

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

NO. 129*

PRINCETON, N. J.

MAY, 1966

THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE**

Adams, Leonard P. *The public employment service*. Reprint Series No. 165. Ithaca, N.Y. New York State School of Industrial and Labor Relations, Cornell University. 1965. pp. 193-226 from *In aid of the unemployed*, edited by Joseph M. Becker, S.J. (Baltimore, Johns Hopkins Press, 1965). On request.

Traces the historical development of the organization and functions of the Employment Service since 1933 and appraises its accomplishments. The author's analysis of state placement records during the postwar period reveals very unequal allocation of funds for staff, wide variation in work-load accomplishments, and need for a more effective policy regarding administrative review of state operations. He stresses the need to determine priorities among programs and to remedy some current weaknesses.

Bakke, E. Wight. "Employment Service role in an active labor market policy." *Employment Service Review* (Government Printing Office, Washington 20402), January-February, 1964. pp. 1-8. 30 cents.

Examines the actual contributions of the Employment Service toward achievement of an active manpower policy with respect to clarification of the manpower policy concept, integration of manpower functions, manpower development, contributions to the labor demand function and to the labor market organization function, anticipation and prevention of labor market imbalances, contributions to information and research and to the administration of unemployment insurance, and collaboration with other public and private agencies.

Haber, William and Daniel H. Kruger. *The role of the United States Employment Service in a changing economy*. Kalamazoo, Mich. 49007. W. E. Upjohn Institute for Employment Research. 1964. 122 pp. On request.

Traces the historical development of the Employment Service, describes the functions which it performs, discusses various problems and issues connected with it, and makes suggestions for strengthening and improving its operations.

* Compiled by Hazel C. Benjamin, Librarian

** Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

Lester, Richard A. *Manpower planning in a free society*. Princeton, N.J. 08540. Princeton University Press. 1966. 227 pp. \$5.00.

The author's policy recommendations regarding the Employment Service are stated at length in Chapters 3 and 4 of this book. He advocates a "clear-cut definition" of the role of the Employment Service "that will highlight its manpower planning responsibilities" and discusses the ways in which a planning conception would affect the scope of its operations. He also makes suggestions regarding its organization and coordination with other programs and for improving the quality of its personnel.

Miller, Glenn, Frederick A. Zeller, and Robert Miller. "Some factors affecting the role of the public employment service." *Labor Law Journal* (4025 W. Peterson Ave., Chicago 60646), April, 1965. pp. 203-211. \$1.35.

Their analysis of reported attitudes of employers and employees toward the use of the Employment Service as a job placement agency leads the authors to conclude "that significant expansion in the functions of the public employment service could not be achieved without major efforts to modify customary patterns of behavior in the labor market." Since they consider it unlikely that appropriations to support a greatly expanded service will be forthcoming, they advocate "continued emphasis on placement service to marginal groups."

The OECD Observer (OECD Publications Center, 1750 Pennsylvania Ave., N.W., Washington, D.C. 20006), August, 1965. "Public employment service: cornerstone of an active manpower policy." pp. 29-32. 50 cents.

Summarizes the information presented at a seminar organized by the Manpower and Social Affairs Directorate of the Organization for Economic Cooperation and Development which was attended by management representatives from fifteen countries, as well as by high-level government manpower officials. Included are suggestions made by the employer representatives of ways of improving the services of public employment agencies. The papers presented at this seminar, together with a résumé of the discussion and the background papers, are scheduled for publication in the near future.

Organization for Economic Cooperation and Development, Manpower and Social Affairs Committee. *Manpower policy and programmes in the United States*. Paris. 1964. (Reviews of manpower and social policies, no. 2). 207 pp. \$2.50. (In the U.S. order from OECD

Publications Center, 1750 Pennsylvania Ave., N.W., Washington, D.C. 20006).

This report by representatives of the Committee contains several sections dealing with the Employment Service as part of the total manpower program. Of particular interest are Chapter IV in the "Report by the Examiners," pp. 111-121 and Chapter IV in the "Examiners' Questions and Replies by the United States' Authorities," pp. 194-199. A summary of the Examiners' recommendations is given

on pp. 14-15. These are concerned with expansion of placement services, encouraging mobility, and elimination of racial discrimination.

