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It was recommended that \$15,000 be appropriated to the National Institute of Public Administration for the work of the Continuation Committee of the New York Commission on Old Age Security to permit the completion and publication of a study of the position of the older worker in the industries of New York.

NATIONAL
INSTITUTE
OF PUBLIC
ADMINISTRATION-
NEW YORK
COMMISSION
ON OLD AGE
SECURITY

1. The New York State Commission on Old Age Security was appointed under the Laws of 1929 to study and investigate industrial conditions affecting older men and women workers. The State of New York appropriated \$30,000 and the Spelman Fund \$25,000 (October, 1929) for the work of the Commission.
2. A study of old age dependency was the first project undertaken, because of the pressing nature of this problem and the necessity of guiding the legislation immediately contemplated. The result of this work of the Commission was the passage by the Legislature of an old age pension law which will become operative January 1, 1931.
3. In the course of its work the Commission brought together a very valuable collection of data as to sex and age distribution of various occupational groupings of employees in the manufacturing industries of the State. Employers, workers, and persons interested in general social conditions have asked that the Commission extend its study of the economic position of middle-aged and aged persons to provide a basis for further discussion, for the observation of trends, and for the correction of undesirable conditions.
4. A Continuation Committee of the Commission has been organized and has outlined a further study of the data available. The objects of the survey are to determine the distribution of certain age groups in different occupations and industries, the factors determining the presence of older persons in these industries, the processes upon which they are engaged, the effect of technological changes, policies of management, migration, market conditions, character of industry upon the retention of older persons, the effect of welfare plans upon opportunity for employing older persons, the protection afforded by trade union control, the extent to which a hiring age limit exists, and a number of related questions.
5. Dr. Luther Gulick of the National Institute of Public Administration is willing to continue as research director of this second study. A definite program has been drawn indicating that the data needed are readily available and that they are of recent date and of great importance in shedding light upon conditions

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affecting unemployment. The contacts established by the Commission as an arm of the state government were of unusual character and cannot be utilized by any other body. In addition, the Commission has access to a wealth of reports made by mercantile and industrial organizations to the State which are not available to private investigators. Unless prompt action is taken the Commission itself will be unable to take advantage of these resources.

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(Continued)

6. The budget, which provides for the completion of the work in eight months, totals \$15,000, of which \$3,000 is for editing and publishing the findings.
7. It is believed that this project is of great promise both in clarifying a question of present importance and in furnishing a base line for similar studies in the future. If a study of this kind had been made in 1920, we would be in a position to indicate trends in the mechanization of industry, in employment practices in relation to the age factor for both sexes, in social legislation, and in various practices and policies affecting employment conditions in 1930.
8. The project is jointly presented by Senator Mastick, Chairman of the Commission on Old Age Security, and by R. Fulton Cutting, Chairman of the National Institute of Public Administration. The planning and sponsorship of the study appear to insure a high level of achievement.

Whereupon it was, on motion,

RESOLVED that the sum of Fifteen thousand dollars (\$15,000), or so
RF 30092 much thereof as may be necessary, be, and it is hereby,
appropriated to the NATIONAL INSTITUTE OF PUBLIC ADMIN-
ISTRATION for the work of the Continuation Committee of
the New York Commission on Old Age Security during the
year beginning January 1, 1931, any balance remaining
unexpended as of December 31, 1931, to revert to the
Foundation.