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## EMPLOYMENT OF THE NEGRO

**Employment, Race, and Poverty.** Arthur M. Ross and Herbert Hill. Harcourt, Brace and World, Inc. New York, N. Y. 1967. (311.11 R73)

In this study of discrimination social scientists both white and Negro examine the complex problems of Negroes and employment. They evaluate past practices, and suggest guidelines for better policies in the future. The contributors include social scientists and legal and labor relations experts.

**The Negro and Apprenticeship.** F. Ray Marshall and Vernon M. Briggs, Jr. Johns Hopkins University Press. Baltimore, Md. 1967. (331.86 M35)

Very few apprenticeships available in the United States are filled by Negroes, yet it is one of the few ways in which Negro youths can make an entry into the skilled trades. The authors analyze the factors which cause the situation. The book is a series of case studies made in ten large metropolitan areas around the country. Improvements are recommended.

**The Negro and Discrimination in Employment.** Dawn Wachtel. Institute of Labor and Industrial Relations. University of Michigan. Ann Arbor, Michigan. 1965. (331.11 W11)

The author looks at what has been done in order to see what must be done. This synthesis of past research will be useful to all who are interested in minority group employment problems. Topics are: factors limiting the development of Negro manpower, discrimination in employment, implementation of Equal Employment Opportunity policy, trade unions and discrimination, and employment agencies and discrimination.

**Company Experience with Negro Employment.** Studies in Personnel Policy No. 201. 2 volumes in one. National Industrial Conference Board. Author. New York, N. Y. 1966. (326 N216)

This study was undertaken to provide facts in two areas: executive attitudes and company experience and practice. Phases of the employing relationship were investigated: recruitment, interviewing, testing, training, supervising and promoting. The findings are given. In general, company experience with Negro employment has been favorable and there have been fewer problems than expected with initiating and maintaining an integrated work force.

**Employing the Negro in American Industry.** Paul H. Norgren. Industrial Relations Counselors. New York, N. Y. 1959 (653.3 N76 — also Business Library)

Recounts the experiences of management in 44 companies in recruiting and retraining Negroes in jobs formerly denied to them. It involves recruitment, selection and placement.

**The Management of Racial Integration in Business.** Richard D. Alexander, et al. McGraw Hill Publishing Co. New York, N. Y. 1964. (326 A1 2, Business Library)

Begins with the fundamental question of whether to undertake an active integration program. The first few chapters discuss five critical areas of the implementation process. It is hoped the variety of illustrations and ideas presented in these chapters will enable a company which has decided to embark on a more active integration program to avoid some of the pitfalls experienced by firms contributing to this study. Two case illustrations are given, one of which is ineffective handling of the situation and the other a more successful solution. The discussion concludes with present trends and an interpretation of their meaning and significance.

**The Negro and Employment Opportunity.** Herbert H. Northrup and Richard L. Rowan, eds. School of Business Administration, University of Michigan. Ann Arbor, Michigan. 1965. (326 N811 — also Business Library)

This symposium draws a very important conclusion: that with minor exceptions many of the potential problems of integration do not occur when the company understands its position and plans its program accordingly. Such preparation entails an investigation of social and economic forces outside the company. The book synthesizes many such investigations and relates them to programs undertaken by companies.

**The Negro in Federal Employment; the Quest for Equal Opportunity.** Samuel Krislov. University of Minnesota Press. Minneapolis, Minn. 1967. (326 K89)

The author surveys the history of the Negro in the federal civil service, the effects of World Wars I and II on such employment opportunity, organization arrangements for promoting Negro employment, departmental records on hiring Negroes and the present situation and problems. Based on interviews it emphasizes institutional and programmatic aspects.

**How to Recruit Minority Group College Graduates.** Robert Calvert. Personnel Journal 1963. Swarthmore, Pa. (326 C13 Business Library)

A report answering in a positive fashion how to recruit minority group graduates by identifying the best manpower sources and the most appropriate employment techniques. It emphasizes the employment of the American Negro.