.

1565.3h (Cont'd.)

It is expected that evacuees will be paid the wages prevailing in the locality for the type of work in which he is engaged.

Procedure for Employment of Evacuees

Employers interested in the employment of evacuees may proceed in any one of three ways.

1. They may visit or write to one of the seven offices of the War Relocation Authority or the employment officer at one of the ten relocation centers. The addresses of the field offices and relocation centers appear in the attached list.
2. In eastern Oregon and Washington, and in Nevada, Utah, Idaho, Wyoming, Montana, Colorado, North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri, Wisconsin, Illinois, Michigan, Indiana, Kentucky and Ohio employers may go to the local office of the United States Employment Service to look over the occupational inventory of residents of various relocation centers. Employers may then write directly to the employment officer at the projects where qualified applicants reside and request that these particular applicants or others be requested to communicate with employer.

In submitting an initial offer or inquiry on the employment of evacuees to a field office or relocation center of the War Relocation Authority, it will be helpful if prospective employers will furnish information on wages and conditions of employment and the qualifications desired in the prospective employees. This will enable the Authority to put qualified applicants in touch with prospective employers with a minimum of correspondence.

Transportation

The War Relocation Authority will assist in paying transportation for workers taking jobs that are not purely seasonal in nature if they do not have sufficient cash resources to pay transportation to the employer's place of business.

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1565.3j Employed workers of Japanese ancestry 14 years old and over, By major occupation group, industry group, and sex, for California, Oregon and Washington; 1940

MAJOR OCCUPATION GROUP AND INDUSTRY GROUP	TOTAL	MALE	FEMALE
MAJOR OCCUPATION GROUP			
EMPLOYED (EXCEPT ON PUBLIC EMERGENCY WORK)	48,691	35,940	12,751
PROFESSIONAL WORKERS	1,157	756	401
SEMIPROFESSIONAL WORKERS	230	187	43
FARMERS AND FARM MANAGERS	7,001	6,594	407
PROPRIETORS, MANAGERS, AND OFFICIALS, EXCEPT FARM ..	5,491	4,668	823
CLERICAL, SALES, AND KINDRED WORKERS	5,512	3,429	2,083
CRAFTSMEN, FOREMEN, AND KINDRED WORKERS	924	844	80
OPERATIVE AND KINDRED WORKERS.....	3,517	2,280	1,237
DOMESTIC SERVICE WORKERS.....	3,541	1,257	2,284
SERVICE WORKERS, EXCEPT DOMESTIC	3,393	1,954	1,439
FARM LABORERS (WAGE WORKERS) AND FARM FOREMEN	8,307	7,361	946
FARM LABORERS, UNPAID FAMILY WORKERS	4,832	2,117	2,715
LABORERS, EXCEPT FARM	4,383	4,235	148
OCCUPATION NOT REPORTED	403	258	145
INDUSTRY GROUP			
EMPLOYED (EXCEPT ON PUBLIC EMERGENCY WORK)	48,691	35,940	12,751
AGRICULTURE, FORESTRY, AND FISHERY	22,813	18,549	4,264
AGRICULTURE	22,027	17,785	4,242
FORESTRY (EXCEPT LOGGING) AND FISHERY	786	764	22
MINING	12	10	2
COAL MINING	6	5	1
CRUDE PETROLEUM AND NATURAL GAS PRODUCTION	6	5	1
OTHER MINES AND QUARRIES	6	5	1
CONSTRUCTION	96	96	
MANUFACTURING	1,978	1,306	672
FOOD AND KINDRED PRODUCTS	769	347	422
TEXTILE-MILL PRODUCTS	34	15	19
APPAREL AND OTHER FABRICATED TEXTILE PRODUCTS	152	37	115
LOGGING	60	55	5
SAWMILLS AND PLANING MILLS	365	363	2
FURNITURE, STORE FIXTURES, AND MISC. WOODEN GOODS ..	66	56	10
PAPER AND ALLIED PRODUCTS	31	27	4
PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	327	258	69
CHEMICALS AND ALLIED PRODUCTS	73	63	10
PETROLEUM AND COAL PRODUCTS	11	11	
LEATHER AND LEATHER PRODUCTS	10	5	5
STONE, CLAY, AND GLASS PRODUCTS	5	5	
IRON AND STEEL AND THEIR PRODUCTS	12	11	1
NONFERROUS METALS AND THEIR PRODUCTS	8	7	1
MACHINERY	11	11	
AUTOMOBILES AND AUTOMOBILE EQUIPMENT	2	2	
TRANSPORTATION EQUIPMENT, EXCEPT AUTOMOBILE	6	6	
OTHER AND NOT SPECIFIED MANUFACTURING INDUSTRIES ..	36	27	9
TRANSPORT, COMMUNICATION, AND OTHER PUBLIC UTILITIES	706	684	22
RAILROADS (INC. R.R. REPAIR SHOPS) AND RAILWAY EXPRESS, SERVICE	431	427	4
TRUCKING SERVICE	177	170	7
OTHER TRANSPORTATION	78	70	8
COMMUNICATION	4	3	1
UTILITIES	16	14	2
WHOLESALE AND RETAIL TRADE	11,472	8,451	3,021
WHOLESALE TRADE	2,190	1,859	331
FOOD AND DAIRY PRODUCTS STORES, AND MILK RETAILING.	4,972	3,741	1,231
EATING AND DRINKING PLACES	2,082	1,295	787
MOTOR VEHICLES AND ACCESSORIES RETAILING, FILLING STATIONS	187	173	14
OTHER RETAIL TRADE	2,041	1,383	658

