

MCGILL UNIVERSITY
MONTREAL

SOCIAL RESEARCH COUNCIL

June 10, 1931.

Sir Arthur Currie,
Principal,
McGill University.

Dear Sir Arthur:-

I enclose herewith for your file a complete copy of the memoranda relevant to the last Council meeting (June 8th), and a copy of the minutes of that meeting.

Yours very truly,

Leonard B. Gratch

Director of Research,
(Social Research Council).

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SOCIAL RESEARCH COUNCIL: MINUTES. (Unapproved: 9/6/61)

A meeting of the Social Research Council was held in the Faculty Room, Arts Building, Monday, June 8th at 11.30 a.m. Present: The Principal (Chairman), Prof. Clarke, Dean Corbett, Dr. Fleming, Dr. Kellogg, Dean MacKay, Dr. Pedley, Prof. Stanley, Mr. A.B. Wood, and Mr. Marsh (Director).

1. Minutes of last meeting.

The minutes of the last meeting of the Council were read, and approved.

2. Departmental research projects 1931-2: programme.

The Council was then asked to consider the programme which was drawn up following the meeting of the Executive Committee (May 21st), and circulated in advance.

Dean Corbett further explained the separation of "primary" and "secondary" studies in the case of each Department. The latter might be pursued if considered desirable in relation to the primary projects, and if funds were available: or they might provide for a student better qualified for the secondary field of work.

The research programme as indicated in the summary circulated, on being put to the Council, was found to meet with general approval.

Dean Corbett asked what in general was to be the scope of the Council's sanction. While the Council must of course be kept informed, could it be taken that so far as the details of projects were concerned, the sanction of the Executive Committee was all that was required? It was agreed that technical matters and the details of particular projects were best handled by the Committee; but that it was also important that sufficient information should be available to Council members to ensure their being familiar with, and interested in, what was being done. One function special to the Council was to consider the annual programme, presented in a manner similar to that which was at present being followed. It should also meet at least once a term. The Principal suggested that the Council might draw these matters together and agree upon rules to govern its own procedure in a meeting next term.

Dr. Fleming suggested that it was important that departments interested (including the Medical departments) should be kept informed of the progress of the projects at present proposed. The Director expressed his intention of ensuring this by personal contacts with the representatives of departments concerned. The value of the Executive Committee as another means to this end was also pointed out. Dean Corbett suggested that the presence of Dr. Fleming on the Committee would be desirable as the medical representative nearer than Dr. Beattie to the fields being surveyed in the ensuing year. It was agreed that the Executive Committee for the coming year should be constituted as follows:

Dean Corbett (Chairman)
Prof. Stanley (representing the Principal)
L.C. Marsh (Director)
Dr. Hemmeon (Economics)
Dr. Dawson (Sociology)
Prof. Clarke (Education)
Dr. Kellogg (Psychology)
Dr. Fleming (Medecine).

3. Details and budget of research projects.

Dr. Hemmeon and Dr. Dawson having been due to leave Montreal before the date of the Council meeting, memoranda for the Economics and Sociology departments, prepared by the Director in consultation with them, were submitted. Similar memoranda stating the individual projects, and assistants and funds required, were added for the Psychology and Education departments. In the case of the Mental Hygiene and Medical Departments, the Director reported that the latter had decided not to undertake any specific projects in the ensuing year, although the opportunity would be taken to consider the form which participation by these departments could take in the year following.

The individual projects of each Department (attached) were dealt with in turn. The following matters arose out of their consideration:

(a) Period of time for each project if done by students proceeding to M.A.

It was noted, in answer to queries on this matter, that each department had indicated, in all the cases where the assistants secured desired to proceed to the degree of M.A., that where the project called for more than one year's work, the degree could not be awarded until the end of the second year. In discussion of this point, however, it was also agreed (i) that the second year's grant was dependent on satisfactory progress and ability being demonstrated by the student in the first year; and (ii) that the general ruling was not to be interpreted rigidly if a particular piece of work capable of being done satisfactorily in such a period was completed by a good assistant within one year. Such cases were not likely to be frequent, however.

(b) Research assistants other than those wishing to proceed to an M.A. degree.

It was agreed that it was entirely consistent with the object of the grants that research might also be promoted in a Department by means of (i) a Research Assistant not proceeding to a further degree (whether in virtue of his already holding the degree of M.A., or not); or (ii) a Research Assistant holding the degree of M.A. who desired that his research work should contribute towards the requirements for the degree of Ph.D.

The following were the individual projects, and funds required in respect of them, approved by the Council:

<u>Subject (short title).</u> *	<u>Period (years)</u>	<u>Grant required</u>
<u>Economics</u>		
Unemployment problems of railroad transport: C.P.R.	2	\$650 each year
do : C.N.R.	2	650
Dock and harbour employment	possibly 1	650
<u>Sociology</u>		
Occupational adjustment of (British) immigrants.	2	650
Location-areas of (British) immigrants in relation to their employment problems.	2	650
Study of immigrants (various nationalities) on rolls of Montreal social agencies.	2	650
<u>Psychology</u>		
Industrial and qualitative character of unemployed.	at least 1, probably 2	1000
Juvenile placement.	2	500
<u>Education</u>		
Permanent results of school- teaching, in relation to employability.	2	500

* See list appended for fuller description of projects.

<u>Department</u>	<u>Grants approved for 1931-2</u>	<u>Minimum require- ments for 1932-3</u>
Economics	\$1950	\$1300
Sociology	1950	1950
Psychology	1500	1500
Education	500	500
Medecine and Mental Hygiene	-	650
	<u>\$5900</u>	<u>\$5900</u>
Estimated sum for compilation of basic data, stenography, printing, equipment, etc. (18 months)	7750	5200
	(do. 12 mths [†])	
	<u>\$13,650</u>	<u>\$11,100</u>
Sum available (Rockefeller grant)	\$15,000	\$20,000

[†] i.e., assuming sum for 1932-3 to be 2/3 of sum for 1931-2).

(5)

MCGILL UNIVERSITY
MONTREAL

SOCIAL RESEARCH COUNCIL

A G E N D A

1. Minutes of last meeting.
2. Departmental research projects, 1931-2: programme.
3. Departmental research projects, 1931-2: budget.
4. Other business.

ROYAL RECORD

Faculty Room,
11.30 a.m.
June 8th, 1931.

(Memoranda circulated
to Council members,
(May 29th, 1931))

Executive Committee Meeting of May 21st., 1931.

Item 3. Programme of research for session 1931-2.

The Committee then turned to the main business of drawing up the departmental research programme, on the basis of the Director's memorandum circulated previously to Committee members.

The Director submitted to the Chairman that it might be desirable to consider first (a) the views of Committee members on concentrating for the year on one subject from among those suggested in each case, and then (b) the specific research subject or subjects of each Department in turn. This was agreed to.

(a) Concentration upon one main subject.

The main arguments against such limitation were stated (by Dr. Dawson):

- (1) all the subjects were really involved in studying unemployment, and
- (2) difficulty would arise in the case of a student equipped for and desirous of studying a particular field or aspect which was not then the main subject chosen by the department.

With regard to the first objection, it was pointed out that while this was true, the question was one of efficiency, of making a more satisfactory attack upon one part of the whole problem to begin with; and of having a clear objective. It was also mentioned that the immediate need was a clear programme for the year; that room would undoubtedly be found for other subjects as soon as some part of the programme was achieved.

The Director stressed the need for integrating and coordinating the work which was to be done; the possibility and ease of so doing was likely to be much greater if a limited number of fields were entered first and expansion made gradually. The Chairman put it to the Committee that the Committee's essential work was to assist the orientation and coordination of the various pieces of unemployment research, and that each Department must be willing to frame its unemployment research with these needs in mind.

It was then put to, and finally approved by the Committee, that each Department should agree on one subject as a minimum or main study for the year, and upon a secondary topic to be pursued should funds or persons be available, and this be considered desirable. The study of secondary subjects should not be procluded, and these secondary subjects should be selected now: but the departments should do their best in supporting the main plan.

