

job search patterns in Canada



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FOREWORD

This is the tenth in a series of research studies concerned with the analysis of selected economic, social or demographic aspects of the working population in Canada. Much of the statistical information on which this study is based was derived from supplementary questions attached to the monthly survey of the labour force conducted by the Labour Force Survey Division of Statistics Canada.

The study was prepared under the general supervision of Frank Whittingham, Acting Co-ordinator, Manpower Research and Development Section, Labour Division. Early drafts were assisted by Helen Buckley who at the time was Co-ordinator, Manpower Research and Development Section, Labour Division.

Responsibility for the interpretation and analysis of data belongs to the author rather than Statistics Canada. Responsibility for errors in the data belongs to the Manpower Research and Development Section, and not with the Labour Force Survey Division.

PETER G. KIRKHAM,
Chief Statistician of Canada.

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CHAPTER 1

INTRODUCTION

Job search by individuals is one of the key mechanisms in the Canadian labour market that brings about a matching of persons seeking work with employers who have vacant jobs. The importance of job search becomes clearer when one remembers that labour turnover represents a substantial fraction of the labour force during a year.¹ This turnover results from many causes. Employers lay off or add workers in response to their economic fortunes or with changes in their production technology, while on the supply side some persons leave and enter the labour force periodically, such as students or women with families. Others quit jobs from dissatisfaction to improve their earnings or decide for various reasons to migrate from one area to another.

The success of the search process has considerable implications for individual and social economic well-being. Lengthy periods without work, or in sub-optimal employment, can impose both financial and psychological costs on people. In addition, economic productivity may suffer if employers are unable to obtain the necessary manpower.

Patterns of job search activities among Canadian workers are analyzed in this study and an attempt is made to determine the factors which affect success or failure. This involves an analysis of the situation of searchers at the beginning of their job search, their methods and intensity of search and the effect of such personal factors as age, sex and education on search success.

The data for this study are drawn from a special survey of job search activities undertaken in October 1971. A special supplementary questionnaire appended to the regular monthly Labour Force Survey schedule was used for this purpose. Screening questions to determine who should receive the questionnaire were asked by the interviewer at the end of the regular interview. These questions enquired as to whether the person had looked for work at any time since April 1, 1971 and, if so, whether they were, in their most recent job search, looking for a full-time permanent job. Persons who met these conditions, a total of 5,000 in the

¹ Canadian data on turnover does not exist at the date of writing. American data for the manufacturing sector, which can be taken at least as an indicator of magnitude for the Canadian scene, shows that accessions and separations varied during the period of this study - April - October 1971 - from 3.6% to 5.5% per month. Similar magnitudes of turnover were observed in Canada up to the period of the termination of the Hirings and Separations Survey in 1966. Over the course of a year turnover would amount to a substantial fraction of the size of the labour force. Data on U.S. labor turnover rates can be observed in any recent issue of the *Monthly Labor Review*, U.S. Department of Labor.

survey, representing a universe of about 1,000,000, were left a self-enumeration questionnaire. Copies of the regular schedule and the drop-off questionnaire can be observed in the appendix.²

The reference period for the drop-off questionnaire was approximately six and three-quarter months long, from April 1, 1971 to the time of completing the questionnaire, which for most respondents was the third or fourth week of October. The precise length would thus vary with the respondent, and could have been as long as seven months.

To analyze the data from this survey, job searchers have been partitioned into six basic classes according to sex, age and marital status. These groups were chosen to represent, as much as possible, meaningful divisions of the population, but it was also necessary to produce classes containing sufficient numbers of persons to allow reliable estimates to be calculated.

The six groups which have been calculated are:

- (1) males 14 - 24 years of age;
- (2) females 14 - 24 years of age;
- (3) married males 25 - 54 years of age;
- (4) married females 25 - 54 years of age;
- (5) persons not married 25 - 54 years of age;
- (6) persons 55 years of age and over.

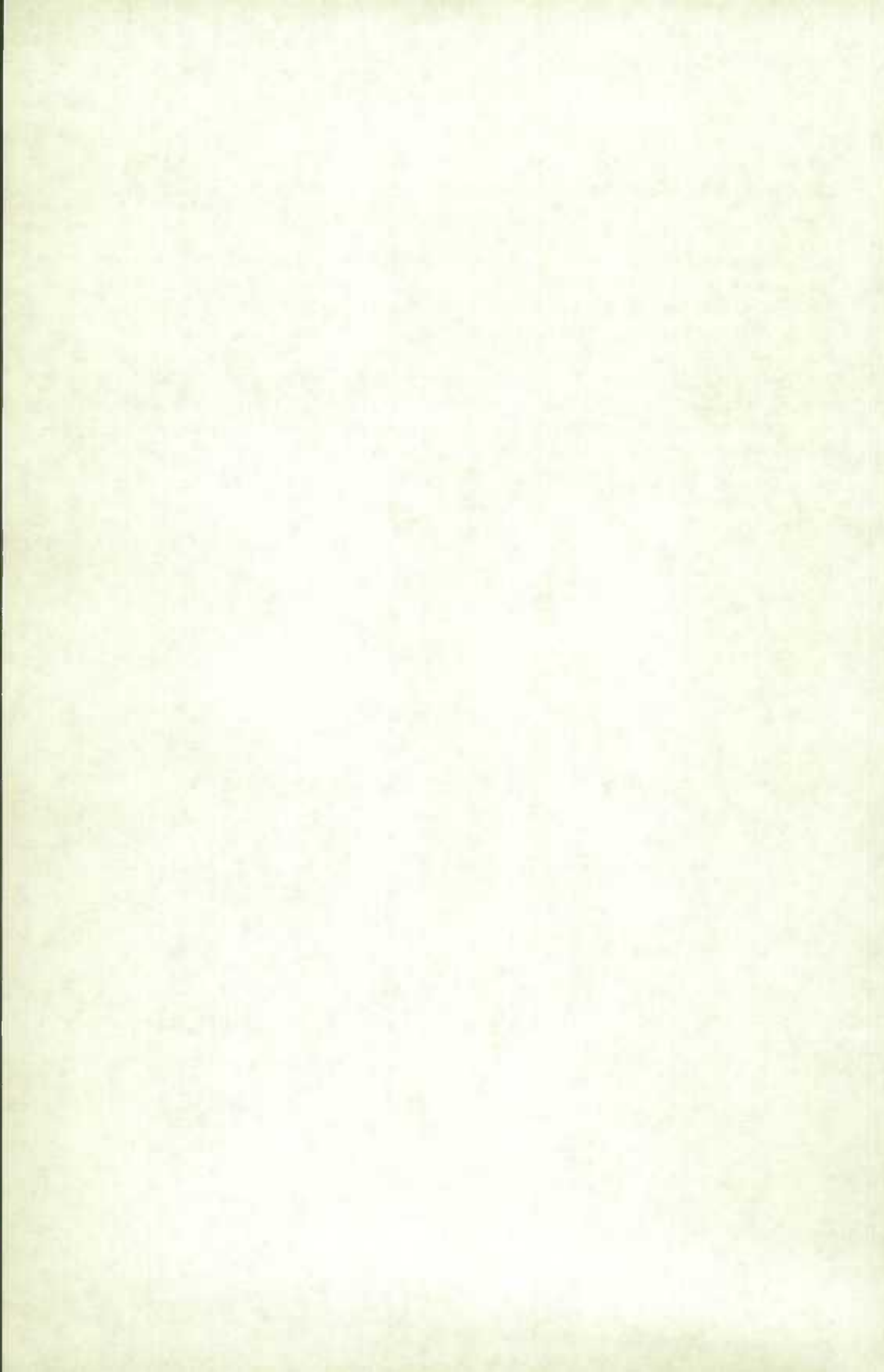
As well, distribution of persons 14-24 years of age into the categories married and not married is frequently helpful in the analysis and is presented at specific points in this study as required. The age group 55 and over, while definitely of interest, is so small that it will be necessary on many occasions to replace it with the age group 45 and over. The fifth group, persons 25 - 54 years of

² A job search survey was taken in 1968 in connection with research for the *Eighth Annual Review* of the Economic Council of Canada. (See: D. Maki, *Search Behaviour in Canadian Job Markets*, Special Study No. 15, Economic Council of Canada, 1971.) It would be worthwhile to attempt to compare the results from this study with the 1971 survey. In particular, it would be of interest to isolate the effect of the higher levels of unemployment in 1971 on job search behaviour and success. Unfortunately, this comparison is invalidated by the differing definitions of job searchers. The 1971 survey covered everyone who looked for work between April 1, 1971 and late October 1971, whereas the 1968 survey included everybody who reported in January 1969 that they had looked for work five or more weeks during 1968. Therefore, the 1968 coverage was simultaneously more inclusive than 1971 (a longer reference period, and no screening out of persons looking for a part-time or temporary job) and less inclusive (excluding persons who looked for less than five weeks). The result is a partial overlap which makes comparison very difficult.

Another prominent study in this area is *The Toronto Area Unemployment Study 1972* by Inter-mark (Canadian International Marketing Information Limited). Many of the results of this study are similar to those found in the present paper. Once again, however, differences in reference periods, as well as the restricted geographic location, make interpretation of any differences in results difficult.

age who are not married (e.g., single, divorced or separated), is neither particularly homogeneous nor large, but is included as a residual group to complete the picture.

This introductory chapter is followed by a brief discussion of the theoretical literature on the job search process while a review of the economic conditions that prevailed at the time of the Job Search Survey and an overview of the Job Search Survey respondents are provided in Chapter 3. The situation of searchers at the beginning of their job search is examined in Chapter 4 and the outcome of their job searches are reviewed. In two subsequent chapters an attempt is made to analyze the effect on search outcome of such factors as age, education and job search methods. This is followed by an attempt to relate the findings to the labour market theories reviewed in Chapter 2.



CHAPTER II

GENERAL BACKGROUND

General background information, which should prove useful for the subsequent analysis of the survey results, is presented in this chapter. This includes a brief discussion of the role of job search in economic theory, a review of the prevailing economic conditions at the time of the survey, and an overview of the characteristics of the survey respondents.

The Role of Job Search in Economic Theory

It is not the intention to provide in this section a complete discussion of the theoretical literature which deals with job search. Rather, a brief review is presented of the role that job search plays in some selected pieces of classical, neo-classical and Keynesian economic theory.

Job search can be viewed as part of a market activity whereby workers without jobs seek out and find vacant positions. (Allied with this is recruiting activity by employers which, although important, is not the subject of the present study.) Unemployment, in turn, can be viewed as a failure of the market to clear all those persons available for employment. The reason for such a failure is commonly attributed to three different sources. The first is frictional unemployment, that is, lags in the matching process due to information deficiencies, interviewing and decision-making delays and other such impediments. Structural imbalance between the type of qualifications demanded and the persons available is a second factor. The third is demand-deficient unemployment, defined as a situation where there are not enough vacant jobs for all available workers. In practice, however, it is not easy to attribute unemployment to these three distinct sources.

In classical economic theory unemployment was viewed as a temporary disequilibrium situation caused by the price of labour (wages) being too high for the existing demand for labour. After repeated frustration in finding a job at a desired wage rate, job searchers would bid down their demands, with a consequent increase in the demand for labour as well as a reduction in supply which would, in turn, clear the market.

Neo-classical economists have elaborated considerably on the mechanics of this procedure, and added certain qualifications. Phelps,³ for instance, has developed a theory of "wait unemployment", a process whereby unemployed persons can make a decision (which could be rational) to accept further

³ Edmund S. Phelps, et. al., *Microeconomic Foundations of Employment and Inflation Theory* (New York: W.W. Norton and Company Inc., 1970).

unemployment now in the hopes of finding a better job later. In this analysis, declining wage expectations play an important role in the termination of unemployment.