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1565.3j (Cont'd.)

	TOTAL	MALE	FEMALE
FINANCE, INSURANCE, AND REAL ESTATE	656	491	165
BUSINESS AND REPAIR SERVICES.....	411	397	14
AUTOMOBILE STORAGE, RENTAL AND REPAIR SERVICES ...	292	285	7
BUSINESS AND REPAIR SERVICES, EXCEPT AUTOMOBILE ..	119	112	7
PERSONAL SERVICES	8,336	4,592	3,744
DOMESTIC SERVICE	4,744	2,421	2,323
HOTELS AND LODGING PLACES	1,335	816	519
LAUNDERING, CLEANING, AND DYEING SERVICES	1,478	968	510
MISCELLANEOUS PERSONAL SERVICES	779	387	392
AMUSEMENT, RECREATION, AND RELATED SERVICES ..	251	202	49
PROFESSIONAL AND RELATED SERVICES	1,326	801	525
GOVERNMENT	126	42	84
INDUSTRY NOT REPORTED	508	319	189

PRIMARY, SECONDARY AND TERTIARY OCCUPATIONAL CLASSIFICATIONS
 FOR MALE RESIDENTS
 IN A SAMPLE OF APPROXIMATELY 25 PERCENT OF THE TOTAL PROJECT POPULATION
 RELOCATION PROJECT

1565.3k

Sample of preliminary inventory

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Management Handbook

1565.3k

OCCUPATIONAL CODES AND TITLES	TOTAL			CITIZENS			ALIENS		
	PRI.	SEC.	TER.	PRI.	SEC.	TER.	PRI.	SEC.	TER.
TOTAL OCCUPATIONAL CLASSIFICATIONS	1533	539	30	805	326	9	728	213	21
FULLY QUALIFIED	1438	404	24	713	203	4	725	201	20
ENTRY	95	135	6	92	123	5	3	12	1
PROFESSIONAL & MANAGERIAL OCCUPATIONS	189	80	8	116	53	3	73	27	5
FULLY QUALIFIED.....	166	41	4	93	20	0	73	21	4
0-01 ACCOUNTANTS & AUDITORS.....									
0-02 ACTORS & ACTRESSES.....									
0-03 ARCHITECTS.....									
0-04 ARTISTS, SCULPTORS, & TEACHERS OF ART.....									
0-06 AUTHORS, EDITORS, & REPORTERS.....									
0-08 CLERGYMEN.....									
0-11 COLLEGE PRESIDENTS, PROFESSORS, & INSTRUCTORS									
0-13 DENTISTS.....									
0-16 ENGINEERS, CIVIL.....									
0-17 ENGINEERS, ELECTRICAL.....									
0-19 ENGINEERS, MECHANICAL.....									
0-22 LAWYERS & JUDGES.....									
0-23 LIBRARIANS.....									
0-25 PHARMACISTS.....									
0-26 PHYSICIANS & SURGEONS.....									
0-27 SOCIAL & WELFARE WORKERS.....									
0-30 TEACHERS, PRIMARY SCHOOL, & KINDERGARTEN.....									
0-32 TEACHERS & INSTRUCTORS, N.E.C.....									
0-38) PROFESSIONAL OCCUPATIONS, N.E.C.....									
0-39)									
0-41 AVIATORS.....									
0-43 DECORATORS & WINDOW DRESSERS.....									

SAMPLE FORMAT

WAR RELOCATION AUTHORITY
WASHINGTON

DATE _____

PAGE 1

OCCUPATIONAL INVENTORY OF RESIDENTS OF WAR RELOCATION CENTERS HAVING ESSENTIAL SKILLS
FOR USE OF WAR RELOCATION AUTHORITY AND WAR MANPOWER COMMISSION

NAME	CENTER AND ADDRESS	OCCUPATIONAL TITLE & CODE NO.	SEX AND AGE	CITIZEN	FAMILY STATUS	COMMENTS, (EXPERIENCE, TRAINING WORK, ABILITIES, PREFERRED PLACE OF EMPLOYMENT, ETC.)
PROFESSIONAL AND MANAGERIAL OCCUPATIONS:						
DOE, JOHN	MANZANAR 96-432	CIV. ENGINEER 0-16.01	MALE 29	YES	SINGLE	HAS HAD 4 MONTHS EXPERIENCE WITH STATE OF CALIF. HIGHWAY DEPARTMENT AS SENIOR ENGINEER. GRADUATE OF UNIV. OF CALIF. IN CIVIL ENGINEERING AND SANITARY ENGINEERING.

