

Dawn of Tomorrow

Published in the interests of and for the Advancement of the colored people of Canada.

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THE NEGRO SHOULD PLAY HIS PART IN PRODUCTION

Discrimination limits production — because it keeps needed workers out of war plants; it keeps skilled men on unskilled jobs; it creates artificial labor shortages.

Every time you pass over a Negro worker, for no other reason than his color, either in hiring or in promotion, you place one more obstacle in the path of all-out production. Let's take a specific case.

Here's what happened in one mid-eastern city.

The contractors received huge orders for aircraft, ships, electrical and radio equipment, steel, iron, copper, and brass products. A labor shortage was inevitable, but despite repeated warnings employers maintained rigid bans against local Negro workers. They resorted instead to labour scouting and to the importation of white workers.

At the very time that this policy was being followed, the National Industrial Conference Board was completing a countryside survey to compare the performance records of Negro workers with those of white workers.

Over 100 selected managements of industries employing Negroes were asked to grade colored and white employees on comparable skilled and semiskilled jobs. In ability and skill, 70 managements ranked Negro workers as equal to their white colleagues. In productivity, 85 managements found Negroes equal to their white workers. In regularity in attendance, 64 managements reported Negroes to be equal to their white fellow workers. The Conference Board's survey closed with a suggestion that all firms having suitable work of any nature should make an honest effort to hire colored workers in proportion to the total population of the area.

Negroes are being used today in all branches of war industry. In United States Navy yards, in arsenals, in Army cantonments, and at naval bases thousands of skilled and semiskilled Negroes are at work.

Before the Government tackled the problem nearly three-quarters of all our defense plants refused to hire Negroes except as janitors. Many of those which did hire Negroes for industrial work confined them to jobs below their skills.

Can we afford to limit production

—merely because of the color of a worker's skin?

We're Only Interested in Production

The employment of Negroes is a production factor. As an outstanding industrial magazine recently pointed out, "Today it is more profitable to management to upgrade Negro janitors to semiskilled or skilled jobs than to train white workers from outside the plant; it is more profitable to use the employed Negroes of the community than to import white workers from other cities. The Battle of Production will be won by skills and by manpower—recruited, trained, upgraded and fully utilized regardless of race, creed, color, nationality, sex or age.

"The full impact of the labor shortage has not yet been felt; it may not be felt until late this year or next year. When it comes, some employers, having already trained Negroes and begun to work them into their employment pattern, will be better able to continue production unimpaired by labor stringencies."

Unless British industry uses qualified Negro workers, and trains thousands of additional Negroes, just as we train white men and women, we cannot have full production

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