

same picture is found at the State employment offices where workers are seeking job referrals and applying for unemployment benefits. It is readily apparent that Negroes are out of work in disproportion to the Negro population.

The question then arises, "If total unemployment has a direct bearing on Negroes greater than is found with white workers, why is this not reflected dramatically in complaints filed with the Fair Employment Practices Commission?" There are several reasons which account for this apparent gap:

1. In periods of high unemployment when only a minimal amount of hiring is being done the Negro worker who is not hired is more apt to attribute his lack of hire to normal personnel rejection rather than racial reasons since he observes that some white applicants are also rejected. However, during periods when considerable hiring is in evidence and the unemployed Negro observes that only Negroes are being rejected, he is more likely to attribute his rejection to race although he may have been discriminated against in both instances. The only difference being that in the latter situation the discrimination is glaring and much more obvious.

2. Where factory and other production jobs are concerned and there are union contracts, many Negroes have by this time obtained sufficient job seniority and are protected by contract provisions. However, in companies which have utilized Negroes only during the past few years and which companies had previously discriminated against Negroes; in times of lay-off the Negroes would naturally be among the first laid off since they would have the least seniority. Instances of this nature have been observed in the Commission's claims experience.