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It was recommended that a supplementary grant of \$6,000 be made to the National Institute of Public Administration over a one-year period towards the completion of a study of the older worker in industry now going forward under the auspices of the Continuation Committee of the New York Commission on Old Age Security.

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ADMINISTRATION -
N.Y. COMMISSION
ON OLD AGE
SECURITY

1. At its meeting on December 10, 1930, the Executive Committee appropriated \$15,000 for the work of the Continuation Committee of the New York Commission on Old Age Security during the year beginning January 1, 1931.
2. This study was an outgrowth of the work of the State Commission on Old Age Security, appointed in 1929, to investigate industrial conditions affecting older men and women workers. The first project undertaken by the Commission was a study of old age dependency, during the course of which valuable data were brought together as to the sex and age distribution of various occupational groupings of employees in the manufacturing industries of the state. The material presented an excellent opportunity for further study of the position of the older worker in industry and when the Commission was disbanded in 1929 a Continuation Committee was organized to undertake such study with the aid of the National Institute of Public Administration. Dr. Luther Gulick, who had directed the first study of the Commission, was placed in charge of the inquiry.
3. The investigation was set up with the following objectives:
(1) to determine the distribution of certain age groups in different occupations and industries; (2) to ascertain the factors determining the presence of older persons in these industries and the processes upon which they are engaged; (3) to discover the effect of technological changes, policies of management, migration, market conditions, and the character of industry upon the retention of older persons; (4) to study the effect of welfare plans upon opportunity for employing older persons, the protection afforded by trade union control, and the extent to which a hiring age limit exists; and (5) to describe constructive suggestions for giving greater economic security to the older worker.

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4. Although it was originally estimated that the funds provided by The Rockefeller Foundation would make it possible to complete the inquiry during 1931, it later became evident that a broader sampling of cases and a more refined analysis would be required to develop thoroughly reliable conclusions. At the same time, the remarkable co-operation secured from the industries of the state made it appear desirable to undertake the inquiry on a somewhat larger scale than had been anticipated.

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(Continued)

5. In extending the scope of the study the Committee received assurances of further financial assistance from the New York State Legislative Committee on Unemployment. Unfortunately recent developments have made it impossible for the Unemployment Committee to place any funds at the disposal of the inquiry. Although the collection of data has now been completed, it is estimated that an additional \$6,000 will be required to bring the study to publication. The Continuation Committee has, therefore, requested a supplementary grant from The Rockefeller Foundation to permit it to complete the analysis and interpretation of the data now on hand, and to publish the conclusions and suggestions indicated by this material.

Whereupon it was, on motion,

RESOLVED that the sum of Six thousand dollars (\$6,000), or as much
RF 32003 thereof as may be necessary, in addition to the amount
already provided under RF 30092, be, and it is hereby,
appropriated to the NATIONAL INSTITUTE OF PUBLIC ADMINISTRATION for the work of the Continuation Committee of the New
York Commission on Old Age Security, it being understood
that any balance under RF 30092 shall be available during
the year 1932 and that any balance under either appropriation remaining unexpended as of December 31, 1932, shall
revert to the Foundation.