Classical and neo-classical economists recognized, in general, that the degree of decline in wage expectations would depend partly on the level of aggregate demand existing during the period of search. The higher the level of unemployment, the greater the frustration which an individual is likely to experience in finding a job and, therefore, the greater the decline in wage expectations. However, realistic limits to declining wage expectations must be recognized. These include legal minimum wage levels, union and other agreements and conventions, and the level of available non-employment income such as welfare and unemployment insurance payments.

Keynes did not dispute the likelihood of declining wage expectations due to unemployment. Indeed, Perlman⁴ interprets him as defining "involuntary unemployment" as consisting of persons who are willing to accept a job at a lower rate of pay than that of their previous jobs, but who are nevertheless unable to find a job. Keynes' argument was that declining wage demands would not necessarily reduce unemployment, since a depression of real earnings would reduce demand for goods and services, causing a further decline in employment.

It is not within the scope of this section to review the debate over the macro-economic effects of declining wage expectations. The important point here is to recognize that various areas of macro-economic theory have different views of the job search process. In particular, the degree of "voluntariness" of unemployment is crucial in determining the role which job search plays in the dynamics of macro-economic adjustment. If job search is a bargaining process, as envisaged in "wait unemployment", then there should be a depressing effect on wages when unemployment rises. On the other hand, if there is a deficiency of jobs in the labour market, with workers experiencing lengthy periods of unemployment, and if wage expectations are not an important factor in job search success, then the unemployment level may not affect the level of wages.

It should be stated from the outset that no questions on wage expectations were included in the Job Search Survey used in this study, and no pretence can be made of direct measurement of declining wage expectations. However, it may be possible to shed some light on the matter using the incidence of accepting part-time or temporary jobs as a proxy variable. As noted earlier, only persons who had looked for a full-time permanent job should have completed the questionnaire, but for persons who found a job information was requested on the

⁴ R. Perlman, *Labor Theory* (New York: John Wiley and Sons Inc., 1969), p. 145.

type of job they accepted: full-time, part-time or temporary. For persons who had looked for a full-time permanent job, acceptance of a part-time or temporary job might be interpreted as a decline in expectations. This possibility is explored later in the study.

Economic Conditions

Obviously, a major determinant of search success will be economic conditions prevailing at the time and in the region of search. Table 1 provides a comparison of the unemployment levels, and the percentage of long-duration unemployment in the second and third quarters of 1971 as compared to the same quarters 1963 through 1973. These data illustrate that during the period in which the survey was conducted, both unemployment rates and the proportion out of work four months or more were considerably higher than in the preceding several years. Accordingly, the 1971 survey of job search activities was conducted at a time when there was a lot of competition for available jobs and a high level of long-term failure to obtain employment. These conditions should be borne in mind when reviewing the results of the survey as presented in subsequent sections.

Overview of the Population of Job Searchers

From the survey it was estimated that 1,095,000 persons looked for a full-time permanent job between April and October 1971. Of these, 36% reported that they were employed on the day their job search began and a further 28% were on layoff when they began looking for a job. Other activities on the first day of job search were going to school (11%) and keeping house (9%).

The age and sex distribution of the job searchers was not proportionate to the composition of the labour force. Young persons (aged 14 - 24) were twice as common in the job search population as in the labour force. In contrast, persons aged 45 and over are only half as populous among job searchers as in the labour force (see Table 2). In spite of this difference in age composition, there are no marked differences in the educational attainment levels between job searchers and the total labour force (see Table 3).

With respect to occupational mix of job searchers relative to the employed, Table 4 shows that persons with managerial and professional occupations were under-represented among job searchers while labourers were over-represented. For other occupational groups the proportions were much closer.

On length of job search, close to two thirds of the job searchers (62%) spent up to three months looking for a job while 37% looked for three months or more.

Older persons had much longer periods of job search compared to the overall averages: well over one half of the persons 45 years of age and over looked for a job three months or more.

TABLE 1. Unemployment Rates and Percentage Unemployed Four Months or More, Averages for 2nd and 3rd Quarters, 1963-73

Year	Unemployment rates		Per cent seeking work 4 months or more	
	2nd quarter	3rd quarter	2nd quarter	3rd quarter
1963	5.6	3.9	45.4	30.1
1964	4.7	3.4	39.0	27.2
1965	4.2	2.8	35.2	26.2
1966	3.5	2.9	31.0	19.5
1967	4.2	3.1	30.0	23.2
1968	5.0	3.9	34.8	27.8
1969	4.9	3.8	37.0	28.6
1970	6.3	5.3	36.9	32.3
1971	6.8	5.3	44.9	37.4
1972	6.4	5.5	41.7	35.7
1973	5.6	4.6	40.2	32.6

Source: Monthly Labour Force Survey, Statistics Canada.

Concerning job offers, 61% of the searchers reported receiving at least one job offer. Within this group, 35% accepted a full-time job, 19% took a part-time job and 8% declined to accept a job offer. Young married males had the highest success rate as measured by the proportion that received job offers (70%) while older workers experienced the most difficulty in obtaining job offers. About 10% of all job searchers received recall to their former job and approximately one half of them accepted the recall. A much more detailed examination of the results described in this overview will be provided in subsequent chapters.

TABLE 2. Labour Force and Job Searchers by Age, Sex and Marital Status Groups, Canada, October 1971

Age, sex and marital status	Labour force ¹		Job searchers	
	Estimate	Per cent distribution	Estimate	Per cent distribution
	'000		'000	
All ages, both sexes, total marital status . .	8,698	100	1,095	100
14-24:				
Both sexes, total marital status	2,202	25	551	50
Male, total marital status	1,251	14	322	29
Married	319	4	68	6
Not married	932	11	254	23
Female, total marital status	950	11	229	21
Married	293	3	60	5
Not married	457	8	169	15
25-54:				
Both sexes, total marital status	5,307	61	483	44
Male, married	3,170	36	259	24
Female, married	1,223	14	110	10
Both sexes, not married	914	11	114	10
55 and over, both sexes, total marital status	1,190	14	61	6
45 and over, both sexes, total marital status	2,758	32	175	16

¹ As of October 1971, monthly Labour Force Survey, Statistics Canada.

**TABLE 3. Labour Force and Job Searchers by Level of Education,
Canada, October 1971**

Level of education	Labour force ¹		Job searchers	
	Estimate	Per cent distribution	Estimate	Per cent distribution
	'000		'000	
Elementary	2,072	24	234	21
Some	931	11	116	11
Complete	1,141	13	118	11
Secondary	4,741	55	644	59
Some	2,945	34	407	37
Complete	1,796	21	237	22
University	1,183	14	125	11
Some	488	6	58	5
Complete	695	8	67	6
Technical post-secondary	562	6	72	7
Some	151	2	21	2
Complete	410	5	51	5
Other post-secondary	141	2	20	2
Some	82	1	14	1
Complete	58	1	2	2
Totals	8,698	100	1,095	100

¹ As of October 1971, monthly Labour Force Survey, Statistics Canada.

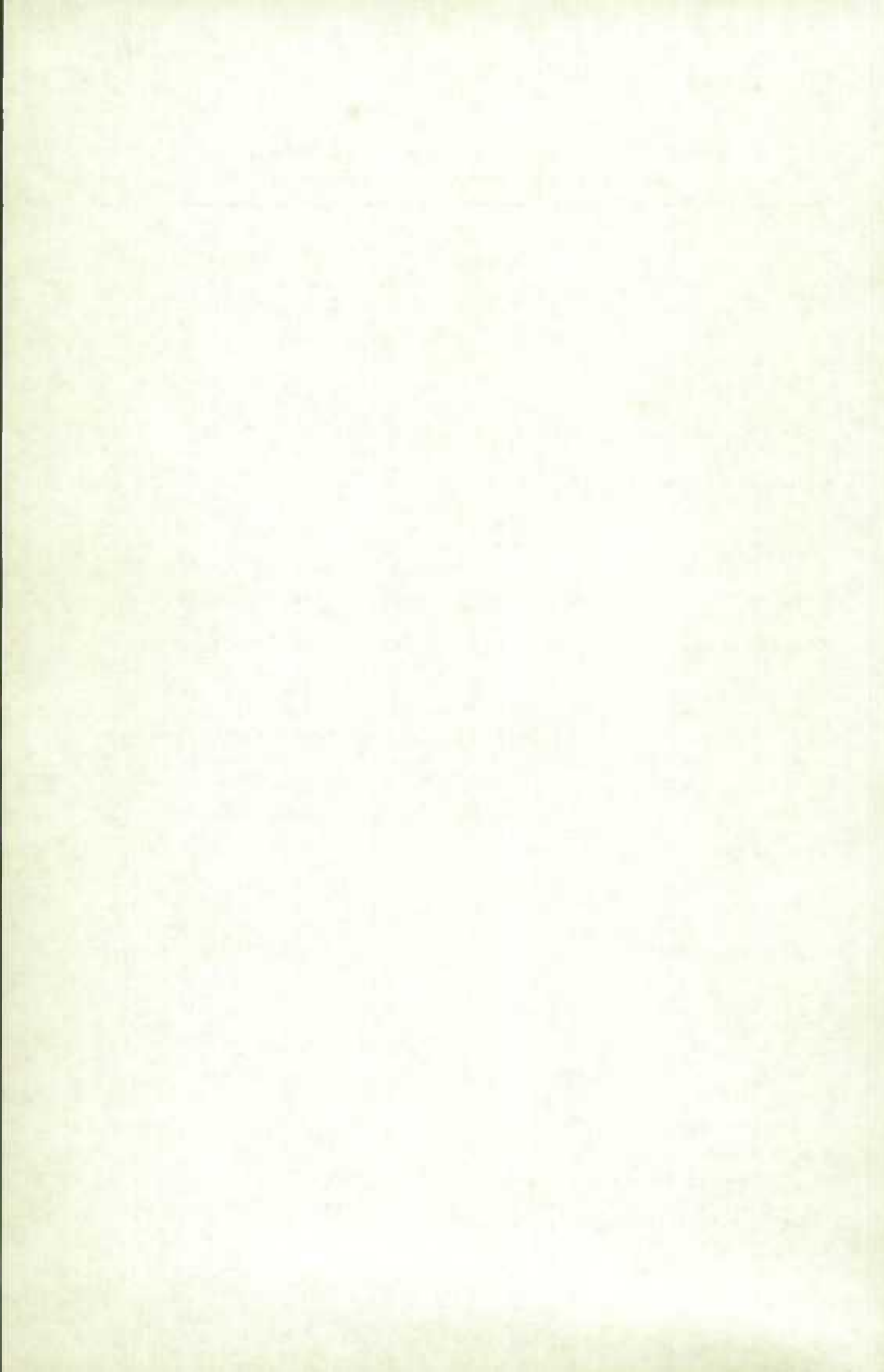
² Estimate less than 12,000.

TABLE 4. Occupational Distribution of Job Searchers and the Currently Employed, Canada, October 1971

	Total	Managerial	Professional and technical	Clerical	Sales
Job searchers: ¹					
Number '000	956	33	82	150	69
Per cent distribution	100	4	9	16	7
Employed:					
Number '000	8,251	788	1,174	1,202	592
Per cent distribution	100	10	14	15	7
	Service	Transport and communications	Primary	Crafts	Labourers
Job searchers: ¹					
Number '000	134	53	54	265	108
Per cent distribution	14	6	6	28	11
Employed:					
Number '000	1,029	439	652	2,025	350
Per cent distribution	12	5	8	25	4

¹ Excludes 139,000 with no occupation.

