NATIONAL MANPOWER POLICY**


The basic objective of an active and positive manpower policy is full, productive, individual-and-national growth producing, freely chosen and personally secure employment. The functions required to activate this objective are those of labor supply, labor demand, labor market organization, prevention, research and information, economic benefits, and collaboration. Its distinguishing characteristics are: (1) organizational and administrative integration of all activities around the basic objective; (2) integration of manpower with more general economic policy and measures; (3) emphasis on economic objectives; (4) emphasis on making choice of employment relations realistically and genuinely free; (5) a geographical operational field of national and international, as well as local, labor markets; (6) an unlimited occupational and industrial operational field; (7) the status of initiators of measures essential to the achievement of manpower development and employment objectives; and (8) resources adequate for a continuous core program geared to both conditions of scarcity and surpluses of human resources.


This short article indicates that a comprehensive manpower policy for the federal government should include an employment policy, a human resource development policy, and a manpower allocation policy. That

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**Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
such a comprehensive policy need not require a massive expansion of
the government's role is illustrated by examination of its present
influence on manpower policy. Such a comprehensive policy would,
however, require a greater awareness of the total impact, a consistent
set of goals for manpower, and a program for attaining them. From a
discussion of several methods suggested for attaining such a policy,
four proposals, which could be implemented without new legislation
or the development of new governmental bureaucracy, are endorsed.

Hilliard, John F. "Essentials of manpower planning in economic de-
velopment." International Development Review (1720 Rhode Island
of Society for International Development, $1.00; non-members,
$2.50.

Comprehensive, integrated manpower planning cannot be done on a
hit-or-miss basis, nor can it be improvised on the spur of the moment.
It is not an adjunct to each development project, but a major aspect
of national development and as such has a number of implications:
(1) it is essential that those doing manpower planning have an ade-
quate understanding of the nation's goals and of the general strategy
by which those goals are to be achieved; (2) it requires careful and
continuous study of the activities that create manpower requirements
and of the institutions that develop manpower resources; (3) it re-
quires the continuous projection of manpower resources and require-
ments four to eight years into the future; (4) it requires the systematic
taking of timely action to balance manpower requirements and re-
sources, now and in the future, to assure that progress toward estab-
lished goals is facilitated by the availability of trained personnel. This
paper discusses the means for creating awareness of manpower, the
organization structure and personnel needs, program development, and
implementation of the manpower program.

Organization for Economic Cooperation and Development, Manpower
and Social Affairs Directorate. Manpower policy and programmes in
the United States. Paris, 1964. 207 pp. $2.50. (Available in the
W. 41st St., New York 36.)

The second in a series of country reviews the purpose of which is to
focus attention on manpower policy in a country in order either to
stimulate action or to report to other countries on what is being done.
The report is divided into four parts: report by the United States
authorities on manpower trends, outlook, and programs; report by the
examiners; examiners' questions and replies by the U.S. authorities;
and conclusion on the examination of manpower policy by the Man-
power and Social Affairs Committee of OECD. The section by the
examiners, plus the questions they asked of the U.S. authorities, clearly
show their judgment—manpower practices and institutions to date
have not been adequate for the United States to achieve in a sound
fashion its growth objective. A short bibliography is included.

This survey was prepared to raise some of the relevant research questions in the manpower area. It looks rapidly at some of the problems and some of the research and then attempts to spell out needed research. The sections on manpower accounting, and especially those dealing with forecasting, are particularly interesting. Three appendices present (a) specific references to research now being conducted, (b) methods of manpower accounting used in Russia, and (c) a summary of the U.S. industry-employment matrix.


Provides an overview of the dimensions of the manpower revolution by presenting selections from government publications, professional journals, and popular periodicals which explore recent changes in the size and composition of the labor force; shifts in the structure of the demand for labor; the level, nature, and causes of unemployment; and the rate of technological change and its impact on employment. The selections leave the impression that these recent changes are sufficiently different in rate and magnitude from those of the past to constitute a significantly new series of problems.

This is the first in a series of volumes to be published by the Subcommittee. The others are: Vol. 2, Convertibility of space and defense resources to civilian needs: a search for new employment potentials; Vol. 3, The role of apprenticeship in manpower development: United States and Western Europe; Vol. 4, Lessons from foreign labor market policies; Vol. 5, History of employment and manpower policy in the United States, 1929-46; Vol. 6, History of employment and manpower policy in the United States, 1946-64.


These hearings contain the testimonies of over 150 witnesses selected from government, the universities, foundations, labor, and management. Part 1 gives the broad brush treatment to such problems as unemployment and technological change. Parts 2 and 3 contain testimony assessing the ability of existing federal programs to meet the arising problems. Part 3 also compares European labor market programs with those of the United States. Part 4 considers the special employment problems of such disadvantaged groups as youth, older workers, minorities, and the handicapped. Part 5 contains some of
the most widely quoted testimony of the series involving the aggregate demand and structural explanations of unemployment, the impact of technological change, and labor-management devices for adjustment. Part 6 examines the role of the education and training system in manpower development. Part 7 contains testimony on depressed area problems and the adjustment of communities to shifts in defense expenditures. Part 8 is primarily concerned with scientific, engineering, and military manpower questions. Part 9 is directed toward the possible employment impacts of reductions in defense expenditures and the problems of finding civilian applications for defense technology.


Presents a history of employment and manpower policy and discusses the manpower revolution and its impact on these policies. The elements of such a comprehensive policy are: (1) the nation must commit itself firmly to the achievement and maintenance of full employment; (2) society as a whole benefits from technological and economic progress and should bear its share of the costs of adjustments; (3) the system of education and training must be adequate to fully develop the innate potential of each individual and provide a flexible basis for retraining whenever it becomes necessary; (4) information concerning all possible job opportunities should, to the maximum extent possible, be available to each individual, as should information concerning all potential employees to the employer. Appraisal and recommendations for developing this policy are presented under four headings: (1) the policy making process; (2) monetary and fiscal policy for full employment; (3) developing our manpower for full employment; (4) matching men and jobs in a changing labor market. The report also contains minority and individual views.


As required by the Manpower Development and Training Act of 1962, these reports on the nation's manpower requirements, resources, use, and training are transmitted to the Congress yearly in March. The first presented an initial summary and appraisal of the major trends in employment and unemployment and of forces shaping the country's manpower situation. The second reviews current developments in these areas and then looks more closely at several areas of major concern.