

and morally and economically, industry must shoulder that obligation.

"Certainly it is always much better to have a man employed than to have him idle, a thing which reacts to the credit of the city in which the industry is located, and certainly regardless of the type of city or industry, there must be jobs that these men can fill. If leaders of industry assume such responsibilities individually and co-operate one

Placement of Male Applicants

Of the 13,380 male applicants under 45 years of age, 7,368, or 55.1 per cent, were placed, and of the 2,073 males 45 years of age and over who were registered, 1,144, or 55.2 per cent, were placed. It would, therefore, appear that, on this broad basis of age division, there was apparently no discrimination on the part of employers against males 45 years

TABLE I.—RECORDS OF PLACEMENTS OF APPLICANTS FOR EMPLOYMENT AT THE FOUR MASSACHUSETTS PUBLIC EMPLOYMENT OFFICES—BY SEX AND AGE GROUPS AND CONJUGAL CONDITION OF FEMALE APPLICANTS
1928

Offices	Males		Females				Totals	
	Under 45	45 and Over	Single		Married		Married and Single	
			Under 35	35 and Over	Under 35	35 and Over	Under 35	35 and Over
a. Number of Applicants Registered:								
Boston (Main Office).....	6,721	851	1,119	264	373	681	1,492	945
Boston (Mercantile Office).....	2,111	173	3,473	84	189	163	3,662	247
Springfield.....	2,757	638	836	456	374	292	1,210	748
Worcester.....	1,791	411	652	157	140	206	792	363
Totals—Four Offices.....	13,380	2,073	6,080	961	1,076	1,342	7,156	2,303
b. Number of Applicants Placed:								
Boston (Main Office).....	4,725	638	696	188	225	467	921	655
Boston (Mercantile Office).....	339	12	920	67	37	6	957	73
Springfield.....	1,689	360	218	148	157	152	375	300
Worcester.....	615	134	191	70	80	126	271	196
Totals—Four Offices.....	7,368	1,144	2,025	473	499	751	2,524	1,224
c. Percentages Placed:								
Boston (Main Office).....	70.3	75.0	62.2	71.2	60.3	68.6	61.7	69.3
Boston (Mercantile Office).....	16.1	6.9	26.5	79.8	19.6	3.7	26.1	29.6
Springfield.....	61.3	56.4	26.1	32.5	42.0	52.1	31.0	40.1
Worcester.....	34.3	32.6	29.3	44.6	57.1	61.2	34.2	54.0
Totals—Four Offices.....	55.1	55.2	33.3	49.2	46.6	56.0	35.3	53.2

with another in a collective way, so that men can perhaps be transferred from one industry to another, when openings afford themselves the situation can be very easily handled."

The following statistics (Tables I and II) and explanation by Mr. Roswell F. Phelps' tend to prove that in Massachusetts the male is not discriminated against until the age of fifty-four and the female some time later than thirty-five.

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of age and over in favor of those under 45 years of age.

This comparison leads to the conclusion that the point of demarcation in the matter of discrimination on the basis of age does not actually occur at the age of 45. A further analysis of the data was made in order to determine at what point, if any, the point of demarcation does occur, if it is true that older employees are discriminated against. A more detailed classification of the records for male applicants for employment was then made and the fol-

lowing age groups were selected, namely: under 25; 25-34; 35-44; 45-54; 55-64, and 65 years of age and over. For the four offices combined the percentages for the first four of these age groups were: 55.1, 55.3, 54.7 and 59.5, respectively, showing little variation when compared one with another. To some it may be surprising that the highest percentage of those placed of the total number registered for any of the six age groups occurred in

tions in the metal industries, a larger proportion of those under 45 years of age were placed than of those 45 years of age and over, but at the main office in Boston where there is a greater diversification of industries, the reverse is true. At the mercantile office in Boston, however, a much larger percentage of male applicants for clerical and office positions under 45 years of age are placed than of those 45 years of age and over.

TABLE II.—RECORDS OF PLACEMENTS OF MALE APPLICANTS FOR EMPLOYMENT AT THE FOUR MASSACHUSETTS PUBLIC EMPLOYMENT OFFICES—BY AGE GROUPS
1928

Offices	Males						Totals— Males All Ages
	Under 25	25 to 34	35 to 44	45 to 54	55 to 64	65 and Over	
a. Number of Applicants Registered:							
Boston (Main Office).....	2,661	2,394	1,666	703	145	3	7,572
Boston (Mercantile Office).....	1,087	714	310	112	52	9	2,284
Springfield.....	894	1,023	840	472	143	23	3,395
Worcester.....	605	658	528	289	108	14	2,202
Totals—Four Offices.....	5,247	4,789	3,344	1,576	448	49	15,453
b. Number of Applicants Placed:							
Boston (Main Office).....	1,982	1,664	1,079	547	89	2	5,363
Boston (Mercantile Office).....	218	92	29	11	1	0	351
Springfield.....	541	647	501	280	71	9	2,049
Worcester.....	149	247	219	100	31	3	749
Totals—Four Offices.....	2,890	2,650	1,828	938	192	14	8,512
c. Percentages Placed:							
Boston (Main Office).....	74.5	69.5	64.8	77.8	61.4	66.7	70.8
Boston (Mercantile Office).....	20.1	12.9	9.4	9.8	1.9	15.4
Springfield.....	60.5	63.3	59.6	59.3	49.7	39.1	60.4
Worcester.....	24.6	37.5	41.5	34.6	28.7	21.4	34.0
Totals—Four Offices.....	55.1	55.3	54.7	59.5	42.9	28.6	55.1

the 45-54 group. For the age group 55-64, the percentage was 42.9 and for the age group 65 and over the percentage was 28.6. It would appear, therefore, that it is much more difficult for men 55 years of age and over to secure employment than those under 55, and for those over 65 the opportunities for securing employment are relatively few.

The effect of the representation of important industries in the several districts served by these offices may be observed by comparing the records for several offices.

At the Springfield and Worcester offices, where many of the applicants for employment seek posi-

Placement of Female Applicants

In the preliminary announcement of the topic to be discussed at this conference, the age limits specified were 45 years of age and over for men and 35 years of age and over for women. In order that the records with reference to the placement of female applicants for employment might conform with the age limit mentioned in the announcement, the data with reference to female applicants have been classified in two general groups—under 35 years of age and 35 years of age and over. Of the 7,156 female applicants under 35 years of age who