Source: Employed data from *The Labour Force*, Statistics Canada (Catalogue 71-001 Monthly) (Ottawa: Information Canada, October 1971).



CHAPTER III

ENTRY INTO JOB SEARCH

Information on the circumstances surrounding entry into job search can provide some insight into the dynamic character of the labour market. For example, if the job search population is comprised primarily of persons laid off from their previous jobs, one would judge the labour market as being relatively static, that is, workers seek a new job only when the pressure of unemployment dictates the action. On the other hand, if employed persons who voluntarily seek alternative employment opportunities and new entrants and re-entrants into the labour force constitute important segments of the job search population, the labour market would be viewed in a very dynamic context.

To investigate this aspect, information is available on the status of job searchers on the day their job search began. The status categories are: employed, on layoff, going to school, keeping house, and others.

Overall, more than one third of the searchers were employed when they began their job search, 28% were on layoff, and approximately one fifth were classified as new entrants or re-entrants into the labour force. It should be noted that there is some understatement in the laid off category as a result of response problems.⁵ Even with this understatement, however, it is evident that the Canadian labour market is a very dynamic one. Of the 36% who were employed when they began their job search, one half of them held a full-time permanent job. It seems reasonable to infer that this group of job searchers had voluntarily decided to search for a better job while retaining their present position. The other one half of the employed searchers held permanent part-time or temporary jobs. Again, persons in this category would be attempting to improve their situation by obtaining full-time permanent jobs.

Persons going to school when they began their job search accounted for approximately one tenth of all job searchers. Some of these would be seeking their first full-time permanent position while others would be looking for summer employment. Another one tenth of the job searchers, primarily married females, stated they were keeping house on the day job search began, while the 15% in the residual "other" category gave responses such as "on strike", "on vacation", "retired", "sick", "moving" and "convalescent".

⁵ A number of respondents, especially those in the older age categories, had difficulty reporting their status on the day job search began. It was possible to undertake only a partial examination of written responses to the question and, consequently, adjustments could not be made to circumvent the problem. The partial examination revealed that some respondents classified as "other" in Table 5 should have been placed in the "laid off" category.

TABLE 5. Job Searchers showing Activity on Day Job Search Began, by Selected Sex, Age and Marital Status Groups

Sex, age and marital status	Activity on day job search began					
	Total	Employed				
		Total	Permanent full-time	Part-time or temporary		
	'000					
All ages, both sexes, total marital status . .	1,034	373	186		18	
14 - 24:						
Both sexes, total marital status	521	189	83		106	
Male, total marital status	299	116	49		67	
Married	65	29	18	1		
Female, total marital status	222	73	34		39	
Married	58	19	13	1		
25 - 54:						
Both sexes, total marital status	454	169	96		73	
Male, married	241	104	67		37	
Female, married	108	27	1		15	
Both sexes, not married	105	38	18		20	
55 years and over, both sexes, total marital status	58	15	1		1	
45 years and over, both sexes, total marital status	106	37	22		15	
	Activity on day job search began					
	On layoff			Not in the labour force		
	Total	Expecting recall	Not expecting recall	Going to school	Keeping house	Other
	'000					
All ages, both sexes, total marital status . .	291	97	194	113	100	156
14 - 24:						
Both sexes, total marital status	111	28	83	97	36	89
Male, total marital status	89	28	61	42	1	53
Married	23	1	16	1	1	1
Female, total marital status	22	1	17	55	36	36
Married	1	1	1	1	24	1
25 - 54:						
Both sexes, total marital status	156	54	102	16	60	53
Male, married	97	34	63	1	1	31
Female, married	21	1	12	1	53	1
Both sexes, not married	38	12	26	1	1	16
55 years and over, both sexes, total marital status	25	1	15	1	1	14
45 years and over, both sexes, total marital status	37	12	25	1	16	13

See footnote(s) at end of table.

TABLE 5. Job Searchers showing Activity on Day Job Search Began, by Selected Sex,
Age and Marital Status Groups - Concluded

Sex, age and marital status	Activity on day job search began					
	Total	Employed				
		Total	Permanent full-time	Part-time or temporary		
		per cent distribution				
All ages, both sexes, total marital status . .	100	36	18	18		
14 - 24:						
Both sexes, total marital status	100	36	16	20		
Male, total marital status	100	39	16	22		
Married	100	45	28	1		
Female, total marital status	100	33	15	18		
Married	100	33	22	1		
25 - 54:						
Both sexes, total marital status	100	37	21	16		
Male, married	100	43	28	15		
Female, married	100	25	1	14		
Both sexes, not married	100	36	17	19		
55 years and over, both sexes, total marital status	100	26	1	1		
45 years and over, both sexes, total marital status	100	35	21	14		
	Activity on day job search began					
	On layoff			Not in the labour force		
	Total	Expecting recall	Not expecting recall	Going to school	Keeping house	Other
		per cent distribution				
All ages, both sexes, total marital status . .	28	9	19	11	10	15
14 - 24:						
Both sexes, total marital status	21	5	16	19	7	17
Male, total marital status	30	9	20	14	1	18
Married	35	1	26	1	1	1
Female, total marital status	10	1	8	25	16	16
Married	1	1	1	1	41	1
25 - 54:						
Both sexes, total marital status	34	12	22	4	13	12
Male, married	40	14	26	1	1	13
Female, married	19	1	12	1	49	1
Both sexes, not married	36	11	25	1	1	15
55 years and over, both sexes, total marital status	43	1	26	1	1	24
45 years and over, both sexes, total marital status	35	11	24	1	15	12

¹ Estimates less than 12,000.

Note: Table excludes 61,000 who did not specify any activity on day job search began.

As one would expect, there were marked differences in the relative importance of the employed, laid off and not in the labour force categories between age, sex and marital status groups. Married males had the highest proportion either employed or on layoff when they started their search - reflecting high labour force participation and a strong labour force attachment of this group. Also, they had the highest proportion of searchers employed in full-time permanent jobs.

Females, particularly married females over age 25, had a strong tendency to be coming from housework into the labour market, about one half of married females 25-54 reported this as their activity when they began job search. Further, for those females in the labour force at the beginning of job search, (either employed or on layoff) being on layoff was much less common than for males. This is particularly noticeable for searchers under age 25, among males the ratio of laid off to employed is near to unity, whereas among females it is less than one in three. These differences reflect the much stronger propensity among females to move into and out of the labour force in response to either changing economic conditions or family responsibilities. Another factor underlying these results may be the occupational mix for males and females employed. In Table 6 searchers are clustered into two broad categories: "white-collar" and "blue-collar". The pattern parallels that shown in the labour force as a whole; female searchers are concentrated in white-collar jobs and males in blue-collar jobs. Given that employment tends to be more stable in white-collar than blue-collar jobs, the occupational mix is another cause of the low proportions of females on layoff when search began.

Older searchers also had a unique pattern. Those over age 55 had the highest proportion on layoff of any group,⁶ and were the only group in which layoff was much more common than employment. Reference to other literature provides clues to the relatively high layoff rate among older persons beginning their job search. In an Ontario Department of Labour study it was found that older workers show less inclination than younger ones to start their search while on notice of layoff and only begin job search when they become unemployed.⁷ Research in the United States has shown that older workers rarely take voluntary initiative to search for another job. For example, it was found that annual voluntary separation rates (excluding retirement) declined from 19% for those with less than one year of experience to 1% for those with over 30 years.⁸

⁶ A proportion which is understated due to the reporting problem discussed earlier on page 14, footnote 5.

⁷ H. Stiebert, *Employee Use of Advance Notice of Termination for Job Search*, Employment Information Series, Number 2, Research Branch, Ontario Ministry of Labour (June 1973).

⁸ *The Pre-retirement Years*, Volume 2, Manpower Research Monograph No. 15, U.S. Department of Labor (1970), p. 20.

In general, it appears that older searchers are less likely to begin their job search voluntarily. Data presented in subsequent chapters demonstrate that their reluctance seems well-founded.

TABLE 6. Job Searchers in Blue-collar and White-collar¹ Occupations by Age and Sex

Age and sex	Number of searchers			
	Total	Blue-collar	White-collar	No occupation ²
'000				
14 - 24 years:				
Male	322	211	72	38
Female	229	78	105	46
Totals	551	289	177	85
25 - 54 years:				
Male	331	240	79	12
Female	152	54	65	33
Totals	483	294	144	45
55 years and over:				
Male	50	34	3	3
Female	3	3	3	3
Totals	61	39	13	3
Totals	1,095	622	334	139
Per cent distribution				
	Total	Blue-collar	White-collar	No occupation ²
%				
14 - 24 years:				
Male	100	66	22	12
Female	100	34	46	20
Totals	100	52	32	15
25 - 54 years:				
Male	100	72	24	4
Female	100	36	43	22
Totals	100	61	30	9
55 years and over:				
Male	100	68	3	3
Female	3	3	3	3
Totals	100	64	21	3
Totals	100	57	30	13

¹ White-collar occupations include managerial, professional, clerical and sales occupations. Blue-collar occupations are all others. Classifications are based on the 1961 Census Classification of Occupations.

² Includes new entrants and/or persons neither working nor looking for work on the October 1971 reference date.

³ Estimate under 12,000.

CHAPTER IV

JOB SEARCH OUTCOMES

The outcomes of job search revealed by the survey are organized into an analytic framework in this chapter. As will be seen, job search success varies markedly by age, sex and marital status characteristics of the job searchers. In subsequent chapters an attempt will be made to explain the observed differences by referring to such factors as education and search intensity.

The Success-failure Matrix

In the Job Search Survey, search outcome can be specified into four classes: did not receive any job offers, received one or more offers but did not accept any, accepted a part-time or temporary job (all persons in the 1971 survey were supposed to have been looking for full-time permanent employment), and accepted a full-time permanent job. Ranked in this order, these outcomes can be presented as a linear vector of increasing success. However, another important dimension of search outcome is the length of search. Without information on this aspect it is very difficult to analyze job search outcome. For example, one could have the situation whereby an unemployed person would be classified as a "failure" even though he or she had looked only for three weeks while a person who had finally found a job after eight months of search would be a "success". Consequently, job search success should be analyzed with respect to both search outcome and duration of search. The survey results are organized within this framework in Table 7. Observation within the matrix, which can be referred to as a "success-failure" matrix, can be compared ordinally. Relative to any given cell, a move either to the right or downwards represents a shift to a lower level of success.⁹ The upper left cell is the "best success" and the lower right the "worst failure".

Overall, only 15% of the job searchers achieved the best possible result, that is, accepted a full-time job after less than one month of search. At the other end of the spectrum, 12% had not received any job offers at five months or more of search, the poorest position within the matrix.

It would be ideal to construct this matrix for various age, sex and marital status groups, but the small sample size will not permit this procedure. Consequently, for an overview of search success on different population groups it is frequently necessary to deal with the dimensions of the matrix separately.

⁹ This would not necessarily apply to each person in a cell. For instance, a person with "no offers" in the "less than 1" column might eventually turn out to have a poorer result than one in the "2 - 3 months" cell. However, it is suggested that on an overall basis the relationship holds. That is, the first person "has a better chance" of success than the second in the absence of other factors. Another problem with this matrix is that the job which one person finds may not be as good as that of another person. It is assumed that such differences cancel out sufficiently so as not to invalidate the matrix as a measuring tool.

TABLE 7. Per Cent Distribution Within the Success-failure Matrix of Job Searchers¹

Results of job search	Length of job search				Total
	Less than 1 month	1 - 2 months	2 - 5 months	5 months or more	
Accepted a full-time job	15	7	6	5	35
Accepted a part-time or temporary job	5	4	5	5	19
Received one or more job offers but did not accept any	2	2	1	2	8
Did not receive any job offers	9	8	10	12	39
Totals.	32	22	22	24	100

¹ Excludes 62,000 persons who did not give enough information to be allocated to a specific cell.