It was agreed, therefore, in connection with the second objection (see above) that "coordinability" being the first consideration, the eventuality of there being applications from good students who could not be accommodated must be accepted, if the fields of interest of such students should not accord well with the general programme.

(b) Departmental projects.

Subjects of research were then taken for each department in turn, with the consideration especially of the representative of the department concerned. The results of this are drawn up separately for convenience, but discussion was as follows.

Economics.

It was agreed that the field, and the general reasons therefor, as outlined in the Director's memorandum was satisfactory, particularly as two studies of this type have already been made: that this field was probably large enough to provide for a good deal of work, but that unskilled labour in Montreal was the best secondary subject.

Sociology.

It was agreed that the aspects of immigration problem outlined was the most fruitful for commencement, and that more than one student could work in this field. The subject of problem areas, more specifically defined and related to unemployment, was chosen as the secondary field, on the grounds of its intrinsic sociological importance and general relation to the research. It was agreed that the problem of juvenile employment should be left over for the time being.

Psychology.

The primary subject suggested was entirely agreeable, as this was the project the Department was particularly anxious to work upon. The second subject, more specifically defined, was one in which some work had been undertaken already.

Education.

The main subject suggested was entirely satisfactory, and a project in which the department was anxious to make the first steps as soon as possible. Because of its relation to the main field of work in the Psychology department in the year, however, and because the Education department was almost very much concerned with the problems of juvenile employment, Professor Clarke stated he was prepared to use the grant proposed to the Education department, in co-operation with the Psychology department. It was agreed that such arrangements could be made, and were indeed desirable. The Committee approved the formation of a Consultative Research Committee to superintend the "permanence of school-teaching" study, which Committee might extend its consideration to other projects in the future.

Mental Hygiene and Medecine.

In the absence of a representative of these departments, the Committee agreed in recommending to them the programme outlined in the Director's memorandum: and the Director undertook to discuss the two projects further with the departments concerned, particularly as to whether they could best be taken up next year or in the following year: and to do this if possible before the next meeting of the Council. "

Departmental Research Projects.

Session 1931-2.

1. Economics.

(a) Primary field

The unemployment problems of particular Montreal industries.

One possible statement of the "causes" of unemployment is that they comprise (1) seasonal fluctuations, (2) cyclical or "trade cycle" fluctuations, (3) technical progress and industrial change, (4) the organisation of the labour market. But each industry has its special problems of mode of recruitment, technology, seasonality, etc., - it is in itself a miniature reflection of the entire unemployment problem - yet these problems depend on its own structure and organisation. The understanding and analysis of these is the first step towards realising the possibilities of stabilisation of unemployment within industry itself.

[Two studies on these lines - of the construction industry and the men's clothing industry - have already been undertaken.]

(b) Secondary field^L

The unskilled labour market in Montreal.

Knowledge of the extent and character of the market for (male) unskilled labour - industries, degree of organization, amount of fluctuation, etc. - is the most important supplement to the above, especially when we are concerned with the more permanently unemployed.

2. Sociology.

(a) Primary field

The social and occupational adjustment of immigrant groups in Montreal.

Montreal is the dominant city of entry to Canada to which immigrant individuals and families come, and also the city to which many return (or in which they stay) in the event of inadequate adjustment. The racial character of the working-force, and the success or non-success of the new entrant to the country, are very substantial elements in the Canadian unemployment problem. We need more detailed studies of the functioning of immigration agencies, the comparative success, tendencies, and problems of particular groups, etc.

(b) Secondary field

Slum-conditions and problem areas in relation to the effects of unemployment and capacity for securing employment.

It is a well-known fact that in every city there are "problem areas" which can be defined statistically. Such slum-like areas both contribute to the production of "unemployables", and are areas into which the unemployed and unadjusted tend to gravitate. The study of such areas is essential to understanding the problem of unemployment in a great city.

^L i.e., only if students and funds available, or if inclusion desirable in relation to primary study.

3. Education.

(a) Primary field

The permanence of the effect of school teaching and its relevance to employability.

The first step to a more scientific understanding of the importance of elementary education in affecting the chances of an individual's economic success are attempts to test the degree and character of the persistence of school-taught knowledge, and its existence as between employed and unemployed groups. The devising of such tests and the careful selection of groups should enable new light to be thrown on the unemployment problem.

(b) Secondary field

Vocational guidance and juvenile placement in relation to school training and the distribution of mental abilities.

This field is intimately related to the above, and to subjects 4 a and 5 a below; but vast in itself, is best left until some light is thrown on the Montreal problem by the main subjects outlined.

4. Psychology.

(a) Primary field

The qualitative character and industrial aptitudes of unemployed as compared with employed groups.

What may be called the "economic quality" of the unemployed is a constantly discussed subject, yet one on which we have very little information. There is much room for attempts to measure so far as they are measurable, comparative literacy, aptitudes, mental defects, etc.; to compare the more permanently unemployed with other unemployed groups, and with employed; and to relate these to other factors such as age, race, period unemployed and mobility history, age of leaving school, etc.

(b) Secondary field

Vocational guidance and juvenile placement in relation to school training and the distribution of mental abilities.

There are many approaches to this problem. The one proposed here is a detailed study of the results of mental tests, educational tests, and school standing in various courses, with a view to their bearing upon chances of success in different types of occupations: to aid the achievement of a proper basis for guidance in selection of optional subjects in school, and in the choice of occupations by young people.

[5. Mental Hygiene and Medicine.

(a) The adjustment problems of school children, as revealed by psychiatric studies, before and after entrance to employment.

This is an aspect of the problem of juvenile placement which is only beginning to receive adequate attention, and whose value will be greatest if it can be brought into relation to other investigations here outlined.

(b) The physical and mental health of low skilled workers at 40-45, in relation to the results of past work in their occupations, and their fitness for future work.

One problem of what has been called "middle-age obsolescence" has many aspects (among which technological unemployment is important today): a study such as this, however, could well be made at an early stage.]

UNEMPLOYMENT RESEARCH

Session 1931-2

A. Basic and general data (Director's organisation)

1. Relevant demographical data
2. Data of industrial character, occupations, etc.
3. Employment and unemployment statistics.

Montreal, in comparison with other areas. Last 10 years, or longer in some cases.

B. Specific (departmental) projects.

(a)

(b)

Main subjects, to be started 1931-2.

Additional subjects: to be studied 1931-2 only if funds and students available, or if inclusion desirable in relation to primary field.

1. The unemployment problems of particular Montreal industries (Economics dept.)
 2. The social and occupational adjustment of immigrant groups in Montreal (Sociology dept.)
 3. The qualitative character and industrial aptitudes of unemployed as compared with employed groups. (Psychology dept.)
 4. The permanence of the effects of school-teaching and its relevance to employability (Education dept.)
 5. The adjustment problems of school children, as revealed by psychiatric studies, before and after entrance to employment. (Psychiatry and Medicine).]
1. The unskilled labour market in Montreal (Economics dept.)
 2. Slum conditions and "problem-areas" in relation to the effects of unemployment and capacity for securing employment (Sociology dept.)
 3. Vocational guidance and juvenile placement in relation to school training and the distribution of mental abilities. (Education and Psychology depts.)
 4. Industrial capacity of older workers: the physical and mental health of low skilled workers at 40-45 in relation to past and future work. (Medicine and Psychiatry).]

(Projects in more detail).

ECONOMICS DEPARTMENT.

The unemployment problems of particular industries.

1. Employment and unemployment problems in the rail transport industry, as exemplified by the experience of the C.P.R.

The modern railway as the source (with its attendant operations) of employment for a very large part of the Canadian working-force. Importance also because essentially affected by employment conditions special to Canada, and by fluctuations in business conditions in Canada. Various types (occupations, degree of skill, etc.) employed. Methods of recruitment: differences if any for different grades of workers. Problems raised by seasonal fluctuation or variation in type of work. Employment and technical changes. The problem of lay-offs or short-time working in trade depression. Methods by which these problems met, possibly with pre-war and post-war experience compared. Conditions special to railway operation making stabilisation difficult or feasible. Special reference to Montreal but dealing with as much of wider aspects as is consistent with efficiency of the research.