SAMPLE FORMAT

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1565.3m Relocation Centers of the War Relocation Authority

CENTER	MAIL ADDRESS AND TELEPHONE	APPROXIMATE NUMBER OF EVACUEES INCLUDING WOMEN AND CHILDREN
COLORADO RIVER	POSTON, ARIZONA PARKER 461	18,000
MANZANAR	MANZANAR, CALIF. INDEPENDENCE 671	10,000
GILA RIVER	RIVERS, ARIZONA CASA GRANDE 190	13,000
TULE LAKE	NEWELL, CALIF. TULE LAKE, CALIF.	15,000
CENTRAL UTAH	DELTA, UTAH DELTA 1031	8,000
MINIDOKA	HUNT, IDAHO JEROME 017	9,000
HEART MOUNTAIN	HEART MOUNTAIN, WYOMING CODY 725	10,000
GRANADA	LAMAR, COLO. LAMAR 331	7,000
ROHWER	MCGEHEE, ARK. 790	9,000
JEROME	JEROME, ARK. DERMOTT 240	9,000

1565.3n Relocation field offices of the War Relocation Authority

CITY AND ADDRESS	AREA COVERED
CHICAGO, ILLINOIS 226 WEST JACKSON BLVD.	MINNESOTA, WISCONSIN, ILLINOIS, INDIANA, AND EASTERN NORTH DAKOTA
DENVER, COLORADO MIDLAND SAVINGS BLDG.	YELLOWSTONE VALLEY IN MONTANA, REST OF WYOMING, ALL OF COLORADO, NEVADA, NEW MEXICO, WESTERN NEBRASKA, WESTERN KANSAS, WESTERN NORTH DAKOTA, AND SOUTH DAKOTA WEST OF THE MISSOURI RIVER
SALT LAKE CITY, UTAH 318 ATLAS BUILDING	IDAHO, NEVADA, UTAH, ALL OF WASHINGTON, OREGON AND ARIZONA OUTSIDE OF EVACUATED AREA, MOST OF MONTANA, AND THE FOLLOWING FIVE COUNTIES IN WYOMING: (TETON, LINCOLN, UINTA, SUBLETTE AND SWEETWATER)
CLEVELAND, OHIO UNION COMMERCE BANK BUILDING	MICHIGAN, OHIO, WEST VIRGINIA AND KENTUCKY
KANSAS CITY, MISSOURI 1509 FIDELITY BUILDING	BALANCE OF NEBRASKA AND KANSAS, ALL OF IOWA AND MISSOURI, AND SOUTH DAKOTA EAST OF THE MISSOURI RIVER
LITTLE ROCK, ARKANSAS PYRAMID BUILDING	TEXAS, OKLAHOMA, ARKANSAS, LOUISIANA, MISSISSIPPI, ALABAMA AND TENNESSEE
NEW YORK, NEW YORK ROOM 1410, 50 BROADWAY	MAINE, NEW HAMPSHIRE, VERMONT, MASSACHU- SETTS, RHODE ISLAND, CONNECTICUT, NEW YORK, NEW JERSEY, PENNSYLVANIA, DELAWARE, MARYLAND, VIRGINIA, NORTH CAROLINA, SOUTH CAROLINA, GEORGIA, AND FLORIDA (COTER- MINOUS WITH EASTERN DEFENSE COMMAND).

WAR MANPOWER COMMISSION
Region II

Statewide
5/2/45

S (45) 178

Transmittal Memo

To: AREA DIRECTORS
SUPERINTENDENTS
MANAGERS

Re: COOPERATION WITH THE WAR RELOCATION AUTHORITY

This memorandum transmits instructions on cooperation with the War Relocation Authority in the placement of persons of Japanese extraction, both citizens and aliens, as they leave War Relocation Centers.

Up to the present, the War Relocation Authority has assumed the major responsibility for the placement as well as resettlement of these persons. However, since the relocation centers and field offices will be discontinued on or before December 31, 1945, a cooperative plan has been developed with the WMC whereby both applicants and employer orders will be routed to the USES.

A revised Table of Contents for this Subsection is attached.