Results of Job Search

The results of job search are shown in Tables 8 and 9¹⁰ for selected age, sex and marital status groups. Sixty-one per cent of the job searchers received a job offer, but only 35% were successful in finding a full-time permanent job. These results reflect the difficult labour market conditions during the survey reference period. As noted earlier, the survey was conducted at a time when there was a lot of competition for available jobs and a high level of long-term failure to obtain employment.

The data also reveal that older workers, especially those 55 years of age and over, experienced a very real competitive disadvantage in the labour market. The proportion of searchers in the 55 and over age category who did not receive a job offer was 59% and one half of the searchers in the 45 and over age group did not receive a job offer. Length of job search was also unfavourable for these older searchers. While 28% of searchers aged 55 and over and 26% in the 45 - 54 age category had searched for more than six months, the overall proportion was 15%.

These results on job offers and length of search produce an interesting comparison between the two older age groups. Searchers 45 - 54 years of age had a much better chance of finding a job, but the lengths of search for the 45 - 54 and 55 and over age groups were much the same. The findings on part-time employment reported later in this chapter suggest that the oldest searchers (55 and over) may have shortened their search by accepting a poorer job than was sought initially.

¹⁰ It should be noted that the total number of searchers within the various age-sex-marital status groups varies between Tables 8 and 9, and other tables in this study. These differences are caused by non-response which varied between questions.

**TABLE 8. Job Searchers by Job Search Results, by Selected Sex,
Age and Marital Status Groups**

Sex, age and marital status	Total	Received a job offer	
		Total	Accepted a full-time permanent job
		'000	
All ages, both sexes, total marital status	1,042	634	360
14 - 24:			
Both sexes, total marital status	528	341	196
Male, total marital status	304	195	112
Married	66	46	31
Female, total marital status	224	146	84
Married	59	37	21
25 - 54:			
Both sexes, total marital status	456	269	154
Male, married	241	159	97
Female, married	108	58	30
Both sexes, not married	107	52	27
55 years and over, both sexes, total marital status	58	25	1
45 years and over, both sexes, total marital status	164	81	42
45 - 54, both sexes, total marital status	105	57	32
		Received a job offer	
		Accepted a part-time or temporary job	Did not accept a job
		Did not receive an offer	
		'000	
All ages, both sexes, total marital status	194	80	408
14 - 24:			
Both sexes, total marital status	105	40	187
Male, total marital status	61	22	109
Married	1	1	19
Female, total marital status	44	18	78
Married	1	1	22
25 - 54:			
Both sexes, total marital status	77	38	187
Male, married	42	20	83
Female, married	18		50
Both sexes, not married	18	1	54
55 years and over, both sexes, total marital status	1	1	34
45 years and over, both sexes, total marital status	29	1	82
45 - 54, both sexes, total marital status	18	1	48

See footnote(s) at end of table.

TABLE 8. Job Searchers by Job Search Results, by Selected Sex, Age and Marital Status Groups — Concluded

Sex, age and marital status	Total	Received a job offer	
		Total	Accepted a full-time permanent job
per cent distribution			
All ages, both sexes, total marital status	100	61	35
14 - 24:			
Both sexes, total marital status	100	65	37
Male, total marital status	100	64	37
Married	100	70	47
Female, total marital status	100	65	38
Married	100	63	36
25 - 54:			
Both sexes, total marital status.	100	59	34
Male, married	100	66	40
Female, married	100	54	28
Both sexes, not married	100	49	25
55 years and over, both sexes, total marital status	100	43	1
45 years and over, both sexes, total marital status	100	49	26
45-54, both sexes, total marital status	100	54	30
		Received a job offer	
		Accepted a part-time or temporary job	Did not receive an offer
per cent distribution			
All ages, both sexes, total marital status	19	8	39
14 - 24:			
Both sexes, total marital status	20	8	35
Male, total marital status	20	7	36
Married	1	1	29
Female, total marital status	20	8	35
Married	1	1	37
25 - 54:			
Both sexes, total marital status	17	8	41
Male, married	17	8	34
Female, married	17	1	46
Both sexes, not married	17	1	50
55 years and over, both sexes, total marital status	1	1	59
45 years and over, both sexes, total marital status	18	1	50
45-54, both sexes, total marital status	17	1	46

¹ Estimate less than 12,000.

Note: Table excludes 53,000 who did not state whether or not they received a job offer.

TABLE 9. Job Searchers by Length of Most Recent Search, by Selected Sex, Age and Marital Status Groups

Sex, age and marital status	Total	Less than 1 month	1 - 2 months
'000			
All ages, both sexes, total marital status	1,034	326	227
14 - 24:			
Both sexes, total marital status	523	181	126
Male, total marital status	301	99	73
Married	64	22	17
Female, total marital status	222	82	54
Married	58	20	14
25 - 54:			
Both sexes, total marital status	454	130	94
Male, married	241	71	48
Female, married	108	33	25
Both sexes, not married	105	26	22
55 years and over, both sexes, total marital status	57	15	t
45 years and over, both sexes, total marital status	162	40	25
45 - 54, both sexes, total marital status	104	25	18
	2 - 3 months	3 - 6 months	Over 6 months
'000			
All ages, both sexes, total marital status	105	223	152
14 - 24:			
Both sexes, total marital status	57	106	53
Male, total marital status	33	61	35
Married	1	1	1
Female, total marital status	24	45	17
Married	1	14	1
25 - 54:			
Both sexes, total marital status	42	104	83
Male, married	23	54	45
Female, married	12	22	17
Both sexes, not married	1	29	21
55 years and over, both sexes, total marital status	1	13	16
45 years and over, both sexes, total marital status	14	40	43
45 - 54, both sexes, total marital status	1	27	43

See footnote(s) at end of table.

TABLE 9. Job Searchers by Length of Most Recent Search, by Selected Sex, Age and Marital Status Groups - Concluded

Sex, age and marital status	Total	Less than 1 month	1 - 2 months
per cent distribution			
All ages, both sexes, total marital status	100	32	22
14 - 24:			
Both sexes, total marital status	100	35	24
Male, total marital status	100	33	24
Married	100	34	27
Female, total marital status	100	37	24
Married	100	34	24
25 - 54:			
Both sexes, total marital status	100	29	21
Male, married	100	29	20
Female, married	100	31	23
Both sexes, not married	100	25	21
55 years and over, both sexes, total marital status	100	26	1
45 years and over, both sexes, total marital status	100	25	15
45-54, both sexes, total marital status.	100	24	17
	2 - 3 months	3 - 6 months	Over 6 months
per cent distribution			
All ages, both sexes, total marital status	10	22	15
14 - 24:			
Both sexes, total marital status	11	20	10
Male, total marital status	11	20	12
Married	1	1	1
Female, total marital status	11	20	8
Married	1	24	1
25 - 54:			
Both sexes, total marital status	9	23	18
Male, married	10	22	19
Female, married	11	20	16
Both sexes, not married	1	28	20
55 years and over, both sexes, total marital status	1	23	28
45 years and over, both sexes, total marital status	9	25	27
45-54, both sexes, total marital status.	1	26	26

¹ Estimate less than 12,000.

Note: Table excludes 61,000 persons who did not specify how long their job search lasted.

In contrast to the poor record of older workers, young job searchers (14 - 24) did very well. Both females and males reported above-average rates of receiving offers, and the proportion taking a full-time permanent job was above that for other groups. Further, among the 14 - 24 year olds, married males had higher success rates than single males which may reflect a greater need to find employment and hence more dedicated search; but one would expect this difference to be also attributable to the fact that married males would be in the upper end of the age and experience range of this group, which would make them more attractive to employers. Married females 14 - 24, on the other hand, had slightly lower success rates than young single females.

The high success rate of the young members of the labour force was accompanied by short durations of job search. Young females had the largest proportion of any group reporting less than one month of job search, and the smallest proportion with more than six months. As with search outcome, the picture was slightly brighter for married than for single young males and slightly worse for young married females compared with their single counterparts. These differences, however, were very slight considering sampling variance.

In general, these relatively better job search outcomes for 14 - 24 year olds conflict with the much higher incidence of unemployment among these workers compared with other groups in the labour force. This apparent conflict tends to support the argument that the main problem for young workers is not to find a job but, rather, to find the "right" job and to find jobs that offer stable employment.

Married males 25 - 54 were the second most successful group. While these persons were only marginally better than the overall in receiving job offers, they had well above-average success at obtaining a full-time permanent job (40% vs. 35% overall). Measured by this yardstick, married males 25 - 54 were among the most successful searchers, topped only by the much smaller group of married males 14 - 24.

Married females in the 25 - 54 age category had less success than married males in this age range, 54% received one or more job offers, compared to 66% for males. The proportion of these women accepting a full-time job was much lower, 28% compared to 40% for males. In spite of this lower success, however, the length of search seemed to be about the same for females and males.

A clue to this peculiarity is provided by the proportion who received one or more offers but who did not accept any. The overall proportion was 13% but for married women it was 18%, which suggests that many of these women are in a position to shorten their job search by abandoning their efforts if satisfactory offers do not come along. Also, this above-average refusal rate is probably attributable to the constraints that household responsibilities place on married women. They may have to be more particular about such factors as commuting distance, job fatigue, convenience of job location *vis-à-vis* the location of baby-sitters, etc.

While in general females did not appear to have markedly less success in job search than males, it should be pointed out that, in making this statement, to some extent one is comparing two different labour markets. Many occupations are still sex-specific. For example, it is an undoubted advantage to be female if one wishes to find employment as a stenographer or waitress. The findings in this survey suggest, therefore, that the labour market in which females found themselves in 1971 was at least as good as that of males in terms of relative supply and demand. In saying this, it is necessary to qualify the conclusion by saying that many of the jobs which are available to women are inferior in terms of pay, promotion prospects and responsibility.

For persons 25 - 54 years of age in the not married category (that is, single, separated or divorced), the success rates were quite low, lower than for married persons of the same age group, either males or females. In addition, of those who accepted offers a higher proportion took only a part-time job. These people also had longer job searches than married people: 25% reported searches of less than one month (compared to 30% for both married males and females of the same age group) and 20% searched for work six months or more (compared to 19% and 16% for married males and females respectively). Since this group consists of a wide variety of persons never-married, widowed, divorced or separated, it is difficult to speculate on the reasons for their poor success. Given the age range, however, the category appears to contain a disproportionate number of persons who are disadvantaged in their job search.

Accepting a Part-time or Temporary Job

Reference was made earlier to the fact that jobs which a person might accept are derived into two types: full-time permanent jobs and part-time or temporary jobs. Since only those persons who reported they were searching for a full-time permanent job were included in the survey, acceptance of a part-time or temporary job can be interpreted as a second-best result. This outcome has possibilities as a proxy for declining expectations that resulted from continued failure in job search.

The number of searchers who accepted a part-time or temporary job and the proportion they constitute of those who received a job offer and of those who accepted a job offer are shown in Table 10. Young searchers had about average rates of accepting part-time or temporary jobs, whereas married males 25 - 54 had low acceptance rates for these jobs, and both unmarried persons aged 25 - 54 and searchers aged 45+ had well above-average proportions.