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2. Employment and unemployment problems in the rail transport industry, as exemplified by the experience of the C.N.R.

A parallel study, on the same lines as the above.

[N.B. An alternative method of studying the railway employment problem, with the object of narrowing the subject for the research student would be as follows, but it is not considered desirable. A study of the employment problems of the system as a whole would be a more integrated piece of work, and should not be beyond the scope of a good research student who has two years for the work:

- (1) The relation of seasonal fluctuations to employment in the railway transport industry; of workers; methods of meeting them; differences for different types as exemplified by the experience of the two Canadian railway systems.

- (2) The problems of technical change and unemployment, in the Canadian railway transport and allied industries.]

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3. The employment and unemployment problems of dock labour in Montreal.

Importance of dock work in Montreal. Special characteristics (e.g., grain). Extent and type of organisation: past history: amount of unskilled labour. Methods of recruitment, type of workers, conditions of work (adjustment of rates, hours, etc., to port activity). Methods and degree of adjustment to (a) daily (b) seasonal fluctuations. Movement of workers to ice-free ports in winter: methods, experience, and degree of success.

Students or Research Assistants required: 3.

Research grants proposed: \$650 for first year, \$650 for second (assuming satisfactory progress and research project requiring second year).

It is suggested that the third project might be sufficiently studied within a year. Two research assistants for the first two projects, to work over a period of two years, the work to fulfil part of the qualifications for the M.A. degree, are available. A third assistant, for whom a second year's work has been indicated as not certain, has been notified, in connection with the dock labour problem.

SOCIOLOGY DEPARTMENT.

The social and employment adjustment of the immigrant.

1. A study of a selected group of British immigrants in relation to their occupational adjustment.

Occupational history of the immigrants - former trades and skills, status, conditions, etc. Problems involved in transfer of skills, change of job and employment conditions, including status, labour organisation, cost of living, working conditions, etc. Degree of regular or irregular employment, period of adjustment. Significance of change of job, wages, status and conditions, on individual and on family, in relation to degree of adjustment as member of new community.

2. A study of the British immigrant areas in Montreal with reference to social influences bearing on their employment adjustment.

Main areas to which British immigrants migrate or are attracted, their character, the presence or absence of social institutions in these areas aiding or handicapping them in securing livelihood and steady employments, Housing, communications, civic amenities, family life and social contacts, the attitude of employers, etc. Degree to which occupation, wages and expenses condition location and vice versa.

Effective community organisation makes for more satisfactory and efficient workers, and more stable earning power. Undue localisation tends to make for restricted employment opportunities. How far has the British immigrant escaped the difficulties of immigrants of other nationalities, and the degree of localisation which characterises some of them (e.g., the Jews)?

3. A comparative survey of the problems of partially or completely unemployable immigrants, as revealed by the records of Montreal social agencies.

Study of the statistics and case-histories of selected groups of immigrants of different nationalities who have fallen to the care of social agencies in Montreal. Their economic and social background, reasons for immigration, degree of skill, mobility - history, etc. Among other things, study should throw some light on relation of unemployability to duration of previous period of unemployment or to irregularity of employment when at employable age, etc.

Number of students or research assistants required: 3.

Amount of grants: \$650 for first year, \$650 in second year subject to satisfactory progress, and to second year's work being required in each case.

Three satisfactory candidates are available.

[Further studies

These studies should be supplemented by the following (probably as separate studies, though possibly by a student whose first project is completed early in the two-year period):

(a) Studies as outlined in (1) and (2) above for

- I. Germanic groups (i.e., including Scandinavian, Germans, and Finns).
- II. Slavic groups.
- III. Italians.

(b) A survey of those agencies bringing immigrants into Canada which operate in Montreal. Methods of operation, sources of immigrants, types of workers, amount of placement and follow-up work. Experience as to success and non-success, and reasons.]

PSYCHOLOGY DEPARTMENT.

The Department would like to undertake work in both the "primary" and "secondary" fields next year.

1. The qualitative character and industrial aptitudes of unemployed as compared with employed groups.

A study of selected unemployed groups, by means of tests adapted to the purpose, as to their comparative literacy, aptitudes, mental defects, etc. Comparison of more permanently unemployed, temporary unemployed, and employed groups. Relation (from auxiliary questionnaires) to age, race, period unemployed, mobility-history, age of leaving school, etc.

Research assistants required: 1.

The candidate that the department wishes to appoint as Research Assistant in connection with this work has already taken his M.A.: it is therefore requested that the research work in his case should count towards the degree of Ph.D.

2. Vocational guidance and juvenile placement in relation to school training and the distribution of mental abilities.

Study of the results of mental tests, educational tests, etc., in relation to school standing in various courses. Their bearing on chances of success in different occupations, the proper basis for guidance in selection of optional subjects in school, and choice of occupations by new entrants to labour market.

Research assistants required: 1.

Candidate available, with requisite qualifications, who wishes to take M.A.

~~8/6/57~~

EDUCATION DEPARTMENT.

The permanence of the effect of school teaching and its relevance to employability.

A study, relating to unemployed and employed groups, using educational and other tests, of the amount and type of school teaching which has persisted after leaving school. Extent to which factors have bearing on success or failure in particular vocations. Influence of successive school grades on employability. Distinction between longer school education and survival of school education. Relation to other factors affecting employability (age, period since leaving school, character, economic status of family, etc).

Research assistants required: 1.

Research grant required. Candidate available has excellent qualifications but would have to do work on part-time basis: funds required would accordingly be smaller - \$500 or less, over the two years.

8/6/31.

INDEXED
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PROGRESS REPORT

April, 1938

I. Basic data: demographical and industrial character of Montreal.

1. Appointment of Dr. Burrill. The Board of Trade having expressed their willingness, if an industrial survey of Montreal be undertaken, to repay the salary of an investigator, it has been possible to appoint to the research staff for a period of six months Dr. M. F. Burrill, of the University of Oklahoma, who made a geographical study of Montreal in 1929, and with whom in consequence the Director had been in touch, and was able to meet last term. The survey made and material collected by Dr. Burrill will be largely geographical and commercial, but an appreciable part of the work will cover the same ground as the survey of the industrial character of Montreal which is part of the necessary work to accompany unemployment studies.

This arrangement obviates the overlapping which would have occurred in the compilation of this type of data, and secures the benefit of Dr. Burrill's previous experience in Montreal. Further, the Civic Industrial Commission * besides the Board of Trade, is anxious that this data should be compiled, to be used by them for their own particular purposes; and the cooperation of both these bodies in the work of securing data is thereby assured.

2. Statistical and map work begun.

A start has now been made upon (1) demographical data available in the Census; (2) population statistics collected by the Bell Telephone Co., Montreal, Tramways, etc; (3) occupations statistics for Montreal, Censuses of 1911 and 1921; (4) industrial statistics obtained through Dominion Manufactures Censuses.

* The Commission has since arranged to pay the larger part of the cost, the Board of Trade now contributing the remainder.

The Social Research Laboratory is now equipped for the making of charts and maps for the presentation of basic and other data. A base-map of Montreal (showing main streets, railways, open spaces, etc.) is in preparation from which copies will be taken, and on which distributions (industrial concerns, particular unemployed groups, mobility of workers, etc., etc.) can be plotted in future.

II. Published and other unemployment indices.

Available basic unemployment statistics (unemployment and employment indices) for Montreal and comparative areas have now been collected, and are being analysed with a view to graphical presentation. Trade Union Unemployment figures are difficult to obtain but efforts are being made to secure them. This material should give interesting results: and, it may be possible later to attempt some estimates of numbers normally unemployed in Montreal.

III. Character of Unemployment and the Unemployed in Montreal.

1. Unemployment Questionnaire.

A preliminary questionnaire (relating to age, family-condition, period unemployed, racial origin, period in Montreal, etc.) has been drawn up, and ^{placed} so far, as follows:

Protestant Family Welfare: all unemployment cases for the whole of the year 1931 will fill in questionnaire. Questionnaires for sample month (January) have been received and are being analysed.