Joseph B. O'Connor
Acting Regional Director

Transmitted		Obsolete
New	Revised	
III 1960-1965	Table of Contents, III 1000-1999, (p. 9)	None

WMC - REGION II MANUAL

Part III	Special Programs	III Contents(p.9)
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1960-1965 COOPERATION WITH WAR RELOCATION AUTHORITY

1961 Introduction. The War Relocation Authority is responsible for the relocation of persons of Japanese extraction, both citizens and aliens, whose records indicate that they would not endanger the security of the country if they were placed in suitable employment. The War Relocation Centers will be in existence until December 31, 1945, at which time it is expected all such persons now in the centers will have been relocated.

During this period of relocation, the War Manpower Commission will cooperate with the War Relocation Authority in the placement of persons of Japanese extraction who wish to resettle in New York State. For local office purposes, the individual who has been granted terminal leave from the relocation center has the same status as any other person or employee and may resign one position and take another, subject to:

- a. The provisions of the applicable employment stabilization program;
- b. The restrictions on the employment of persons of Japanese ancestry in industry important to the war effort (see II 12305); and
- c. The restrictions upon travel and change of employment imposed on enemy aliens, when the individual is not an American citizen (see II 12265).

For specific instructions regarding the placement of workers of Japanese extraction, see II 12300-12324.

1962 Applicants Referred from War Relocation Authority. The War Relocation Authority receives from residents of War Relocation Centers who wish to settle in New York State, a case history for all members of the family unit, called a Family Relocation Summary. The War Relocation Authority digests the job information for each employable member of the family and records the information on a USES 511, Application Card. The USES 511 is then mailed by the War Relocation Authority to the USES office of jurisdiction in the locality where the applicant has indicated he wishes to reside.

Exception: All USES 511's for applicants from War Relocation Centers seeking domestic employment in New York City are mailed to Local Office #330, the office of jurisdiction for such applicants.

The USES 511 contains identifying and occupational information on the applicant but may be incomplete in other details such as occupational coding. The stamp of the War Relocation Authority appears in the space on the USES 511 provided for the interviewer's signature.

COOPERATION WITH WAR RELOCATION AUTHORITY

1962 (continued)

Receipt in the local office of the USES 511 which has been filled out by the War Relocation Authority indicates that at some time in the future, the individual may apply at the local office for employment. For convenience in locating these application cards at a later date, they are kept alphabetically in a separate part of the applicant file.

If the applicant reports directly to the War Relocation Authority upon his arrival in New York, he is given a letter of introduction to the USES office of jurisdiction. However, he may report directly to the employment office, in which case, the interviewer determines during the interview whether he has come from a relocation center. The information submitted to the employment office by the War Relocation Authority is used in attempting to place the individual.

1963

Orders Received from War Relocation Authority. The War Relocation Authority also receives orders from employers which it turns over to the appropriate USES office. When an employer places an order, the War Relocation Authority takes the order and informs the employer that the order will be turned over to USES office, indicating which office. The employer is requested to call the USES in the future.

Orders received from the War Relocation Authority are handled in the same way as any other orders received in the local office.

1964

Information to War Relocation Authority. When an applicant who has been referred to the USES or for whom a USES 511 has been submitted by the War Relocation Authority is placed, the WRA is notified by memorandum as follows:

Name of Applicant
New York Address
Employer's Name
Type of Work

This information is submitted for the first placement only. Subsequent placements are not reported. For Address and jurisdiction of WRA offices, see III 1965.

COOPERATION WITH WAR RELOCATION AUTHORITY

1965

Offices of War Relocation Authority by Jurisdiction. The War Relocation Authority has three district offices in New York State. Listed below are the names of the Relocation Officers in charge, the district office address, and the counties in New York State covered by each district.

New York City District Office

Mr. E. Price Steiding
350 Fifth Avenue
Room 6301
New York 1, N.Y.

Coverage by Counties

Albany	Nassau	Richmond
Bronx	New York	Rockland
Columbia	Orange	Suffolk
Dutchess	Putnam	Sullivan
Greene	Queens	Ulster
Kings	Rensselaer	Westchester

Rochester District Office

Mr. Claude C. Cornwall
313 Terminal Building
Rochester, New York

Coverage by Counties

Allegany	Herkimer	Saratoga
Broome	Jefferson	Schoharie
Cayuga	Lewis	Schenectady
Chemung	Livingston	Schuyler
Chenango	Madison	Seneca
Clinton	Monroe	Steuben
Cortland	Montgomery	Tioga
Delaware	Oneida	Tompkins
Essex	Onondaga	Warren
Franklin	Ontario	Washington
Fulton	Oswego	Wayne
Hamilton	Otsego	Yates
	St. Lawrence	

Buffalo District Office

Mr. George Graff
1126 Rand Building
Buffalo 3, New York

Coverage by Counties

Cattaraugus	Niagara
Chautauqua	Orleans
Erie	Wyoming
Genesee	