This PDF is a selection from an out-of-print volume from the National Bureau of Economic Research

Volume Title: The Measurement and Interpretation of Job Vacancies

Volume Author/Editor: 'P DGT

Volume Publisher: PDGT

Volume ISBN: 0-87014-471-5

Volume URL: http://www.nber.org/books/unkn66-2

Publication Date: 1966

Chapter Title: Indexes

Chapter Author:

Chapter URL: http://www.nber.org/chapters/c14679

Chapter pages in book: (p. 581 - 593)

## Author Index

Abbeglen, James, 201 Ackley, Gardner, 113

Bakke, E. Wight, 56 Ball, R. J., 73, 108 Bancroft, Gertrude, 106, 323 Becker, Gary S., 2, 106 Behman, Sara, 141 Berman, Barbara R., 96, 106 Berridge, William A., 500-501, 502, 506 Berry, R. A., 107 Beveridge, Oscar M., 500 Beveridge, Sir William, 51, 52 Bhatia, R. J., 106 Boschan, Charlotte, 12, 97, 491-518, 568-570, 576-578 Bowen, W. G., 107, 131 Bowman, Raymond T., 28 Brazer, H. E., 80, 87, 88, 109 Brown, E. G. Phelps, 107 Bry, Gerhard, 491, 502 Burns, Arthur F., 1, 23-25, 52, 123, 204, 502 Bush, Robert R., 90, 107

Cain, Glen G., 73, 80, 87, 107
Carroll, Lewis, 175
Chamberlain, Neil W., 109
Chandler, J. H., 279
Chau, L. C., 110
Chavrid, Vladimir R., 10, 68, 373-403, 462, 472, 480, 508, 577
Chazelle, Jacques, 7-8, 237-264, 310, 322
Cohen, W. J., 80, 87, 88, 102, 107, 109
Conant, Eaton H., 12-13, 519-547, 566, 568, 572-573, 575
Creamer, Daniel, 305

David, Martin H., 3-5, 73-110, 115, 118-122, 127, 129, 130-133, 137-141 Dembo, T., 108 Dernberg, Thomas, 75, 90, 110 Dicks-Mireaux, L. A., 30, 107, 122, 160, 267, 317, 406

Dow, J. C. R., 30, 107, 122, 160, 267, 317, 406

Duesenberry, J. S., 267

Dunlop, John T., 3-7, 27-47, 113-115, 122, 128, 133, 134, 135, 137, 313, 464, 470

Earl, Lewis H., 325-327 Eckstein, Otto, 73, 107, 131, 141 Edelman, Murray, 540, 542 Edwards, Alba M., 39 Edwards, Edgar O., 123

Faber, S., 566-567 Ferber, Robert, 1-20, 25, 121, 447-487 Ferman, L. A., 566-567 Festinger, L., 108 Fine, Sidney A., 40 Finegan, T. A., 107 Folk, Hugh, 110 Ford, Neil, 11, 121, 447-487 France, R. R., 107 Franke, W. H., 50, 566-567 Friedman, Marvin, 5, 132-137

Gainsbrugh, Martin R., 2, 30, 466, 576 Galenson, Walter, 44 Gallaway, L. E., 88, 107 Garfinkle, Stuart, 323 Gilpatrick, Eleanor, 5, 127–132, 139 Goldberger, Arthur S., 107, 108 Goldstein, Harold, 2, 276–280 Gordon, Robert A., 29 Greenberger, M., 109 Griffin, Keith B., 131

Hansen, B., 107 Hansen, W. L., 107-108 Harber, W., 102, 107 Healy, James J., 33 Heidrick, G. W., 493, 497 Heller, Walter W., 112 Hening, John F., 49 Hines, A. G., 141 Hitch, Thomas K., 60 Holmberg, Per, 8, 265–290, 307–309 Holt, Charles C., 3–5, 73–110, 115, 118–122, 127, 129–133, 137–141 Hunt, J. M., 108

Inukai, Ichiro, 204, 213, 214, 215, 216 Itō, Taikichi, 202, 208, 209, 212

Johnson, Lyndon B., 60, 385 Johnson, R. E., 480–483 Jorgenson, Dale W., 108 Joseph, Myron L., 13, 573–578

Kailin, Harvey, 558
Kalacheck, 97
Kaliski, S. F., 108
Kendrick, John W., 29
Kerr, Clark, 32
Kessler, Mathew A., 129
Killingsworth, Charles C., 6, 54
Kipnis, Gregory, 405
Klein, L. B., 73, 108
Knowles, 97
Koizumi, Susumu, 110
Koopman, Bernard O., 108
Korbel, John, 87, 88, 108, 109
Kuptzin, Harold, 10, 373–403, 462, 472, 508, 577