Catholic Family Welfare: questionnaire has been employed for all unemployment cases current during January.

Jewish Family Welfare: all unemployment cases current during December 1930, supplemented by case-records.

Arrangements are being made which, it is hoped, will lead to the questionnaire being filled for a sample period for the more important

trade unions. It would be of great value if means could be found also of getting the questionnaire (in French) filled for the unemployment cases of the St. Vincent de Paul societies, but this, if possible, will require special arrangement.

2. Employment Bureau Records.

Difficulties have been experienced in obtaining access to the files of the Montreal office of the Bureau de Placement Provincial, but much of this material is also available at Ottawa and is being obtained. It will be possible to analyse, in addition, the material on file at the Protestant Employment Bureau.

3. Other material.

Among other material secured are data relating to (a) the Meurling Refuge and (b) the Dufferin Refuge: but such data are not exhaustive, and in any case relate to a very special section of the unemployed.

UNEMPLOYMENT RESEARCH

Very broadly, there are two types of unemployment investigation, or two approaches to the same range of problems:

(a) The study of business fluctuations or industrial depression in general: mainly economic, a vast field for economic analysis and statistical research, national and international in scope. This may perhaps be characterised as the "theoretical" or "casual" approach

(b) The study of the unemployment which exists (the unemployed, in the community), aiming at separating the types of unemployment (and therefore suggesting its causes) and making clearer by distinction and analysis the problems of dealing with unemployment. This may perhaps be distinguished as the "community" approach, or the study which begins with the effects.

It is this second approach which the survey-method involves. While this in no way means, however, that the research of type (a) is or will be excluded - indeed it, and a number of other studies, are bound to follow if the method outlined as (b) is pursued far enough - it is essential if confusion is to be avoided that this distinction should be made. In any case one cannot study causes or presume to study remedies, for any particular community, until the effects are adequately known.

The scope of the survey-method ^X in its "ideal" form would be as follows; and this should be the field we should attempt to cover as the research goes forward:

1. The industrial and occupational character of the community.
2. The extent of unemployment in the community, its character and incidence.
3. Analyses of the special problems or special aspects this suggests (i.e., special studies additional to the general survey).
4. Analysis (or description) of existing communal organization for dealing with the problems of unemployment.
5. Remedies, changes, reorganisation, etc., indicated as desirable: based in general upon the above.

X

The general scope of the "theoretical" method of research would cover:

- (1) International causes of industrial fluctuations. The post-war depression.
- (2) Causes of the "business-cycle".
- (3) Remedies for world-causes of unemployment.
- (4) Methods of controlling cyclical fluctuations.

Dec. 1930.

{ Submitted to Committee - Dec. 1930
- - - Council - Jan 9th 1931

MCGILL UNIVERSITY

SOCIAL RESEARCH DEVELOPMENT AND UNEMPLOYMENT PROBLEMS SURVEY

Organization.

- (1) A Social Research Council has been formed representing all the social science departments at McGill, and including a number of interested persons from outside the University, (e.g. business and industry, social agencies, etc);
- (2) A small committee of the Council constitutes the Executive Committee, responsible for general sanctions; and
- (3) the general planning and direction of the work is in the hands of the Director.

The ultimate aim of the scheme is to encourage, and to coordinate where coordination is fruitful or desirable, all social research in the University (hence the representation on the Council). For the unemployment study this means that if besides those aspects which belong to the field of the economist and sociologist, there are those which belong to e.g. the educationalist, the psychologist, the lawyer, the study of problems from these aspects can also become part of the general scheme.

Programme (in broad outline only).

Work at outset to be mainly confined to Montreal (with comparative data for Canada, etc., where useful or obtainable) having regard to its special importance as a metropolis, and the special character of its population.

- I. As a basis for future social research as well as the unemployment study; from published and other information,
 - (a) the analysis and presentation of demographical information (composition, distribution, growth, etc., of population)
 - (b) do., for the industrial character and importance of, and the occupations of the population, etc., in Montreal.

II. Analysis of all existing unemployment statistics (trade-union unemployment, Dominion employment indices, employment Service statistics) since the War, for Montreal.

III. Information as to extent and problems of unemployment in Montreal by cooperation with social agencies and other institutions which either have data or are sources through which data can be obtained (use of case-records, additional questionnaires, special studies, etc.).

Type of information: age-and sex-distribution of unemployed, family dependency, periods of unemployment, occupations, nationality, sources of relief, degree of labour mobility, juvenile unemployment problems, etc. Special studies wherever opportunities present themselves.

IV. Studies by post-graduate students contributing to, or suggested by the general survey (e.g., unemployment in particular industries, tests of industrial ability of particular groups, the problems of the juvenile entrant to industry, etc.). This should be a field capable of wide augmentation and development in the later stages of the scheme.

{ Committee - Dec 19th } Dec. 1930.
 { Council - Jan 9th }

Du-19

Syllabus of Basic Material for Social Research in Montreal

A. Basic population data.

- 1. Totals and distribution, 1911 and 1921.

Data more detailed than census obtainable from Ottawa (some already obtained - population of wards and suburbs, 1921 and 1911)

Compilation of maps to show (a) changes in, (b) distribution of, population 1911 and 1921.

Number of blank maps needed of (a) Greater Montreal (b) the central part of Montreal City. (Block for (a), made to order of Sociology Department, already exists).

- 2. Population since 1921.

Attempts should be made to obtain or estimate this, sources suggested are:

- i. City Department of Health
- ii. Bell Telephone Co. Surveys.
- iii. Catholic censuses (obtainable by parishes: French and English Catholics).

- 3. Families.

Data of number of private families, "average families", distribution of different sized families, etc., from census; but in greater detail (by wards) if obtainable.

- 4. Basic economic and social map for Montreal.

Basic map or maps should be prepared, if possible, showing location of business and industries, railroads, docks, open spaces, etc., and chief residential sections.

B. Composition of population.

- 1. Sex - and age-distribution, 1911 and 1921 (obtainable for other years?)

- 2. Conjugal conditions.

(number and percentage of single, married, widowed, etc., by age-groups, and distinguishing British and foreign-born, obtainable for Montreal and suburbs.)

- 3. Birthplace and racial origin, etc.

Number and percentage of (i) Canadian and (ii) immigrants, classified by birthplace and racial origin, and by sex and age-groups. (Some of detailed figures for Montreal already available). Language spoken by resident population also required.

- (4. Other possible material is that relating to educational status, school attendance, etc.: it is suggested that this be left for the time being.)

C. Occupations and Industries of Montreal population.

1. Chief industries and occupations of Montreal 1911, 1921.
(Measured by persons employed).
2. Growth of industries since 1921.
(Possibility of using some of material in Federal Census of Industries?)
3. Location.
See A(4): but also possibility of map compiled from sources such as Lovell's directory?
4. Age and sex-distribution, and classification by birthplace, of workers in industrial groups, 1911 and 1921.
(Much of material available but not all in exactly comparable form, and some would have to be obtained specially).
- (5. Average number of weeks employed, and average earnings, for Montreal industries, 1921.)

D. Unemployment: Existing Statistics.

Analysis, with proper caution as to their significance and reliability, of -

- (a) the employment index of the Dominion Bureau of Statistics;
- (b) the trade union index of unemployment;
- (c) the statistics of the Employment Service;

with comparative figures (Canada as a whole, other towns and provinces) to show -

1. General trend since the war; in Montreal, and in major industrial groups.
2. Normal seasonal fluctuation; in Montreal industry as a whole, and in separate groups.
3. Placement-work, etc., of the Bureaux.

(Most of this unemployment material exists in published form, but some, e.g., trade union figures for Montreal industries, would have to be specially obtained, if possible. Some of this type of analysis has been done for Canada as a whole, but even this has received little publicity).

General Note. It would be possible to extend within wide limits the range of this "basic" work. But, while extension in some directions may be considered desirable, it has to be remembered that all such extension will check to some extent the progress of the unemployment survey proper; and the fields of investigation which this is likely to suggest may be the more worth while developing.