U.S. Congress, 88th, 2d session. House. Committee on Education and Labor. *Public employment service*. Hearings before the Select Subcommittee on Labor . . . on H.R. 11976, H.R. 8547, and H.J. Res. 607. Washington 20402. Government Printing Office. 1964. 879 pp. No price given.

These hearings provided a forum for a broad discussion of the role of the Employment Service and means of improving its potential by many representatives of government agencies and private organizations, as well as by university labor market specialists.

U.S. Congress, 88th, 2d session. House. Committee on Education and Labor. *The role and mission of the federal-state employment service in the American economy*; report prepared by the Subcommittee staff to the Select Subcommittee on Labor. Washington, D.C. 20402. Government Printing Office. 1965. 99 pp. 30 cents.

This report is a sequel to the hearings listed above. It analyzes the problem areas which were identified through the hearings and other committee records concerning the responsibilities of the Employment Service and its ability to meet these responsibilities. Problems discussed are: the counseling function, labor market information and analysis, the public "image" of the Service, special services to disadvantaged job-seekers, the federal-state relationship, the relations of the Service to other channels of employment, and the need for a new Congressional directive to the Service. The appendix to the report contains excerpts from laws relevant to the present scope and financing of the Service.

U.S. Congress, 88th, 2d session. Senate. Committee on Labor and Public Welfare. *The labor market role of the state employment services*. Washington 20402. Government Printing Office. 1964. 942 pp.

A useful compilation of information regarding operations and administration at the state and local level based on reports submitted by thirty-three state employment services regarding their policies, programs, plans, and needs.

U.S. Congress, 88th, 2d session. Senate. Committee on Labor and Public Welfare. *Toward full employment: proposals for a comprehensive employment and manpower policy in the United States*; a report together with minority and individual views prepared by the Subcommittee on Employment and Manpower. Washington 20402. Government Printing Office. 1964. 148 pp.

The specific recommendations of the Subcommittee with respect to the Employment Service appear on pages 92-97 of this report. They are concerned with means of improving the counseling service, study of the placement process with a view to future improvement, and means of encouraging employers to list all job vacancies with the public employment service.

U.S. Congress, 89th, 2d session. Senate. S. 2974. *A bill to amend the Wagner-Peyser Act so as to provide for more effective development and utilization of the nation's manpower resources by expanding, modernizing, and improving operations under such act at both state and federal levels, and for other purposes.* Introduced by Mr. Clark (for himself and Mr. Kennedy of New York). Washington 20510. February 24, 1966. 19 pp.

———. Senate. S. 3032. *A bill to maintain, strengthen, and improve the operations of the federal-state employment system.* Introduced by Mr. Clark (by request). March 7, 1966. 19 pp.

The companion bills, which were introduced into the House of Representatives on the same dates by Congressman Holland, are H.R. 13037 and H.R. 13362 respectively. Hearings on them before a joint Senate-House manpower subcommittee were recently concluded.

U.S. Department of Labor. *A report to the Secretary of Labor from the Employment Service Task Force.* Washington 20210. The Department. December 23, 1965. 49 pp. On request.¹

This report reviews the operations of the Employment Service and makes recommendations for improving its management. These are concerned particularly with separating it from the unemployment insurance system, improving its relations with other groups in the labor market, improving the quality of its personnel, the development and dissemination of labor market information, improved interarea recruitment procedures, and improved administration and financing.

U.S. Department of Labor. *Manpower report of the President and a report on manpower requirements, resources, utilization, and training by the United States Department of Labor, transmitted to the Congress March 1965.* Washington 20402. Government Printing Office. 1965. "The role of the federal-state employment service system in matching workers and jobs." pp. 159-169. \$1.75.

Although the figures cited in these pages apply to 1964 activities, the discussion of the Employment Service program is informative. The report concludes with specific suggestions for action to improve operations.

¹ The text of this report may also be found in the February, 1966 issue of the *Employment Service Review* (Government Printing Office, Washington, D.C. 20402, 40 cents).