Lebergott, Stanley, 108
Lester, Richard A., 5, 6, 115-120, 137, 138
Levine, Louis, 3, 4, 31, 49-71, 129, 132-136, 373, 386, 560
Levine, Solomon B., 196, 201, 205
Lewin, K., 108
Lewis, H. G., 109
Lipsey, Richard G., 73, 108
Livernash, E. Robert, 33, 36
Long, Clarence D., 108

McCarthy, Russell, 405
Malm, F. T., 540, 542
Martin, Margaret E., 9, 318-325, 327, 575
Marx, Karl, 27
Meidner, R., 268, 274
Meij, J. L., 44, 313
Miller, H. P., 108
Mincer, Jacob, 5, 80, 87, 108, 120-127, 491
Mitchell, Wesley C., 502, 504

Modigliani, F., 80, 108
Moore, Geoffrey H., 2, 69, 380, 491, 500, 502, 503, 504
Moore, Mack, 12–13, 549–565, 568–573, 575, 579–580
Morgan, J. N., 80, 87, 88, 109
Mosteller, Frederick, 90, 107
Mueller, E., 102, 107
Muth, J. F., 80, 108
Myers, C. A., 109
Myers, John G., 11, 97, 326, 405–445, 467–471, 483

Nagasawa, Tetsuo, 195 Neef, Arthur F., 6, 57, 145–171, 373 Nerlove, Marc, 109 Niesten, Lodewijk J., 8, 291–309, 320

Oettinger, Martin, 134 Okita, Saburo, 196 Okochi, Kazuo, 201, 213 Orcutt, G. H., 109 Ostry, Sylvia, 8, 306–313

Myers, R. J., 279

Parnes, Herbert S., 109 Perry, G. L., 141 Phillips, A. W., 5, 73, 100, 103, 109, 124-125, 130-131, 141 Pierson, Frank C., 109

Reder, Melvin W., 109, 141 Rees, Albert, 12, 52, 109, 462-463, 520 Rehn, G., 107 Reynolds, Lloyd G., 109, 116 Rivlin, A., 109 Ross, Arthur M., 11, 30, 110, 112, 449 Ross, Philip, 131 Routh, G., 109 Rundblad, B., 271

Samuelson, Paul A., 29
Sanborn, H., 110
Schultz, G. P., 109
Schultze, Charles L., 131
Scoville, James Griffin, 38, 42
Sears, P., 108
Seligman, Ben B., 13, 566–573, 579–580
Shelton, William C., 6, 57, 145–171, 373
Sheppard, H. L., 566–567
Shiskin, Julius, 69
Shultz, George P., 520, 541
Simon, Herbert A., 73, 90, 110

## Author Index

Simon, M. A., 80, 108
Slichter, Sumner H., 33
Slotkin, Elizabeth J., 9, 61-62, 331-347, 462, 468-471
Sobel, Irvin, 110
Somers, Gerald G., 7, 34, 118, 195-236
Stieber, Jack, 44
Stigler, George J., 90, 110
Strand, Kenneth, 75, 90, 110
Stroud, A., 110
Struggles, J. E., 493, 497
Sturmthal, Adolph, 9, 313-318
Suits, Daniel B., 110
Sumiya, Mikio, 198, 201, 203, 204, 213, 214, 215, 216

Taussig, Frank William, 130 Terleckyj, Nestor F., 502, 506 Thomson, W., 6-7, 73-194, 311 Tiao, G. C., 110 Towber, Richard, 405 Tsuda, Masumi, 7, 118, 195–236 Turner, H. A., 110

Ullman, Joseph, 541

Vermeulen, Ad., 44

Weber, Arnold R., 34
Weinberg, Nat, 463-476, 483, 485, 487
Weiss, Leonard W., 86, 110
Wilcock, R. C., 50, 566-567
Wilson, Thomas A., 73, 107, 131
Wingeard, Irvin F. O., 9-10, 68, 349-371, 386, 470-471
Wirtz, W. Willard, 25, 60, 64, 385
Wolfbein, Seymour L., 30
Wolfson, Theresa, 109
Woytinsky, W. S., 96, 110