Dec. 1930.

*(Committee - Dec 19th, 1930)
Council - Jan 9th, 1931.*

McGILL SOCIAL SCIENCES RESEARCH

The Social Research Council.

The essential character of the Council is to be a representative body: it should include representatives of all the social sciences and also other persons or institutions interested in social research.

Its functions are:

- 1. to facilitate inter-departmental cooperation and the widest treatment of the social problem under investigation;
- 2. to approve projects and programmes in general (details of programmes and expenditures being left to the Director and Executive Committee);
- 3. To act as an advisory body.

In order further to regularise and define its status, it should be established that it meet regularly once a term. It is suggested that other meetings might take place if the Executive Committee should so recommend. The terminal meeting however would provide a regular opportunity for reviewing progress, receiving suggestions as to future work, etc.

Executive Committee.

The Executive Committee as the body concerned more with details and with administration should be small in numbers; and provision might well be made, through the mechanism of annual appointment, for changes in personnel.

Its functions should be:

- 1. to be a body to whom the Director can look for advice and constructive criticism on more detailed matters of administration or expenditure;
- 2. to consider programmes of research and appropriations for these;

3. to sanction such matters.

Contact between the Director and the Executive Committee should be more or less informal; and there should be room for verbal consultations with one or all Executive Committee members in the ordinary course of work.

As between the various departments or representatives of departments immediately interested in the Unemployment research, the Director will of course act as a liaison. At a later stage, however, it is suggested that it might be desirable and practicable to set up a special Research Committee composed of such members, representing those actively engaged or concerned in research on this subject, to further its coordination and orientation.

March 1931.

Committee: Nov. 1930
1931.

SOCIAL RESEARCH AT CHICAGO UNIVERSITY.

I have attempted to present herewith in as orderly form as possible such information or experience in connection with social research at Chicago as we may profit from.

Other institutions which it was urged I should visit, because of their different problems of organisation, methods of attack, or degrees of success, in this work, are:

- The Institute of Human Relations - Yale
- Brookings Institute - Washington
- Social Science Research Council - New York
- Institute for Social Sciences Research - North Carolina
- Institute for Social Sciences Research - Virginia.

Research Organisation.

The first inter-departmental organisation for research on social problems was set up at the University in 1923. At the beginning, funds were granted, and organisation devised, for research within or related to Chicago (the first intention being a study of social conditions in the Calumet district), the University's first annual grant being \$20,000. The scope of operations was later broadened, however, to social research whether local or otherwise.

Another noteworthy development was that, besides projects initiated by the university, requests were made by outside bodies (a) for pieces of research to be undertaken for them, and (b) for cooperative research, between outside and university personnel. The University has greatly expanded the field of cooperation with civic and social agencies since the organisation was set up.

Local Community Research Committee.

This Committee, formed in 1923, was the main organisation, composed of seven members from various departments, with an executive secretary but no chairman. Its functions were to approve (annually) appropriations for departmental projects, and to approve, formulate, or assist in formulating, programmes. ^xBut there was little clarity as to its responsibility, and it had no formal or organised contract with the Social Science Conference (see below), or with departments. Applications for grants, or proposed research projects, were submitted to it annually, by committees, chairman of departments or others, and a programme was agreed upon for the year.

x A good deal of research of course went on, and still goes on, which has no connection with the Committee. This point is worthy of mention in view of the research at present undertaken at McGill by e.g., the Economics and Sociology departments, which is of course not necessarily affected.

Social Science Conference.

Provision was made for meetings of all those engaged, as teachers or researchers, in the social sciences, in the form of a joint Conference. But this Conference did not meet regularly and had no clearly defined relation to the whole research organisation.

The Local Community Research Committee, not the Social Science Conference, is the most akin to the McGill Social Research Council: the Conference was a full meeting of all the Faculties, representing a hundred or more persons. The importance of the Conference lies in its being projected to assist in the difficult task of developing a common programme and breaking down the barriers of the specialisation of departments; and in its later developments.

The Social Sciences Division.

The Conference is now merged or reconstituted in the Social Sciences Division (*) of the University. Since the fall of 1929 the former social science research departments have been housed in the same building (Social Sciences Research Building), without reference to departmental lines, but rather to fields of research: a unique institutional means of improving the relations between departments and assisting coordinated research.

Research Committees for Particular Projects.

The most successful experiment which has been in operation since the early stages of the work at Chicago is the employment of the Committee to deal with each subject of research. The Committee or Subcommittee is constituted solely by reference to the subject.

* the others being the Physical Sciences Division, the Biological Sciences Division (including Medicine), and the Humanities Division.

members being chosen because they represent a viewpoint which is helpful, or of which account should be taken; its object is to secure the rounded and balanced treatment (as distinct from one aspect) of the social problem concerned.

For each Committee there is usually a supervisor, director, or chairman responsible for the project as a whole: and Committees occasionally meet together with research students engaged on the problem.

Examples of these Committees are those on

- (1) Public Finance (representatives of economics, political science, law, commerce and administration).
- (2) Causes of War (political science, history, economics, anthropology, psychology).
- (3) Personality (sociology, psychology, political science).
- (4) History of Chicago (history, economics, political science, sociology, etc).

Proposed Reorganisation.

Reorganisation of the Local Community Research Committee is now being discussed, and the character of the reorganisation proposed is interesting in view of the present organisation at McGill

The Local Community Research Council, it is urged, is too small to be representative and too large for executive efficiency. Its place should therefore be taken by ¹two bodies:

(a) A University or Social Sciences Research Council. To be essentially a representative body, (all social sciences and certain other fields), and a means of securing the cooperation of departments and the interpenetration of ideas; to consider and suggest plans of research in general.

(b) A Social Sciences Research Committee, of five or possibly fewer members. To be an administrative body, with the function of

(¹This reorganisation has now been made).

approving grants or applications for grants. Members to be appointed by the President of the University, for one year (so that the personnel of the Committee may be subject to change).

Experience as to Research, Organisation, etc.

The following, expressed by persons interviewed, or gathered by the Director, may be recorded.

1. It was doubted at the outset whether concentration in research upon an area is not less effective than concentration upon a problem; and although first-class and pioneer work has been done in community research, it seems fair to say that it is concentration upon a problem - which may of course mean beginning on a small scale - which promises the most fruitful and effective results from cooperative research.

2. A programme drawn up to deal with all the aspects and ramifications of one problem, while difficult to formulate and probably to adhere to, has a distinct value in preventing the possibility of too many small or unrelated projects being undertaken. (It should also make somewhat easier the question of publication).

3. It is possible for the collection and compilation of basic data (demographical, industrial, and social character of the community) to be extended very widely (and quite easily too far, for our purposes). But the collection and analysis of some basic data is a first essential if the most fruitful lines of future research are to be determined. The University of Chicago in this field in particular has achieved impressive results.

4. The Research Committee method has undoubtedly achieved results in securing cooperation and the treatment of problems on non-departmental lines. It has demonstrated, at the same time, that the spirit of cooperation, as well as the organisation of it, is the key to the successful realisation of the projects.

Research Students.

The social science research at Chicago is undertaken by both post-graduate students and by technical assistants. The former predominate, but the number of technical assistants employed has, of course, increased since the beginning of the scheme.

The chief mode of appointment now in operation is, even for (post-graduate) students, to appoint them as research assistants, receiving salaries rather than studentship grants. Those working for M.A.'s receive \$850 for the three quarters (which constitute a full session at Chicago) and are expected to give two-thirds of their time to the research work being undertaken. Assistants or students with higher qualifications or undertaking greater responsibilities are paid from \$1100 up.

So far as direction of the research, arrangements for consultation, etc., are concerned, the endeavour is being made to confine the Social Sciences Research Building to those members of the staff most actively engaged in research; and most of this research is on Social Science Research Committee projects. But, such members of the staff may, of course, be directing and advising the research of students other than those working in connection with a Rockefeller project.

Feb. 1931.