While the above pattern might be attributable to degree of success in obtaining job offers and, by inference, to changing expectations, a more direct insight into the relationship can be obtained by relating length of search and incidence of accepting a part-time or temporary job. There is a very strong positive correlation between these two variables. As can be seen in Table 11,

TABLE 10. Job Searchers by Sex, Age and Marital Status Groups showing the Proportion Who Accepted a Part-time or Temporary Job

Sex, age and marital status	Searchers who accepted a part-time or temporary job		
	Number	As a % of those receiving an offer	As a % of those accepting an offer
	'000	%	
All ages, both sexes, total marital status . .	194	31	35
14 - 24:			
Both sexes, total marital status	105	31	35
Male	61	31	35
Female	44	30	34
25 - 54:			
Both sexes, total marital status	77	29	33
Male, married	42	26	30
Female, married	18	31	38
25 - 54, both sexes, not married	18	35	40
45 years and over, both sexes, total marital status	29	35	41

TABLE 11. Job Searchers by Length of Search showing the Proportion Who Accepted a Part-time or Temporary Job

Length of job search	Searchers who accepted a part-time or temporary job		
	Number	As a % of those receiving an offer	As a % of those accepting an offer
	'000	%	
Totals	192	32	37
Under 1 month	52	22	25
1 - 2 months	43	31	36
2 - 5 months	48	37	42
5 months and more	49	39	47

among persons whose search was five or more months in length, the proportion of part-time or temporary jobs to full-time permanent jobs (column 3) was almost twice as high as those whose search was one month or less. This finding provides support for the position that there is a general tendency among job searchers to lower expectations after extended job search. Implications from this finding will be drawn at the end of this study.

Unemployment During Job Search

Another dimension to the job search process is the amount of unemployment experienced during it. To determine this, searchers were asked the following question: "During this search, how many months were you without work and seeking work?"¹¹ Given the wording of the question, it was expected that unemployment would occupy the bulk of job searches. This proved to be true: median length of both search and unemployment was in the "1 - 2 months" category. The proportion of job searches over six months in length was 15%, of unemployment 13%. Also, from Tables 9 and 12 it is apparent that unemployment for the various age-sex-marital status groups closely parallels length of search.

There were many cases, however, where searchers experienced no unemployment during their job search. Overall, 22% (223,000) of the job searchers were in this category. This group is of special interest because, although active in the labour market, they do not appear in the unemployment figures.

This finding reflects a number of situations. First, some job searchers are employed in permanent positions but are seeking alternative employment opportunities and others take casual or interim jobs while seeking a permanent position. Second, some persons, such as students and housewives who are not immediately available for employment, make arrangements for a job that they can begin at some future date.

While these searchers were found in all age-sex-marital status categories, their highest concentration was among married males, particularly those under 25. Older searchers, and married women aged 25 - 54, had the lowest proportions reporting no unemployment.

¹¹ It should be noted that the wording of this question implies a different definition of unemployment than used in the official statistics published monthly from the Labour Force Survey. The latter is a point-in-time related to one reference week, whereas the job search measure was a cumulative statistic over time. In addition, the Labour Force Survey uses two highly specific but indirect questions to calculate unemployment: "What did this person do mostly last week" and "What else did this person do last week?"

TABLE 12. Job Searchers by Length of Unemployment during Most Recent Search, by Selected Sex, Age and Marital Status Groups

Sex, age and marital status	Length of unemployment			
	Total	Never unemployed	Less than 1 month	
'000				
All ages, both sexes, total marital status	1,016	223	195	
14 - 24:				
Both sexes, total marital status	515	117	112	
Male, total marital status	298	68	60	
Married.	64	21	14	
Female, total marital status	217	49	51	
Married.	57	1	15	
25 - 54:				
Both sexes, total marital status	101	75	75	
Male, married	239	63	43	
Female, married	102	17	17	
Both sexes, not married	103	21	15	
55 years and over, both sexes, total marital status	57	1	1	
45 years and over, both sexes, total marital status	159	23	21	
Length of unemployment				
	1 - 2 months	2 - 3 months	3 - 6 months	Over 6 months
'000				
All ages, both sexes, total marital status	181	89	193	134
14 - 24:				
Both sexes, total marital status	100	47	94	45
Male, total marital status	57	28	55	30
Married.	14	1	1	1
Female, total marital status	42	19	39	15
Married.	1	1	12	1
25 - 54:				
Both sexes, total marital status	75	37	84	72
Male, married	39	19	39	36
Female, married	19	1	21	18
Both sexes, not married	17	1	24	18
55 years and over, both sexes, total marital status	1	1	14	17
45 years and over, both sexes, total marital status	22	1	38	44

See footnote(s) at end of table.

TABLE 12. Job Searchers by Length of Unemployment during Most Recent Search, by Selected Sex, Age and Marital Status Groups - Concluded

Sex, age and marital status	Length of unemployment			
	Total	Never unemployed	Less than 1 month	
per cent distribution				
All ages, both sexes, total marital status . . .	100	22	19	
14 - 24:				
Both sexes, total marital status	100	23	22	
Male, total marital status	100	23	20	
Married	100	33	22	
Female, total marital status	100	23	24	
Married	100	1	26	
25 - 54:				
Both sexes, total marital status	100	23	17	
Male, married	100	26	18	
Female, married	100	17	17	
Both sexes, not married	100	20	15	
55 years and over, both sexes, total marital status	100	1	1	
45 years and over, both sexes, total marital status	100	14	13	
Length of unemployment				
	1 - 2 months	2 - 3 months	3 - 6 months	Over 6 months
per cent distribution				
All ages, both sexes, total marital status . . .	18	9	19	13
14 - 24:				
Both sexes, total marital status	19	9	18	9
Male, total marital status	19	9	18	10
Married	22	1	1	1
Female, total marital status	19	9	18	7
Married	1	1	21	1
25 - 54:				
Both sexes, total marital status	17	8	19	16
Male, married	16	8	16	15
Female, married	19	1	21	18
Both sexes, not married	17	1	23	17
55 years and over, both sexes, total marital status	1	1	25	30
45 years and over, both sexes, total marital status	14	1	24	28

¹ Estimate less than 12,000.

Note: Table excludes 79,000 who did not specify length of unemployment.

Return to Former Job

Recall to one's former job is a unique outcome because it does not result from the job search process in the normal sense. Overall, one tenth of the job searchers received an offer of recall to their former job, and over one half of them (58%) accepted (see Table 13). As a result, return to former job constituted the search outcome for 6% of all job searchers and this group comprised 11% of all those who reported they accepted a job.

Although the size of the estimates are too small to permit much detailed analysis, the data in Table 13 do suggest that married males 25 - 54 were more inclined to accept an offer of recall to their former job than other searchers,

TABLE 13. Job Searchers, showing Proportion Who Expected to be Recalled to Their Former Job, were Offered Recall and Accepted the Recall, by Selected Sex, Age and Marital Status Groups

Sex, age and marital status	Total job searchers	Number expecting recall	Number offered recall	Number accepting recall
		'000		
All ages, both sexes, total marital status . .	1,095	97	108	63
14 - 24:				
Both sexes, total marital status	551	33	49	27
Male	322	28	33	18
Female	229	1	16	1
25 - 54:				
Both sexes, total marital status	483	54	53	33
Male, married	259	34	32	21
45 years and over, both sexes, total marital status	175	22	19	12
		per cent distribution		
All ages, both sexes, total marital status . .	100	9	10	6
14 - 24:				
Both sexes, total marital status	100	6	9	5
Male	100	9	10	6
Female	100	1	7	1
25 - 54:				
Both sexes, total marital status	100	11	11	7
Male, married	100	13	12	8
45 years and over, both sexes, total marital status	100	13	11	7

¹ Estimate less than 12,000.

particularly the young. As well, the proportion of job searchers expecting recall was much higher among the older workers. While these differences undoubtedly reflect greater mobility among young persons, they are also attributable to seniority rights acquired by older workers and the greater incentive for them to accept recall because of pension benefits.¹²

Labour Force Status of Job Searchers as of October 1971

Another dimension to search outcome is the labour force status of the job searchers at the end of the measurement period (October 1971), that is, were they employed, unemployed or had they moved out of the labour force. Table 14 shows this situation for all job searchers by age and sex.

Approximately 60% of the job searchers were employed at the end of the job search reference period, roughly one-third were unemployed and 8% were not in the labour force. Underlying these overall proportions, however, there is considerable variation. Young males and females (14 - 24 years of age) had the highest proportions in the employed and lowest proportions in the unemployed categories. The situation for males 45 years of age and over was the most dismal, just over one-half (53%) were employed and 42% were unemployed. In terms of the proportions reported as employed and unemployed, females were in a relatively favourable position (except those over 45 years of age). However, this comparison may be misleading. Females had a much higher proportion reported as not in the labour force at the end of the job search reference period, which may create some understatement in the unemployed category. This point is discussed in more detail later in the section.

The patterns just described raise more questions than they answer. For example, how many of those reported as unemployed in October 1971 found a job at some time during the previous six-month period but subsequently left it or were laid off? Of those not in the labour force, did some of them become discouraged and leave the labour force as a result of lack of success in their job search? Although the data presented in subsequent tables do not provide precise answers to such questions, they do provide some hints.

Turning first to those classified as employed in October 1971, well over three quarters obtained a job as a result of their search, and two thirds of these indicated they received a full-time job (see Table 15). Also, 6% received one or more job offers but did not accept any and 17% did not receive any offers. It may appear contradictory to cite proportions of employed who did not accept or receive a job offer. As noted earlier, however, many job searchers retained their job while looking for alternative positions and would be employed even after an unsuccessful search.

¹² Before leaving this aspect it should be pointed out that the number offered recall was slightly higher than those who reported they were expecting recall. It seems reasonable to attribute this difference to a number of respondents being overly pessimistic about their former job.

TABLE 14. Job Searchers by Sex and Age showing Labour Force Status as of October 1971

Sex and age	Labour force status as of October 1971							
	Total		Employed		Unemployed		Not in labour force	
	'000	%	'000	%	'000	%	'000	%
Male:								
Total	702	100	437	62	236	34	29	4
14-24 years	322	100	203	63	102	32	17	5
25-44 "	250	100	164	66	78	31	1	1
45 years and over . . .	131	100	69	53	55	42	1	1
Female:								
Total	392	100	217	55	118	30	57	15
14-24 years	229	100	141	62	64	28	24	10
25-44 "	119	100	60	50	37	31	22	18
45 years and over . . .	44	100	17	39	17	39	1	1
Both sexes:								
Total	1,095	100	654	60	353	32	87	8
14-24 years	551	100	344	62	166	30	41	7
25-44 "	369	100	224	61	115	31	30	8
45 years and over . . .	175	100	86	49	72	41	17	10

¹ Estimate less than 12,000.

For persons unemployed in October 1971 who searched for a job sometime during the previous six-month period, only one-tenth declined a job offer. The majority, over three quarters of them, did not succeed in obtaining a job offer¹³ (see Table 16), a finding that underlines the importance of demand-deficiency as a cause of unemployment in 1971. Also, as shown in Table 17, persons with the longest job searches were most likely to have received an offer. Given the depressed labour demand conditions in 1971, very few of the unemployed job searchers could be considered to have been voluntarily extending their unemployment to receive a better job offer, since only a small proportion had the option of declining an offer.

¹³ The 14% contained in the "other" category in Table 16 reported that they obtained a job, a result that is contradictory given the design of the survey. The question on search outcome applied to the most recent search, which for persons unemployed in October should be their current search and, hence, unsuccessful one. There is a situation in which these responses would be legitimate: the completion of the survey questionnaire after the visit by the interviewer with the respondent finding a job during the interval.

TABLE 15. Per Cent Distribution by Search Success of Job Searchers Measured as Employed¹ in the October 1971 Labour Force Survey

Results of job search	Length of job search				Total
	Less than 1 month	1 - 2 months	2 - 5 months	5 months or more	
Accepted a full-time job	24	11	10	8	53
Accepted a part-time or temporary job	7	6	6	6	25
Received one or more job offers but did not accept any	2	2	2	2	6
Did not receive any job offers	5	4	3	5	17
Totals	38	22	21	20	100

¹ Excludes 35,000 employed persons who did not give enough information to be allocated to a specific cell.