Zellner, A., 110 Zeman, M., 110

## Subject Index

Accession rates, 69 Administrative job vacancy statistics, 147-153, 171	openings, characteristics of, 191 Semi-Annual Survey of Employment Activity, 151, 181
Aggregate demand theory of unem-	sources of data, 177-181
ployment, see Unemployment	employers' order, 177-178, 183-184
Area Redevelopment Act, 50, 51, 53, 55, 65	report of hirings and separations, semi-annual, 179–180, 190, 191
Area skill surveys, 377	unfilled vacancies, 178, 185-189
Australia:	vacancies "notified," 184-185, 187,
analysis of unemployment, 165	189, 192
Commonwealth Employment Service, 166–167, 169	strengths and weaknesses of data, 188–192
training needs, guide to, 167 vocational guidance, 169	Unemployment Insurance Act, 173, 193-194
	unplaced applicants, 185, 187
Bargaining, see Union bargaining	use of job vacancy data, 149-150,
Behavioral models, 81, 121	163–164, 181–183, 187, 190, 310–
Belgium, use of job vacancy data, 165	311
Buffalo pilot study, New York Division	demand for labor, measurement
of Employment, 62	of, 149–150, 163–164, 178, 187 placement data and, 190
Bureau of Employment Security, 10, 350	management tool, 181
Business Cycle Developments, 69	Canadian Standard Industrial Classi-
Business cycles, 2, 12, 65, 166–167, 494–	fication, 178
495, 498–500, 502–506, 554, 569,	Census, decennial, 39-40
576-577, 579	Chicago labor market study, 11, 520, 540-546
Canada, 173-194	Chicago pilot study:
coverage of job vacancy data, 190	availability of data, 336–338
current vacancies, 149, 176, 185	background, 59–61
deferred vacancies, 149, 176, 185	definition of job vacancy, 333-334,
definitions and concepts, 148–150,	344-345
175–177	employer reporting schedule, 339-
Dominion Bureau of Statistics, 181,	344
185	employment service orders, 345-347
establishment job vacancy statistics,	feasibility study, 61, 332–344
155, 177–180	hard-to-fill vacancies, 338–339
hiring and separation rates, 181	Illinois State Employment Service, 345-346
"Inventory of Registrations and Va-	job titles, classification of, 342-344,
cancies by Occupation," 185 National Employment Service, 6, 155,	470
163, 173–194	job vacancy records, 334–336
misuse of data, 187–189	response rate of sample, 345–346
iniouse of data, for for	- sponse rate of sample, 515 516

results, 61-62 Deferred vacancies, 149, 176, 185 Definition of job vacancies, see Concompared with orders of state employment service, 345-347 cept of job vacancies Classification of job titles, 342-344, Detroit Times, Ferman study of, 567-425-426, 470 568 Dictionary of Occupational Titles, 9, Collection of job vacancy data: 11, 40, 56, 58, 133, 178, 342-343, accrual basis, 446-448 364, 377, 425, 468, 470-471 in foreign countries, 145-170 See also Canada; France; Great Display ads for executive positions, 12, 493, 497-500, 569, 576 Britain; Greece; Israel; Italy; Japan; Luxembourg; Nethercyclical behavior of, 494-495, 498lands; Portugal; Sweden; West 500, 569, 576-577 description of, 497-498 Germany time coverage, 499 problems of, 13-14 time dimension in, 322, 417-425, occupational classification, 500 446-461 Discrimination, 129 Duration of job vacancies, see Concept See also Employment Service Opof vacancies erating Data; Ex Ante Job Vacancy Data; Experimental Job Duration of unemployment, see Un-Vacancy Survey Program; Naemployment tional Industrial Conference Board Record Study; Private Economic analysis, see Use of job employment agencies vacancy statistics Concept of vacancies, 31-47, 73-110, Economic indicators, see Use of job 374-375, 460 vacancy statistics See also Experimental Job Va-Economic Opportunity Act, see Mancancy Survey Program power policy coverage of job vacancy data, 320-Employer response to surveys, 64, 388-384, 391, 452 definition, 14, 76, 129, 150, 333-334, Employment: 352, 409-410, 485-486 full, 52, 124-126, 317-318 in foreign countries, 148-150 statistics, 60 See also Canada; France; Japan; Employment Act of 1946, 23, 49 Netherlands; Sweden Employment agencies, private, see Priduration of vacancies, 75-78, 94vate employment agencies 98, 313–314, 461, 468, 485–486, Employment benchmark, community, 492 400 by occupation, 129 Employment service, public, see United related to duration of unemploy-States Employment Service ment, 75-78, 103 Employment service operating data, in labor market theory, 73-110 373-402, 463 problems in, 31-47 area skill surveys, 377 time dimension, 322, 447–461 glossary of technical terms, 402-403 Cost-benefit analysis of job vacancy occupational data, 376-377, 470 statistics, 324 training needs survey, 377-378 Council of Economic Advisers, see unfilled job openings, survey of, President's Council of Economic 381-385 Advisers duration of openings, 381-383 Counseling, see Use of job vacancy occupational characteristics, 381data Current Population Survey, 28, 40 structural imbalances, 384-385, 473 Current vacancies, 149, 176, 185 See also Job openings