(Committee: Mar 19th
Council - circulated)

SOCIAL RESEARCH AT YALE UNIVERSITY: THE
INSTITUTE OF HUMAN RELATIONS.

Origin.

The Institute of Human Relations and "The Human Welfare Group" of Yale University are the results of a development which began first with the desire to expand the scope of medical education, particularly on the side of psychology and mental hygiene (as well as to expand other medical research). Before the Institute was built or projected, there existed (1) the Department of Research in Child Hygiene (dating from 1911), (2) the Institute of Psychology, and (3) the Department of Psychology and Mental Hygiene. It was felt that these should be developed, and that there was a need for the coordination of their work. The conception was further expanded on discussion, however, on the ground that there should be closer relations between the biological sciences and the social sciences, also. Medicine should be aware of man as a sociological animal - in relation to the community and to economic and social causes and consequences. From this the concept of studying human behaviour as a whole was broadened to that of studying human welfare as a whole, by taking account of social, economic and other communal relations, as well as the physiological and psychological study of man. The project was broadened from an Institute of Human Behaviour to an Institute of Human Relations.

(The large part played in medicine and the biological sciences is therefore an outstanding feature of difference from the cooperative research at the University of Chicago. Chicago is experimenting particularly in breaking down the barriers between the social sciences in attacking a problem. The Institute is experimenting in linking up biological research in addition).

Organisation.

The Human Welfare Group.

The Institute is part of the "Human Welfare Group", which is the name currently used as covering the following:

1. The Institute of Human Relations.
2. The Yale School of Medicine and Yale School of Nursing, the New Haven Hospital and New Haven Dispensary.
3. Divisions affiliated to the Institute - the Graduate School, the Law School, the Industrial Engineering group, the Divinity School, and certain departments giving undergraduate instruction in biology and sociology.

The investment represented in the buildings and endowment of the Group (mainly the first two) comprises some \$30,000,000: and it is estimated that about \$5,500,000 is still required to complete its equipment.

The Institute of Human Relations.

The new Institute (built as extensions from the School of Medicine) began to be occupied in 1929. The Institute comprises four sections (besides the Medical School^U):

1. Child welfare and development (research programmes under Dr. Gesell in continuation of the work of the Child Hygiene Department) juvenile delinquency and family factors in child adjustment (Drs. Healey and Bronner).
2. Comparative psycho-biology (the psychology of the simpler animal forms) under the direction of Dr. Yerkes: and the graduate department of psychology (experimental psychology, e.g., the study of conditioned reflexes).
3. Mental hygiene and psychiatry.
4. Social Science Division (Economics, sociology, and government). This is the new group, without any previous research programme.

The Institute is not a new faculty or teaching department, but an agency for (a) facilitating association between research units and co-ordinating activities, (b) initiating cooperative research projects, (c) acting as a clearing-house for data obtained, and making it available for all departments. Students do not register at the Institute but are entered in one of the associated university schools. Every member of the staff of the Institute has a position on a faculty: an opportunity is thus provided for research work to be reflected in the teaching departments. A minority have one office, i.e. are engaged in research only. Investigators may be faculty members, assistants, or graduate students.

The management of the Institute rests with:

- (a) the Executive Board, (President Angell, Deans of Graduate, Medical and Law Schools, representatives of departments of Psychology and Sociology).
- (b) the Executive Secretary (Prof. May), who is also concerned with the maintenance of a central statistical bureau for the Institute.

Special Studies.

Those of particular interest in relation to McGill's project.

1. "Background studies." The Social Science Division has been fortunate in obtaining the cooperation of the Census authorities, and the

U In the Medical School (a) an extensive programme of research is being carried on in newsology and physiology and (b) a new Department of Clinical Sociology has been set up to take care of the extended courses in sociology, psychology, etc., for medical students.

INSTITUTE OF HUMAN RELATIONS: INDUSTRIAL INVESTIGATIONS.

(Prof. Elliott Smith).

The field of investigation proposed is the human aspects of the increase of technological efficiency in industry; and the first instance to be studied is the increase in recent years in the number of spinning frames and looms per operative. The endeavour is being made (a) to devise methods by which examples of introduction of changes without great dislocation can be compared with cases which have produced problems of lay-offs, "middle-age obsolescence," labour unrest, and strikes, and to relate these to managerial and other factors, (b) to utilise a representative committee in such a way as to secure their suggestions on and contribution to the material as fully as possible. The method being adopted[†] is as follows:

1. The most significant instances of successful and unsuccessful increase in textile efficiency have first to be selected.
2. Each case is studied by an expert investigator (two former industrial managers are being employed for this task) who interviews both management and labour, examines balance sheets, cost accounts, employment records, etc., and compiles history of relevant developments in finance, technique, management, labour action, etc., over the period of the introductions.
3. Such "case/records" are to be made comparable by dividing each matter (state of business, financial soundness, managerial policy, labour action, etc.) into standard "unit-phases."
4. Material is submitted to the committee at this stage, and each member is asked to indicate the points which he thinks have not been fully explored. The investigator then returns, if necessary, to secure such additional material, and adds it to his requirements for subsequent interviews.
5. Each instance will then be written up (as a careful case history, and ^{also} as a condensed phase-arrangement) under both the joint and individual criticism of the representative of each science.
6. The material in this form will also be annotated by each representative, to emphasise the point of view which his particular science suggests. It is proposed to publish these annotations in addition to the final material.

([†] It had been in operation for about six months at this time.)

April, 1931.

(Council - May 13th, 1931)

RESEARCH PROJECTS

General Considerations.

A few general considerations may be advanced:

1. The scope of each project must be considered as being elastic. A subject may widen out as it is attacked, and may best be treated in this way: or more detailed attention to certain aspects may be more desirable, and a limited piece of research more effective. But there should not be too much restriction as to method at the outset and in this initiatory stage it is probably better to outline an enquiry in wide and "ideal" form. Case studies and limited sample enquiries have great value and must gradually become a part of the work done, but the field of unemployment investigation has been so little worked over in Montreal as yet that it is best not to treat problems too narrowly.

2. Generally speaking, the projects should bear a definite relation to the general research programme. It is important that they should not become too greatly "departmentalised". The key to the research is that we are endeavouring to deal with the multiple aspects of a complex problem.

3. There is room and need, also, for flexibility as to method. A great deal of the research, it is presumed, in effect means simply an extension of the post-graduate work and organisation. And where a research student is engaged on a project, the general requirements for the M.A. degree (if he or she is working for this) can probably be fulfilled without much modification.

It might, however, be the case that one or some of the projects could be better undertaken by other methods. Provided always that the cooperation of the Director, and the sanction of the Executive Committee

are secured, there should be no objection, for instance, to e.g., (a) an enquiry undertaken by the head or member of a department, in which the students of the department may be used, but for which some financial resources are needed; or (b) an enquiry controlled by a small Committee representing more than one department, employing the general organisation now being built up plus a salaried investigator for the purpose.

Even where research students are concerned, it is a question for consideration whether it might not be desirable to receive a small sum for expenses (e.g., travel, printing and postage of questionnaires, etc.) directly required for the investigation.

SEPARATE PROJECTS.

- (1). Juvenile employment, school leaving, and placement.
(Economics, Sociology, Education).

Study or studies of groups of (a) unemployed juveniles (14 - 18), (b) employed juveniles, Age of entry and leaving school, grades attained, attendance, etc. Agencies (or absence of any organisation) by which jobs attained. Number and type of jobs, duration, degree of experience or training given. Comparative experience of pupils who received some vocational guidance or were placed in some organised manner, and those without such placing. Careful interpretation of results allowing for factors such as parents' income, parents living, size of family, mental defects, etc.

Would require contacts with schools, questionnaires, some "follow-up" and case work. A number of bodies are already interested in this type of study, and a committee might be formed to bring them together.

There would be room for two research students or special investigators if these were available, and if so the Committee could assist in determining the division of the work.

(2). Unemployment and the Immigrant.

Two studies required: (a good research worker might possibly undertake both):

(a) Montreal Immigration Agencies and Employment and Unemployment amongst Immigrants. (Sociology and / or Economics).