² Estimate less than 12,000.

TABLE 16. Per Cent Distribution by Search Success of Job Searchers Measured as Unemployed¹ in the October 1971 Labour Force Survey

Results of job search	Length of job search		Total
	Less than 2 months	2 months or more	
Received one or more job offers but did not accept any	6	2	10
Did not receive any job offers	31	45	76
Other	7	8	14
Totals	44	53	100

¹ Excludes 26,000 persons who did not give enough information to be allocated to a specific cell.

² Estimate less than 12,000.

TABLE 17. Per Cent of Unemployed Job Searchers in October 1971 Who Did Not Receive Job Offer by Length of Search

Results of job search	Length of search				Total
	Under 1 month	1 - 2 months	2 - 5 months	5 months or more	
Did not receive an offer	69	73	81	79	76
Received one or more offers	31	27	19	21	24
Totals	100	100	100	100	100

As was shown in Table 14, 87,000 job searchers were measured by the Labour Force Survey in October 1971 as neither working nor looking for work. Of these, the most important groups were females and persons under 25 years of age.

In Table 18 it can be seen that one-third reported receiving at least one job offer. This proportion was higher than that reported for persons unemployed, which suggests that, on average, persons in the "not in the labour force" category had less reason than those classified as unemployed to become discouraged in their job search and leave the labour force.

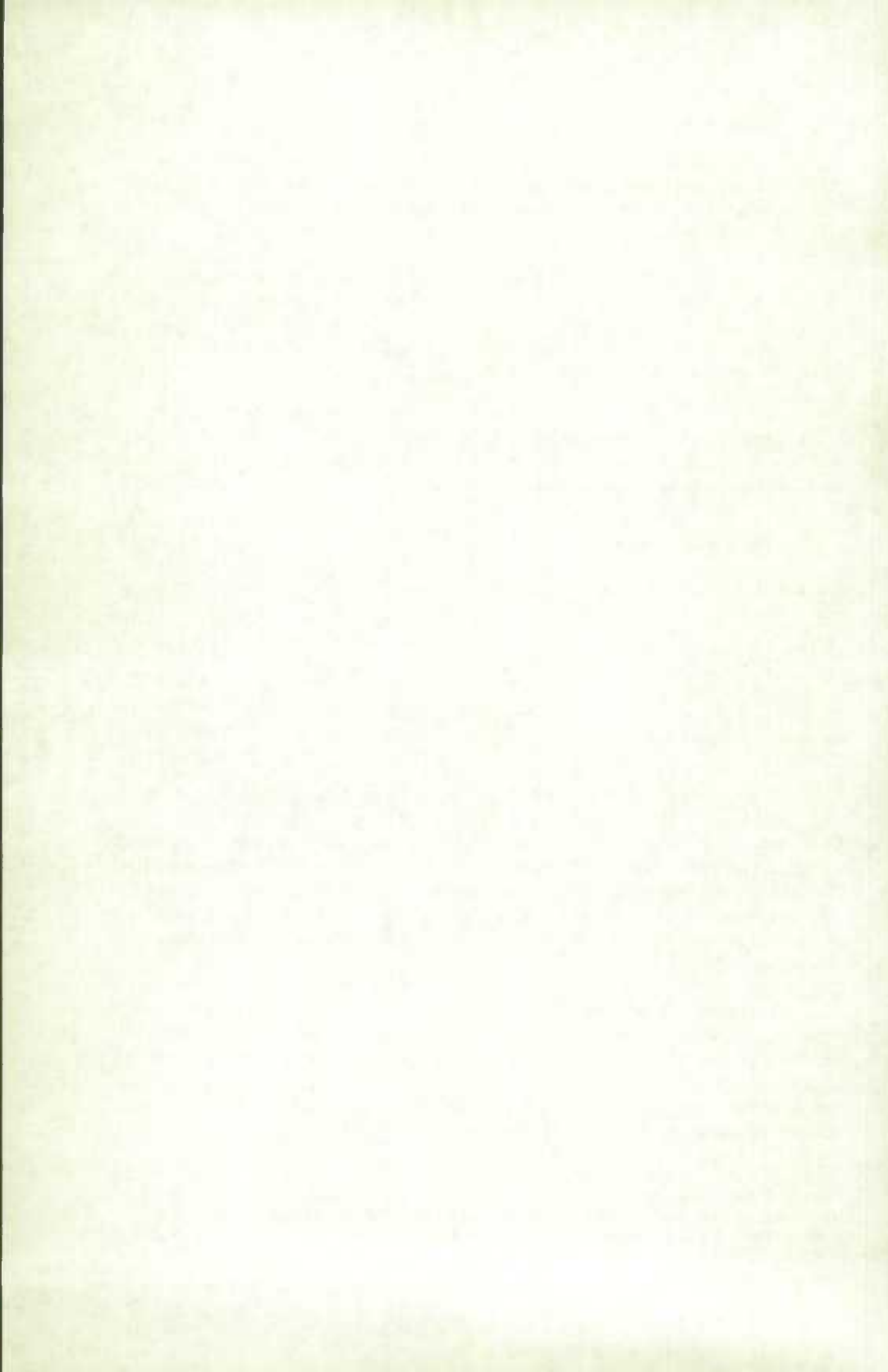
TABLE 18. Per Cent Distribution of Search Success of Job Searchers Measured as Not in the Labour Force in the October 1971 Labour Force Survey

Results of job search	Length of search		
	Under 2 months	2 months or more	Total
Received at least one job offer	20	16	36
Did not receive any offers	30	35	64
Totals	49	51	100

Two reasons suggest themselves for persons who looked for full-time permanent work between April and October 1971 to be classified as out of the labour force at the end of this period. First, the substantial proportion of youth suggests that many of them returned to school. Second, the fact that two thirds of inactive persons were women raises the problem of measuring the unemployment status of women. The Labour Force Survey may be counting as "not in the labour force" some women who are keeping house but also looking for work as a secondary activity.

Therefore, the size of the "not in the labour force" category in this study may be overstated for female job searchers.¹⁴ Unfortunately, small sample sizes will not permit further probing of the not in the labour force category. However, after taking the above two factors into consideration, it appears that the number of persons who searched for a full-time permanent job and subsequently became discouraged and abandoned their search was quite small.

¹⁴ Analysis of 1971 Census results suggested that, due to indirect questioning, the Labour Force Survey was missing some women whose job search activity was, in their minds, secondary to keeping house. See A.J. Kempster, *Background Information on the 1971 Census Labour Force Data*, Population and Housing Research, Memorandum No. 71-EC-4, Statistics Canada, 1973.



CHAPTER V

THE EFFECT OF NON-DEMOGRAPHIC FACTORS ON JOB SEARCH SUCCESS

To this point in the study, variation in job search success has been analyzed in terms of the age, sex and marital status characteristics of the searchers. An attempt is made in this chapter to go one step further by relating variation in success to non-demographic variables. These include educational attainment, method of job search and intensity of search.

Level of Education and Job Search Success

One would not encounter much opposition proposing the theory that level of education affects a person's ability to find a job. Many vacant jobs require specialized training and, therefore, only the highly educated can apply. Also, even for jobs which do not require a high level of education employers, given the choice between two suitable candidates of differing education, frequently choose the more highly educated one on the grounds that he or she has demonstrated greater ambition and dedication to work.¹⁵

Yet it must be emphasized that education is not necessarily a help to job search in every case. It is possible for a person to be "over-educated" for the job market, particularly in the liberal arts. The underlying attitude of employers is presumably that such people, hired into jobs which do not utilize their education, would feel bored and restless and lack dedication. In addition, very specialized people may find themselves in a surplus field, such as aerospace engineers.

There are important limitations on the education data gathered in the survey of job search activities. They measured only formal school attendance — academic or technical. Information on apprenticeship or other on-the-job training or experience was not collected. To a certain extent, cumulated job experience will be reflected in the age of a worker, but this will undoubtedly vary markedly among job searchers. In spite of these difficulties, however, much can be learned from examining these data.

¹⁵ Employers may find it convenient, particularly in times of high unemployment, to set educational standards unnecessarily high. Since education is an easily determinable attribute (unlike say, reliability) and is socially acceptable as a hiring criterion (saving the employer from possible charges of discrimination on the grounds of race, age, sex, cultural habits, etc.) it gives the employer a cheap and safe screening device. The employer believes that education can be used as an economical proxy for characteristics which are desirable even in a job for which all the training is not needed: ambition, energy, etc.

TABLE 19. Outcome of Most Recent Job Search by Education

Education	Total	Received a job offer			Did not receive an offer
		Accepted a full-time permanent job	Accepted a part-time or temporary job	Did not accept a job	
'000					
Elementary	217	63	39	12	103
Some secondary	385	129	73	25	157
Secondary complete	229	80	44	22	83
Post-secondary	211	89	38	18	65
Totals	1,042	360	194	78	408
per cent distribution					
Elementary	100	29	18	6	47
Some secondary	100	34	19	6	41
Secondary complete	100	35	19	10	36
Post-secondary	100	42	18	9	31
Totals	100	35	19	7	39

Note: Table excludes 53,000 who did not answer the applicable questions.

As can be seen from Table 19, the overall relationship between level of education and success in job search is very strong. For those with post-secondary education 69% received a job offer but only 53% of the persons with an elementary education were in the same category. As well, the proportion of job searchers that accepted a full-time permanent job rose consistently as level of education increased.

The influence of education on job search success for selected age groups can be seen in Table 20. A positive relationship is observed for both the 14 - 24 and 25 - 44 year olds; but the relationship is much stronger for those under 25 years of age. This difference may presumably reflect the greater importance of work experience relative to formal education for those in the 25 - 44 age group. Further, a higher level of education does not provide an advantage to job searchers 45 years of age and over. Persons in this age group at the upper end of the educational spectrum have the same difficulty in obtaining job offers as their counterparts with an elementary education.

By comparing the proportion who received at least one job offer in different age groups but with similar educational attainment levels, the competitive advantage of young members of the labour force becomes evident again. For the "secondary complete" and the "post-secondary" categories, the 14 - 24 year olds were more successful in their job search than persons in the 25 - 44 age group.

This observation, however, does not hold true for the "elementary" and "some secondary" categories, which suggests that work experience may outweigh the influence of age for poorer educated workers.

TABLE 20. Job Searchers showing Those Who Received One or More Job Offers by Age and Education

Age and education	Number of job searchers	Number who received one or more job offers	Per cent receiving one or more job offers
	'000		
14 - 24 years	528	341	65
Elementary	51	27	53
Some secondary	212	129	61
Secondary complete	154	102	66
Post-secondary	111	83	75
25 - 44 years	350	212	61
Elementary	85	47	55
Some secondary	126	77	61
Secondary complete	58	36	62
Post-secondary	82	52	63
45 years and over	163	82	50
Elementary	82	40	49
Some secondary	47	23	49
Secondary complete and post- secondary total	36	18	50
Totals	1,042	634	61

Note: Table excludes 53,000 who did not answer the applicable questions.

Returning to the disadvantaged position of older job searchers for a moment, a number of reasons for this situation were provided in the submission made by the Canada Department of Labour in 1964 to the Senate Committee on Aging.¹⁶ These included such factors as employer preference for young workers, health problems, obsolescence of skills and the effect of group insurance and pension plans. Given the results of the Job Search Survey, it would appear that these factors were still important in 1971.