Entry jobs, 133 Establishment job vacancy statistics,	coverage, 351–354 definition of job vacancy, 352
147, 153–157, 311	results, 363-365, 388-399
See also Experimental Job Vacancy	preliminary, 63–68
Survey Program; Canada; Japan;	sample, 351, 353-354, 355-356
Netherlands; Sweden	External labor market, see Labor mar-
Equilibrium, 124, 140-141	ket, external
stochastic, 94–95	European Economic Community, 176
Ex ante data:	•
accuracy, 455–459	France, 237–264
cross-section comparison, 455, 457	classification of data, 8, 258-259
predictive, 455, 459	long-term, 258
time series comparison, 455-456	short-term, 258–259
and labor turnover, 449, 456-457	collection method, 7, 239-242, 244-
amount of, 453–454	249
anticipated openings, 451–453	canvassing, 240–241, 243–244, 259
collection of, 446-461	experiment in, 250–258, 254–256
cost of, 460	registration of openings, 241-242
current job openings, compared to,	definition of job vacancy, 8, 253
453–454	interzonal system of labor exchange,
feasibility, 451–453	261
interviews, 452	job openings registration, 241-242
occupational classification, 451	classification of, 258-259
sample firms, 449	validity, 253–254
Experimental Job Vacancy Survey Pro-	job vacancy programs, 254–261
gram, U.S. Department of Labor,	organizational improvement of,
10, 62–68, 349–371, 385–399	259–261
classification of data:	Labor bureaus, organization of, 239
duration, 358–360	Labor Inspection Service, 240
geographic, 62, 364	National Employment Exchange for
industrial, 62	Repatriated Citizens, 252–254, 260–261
occupational, 62, 66, 364, 391–393, 395–399	placement, 242–244
collection of data, 350-353, 356-358	of repatriated French, 249–250
initial surveys, 357–358	repatriated French, experience of,
follow-up contacts, 356	237–238, 249–252, 254–257
problems, 350–353	sources of job vacancy data, 239–241,
schedules, 358–362	244–245
concepts and definitions, 352, 359–	unfilled job openings, 246-249
360, 362–363, 470–471	seasonal variations in, 247-249
duration of vacancy, 359	use of job vacancy data, 242-244,
rate of pay, 360-361	309-310
cyclical factors, 65-66	analysis of, 246–249
employer response, 64, 388-389,	analysis of manpower needs, 257-
391	259
Follow-up survey, quality check,	placement, 243–244, 249–250
365-367, 470-471	Full employment, see Employment,
hard-to-fill vacancies, 65, 67, 359, 470	full
highlights of, 386–387	
objectives, 350-351, 387-388, 464	Great Britain:
operational analysis, 365	demand for labor, 161
problems, 351–354	job vacancy data in, 148, 150, 152-
collection, 351-352	153

