Mr. Secretary, I will confine my remarks to labor's obligation to assist in efforts to overcome the disadvantage and lack of qualification of many of those who have been discriminated against in the past. My comments will be made with a full recognition of the significant role unions have played in the area of social and economic reform. I fully appreciate the tremendous strides made by organized labor as regards non-white workers and recognize, as well, the contribution of labor in the civil rights struggle.

In spite of the past and present efforts of unions, however, we have today an unemployment rate for non-white males that is more than double that of white males. Reports published by your Department, Mr. Wirtz, show that non-whites, while representing 11% of the civilian labor force, account for 21% of those who have been out of work for 15 weeks or longer and 28% of those unemployed for 27 weeks or longer.

In the area of occupational distribution, non-whites continue to show improvement in their proportions employed in professional and clerical occupations. However, they have not made significant gains in managerial, sales or skilled blue-collar jobs recently. Negroes, who make up more than 90% of the country's non-white population, are generally found in low-skilled, poorly paid and frequently declining occupations. Relatively few of the occupations enjoyed by Negroes can be characterized by growing labor demand. The Negro male is largely employed as a laborer or an operative.

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At the same time this trend is continuing, Negroes are narrowing the educational gap between themselves and whites. The educational level of non-whites rose 2 years during the past decade as compared with a 1-year rise for whites. In spite of this educational improvement, the economic gap between Negroes and whites is becoming wider.

An appreciable amount of the economic gap between whites and Negroes results from underutilization of Negro workers. While 80% of white males with 4 years or more of college are in professional, technical or managerial jobs, only 70% of the similarly educated non-whites are so employed. Among men with 1 to 3 years of college, the proportion of non-whites in these occupations in 1962 was less than half that for whites. Whereas white male high school graduates are largely white-collar or craft workers, non-whites of similar education are unskilled, semi-skilled or service workers.

The Manpower Evaluation Report issued by the U. S. Department of Labor in November 1963, revealed that 23% of all Manpower Development and Training Act enrollees are non-white. The report also disclosed that non-white MDTA trainees are younger and have had more schooling.

I do not suggest by the foregoing that it is not difficult, if not, in some instances impossible, to find qualified non-white applicants when opportunities in training or employment are made. The Philadelphia Commission, for which I do not speak on this occasion, has often been unable to locate qualified non-white persons to take advantage of such opportunities. However, I am sure we will all agree that a very major cause of the dearth of qualified non-whites for some opportunities and the underutilization of many other non-whites, is the long existence of discriminatory barriers

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that have traditionally barred such persons from the mainstream of employment. Government, industry and labor, as well, must all reinforce their efforts to correct this situation.

A recent report prepared by the Bureau of Employment Security of the Commonwealth of Pennsylvania dealt with the manpower skill requirements and training needs of the Pennsylvania portion of the Philadelphia labor market area. This report indicated the five-county area (Bucks, Chester, Delaware, Montgomery and Philadelphia) will need 56,000 new workers for skilled and semi-skilled occupations by November 1967. Existing sources are expected to produce a supply of about 29,000, leaving a deficit of some 27,000 workers by 1967.

It is important to note that the labor supply for many of the jobs in question does not originate with any identifiable training source, formal or informal. Traditionally, this supply has come from partially qualified, experienced workers. Registered apprenticeship programs do not provide a very large portion of skilled labor requirements outside the construction industry. Most of this supply comes from vocational training which is supplemented by long periods of on-the-job training conducted by private companies. In most cases these private companies are unionized.

In my opinion labor's obligation to its past as a strong supporter of social and economic reform demands that it play a more active and effective role to help overcome the disadvantages of those who have been discriminated against for so long.

1. I urge the labor representatives present today to forcefully inject themselves and their organizations into the fight for equality of opportunity, in a manner that goes beyond support for legislation and the adoption of non-discrimination policy statements.

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2. I ask that they take the affirmative and go on record with the firms with which they have bargaining agreements as supporting immediate and effective steps to see that non-whites have an opportunity to be employed and enrolled in on-the-job training programs and upgraded to appropriate positions.

3. I further suggest that union representatives in private companies establish committees and ask management to do likewise for the purpose of developing plans for the recruitment and encouragement of non-whites.

4. I propose that central labor bodies, state and local, meet with Chambers of Commerce and other business groups to develop machinery for working with school administrators to reassure, encourage and recruit non-whites for vocational training and subsequent employment in on-the-job training programs.

5. I propose and urge with all the force at my command that labor take positive steps toward the upgrading of non-white employees, who frequently have demonstrated their qualifications for advancement by performing work of a higher grade than that for which they are paid.

6. I recommend that, to provide equality of opportunity for men and women denied for one hundred years the right to work at jobs for which they are qualified, preferential action be taken to implement labor force integration in those union shops where restrictive practices have precluded their employment.

I am confident that labor can make another historic contribution if it accepts this challenge with its traditional fervor and vigor.