¹⁶ See *Presentation of the Canadian Department of Labour to the Senate Special Committee on Aging*, Department of Manpower and Immigration (Ottawa, July 2, 1964), p. 31.

Choice of Search Method

From the information collected in the survey on methods used by searchers to look for a job (see questionnaire in Appendix for methods listed) it was possible to calculate "usage rates" for each method. These rates are defined as the number of times a method was reported per 100 job searchers. Overall, the rates shown in Table 22 reveal that "ask employer at his place of business" was the most common activity: 72 of every 100 searchers reported this method. Next in importance were "visit Canada Manpower Centre (CMC) or Quebec Employment Centre" (63 per 100), "ask friends or relatives" (60 per 100), and "answer advertisements" (49 per 100). As one would expect, other methods of job search such as "writing letters of application", "trade union hiring hall" and "private employment agency" had much lower usage rates.

As can be seen in Table 23, there is substantial variation in the success rate associated with different methods, which raises the possibility that choice of method could be an important factor in determining search outcome. Data on use of methods and their success, however, should be interpreted with extreme caution because activities do not easily fall into unique categories. For instance, many of the people who visited a CMC office would be referred to an employer. If they visited that employer they might list this as a separate activity. Further, if they obtained a job as a result of the referral, they might be tempted to report "visit employer" rather than "CMC" as the successful method.

TABLE 21. Search Methods ranked by Usage Rate and Success Rate

Method used	Rate of usage ¹	Rank of rate of usage	Success rate ²	Rank of success rate
Ask employer at his place of business	72	1	22	1
CMC or Quebec employment centre	63	2	10	7
Ask friends or relatives	60	3	19	2
Answer advertisements	49	4	11	5
Write letters of application	26	5	9	8
Check trade union or union hiring hall . . .	10	6	16	3
Check with placement office	10	7	11	6
Use private employment agency	10	8	12	4

¹ Calculated as the proportion of searchers who reported using the method.

² Calculated as the number of successes as a proportion of the frequency of use.

Other combinations of activities could be "ask friends and relatives" and "visit employer", "use private employment agency" and "visit employer", as well as "answer ads" and "private employment agency" (in the case where the agency placed an ad which the searcher answered). The presence of these combinations may partly account for the fact that the "visit employers" method has both the highest usage rate and success rate.

When all eight methods are taken into account, the coefficient of rank correlation, .26, indicates a very weak relationship exists between usage rates and success rates (see Table 21). An examination of the most important contributors to this lack of correlation reveals that there are fairly reasonable explanations for this finding.

The most serious discrepancy is for the CMC or Quebec Employment Centre. While 63% of all searchers reported using this method, making it the second most commonly reported method, only 10% of these reported it as the successful method, the second lowest success rate. This situation reflects the fact that the Unemployment Insurance Commission normally requires claimants for benefits to register with a CMC as proof of seeking work.¹⁷ Therefore, the usage rate of CMC's was undoubtedly increased substantially above that which would apply if registration were voluntary.

The low success rates of CMC's may also be misleading. As is widely known, CMC or Quebec Manpower Offices do not, in fact, hire. They provide applicants with counselling (mentioned by 78% of all job search respondents who reported going to them) and refer them to potential employers who decide whether or not to hire them. As mentioned above, this might result in a person reporting that he used both methods but giving the latter method as the one that resulted in success.

Smaller discrepancies in the usage/success rate comparison occurred with private placement agencies, writing letters, and unions. Private placement agencies were 4th in success but 8th in rate of use. A part of this is presumably due to the fact that these agencies normally specialize in white-collar occupations. A further point discouraging use may be that in some cases a fee is charged of the applicant.

¹⁷ A rough indication of the magnitude of this effect might be given by comparison with the United States experience where the same compulsions do not exist. Approximately 30% of the job searchers in the United States use the public employment agencies. (See Thomas F. Bradshaw, "Job Seeking Methods Used by Unemployed Workers", *Monthly Labour Review*, U.S. Department of Labor, February 1973.)

In Canada there is no legislative requirement that applicants for unemployment insurance benefits register with a CMC office. However, Regulation 145, which has been in force since the early days of the Unemployment Insurance Commission, authorizes the Commission to require, at its discretion, registration as a condition of receiving benefits. The longstanding policy has been to automatically require such registration unless an exemption is granted. Exemptions are granted because the person is on a short-term layoff with a job to go back to, and the remainder fall into such categories as sickness, pregnancy or that the CMC officers said in advance that no jobs are available.

TABLE 22. Usage Rates of Job Search Methods¹ by Sex, Age and Marital Status Groups and by Education Rates per 100 Searchers

Sex, age, marital status and education	Ask employer at his place of business	CMC or Quebec employment centre	Ask friends or relatives	Answer advertisements
	per cent			
All ages, both sexes, total marital status . . .	72	63	60	49
14 - 24:				
Both sexes, total marital status	76	63	64	51
Male, total marital status	77	66	68	46
Married	79	63	62	49
Female, total marital status	74	59	58	58
Married	68	58	47	53
25 - 54:				
Both sexes, total marital status	68	63	55	47
Male, married	69	62	56	44
Female, married	66	63	46	50
Both sexes, not married	68	66	60	50
55 years and over, both sexes, total marital status	66	64	62	43
45 years and over, both sexes, total marital status	67	65	59	44
Education:				
Elementary	68	65	64	31
Some secondary	74	67	60	47
Secondary complete	74	62	60	57
Post-secondary	70	55	56	60
	Write letters of application	Check trade union or union hiring hall	Check with placement office	Use private employment agency
	per cent			
All ages, both sexes, total marital status . . .	26	10	10	10
14 - 24:				
Both sexes, total marital status	30	7	14	9
Male, total marital status	29	10	12	7
Married	31	2	2	2
Female, total marital status	32	2	17	13
Married	25	2	2	2
25 - 54:				
Both sexes, total marital status	23	13	6	10
Male, married	24	19	6	8
Female, married	22	2	2	12
Both sexes, not married	22	11	2	13
55 years and over, both sexes, total marital status	2	2	2	2
45 years and over, both sexes, total marital status	21	15	2	10
Education:				
Elementary	15	17	2	6
Some secondary	20	10	6	7
Secondary complete	30	7	9	12
Post-secondary	46	6	25	16

¹ "Professional association" and "place advertisements" were not included due to insufficient numbers to allow a distribution. Overall, the usage rates were 6.3 and 2.2 respectively.

² Estimate less than 12,000.

The "writing letters" method had the lowest success rate, 9%. In spite of this, it was in a middle position in the usage rate. The reason for this discrepancy might be the same as for CMC's: the actual success resulted from a visit for an interview, and hence there was a tendency to shift the method designated as "successful" from "writing letters" to "visit employers".

Unions or union hiring halls had the third highest success rate but were 6th in usage rate. This situation reflects the fact that union hiring halls are restricted to certain occupations and hence usage was held down. In addition, in some sectors the success possibilities of this search method are enhanced by a monopoly situation in placement.

Given these problems of interpretation, it becomes extremely difficult to draw conclusions on the relationship between choice of method and search success. It is possible, however, that variation in methods of search may explain some of the differences in search outcome found between various groups in the population (see Table 22).

There was a great deal of similarity in methods of job search among the various groups of searchers. "Ask employer at his place of business" was the most frequently reported method for every group of searchers. Likewise, "CMC or Quebec Employment Centre" was second or close to it for every group.

"Ask friends or relatives" was close to "CMC's" for all the male groups. Other methods showed a broad pattern of lower rates of use. Because of this general similarity, those differences in usage that occurred between the groups can be easily pinpointed for examination.

The differences observed appear to reflect logical choices in the light of personal characteristics. For example, "write letters of application" was much more popular among highly-educated persons which partly reflects the nature of the occupations for these searchers. Union hiring halls were more common among lower-educated, prime-age males who are more likely to be in unionized trades. "Friends and relatives" was used much less frequently by females than males, which suggests that females have a less extensive informal communications network to utilize in their job search. School placement offices were, quite naturally, used primarily by the young. "Answer advertisements" was unevenly distributed, particularly by level of education. The usage rate for persons with post-secondary education was twice as high as for persons with elementary education. One possible reason for this difference is that job searchers with higher levels of education place more emphasis on formal rather than informal information systems. If this is true, it is possible that persons with less education are missing out on opportunities due to unwillingness to fully explore the help-wanted ads.

Differences of a less dramatic nature were shown in two further methods: "ask employers" and "ask friends or relatives". Regardless of sex or marital status, searchers under 25 years of age were more likely to use these methods than those 25 and over. Use of these methods, it is suggested, implies initiative and involves direct personal contact compared to other methods which frequently involve an intermediary institution. It is possible, therefore, that this greater initiative is partly responsible for the greater success of the young. The differences in usage rates were so small, however, that it seems unlikely they would be a major cause.

Again, it is difficult to conclude from the available data that choice of search method is a major explanation of search success. It is not obvious that certain methods were much more effective than others. However, variation in frequency of use of methods appears to rationally reflect differences in the personal characteristics of job searchers.

Search Effort

If choice of method does not appear to fully explain the different success rates experienced by different groups of searchers, there remains one further major area of investigation: search effort. This aspect raises an important question: to what extent is search success due to the effort exerted by individuals, and to what extent is it due to their inherent characteristics?

There are two measures of search effort available from the survey: number of methods used and frequency of use of methods. The question on frequency of use was asked in relation to four methods: "place advertisements", "ask employers", "answer advertisements" and "write letters". The first method, however, was not reported by a sufficient number of searchers to produce usable data on frequency of use.

Table 23 shows the four available statistics on search effort for selected age-sex-marital status groups and by level of education. For this table, means have been calculated for all measures of effort.¹⁸ However, since length of search varied between the groups, it was necessary to divide the usage figures by mean length of search in order to produce measures of search effort per unit of time.

The groups who proved to have the greatest success in job search also generally seem to have searched harder. Persons under 25 years of age and those with at least a completed secondary education used more methods and appeared

¹⁸ Calculated by the author from grouped data. This involved rough approximations to get representative values for the groups, a procedure necessarily involving the risk of error. It is suggested, however, that the mean values are still useful for comparisons between the groups.

TABLE 23. Job Searchers showing Search Effort by Selected Sex, Age, and Marital Status Groups and by Education

Sex, age, marital status and education	Mean number of methods used		Mean number of letters written ¹	
	Over total job search	Per month	Over total job search	Per month
All job searchers	3.1	1.0	4.0	1.3
14 - 24:				
Both sexes, total marital status	3.2	1.2	4.0	1.5
Male, total marital status	3.2	1.1	3.9	1.4
Married	3.3	1.2	3.9	1.4
Female, total marital status	3.2	1.3	4.0	1.7
Married	2.9	1.3	3.7	1.6
25 - 54:				
Both sexes, total marital status	2.9	0.9	4.0	1.2
Male, married	3.0	0.9	4.2	1.2
Female, married	2.8	0.9	2.6	0.8
Both sexes, not married	3.1	0.8	4.7	1.3
55 years and over, both sexes, total marital status	2.9	0.7	4.1	1.0
45 years and over, both sexes, total marital status	2.9	0.7	3.9	1.0
Elementary	2.8	0.8	3.2	0.9
Some secondary	3.0	1.0	3.4	1.1
Secondary complete	3.2	1.1	3.8	1.3
Post-secondary	3.6	1.2	4.8	1.6
	Mean number of employers contacted ¹		Mean number of ads answered ¹	
	Over total job search	Per month	Over total job search	Per month
All job searchers	4.2	1.4	4.7	1.5
14 - 24:				
Both sexes, total marital status	4.3	1.7	4.6	1.8
Male, total marital status	4.4	1.6	4.6	1.6
Married	4.0	1.4	4.8	1.7
Female, total marital status	4.0	1.7	4.6	1.9
Married	3.6	1.6	4.2	1.8
25 - 54:				
Both sexes, total marital status	4.1	1.2	4.8	1.4
Male, married	4.3	1.3	5.2	1.5
Female, married	3.2	1.0	3.8	1.2
Both sexes, not married	4.7	1.3	5.0	1.4
55 years and over, both sexes, total marital status	3.9	0.9	4.6	1.1
45 years and over, both sexes, total marital status	4.1	1.0	4.9	1.2
Elementary	4.0	1.1	4.4	1.2
Some secondary	4.0	1.3	4.4	1.4
Secondary complete	4.6	1.6	4.7	1.6
Post-secondary	4.3	1.4	5.2	1.7

¹ Excludes those who did not use the method.

to use them more intensively per month of search than other groups. Searchers over age 45, on the other hand, indicated less than average search effort, particularly when their longer searches are taken into account. Two other groups which were shown earlier in this paper to have below-average success were married women aged 25 - 54 and persons not married aged 25 - 54. Both groups used fewer methods than average, and the former showed evidence of less intensive use of the methods selected.