Importance of Montreal as immigration port.

Agencies that bring and have brought immigrants to Montreal.

Type of immigrant: source and destination of labour: skill and former occupations: age-distribution, race, etc. Extent to which fitted for Canadian life. Means by which selection of types made. Methods employed for obtaining jobs. Success in placement. Proportion and type of recent immigrants among unemployed in Montreal. Proportion and type who return from rural areas.

(b) Adjustment of immigrants with special reference to employment. (Sociology and / or Economics).

A more limited but more detailed study, possible for some particular group (e.g., British immigrants, immigrants dealt with by one particular agency), attempting if possible to obtain data covering both successful and unsuccessful entrants to Canada. Former occupations; occupations and industries to which attached in Montreal; period before obtaining employment; difficulties in so doing, reasons for success or failure.

(3) The Unskilled Labour Market in Montreal. (Economics).

(Research confined to male unskilled labour).

Industries in Montreal which offer field for unskilled labour (dock labour, building trades, warehouse men, C.P.R. and C.N.R. labourers

etc.) Type of work, wages paid; sources, and location of workers (degree of geographical mobility; origins and nationality, etc.).

Fluctuations in volume of such employment (amount of unskilled labour taken on, and for how long) to be obtained by questionnaire and other enquiries. How recruitments for unskilled labour made, and how sought (personal search applications to foremen, general and special employment bureaux, etc.). Attempts to organise unskilled labour and experience of such organisations.

Materials to be obtained from (few) published sources, information already filed in industrial concerns, trade unions, social agencies and employment bureaux, and questionnaires from same. Knowledge of French required.

(4). Employment Stabilisation by the C.N.R. (Economics).

Survey of the employment stabilisation schemes which have been operated by the C.N.R., with special reference to Montreal but with wider implications of such experience in mind.

Numbers and types of workers employed by modern railroad. Conditions of recruitment (differences if any for different grades of wage-earners, or of skill). Method and effects of seniority lists for skilled workers, regulating shop-work over good and bad times, etc. Comparison of conditions with those previous to attempts to stabilise, and if possible with employment conditions of C.P.R. workers. Advantages and difficulties of scheme. Conditions special to railway operation which make stabilisation feasible.

(5). Economic quality of the Unemployed. (Psychology).

Study or studies of literacy, aptitudes, mental defects, etc., of selected unemployed groups, by psychological tests adapted to the problem. Comparison of the more permanently unemployed with other

unemployed groups, and possibly with employed workers. Careful interpretation of the results and their relation to age, race, period unemployed, age of leaving school, employment and mobility history, etc.

Other Projects.

Which could be taken up later but could be studied next (academic year if suitable candidates appeared:

1. Unemployment and the Social Agencies (Sociology, Economics).

Agencies (apart from Employment Bureaux) in Montreal able to offer relief or constructive aid. Proportion of work normally on unemployment cases. Type of assistance, experience of such work, results. Difficulties of finance, coordination, language and religion, etc. Special character of Montreal.

2. A similar survey of the working of the public and private employment bureaux in Montreal.

A comprehensive survey opens up considerable difficulties in obtaining and comparing information; but a careful study of the working of one agency (e.g., the Protestant Employment Bureau) might well be worth while.

3. Extension of the study of vocational guidance in its relation to unemployment.

Should follow from work on juvenile employment above: but investigation based on work of some existing vocational guidance agencies (e.g., The Sir George Williams College) promises interesting results.

4. The permanent effects of school teaching and their relation to unemployment. (Education).

Attempts to estimate degree of persistence of school-taught knowledge and the form in which such knowledge functions in economic

activity: relation to incidence of unemployment. Relation between length of period of schooling and degree of stability and security of employment.

Also a study likely to follow from juvenile employment enquiry.

5. Studies of other important or significant industries in Montreal, with special relation to unemployment (e.g., boot and shoe industry, tobacco industries).

Subjects already provided for.

Post graduate students M.A. theses to be presented next April; to be published later subject to sufficiently high standard being reached, and under general editorship of the Director).

1. The Men's Clothing Industry in Montreal, with special reference to Unemployment. (Economics).

Outstanding example of seasonal fluctuations due largely to human factors and to lack of organisation within the trade: many small concerns: much immigrant enterprise and labour.

2. The Building Industry in Montreal, with special reference to Unemployment. (Economics).

Seasonal fluctuations due primarily to climatic or national factors: important technical changes are being introduced to meet these. Varying scales of enterprise: relatively strong labour organisation for main crafts.

3. Unemployment and Wage Conditions among selected group of unskilled low paid labour in Montreal. (Sociology).

An attempt to secure material relating to budgets, and degree of regularity of employment, for families who are "marginal" (likely first to be hit by unemployment).

(4. Mobility of Labour and Unemployment.

I have worked on this subject in England and hope to extend research into Canadian field, and to secure any material available in or specially relative to Montreal.

L.C.M).

March 1931

Exec. Cttee - Mar. 1931

public utility companies in New Haven, and is making a regional statistical analysis of family structure (size, location, mobility, occupation and economic status, etc.)

2. Readjustment of Unemployed Workers. (Institute, and Yale Economics Department). A study of the displacement problems of 1200-1500 workers from two factory shut-downs in New Haven and Hartford. Results mainly confined to economic aspects. (Q.J.E., Feb. 1931).

3. Technical Improvements in Industry.* (Industrial Engineering and Economics department of Sheffield Scientific School, and the Institute). The association of the Sheffield Scientific School with the Institute is one of the most recent developments and promises interesting results. Professor Elliott Smith is directing the application of cooperative research methods to the problem of industrial management. A comprehensive study of the methods and effects of the introduction of improved processes in the textile industry has been chosen as the first field of investigation.

4. Causes of Bankruptcies Study. (Law Department and the Institute, with cooperation of U.S. Department of Commerce, and a District Judge of New Jersey). Comprehensive case studies of bankruptcies (economic, sociological, medical factors, etc., in addition to legal and accountancy aspects).

* A more detailed account is appended, in view of its special interest.

MADE IN

CANADA

WOLCOW

BOND



*(Submitted to Committee
members preparatory to
meeting of May 21st, 1931)*

(8)

MEMORANDUM TO EXECUTIVE COMMITTEE.

In the light of the discussion of research projects at the last Council meeting, and in view of the need for definite statement of our research fields, I would submit the following suggestions to the Executive Committee, as the material from which with your criticism and modification such a statement can be prepared.

1. Each of the departments to which we are looking first for investigational work is interested in a number of subjects (all of them related to unemployment)*. I would suggest, firstly, that each department concentrate, for the time being and so far as is consistent with the efficiency of the research, on one only of the several subjects in which it is interested. The subjects whose choice I would suggest are listed below (but these must, of course, be considered also by representatives of the departments).

2. In the case, then, of a department which is able or anxious to accommodate more than one student or assistant (e.g., three at \$650 or some lesser sum each for the first year), such students should be working on different parts or aspects of this one subject. For example (see 3 below), in Economics - the organisation of Montreal dock labour, skilled and unskilled employment in railway work, a survey of the field of casual or temporary engagements in Montreal: or in Sociology, - studies of immigration agencies and their work, the adjustment problems of a selected British group, and of a selected foreign group; could proceed coincidentally. The planning of studies in this way may be difficult, but the integrative possibilities of this method merit its trial.

3. The choice of subjects suggested is as follows:

* listed in report to Council on May 13th, 1931.

I. Economics.

The unemployment problems of particular Montreal industries.

One possible statement of the "causes" of unemployment is that they comprise (1) seasonal fluctuations, (2) cyclical or "trade cycle" fluctuations, (3) technical progress and industrial change, (4) the organisation of the labour market. But each industry has its special problems of mode of recruitment, technology, seasonality, etc., - it is in itself a miniature reflection of the entire unemployment problem - yet these problems depend on its own structure and organisation. The understanding and analysis of these is the first step towards realising the possibilities of stabilisation of unemployment within industry itself.

[Two studies on these lines - of the construction industry and the men's clothing industry - have already been undertaken].