unfilled vacancies series, 166 use of job vacancy statistics: analysis of unemployment, 164–165 business cycle indicator, 166	Organization for Economic Coopera- tion and Development, 169– 170  International Standard Classification
demand for labor, measurement	of Occupations, 269
of, 160–161	Israel, administrative statistics, 147-148
training needs, 169	Italy, administrative statistics, 147-148
youth employment officers, 169	,
Greece, administrative job vacancy	Japan, 195–236
statistics, 147–148	collection of job vacancy data, 7, 220-234
Hard-to-fill vacancies, 54, 65, 67, 129,	day laborers, 204–205
151, 338–339, 352, 359, 383–384, 391–393, 421–429, 475, 485–486	dual structure of employment, 201–218
Help services, temporary, see Tempo-	consequences of, 205-206
rary help services	mobility and, 209
Help-wanted advertising, 12, 491–518,	wages and, 208–209
569–570, 576	Economic Planning Agency, 196, 200
amplitudes, 503	establishment job vacancy statistics,
cyclical behavior of, 494-495, 502-	155–156
506, 576–577	hiring, rate of, 211
description of, 493-494, 497, 501-502,	income-doubling plan, 200, 234
569-570	inflation, 200
index of, 69, 115, 500–506 sample, 501	interregional placements, 232
See also Display ads for executive	job evaluation by employers, 217– 218
positions	job vacancies:
Hiring:	classification of, 222–226
channels of, 468, 540-546	measurement of, 220-224, 230-231
flows, 95-98	skilled, 228–230
halls, 36	labor market:
lead time, 82, 86	data, 220–231
rates, 181, 211	dual structure of employment,
recruitment, 412–413, 415–417, 434	201–218
standards, 34, 117	labor shortage in, 156, 196, 207–208, 212, 216, 231
Illinois Bureau of Employment Secu- rity, 9, 331–332	structural changes in, 195–198, 207–208
Income-doubling plan, see Japan	theory and planning, 233–234
Index of help-wanted advertising, 69,	Labor Market Center, 24, 232
115, 500–506 Index of job vectories 60, 126, 571	labor shortages, 156, 196, 207, 214,
Index of job vacancies, 69, 136, 571 Great Britain, 161	216, 219, 231 measures of, 220–231
Inflation:	rates, 229–230
and unemployment, 103-104, 124	labor turnover rates, 206, 209, 211,
in Japan, 200	230
Internal labor market, see Labor market, internal	manufacturing industry, employment characteristics of, 202, 214–215
International organizations, use of job	See also Nenkoh Seido
vacancy statistics, 169–171	mobility of labor in, 197-199, 207,
European Économic Community, 170	209–214, 230–233
International Labor Organization,	Nenkoh Seido, 115, 117-118, 202-218
170	consequences of, 205-206

Japan (continued)	cyclical behavior of data, 494–495,
new school graduates, demand and	508-514, 576-577
supply of, 212, 226–228	description of data, 506-508
placement ratios, 221–222, 227, 234	hard-to-fill, see Hard-to-fill vacan-
Public Employment Security Offices	cies
(PESO), 7, 205–206, 220–224, 228, 231–234	occupational classification of, 67–68, 128
retirement, 218	See also Occupational classification
skilled workers survey, 155, 228-230,	pending, 12, 462-463, 494, 507-508
233–234	registered with employment service,
subcontract workers, 204-205, 214-	9, 67-68, 345-347, 374-376, 378-
217	385, 393–399, 453–454, 462–463,
technological change, 217	469–476, 494–495, 506–514
temporary employees, 203, 214–216	stock-flow ratios, 518, 568
training, 199	unfilled, 380–385, 393–399, 462–463,
in-plant, 207, 219	494
public vocational, 218	use of data, 380, 515, 518
underemployment, 234	labor market analysis, 515-518
use of job vacancy statistics, 200–220,	placement, 515-517
231–236, 308–309	unemployment analysis, 517–518
economic analysis, 7, 200	Job orders, see Job openings
encouragement of mobility, 198,	Job placement, see Placement
231–233	Job search:
interregional placements, 232	influences on, 88
labor market theory and planning,	means of, 566-568
233-235	Job vacancy data establishment statis-
limitations on, 218–220	tics, see Establishment job va-
problems of, 200-220	cancy statistics
training needs, guide to, 168	Job vacancy, definition of, see Concept
vocational education, 199-200, 233	of job vacancies
Vocational Training Bureau, 155-	Job vacancy index, see Index of job
156	vacancies
Vocational Training Law of 1958,	Job vacancy measures, 27-47
199	Job vacancy statistics programs:
Wage Research Council, 217	foreign countries, 145-327
wages, 196-198, 206-210, 219-220	definition of job vacancy, 148-153
average monthly earnings, 208	statistics published, 148
determination of, 217–218	See also Canada; France; Japan;
differentials, 209	Netherlands; Sweden
rates, 217–219	United States, 331–487
real earnings, 197	See also Chicago pilot study; Em-
Job classification, 4, 5, 27, 34, 38–47	ployment service operating data;
industrial, 38	Experimental Job Vacancy Sur-
regional, 38	vey Program; National Indus-
See also Occupational classification	trial Conference Board Study
Job content, see Occupational matrix	
Job evaluation, see Occupational ma-	Labor, demand for, 1, 24
trix, Japan	induced, 81–86
Job families, see Occupational matrix	layoffs, 84
Job openings:	recalls, 83–84
as job vacancy measure, 67–68, 345–	vacancies, 83
347, 469, 476	wage offers, 84
cancellations, 506, 510	work force desired, 82