The finding that young, educated groups search more intensively produces a serious interpretation problem. Personal characteristics and search effort can be viewed as independent explanatory variables; but they are highly correlated, which introduces a multicollinearity problem that cannot be circumvented with the available data base. Consequently, it is not possible to assess the relative influences of these factors on job search success. Even with an ideal data base, however, intensity of job search may not be easily separated from such personal characteristics as age and education.

Personality factors that motivate a person to achieve high levels of education are likely to also provide stimulus to energetic search. Youth is commonly regarded as concomitant with energy and enthusiasm. Hence, search effort and personal characteristics may be considered as simply different manifestations of the same basic characteristics.

With respect to the less intensive search of older workers, it seems reasonable to attribute this situation to discouragement. As noted earlier, they have the poorest success rates in terms of job offers received and an above-average propensity to accept a second-best result, acceptance of a part-time or temporary job. Given the prospects they face, one might expect them to become discouraged and expend less effort on job search.

CHAPTER VI

SUMMARY OF MAIN FINDINGS AND SUGGESTIONS FOR FURTHER RESEARCH

This analysis of Canadian job searchers has shed some light on certain aspects of the labour market; but, as is usually the case, many questions remain unanswered. The survey results reveal the Canadian labour market to be a very dynamic one with employed persons voluntarily seeking better jobs and new entrants and re-entrants into the work force constituting substantial proportions of the job search population. Also, the analysis provides a better understanding of the problems faced by specific groups of workers. On the other hand, it was not possible to unravel the relative importance of such factors as method of job search and intensity of search for job search success.

Young job searchers (14 - 24 years of age) had the highest success rates in terms of job offers received and jobs accepted, a finding that helps to explain the phenomenon of high youth unemployment. Young workers do not have a difficult time in finding employment. Rather, it appears that an important part of their problem is to find the "right" job and to obtain jobs that offer stable employment.

Educational attainment was an important factor in determining job search success for young workers but declined in importance for persons 25 - 44 years of age. Further, a higher level of education appeared to be of little value in job search for persons over 45 years of age. This pattern presumably reflects the declining importance of educational attainment and the increasing importance of work experience in the job market as period of time out of school lengthens.

For the older searchers, however, it appears that employment prospects are very poor at all levels of education. As attested to by their above-average duration of search and below-average success in obtaining offers, job searchers over 45 years of age have a serious disadvantage in the labour market.

Differences in search techniques among the various groups of searchers were also detected; but it was by no means obvious that these differences influenced search success. Indeed, it seemed reasonable to suggest that the observed differences were only rational adjustments to different personal circumstances; for example, educated persons wrote more letters while the less educated used manpower centers and union hiring halls more frequently.

The most fundamental difficulty arose, however, in examining the degree of search effort. It was observed that, in general, groups which were most successful in job search tended to use more methods and, as far as could be measured, used them more intensively. This immediately raised a basic question of multicollinearity between explanatory variables. If characteristics such as age, sex, and

educational attainment are closely related with amount of search effort, then how does one separate the effect of the two in determining search outcome? The data base available for this study was inadequate to tackle this problem.

In the absence of data problems, however, it is not obvious that search activity can be pinpointed with certainty as an important cause of the job search success of various groups independent of these other factors. It remains for future research to shed more light on this problem.

Some evidence was provided on the validity of the concept of "wait unemployment". Using acceptance of a part-time or temporary job as a proxy for lowering expectations, it was found that persons did increase their willingness to accept inferior jobs as unemployment lengthened. This does not imply, however, that the bulk of the unemployment observed during 1971 was voluntary. A very large proportion of the job searchers who were unemployed at the end of the survey reference period, October 1971, had not received any job offers, which indicates that very few of the unemployed had the option of declining a job offer in favour of waiting for a better one later.

Given the many questions left unanswered and the problems encountered in the analysis, it is worthwhile to make some suggestions for future surveys of the job search process. To better measure search methods, survey questions should attempt to directly recognize the possibility of two or more activities being closely linked, e.g. register at a Canada Manpower Center and visit employer. Also, it would be valuable to obtain a measure of the quality of jobs found as a result of the search and the quality of the jobs searchers left.

Another aspect concerns the difference between duration of search and duration of unemployment. Questions should be designed to provide a clear-cut distinction between these two dimensions.

APPENDIX

Drop-off Supplemental Questionnaire Used in the Job Search Survey

THE FOLLOWING QUESTIONS ARE ABOUT YOUR **MOST RECENT** (OR ONLY) SEARCH FOR A JOB **SINCE APRIL 1, 1971**. WE WOULD LIKE TO KNOW ABOUT YOUR EFFORTS TO FIND A JOB EVEN IF YOU HAD WORK DURING THE TIME THAT YOU WERE LOOKING

1. For each of the methods of job search listed below, please place a check mark (✓) to show whether you did or did not use that method.

(a) Did you register at a CANADA MANPOWER CENTRE or a QUEBEC EMPLOYMENT CENTRE?

Yes ☐¹ No ☐²

If "Yes", were you interviewed by a counsellor at the CENTRE?

Yes ☐¹ No ☐²

(b) Did you ask friends or relatives to assist you in finding a job?

Yes ☐¹ No ☐²

(c) Did you answer advertisements in newspapers, magazines, or journals (by phone, in person, or by mail)?

Yes ☐¹ No ☐²

If "Yes", how many advertisements did you answer?

(check one only)

1 or 2 advertisements ☐⁰¹

3 or 4 advertisements ☐⁰²

5 or 6 advertisements ☐⁰³

7 or 8 advertisements ☐⁰⁴

if more than 8 advertisements write in the number

(d) Did you place advertisements in newspapers, magazines, or journals?

Yes ☐¹ No ☐²

If "Yes", how many days in total did all of your advertisements appear?

(check one only)

1 or 2 days ☐⁰¹

3 or 4 days ☐⁰²

5 or 6 days ☐⁰³

7 or 8 days ☐⁰⁴

if more than 8 days write in the number

(e) Did you use the services of a private employment agency?

Yes ☐¹ No ☐²

(f) Did you check with a trade union or apply at a union hiring hall?

Yes ☐¹ No ☐²

(g) Did you ask for a job in person or by phone at an employer's place of business (other than to answer advertisements)?

Yes ☐¹ No ☐²

If "Yes", how many employers did you contact in person or by phone?

(check one only)

1 or 2 employers ☐⁰¹

3 or 4 employers ☐⁰²

5 or 6 employers ☐⁰³

7 or 8 employers ☐⁰⁴

if more than 8 employers write in the number

(h) Did you write letters of application to employers (other than to answer advertisements)?

Yes ☐¹ No ☐²

If "Yes", how many letters of application did you write?

(check one only)

1 or 2 letters of application ☐⁰¹

3 or 4 letters of application ☐⁰²

5 or 6 letters of application ☐⁰³

7 or 8 letters of application ☐⁰⁴

if more than 8 letters of application write in the number

(i) Did you check with a university, college or school placement office?

Yes ☐¹ No ☐²

(j) Did you check with a professional association?

Yes ☐¹ No ☐²

(k) Did you take any other action?

Yes ☐³ No ☐⁴

If "Yes", please specify:

☐¹ ☐³
☐¹ ☐⁴

PLEASE TURN OVER

2. On the day that you began your most recent job search were you --

- (check one only)
- Employed at a temporary job (full time or part time) ☐ 01
 - Employed at a full time permanent job ☐ 02
 - Employed at a part time permanent job ☐ 03
 - On lay-off and expecting recall ☐ 04
 - On lay-off and not expecting recall ☐ 05
 - Going to school full time ☐ 06
 - Keeping house full time ☐ 07
 - None of these ☐ 08

Specify: _____ ☐ 09
 _____ ☐ 10

3. (a) How many months did your most recent job search last? (Or, if you are still searching, how many months have you been searching?)

- (check one only)
- less than 1 month ☐ 01
 - 1 to 2 months ☐ 02
 - 2 to 3 months ☐ 03
 - 3 to 4 months ☐ 04
 - 4 to 5 months ☐ 05
 - 5 to 6 months ☐ 06

if more than 6 months write in the number of months _____

(b) During this search, for how many months were you without work and available for work?

- (check one only)
- never without work ☐ 01
 - less than 1 month ☐ 02
 - 1 to 2 months ☐ 03
 - 2 to 3 months ☐ 04
 - 3 to 4 months ☐ 05
 - 4 to 5 months ☐ 06
 - 5 to 6 months ☐ 07

if more than 6 months write in the number of months _____

4. (a) Did you receive any job offers as a RESULT of your most recent job search?

- (check one only)
- No: did not receive any job offers ☐ 1
 - Yes: received one or more job offers ☐ 2

(b) If you received one or more job offers as a RESULT of your search did you accept any of them?

- (check one only)
- No: did not accept any job offers ☐ 1
 - Yes: accepted a part time or temporary job ☐ 2
 - Yes: accepted a full time permanent job ☐ 3

5. If you took a job as a RESULT of your search, which of the following methods was the one through which you found your job? That is, which one was your successful method of search?

- (check one only)
- Registration at a CANADA MANPOWER CENTRE or a QUEBEC EMPLOYMENT CENTRE ☐ 01
 - Asking a friend or a relative ☐ 02
 - Answering an advertisement ☐ 03
 - Placing an advertisement ☐ 04
 - Using a private employment agency ☐ 05
 - Checking with a trade union or applying at a union hiring hall ☐ 06
 - Contacting an employer at his place of business in person or by phone other than to answer an advertisement ☐ 07
 - Writing a letter of application (other than to answer an advertisement) ☐ 08
 - Checking with a university, college or school placement office ☐ 09
 - Checking with a professional association ☐ 10
 - Taking other action ☐ 11

Specify _____ ☐ 12
 _____ ☐ 13

6. (a) During your job search were you offered your former job? That is, were you recalled?

- (check one only)
- Yes: offered recall to former job ☐ 1 → Skip to Question 6(b)
 - No: not offered recall to former job ☐ 1
 - Did not have a former job ☐ 2 → END HERE
 - Continuously employed during job search ☐ 3

(b) Did you accept the recall? That is did you return to your former job?

- No: did not return to former job ☐ 1
- Yes: returned to former job ☐ 2

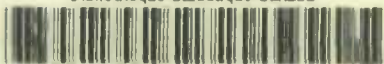
THANK YOU FOR
YOUR ASSISTANCE

DATE DUE
DATE DE RETOUR

	JUN JUN	15 1981	Branzen
	JAN 30 1985		Viggo
	JUN JUN	18 1986	
	JUN JUN	26 1987	OOS M

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