

REPORT OF THE  
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COMMITTEE ON OIL AND GAS INDUSTRIES MANPOWER  
MAY 9, 1951

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REPORT OF THE  
NATIONAL PETROLEUM COUNCIL'S  
COMMITTEE ON OIL AND GAS INDUSTRIES MANPOWER

The Committee on Oil and Gas Industries Manpower, complying with the request of the Director of the Oil and Gas Division of the Department of the Interior, as authorized by the National Petroleum Council, presents its report showing the results of a survey of the manpower requirements of the petroleum and gas industries, together with other recommendations deemed to be appropriate.

This Committee deemed it necessary to revise the report of the National Petroleum Council's Committee on Petroleum Industry Manpower, as presented to the National Petroleum Council on January 26, 1950. The previous Committee estimated its survey, as of December 31, 1948, represented at least 70% of the domestic crude production and refinery intakes.

I. The present Committee has revised the manpower survey of December 31, 1948, to reflect changes as of December 31, 1950. The revision was accomplished by making a survey of fourteen companies, representing about 30% of the manpower included in the 1948 report, and applying the results of the sample percentage-wise to the 1948 figures. The figures for December 31, 1948, and the revised figures as of December 31, 1950, follow:

	<u>Dec. 31, 1948</u>	<u>Dec. 31, 1950</u>	<u>Percentage Increase</u>
Total female employees	51,615	58,087	12.53
Total male employees	<u>463,856</u>	<u>480,281</u>	<u>3.54</u>
Total employees	<u>515,471</u>	<u>538,368</u>	<u>4.44</u>
Male employees requiring less than 1 year to train replacement	171,528	177,703	3.5
Total males under age 35	185,111	186,510	.75
Total males under age 26		49,288*	
Male employees in the armed forces reserves or national guard	28,708	32,065	11.7

\*In the original report, December 31, 1948, the breakdown of males under age 26 was not shown. However, in the 1950 sample survey the breakdown was included, resulting in the calculated number shown.

II. The Committee was unanimous in its opinion that the National Petroleum Council recommend that the Oil and Gas Division of the Department of the Interior urge that the Petroleum Administration for Defense establish a unit to review, upon request from employers in the industry, requests for occupational deferments under the Selective Service Act and requests for delay in calls to active duty for reservists holding key positions in the industry, and to make recommendations to Selective Service Boards and the military authorities; such recommendations to be based on the individual's importance to the national program for increasing the supply of petroleum and its products.

This parallels the activity of the old Petroleum Administration for War, Manpower Section, during World War II, except that it is recommended that this activity now be expanded to cover reservists as well as selectees.

III. In order that industry may logically plan the maximum use of its essential manpower, it would be exceedingly helpful if the Defense Department could establish a plan of rotation whereby employees drafted or ordered to active duty are returned to the industry after serving a specific period of time. (At the present time, while employees are in service for specified periods of time, the periods have been extended in some cases.)

IV. As long as there exists a period of international tension, the Committee recognizes the possibility of all-out mobilization at any time. It is therefore recommended that the Oil and Gas Division urge PAD to have at hand well-defined plans for the activation of its manpower organization on very short notice. These plans should include lists of likely candidates for positions in regional PAD manpower offices. Regional industry advisory committees, however, should be set up to handle manpower problems until the job becomes large enough to require a government staff in the various regions.

Further, under present partial mobilization it is believed that without increasing PAD's staff an oil and gas industries manpower advisory committee could be appointed to assist PAD in Washington on manpower problems and planning as recommended above.

Respectfully submitted,  
Committee on Oil and Gas  
Industries Manpower

May 9, 1951

W. W. VANDEVEER, CHAIRMAN