measurement of, 15, 23–25, 315–316 in foreign countries, 159–164 projections of, 45	Luxembourg, administrative statistics, 147-148
unfilled, 478-479, 491-518 Labor force participation, 87 Labor market: analysis of, 4, 15, 81-100, 465-475, 514-515, 517-518	Manpower development and training, see Manpower policy Manpower planning, 45, 49-72, 134 projections, 45, 105-106, 479 training, see Training
external, 37, 118–120, 138–140 Sweden, 118 fluctuations in, 30, 99	use of job vacancy data in, 45, 49-71 Manpower policy, 49-71 Area Redevelopment Act, 50, 51, 53,
internal, 32-37, 46, 115-120, 137-138, 314-316	55, 65  Economic Opportunity Act, 50, 51, 53, 55, 65
hiring halls, 36 interaction with external, 37, 120 interplant transfer rights, 34 layoffs, 33	Economic theory of, 50, 52–53  Manpower Development and Training Act, 50, 51, 55, 65
ports of entry, 3, 5, 34, 128, 130, 133, 138–139	programs, 51 training, see Training
seniority districts, 33 manufacturing industry in, 101	Vocational Education Act of 1963, 50, 55
models, 100–102, 115, 118–127, 133 regional, 8	Manpower Report of the President, 50 Market wage, 92-94
See also Japan Labor market theory: concept, 27-28	Matrix, see Occupational matrix Misuse of job vacancy data, 15 Canada, 187–189
concept of job vacancies in, 73- 110 entry, exit, retirement, 86, 87	Mobility, 102 and structural unemployment, 104 Japan, 197
equilibrium, 124, 140-141 inflation and unemployment, 103 Phillips curve, use of, 5, 124, 130- 131, 141	Models, see Behavioral models; Sto- chastic system; Labor market, models
research and policy, 100–106 stochastic equilibrium, 94–95, 141	National Employment Service, see Canada
stocks and flows, 78-86, 484, 514-518, 568	New vacancies, 161 National Industrial Conference Board
See also Labor, demand for; Labor supply	Study, 11, 405–445 bias in statistics, 432–435
Labor shortages, 8, 105, 196 estimates, 171 by skill, 481	classification of job vacancy data: duration, 437 full-time, 424, 469
See also Japan; Netherlands; Sweden	minimum schooling and experience requirements, 427–432, 469
Labor supply, 86–92 acceptance wage, 89–91 quits and layoffs, effect on, 91–92 curve, 90	occupational, 428, 469 part-time, 424, 469 definition of job vacancy, 409-410, 417-418, 437
entry, exit, retirements, 86–87 family decisions as determinant of, 92	time dimension, 417-418 duration of vacancy, 417-424
primary and secondary workers, 87 Layoffs, 33, 84, 91–92, 314–315 Lead time, see Hiring	average duration, 422-423, 436 hard-to-fill vacancies, 423-424 median weeks, 421-422

National Industrial Conference Board	labor market, 294–295
(continued)	labor shortages, 8, 300–301
hard-to-fill jobs, 421–424	annual estimates, 157-158, 171
hiring practices and job vacancies,	Ministry of Social Affairs, 162, 169,
412-415	296
dual occupancy, 414–415	"shortage vacancies," see classifica-
intrafirm transfers, 413-414	tion of vacancies
See also Hiring	unemployment, frictional, 292-295,
interviews, preliminary, 408, 410-	301-303
412, 436–437	use of job vacancy statistics, 293-295,
job titles, use of, 425–428	299–300, 309
noncomparability with unemploy-	analysis of labor market, 8, 165-
ment statistics, 467–468	166, 291–296
objectives, 408–409	as business cycle indicator, 167
recruiting, 415–417	demand for labor, measurement
reporting forms, 441–445	of, 162–163
requirements, minimum schooling	operational, 291, 293
and experience, 427–432, 469	training needs, guide to, 168, 291,
results, preliminary, 428–432	293–294
occupational class of, 428–431	vocational guidance, 169 vacancy orders, 296–299
school requirements, 431–432 Rochester Standard Metropolitan	coverage, 297–299
Statistical Area, 408	Newspaper display ads, see Display
surveys:	ads for executive positions
future, 435	Newspaper advertising, see Help-
preliminary, 408, 410-412, 436-437	wanted advertising; Display ads
questionnaire, 438–440	for executive positions
use of job vacancy statistics, 406-	New York Division of Employment,
408	see Buffalo pilot study
economic indicator, 406	Nonfarm job openings, see Job open-
labor market analysis, 406-407	ings
placement, 407	Norway:
training programs, 407	analysis of unemployment, 165
Nenkoh Seido, see Japan	definition of job vacancies, 149
Netherlands, 134, 152–153, 156–158, 291–305, 309	job openings registered, 152
Central Bureau of Statistics, 156	Occupational classification, 4, 5, 26-27,
Central Planning Bureau, 157	34, 36, 38–47, 67, 113–115, 128,
classification of vacancies, 157–158,	133
292–293	job vacancies, 16, 36, 46-47, 66-
frictional vacancies, 157, 292-293,	67, 322, 395–399, 483–484,
301–303	486
"shortage" vacancies, 153, 157–158,	See also: Occupational codes; Oc-
168, 292–293	cupational matrix
collection method, 291	Occupational codes, 4, 5
employer reporting, 296–298	Occupational forecasts, 479
employment bureaus, 299-300	foreign countries, 168
rate of coverage, 297–298	Occupational matrix, 41–45, 47
vacancy orders, 297–298	job content, 41–44, 47
definition of job vacancies, 149, 291-	job evaluation, 42, 133
293  establishment job vacancy statistics	job families, 41–44, 47
establishment job vacancy statistics, 156–157	Packard plant shutdown, 566
100-101	A ackara plant shataown, 500

