

Tentative Suggestions for Investigations re Unemployment -

to be Undertaken by an Institute of Human Relations.

Unemployment due to lack of adjustment of individuals to jobs in accordance with mental level, temperament, etc.; to lack of vocational education; to child labor; to fluctuations in economic conditions; to difficulties in adjustment of immigrants; to overproduction, in some cases seasonal, but a new factor is present world overproduction.

Believe that tolerance of such a situation is a senseless attitude. In general, if there is need of goods, everybody should be busy producing them; if there is a surplus of goods, nobody should be allowed to suffer from lack of them. Any system which treats the surplus as the property of employers, gives employees only sufficient wages to cover subsistence while they are at work, and does not provide steady employment, is headed for trouble. Can we find a sane way out, or shall we wait for an insane solution by the communists?

A solution can be found only by cooperative investigation, since the problems open to study by the various departments are so closely interrelated. The relative incidence of the causes of unemployment can be studied by the social service workers and economists. Methods of removing the causes concern several departments.

Biology and Medicine.

Eugenics, public hygiene, epidemiology, immunity - racial and individual, school hygiene, industrial hygiene, etc.

Psychology.

Individual, sex, and race differences in intelligence, temperament, etc.; special aptitudes and defects, with a view to educational and vocational guidance; efficient methods of learning in both education and industry; scientific management; industrial relations - employment, wage scales, relation between age and efficiency, etc.; advertising and salesmanship.

Education.

Reform of teaching methods so as no longer to drive children out of school into employment, adjustment of education to allow for individual differences in ability and interests, education for harmless enjoyment of leisure on the part of persons of average ability and less - instead of merely the superior, practical development of vocational guidance and less expensive methods of vocational education; extension of education for all through adolescence - putting a stop to child labor both for the sake of the children and to lessen adult unemployment.

Sociology.

Studies in educational sociology, adult education, social service, etc.; problems of recreation, preservation of rural community life, treatment of immigrants, influence of employment of women on family life, social factors in industrial relations, etc.

Economics.

Industrial reorganization to take advantage of scientific methods, the low-wage low-production vs. the high-wage high production system, question of further reduction of hours of employment, craftsmanship in modern life, unemployment insurance schemes that will not penalize the industrious in favor of loafers, cooperative ownership, etc.,

Law and Politics.

Simplification of legal terminology and procedure to inculcate respect for law on part of shifting population with more time for leisure,