II. Sociology.

The social and occupational adjustment of immigrant groups in Montreal.

Montreal is the dominant city of entry to Canada to which immigrant individuals and families come, and also the city to which many return (or in which they stay) in the event of inadequate adjustment. The racial character of the working-force, and the success or non-success of the new entrant to the country, are very substantial elements in the Canadian unemployment problem. We need more detailed studies of the functioning of immigration agencies, the comparative success, tendencies, and problems of particular groups, etc.

III. Education.

The permanence of the effects of school teaching and its relevance to employability.

The first steps to a more scientific understanding of the importance of elementary education in affecting the chances of an individual's economic success are attempts to test the degree and character of the persistence of school-taught knowledge, and its existence as between employed and unemployed groups. The devising of such tests and the careful selection of groups should enable new light to be thrown on the unemployment problem.

IV. Psychology.

The qualitative character and industrial aptitudes of unemployed as compared with employed groups.

What may be called the "economic quality" of the unemployed is a constantly discussed subject, yet one on which we have

very little information. There is much room for attempts to measure, so far as they are measurable, comparative literacy, aptitudes, mental defects, etc.; to compare the more permanently unemployed with other unemployed groups, and with employed; and to relate these to other factors such as age, race, period unemployed and mobility history, age of leaving school, etc.

V. Mental Hygiene (See special note).

3. In the case of the projects in Education and Psychology, integration should be possible at a relatively early stage, and could be provided for by setting up a joint Research Committee, comprising a representative of each of the two Departments, the Director, and the investigators concerned.

(4. I would also suggest that during term time a seminar might be held, say, once every two or three weeks, in which I could meet all the students or assistants engaged on these pieces of research, to discuss the problem of unemployment in its wider aspects, and research methods in general).

If you consider this general scheme workable and desirable, the main problem is to decide on the first subject to be attacked by each department. My own suggestion is as follows:

- Economics. The unemployment problems of particular Montreal industries.
- Sociology. The social and occupational adjustment of immigrant groups in Montreal.
- Education. The permanence of school teaching and its relevance to employability.
- Psychology. The qualitative character and industrial aptitudes of unemployed as compared with employed groups.

If this is accepted, the above would constitute the succinct statement of departmental projects which are to be promoted next (academic) year.

V. Mental Hygiene and Medicine.

There are two possible projects on one of which some start might be made next year:

(a) Studies of school children (e.g., two groups, of English-speaking and French-speaking, now aged 13-15) over the course of several years, to throw light on general adjustment problems before and after entrance to employment.

(b) Studies of physical and mental health of selected group of workers aged 40-45, to determine the results of their occupation, and fitness for further work.

But both of these require further discussion, which I should be glad if we could have.

May 18th. 1931.

DEPARTMENTAL RESEARCH PROJECTS.

Session 1931-2.

1. Economics.

(a) Primary field

The unemployment problems of particular Montreal industries.

One possible statement of the "causes" of unemployment is that they comprise (1) seasonal fluctuations, (2) cyclical or "trade cycle" fluctuations, (3) technical progress and industrial change, (4) the organisation of the labour market. But each industry has its special problems of mode of recruitment, technology, seasonality, etc., - it is in itself a miniature reflection of the entire unemployment problem - yet these problems depend on its own structure and organisation. The understanding and analysis of these is the first step towards realising the possibilities of stabilisation of unemployment within industry itself.

[Two studies on these lines - of the construction industry and the men's clothing industry - have already been undertaken].

(b) Secondary field¹

The unskilled labour market in Montreal.

Knowledge of the extent and character of the market for (male) unskilled labour - industries, degree of organisation, amount of fluctuation, etc. - is the most important supplement to the above, especially when we are concerned with the more permanently unemployed.

2. Sociology.

(a) Primary field

The social and occupational adjustment of immigrant groups in Montreal.

Montreal is the dominant city of entry to Canada to which immigrant individuals and families come, and also the city to which many return (or in which they stay) in the event of inadequate adjustment. The racial character of the working-force, and the success or non-success of the new entrant to the country, are very substantial elements in the Canadian unemployment problem. We need more detailed studies of the functioning of immigration agencies, the comparative success, tendencies, and problems of particular groups, etc.

(b) Secondary field

Slum-conditions and problem areas in relation to the effects of unemployment and capacity for securing employment.

It is a well-known fact that in every city there are "problem areas" which can be defined statistically. Such slum-like areas both contribute to the production of "unemployables," and are areas into which the unemployed and unadjusted tend to gravitate. The study of such areas is essential to understanding the problem of unemployment in a great city.

¹ i.e., only if students and funds available, or if inclusion desirable in relation to primary study.

3. Education.

(a) Primary field

The permanence of the effect of school teaching and its relevance to employability.

The first step to a more scientific understanding of the importance of elementary education in affecting the chances of an individual's economic success are attempts to test the degree and character of the persistence of school-taught knowledge, and its existence as between employed and unemployed groups. The devising of such tests and the careful selection of groups should enable new light to be thrown on the unemployment problem.

(b) Secondary field

Vocational guidance and juvenile placement in relation to school training and the distribution of mental abilities.

This field is intimately related to the above, and to subjects 4 a and 5 a below; but vast in itself, is best left until some light is thrown on the Montreal problem by the main subjects outlined.

4. Psychology.

(a) Primary field

The qualitative character and industrial aptitudes of unemployed as compared with employed groups.

What may be called the "economic quality" of the unemployed is a constantly discussed subject, yet one on which we have very little information. There is much room for attempts to measure, so far as they are measurable, comparative literacy, aptitudes, mental defects, etc.; to compare the more permanently unemployed with other unemployed groups, and with employed; and to relate these to other factors such as age, race, period unemployed and mobility history, age of leaving school, etc.

(b) Secondary field

Vocational guidance and juvenile placement in relation to school training and the distribution of mental abilities.

There are many approaches to this problem. The one proposed here is a detailed study of the results of mental tests, educational tests, and school standing in various courses, with a view to their bearing upon chances of success in different types of occupations: to aid the achievement of a proper basis for guidance in selection of optional subjects in school, and in the choice of occupations by young people.

5. Mental Hygiene and Medecine.

(a) The adjustment problems of school children, as revealed by psychiatric studies, before and after entrance to employment.

This is an aspect of the problem of juvenile placement which is only beginning to receive adequate attention, and whose value will be greatest if it can be brought into relation to other investigations here outlined.

(b) The physical and mental health of low skilled workers at 40-45, in relation to the results of past work in their occupations, and their fitness for future work.

One problem of what has been called "middle-age obsolescence" has many aspects (among which "technological unemployment is important today): a study such as this, however, could well be made at an early stage.

May, 1931.

UNEMPLOYMENT RESEARCH

Session 1931-2

A. Basic and general data (Director's organisation)

1. Relevant demographical data
2. Data of industrial character, occupations, etc.
3. Employment and unemployment statistics.

} Montreal, in comparison with other areas. Last 10 years, or longer in some cases.

B. Specific (departmental) projects.

(a)

Main subjects, to be started 1931-2.

1. The unemployment problems of particular Montreal industries (Economics dept.)
2. The social and occupational adjustment of immigrant groups in Montreal (Sociology dept.)
3. The qualitative character and industrial aptitudes of unemployed as compared with employed groups. (Psychology dept.)
4. The permanence of the effects of school-teaching and its relevance to employability (Education dept.)
5. The adjustment problems of school children, as revealed by psychiatric studies, before and after entrance to employment). (Psychiatry and Medicine).

(b)

Additional subjects: to be studied 1931-2 only if funds and students available, or if inclusion desirable in relation to primary field.

1. The unskilled labour market in Montreal (Economics dept.)
2. Slum conditions and "problem-areas" in relation to the effects of unemployment and capacity for securing employment (Sociology dept.)
3. Vocational guidance and juvenile placement in relation to school training and the distribution of mental abilities. (Education and Psychology depts.)
4. Industrial capacity of older workers: the physical and mental health of low skilled workers at 40-45 in relation to past and future work. (Medecine and Psychiatry).

May, 1931.