Placement, job, 57, 59, 68, 314 See also Job openings, use of data Ports of entry, 3, 5, 32, 34, 115, 128, 130, 133, 138-139 Portugal, administrative job vacancy statistics, 147 President's Committee to Appraise Employment and Unemployment Statistics, 29, 52-53, 60, 349-350 President's Council of Economic Advisers, 53, 73, 112-113, 115 Primary workers, 87 Private employment agencies, 12, 519-547, 572-573 characteristics of, 526-534 counselors, 536 data collected by, 546-547, 572-573, 575-576 fees, 537 growth, 526-530 job orders, 538 occupational information, 524, 540operating procedures of, 538-539 placements by, 532-534, 538-539 sources of data on, 521-526, 530 specialties, 530-531 use of, employer, 539-546 Productivity, 140 Public employment service, see U.S. Employment Service; Canada; France; Japan; Netherlands; Sweden Quits, 88-89, 91-92 rates of, 86, 106, 215

Recalls, 83
Regional job vacancy data, 16
Reliability of job vacancy data, 316–317, 320–322, 467, 483
Research, plans for, 399–402, 435
Retraining, see training
Rochester, pilot study, see National Industrial Conference Board Study
Rochester Standard Metropolitan Statistical Area, see National In-

dustrial Conference Board Study

Secondary workers, 87 Self-employment, 4, 37–38

Activity, Canada, 181 Seniority, 33, 116 districts of, 33 Skill requirements for entry jobs, 128, 130-133 Stochastic system as labor market model, 100, 141 Stock-flow ratios, see Job openings Stocks and flows, see Job openings; Labor market theory Structuralist theory of unemployment, see Unemployment Supply-demand analysis, see Labor market theory Surveys, job vacancy, 112 sixteen areas, U.S. Employment Service, 62-71 employer response, 64 training needs, 377-378 unfilled job openings, 381-385 See also Chicago pilot study; Experimental Job Vacancy Survey Program; National Industrial Conference Board Study: Canada; France; Netherlands; Sweden Sweden, 7-8, 118, 151, 265-290, 307 Absenteeism, 280 Business Tendency Survey, 8, 154-155, 266, 268, 275-277, 283-284, 286, 307 Central Bureau of Statistics, 273 Collection methods, 7 application to shortage of labor in mining and manufacturing, 273 - 275county surveys, 268-273 employment service reports, 268-269 definition of job vacancies, 149 employment service, 268-269, 270-271 establishment job vacancy statistics, see Business Tendency Survey frictional unemployment, 300-303 labor, demand for, 266-268 labor market: data and job vacancy statistics, 277-282

external, example of, 118

regional forecasts, 8

history and concepts, 265-268

Semi-Annual Survey of Employment

Sweden (continued)	Temporary jobs, 34
Labor Market Board, 168, 268, 284-	Training, 8, 37, 54–57, 65, 104–105, 464,
285	478-482 .
labor shortage, 8, 154, 266–268, 277,	costs, 82, 102, 106
283–290	foreign experience, 167-169
in mining and manufacturing, 273-	needs, 377–378
275	occupational, 51, 53, 60
mobility of labor, 269-270, 280-282	programs, 57, 60
National Health Board, 283-284	retraining, 55
six-month forecasts, 284-285	See also Use of job vacancy data
Swedish Institute of Economic Research, 275-277	Training needs survey, see Employ- ment service operating data
unemployment and job vacancy data, 279–280	Transfer rights, interplant, see Labor market, internal
use of job vacancy statistics, 162, 277–289, 307–308	Turnover, labor, 323, 449, 456-457 Canada, 191
analysis of absenteeism, 280	Japan, 206
analysis of mobility, 280–282	
analysis of unemployment, 279-	Unemployment:
280	analysis of, 19, 121–126, 517–518
as business cycle indicator, 167	in foreign countries, 164-166
demand for labor, measurement	and inflation, 103-104
of, 162	aggregate demand theory of, 53, 111-
economic analysis, 9	113, 200
regional labor market forecasts, 8	definition of, 76
vocational guidance and training,	duration of, 75-78, 95-98, 103, 130-
8, 168	132
	frictional, 123-127, 313, 492, 517-518,
Γechnology and job vacancies, 40, 127–	577–578
132	"optional," 466–467, 487
Femporary help services, 12, 549-565,	statistics, 16, 29-30
571-573, 575, 578	related to job vacancy data, 16-
customers of:	18, 29–30, 122–127, 467–468
characteristics, 552-553	structural, 17, 66, 111, 124–126, 135,
uses of temporary help services by,	165, 200, 313, 326, 384, 394–395,
554-558	465–466, 469, 473, 517–518, 577–
cyclical behavior, 554, 579	578
definition of, 550–551	and mobility, 104–105
index of volume of, 558-560, 570-	structuralist theory of, 53–54, 111–113,
571	469
operation of, 550	Unfilled vacancies, 321, 380-385, 394,
pay rate, 551, 558	401
relation of, to job vacancies, 556- 560, 562-563	See also Employment service operating data; Canada, sources of
relation of, to permanent placement	data
agencies, 561–565	Union bargaining, 100
sources of data on, 558-560	United States Bureau of Labor Statis-
use of, 554–556	tics, 348
volume of placements of, 557	Division of Foreign Labor Condi-
workers:	tions, 145
benefits and advantages to, 552	United States Department of Labor,
characteristics of, 551-552	see Experimental Job Vacancy
use of, 554–556	Survey Program

United States Employment Service, 10, 55-71, 372-402, 463 collection of job vacancy data, 59-71, 134 Experimental Job Vacancy Survey Program, 62-71, 349-371, 385operating data, 372-402, 463 pilot program, Chicago, 61-62 use of job vacancy data, 54-55, 57-59, 69-71, 121-126 analytical, 351, 365, 394-399 counseling and guidance, 55, 69 interarea recruitment, 69 manpower training, 55, 57, 69 placement, 57, 59, 68 Use of job vacancy data, 3, 9, 14, 29-30, 54-55, 57-59, 66-71, 135-136, 306-311, 320, 365, 394-399, 406-407, 464-480 analytical, 12, 15, 27, 30, 135-136, 171, 311-312, 351 economic conditions, 12, 15, 27, 30, 135-136, 171, 311-312 economic indicator, as, 69, 136, 166-167, 187, 406, 575 labor market, 15, 465, 473 manpower planning, 45, 49-71 occupational trends, 19 unemployment, 19, 121-126 by business firms, 19 foreign countries in, 158-169, 307-313 by international organizations, 169-171 operational, 30-31, 55-57, 68, 133,

306-311, 314, 351, 464, 468, 477 counseling, 55, 69, 133 placement, 30-31, 57, 59, 68, 314, 477-478 training and retraining, 30-31, 36, 55, 57, 69, 167, 478 See also Canada; France; Japan; Netherlands; Sweden Value of job vacancy data, 3, 12 Vocational Education Act of 1963, see Manpower policy Wages, 75-76, 84, 92-94, 462 acceptance, 94, 103-104 and labor supply, 89-92 collection of data, 462 determination of, 98-99 drift, 118 flexibility, 119 offers, see Labor demand, induced rates, 138 structure, occupational, 116 West Germany: definition of job vacancies, 150 new vacancies, 161 evaluation of job vacancy statistics, 153 use of job vacancy statistics as business cycle indicator, 166 demand for labor, measurement of, 161-162 vocational guidance, 169

Work force desired by firms, 82 Worker mobility, see Mobility