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AN ECONOMIC ANALYSIS OF LABOR MOBILITY IN
UTAH COUNTY, UTAH

A Thesis

Presented to the

Department of Economics

Brigham Young University

Provo, Utah

In Partial Fulfillment

Of the Requirements for the Degree

Master of Science

by

Michael C. Haynes

June, 1964

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M.C.H.

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INTRODUCTION AND REVIEW OF LITERATURE ON LABOR MOBILITY

The study of labor mobility is one very important area of interest in the economy of the United States today. It has been only recently that the government has become more aware of the seriousness of labor mobility in our economy. It is recognized that one important cause of unemployment is the failure of workers to prove themselves mobile enough to move to areas where jobs exist. The importance of labor mobility in Utah County, Utah is probably even more serious due to the fact that unemployment in Utah County for the past ten years has been two to four per cent higher than both state or national figures.

The purpose of this work is to attempt to determine why workers move from Utah County and then to make suggestions that might lead to a more mobile work force, hence less unemployment and a more economically sound and secure population.

To accomplish the task outlined by this thesis, it is necessary to look, first, into the theoretical aspects of labor mobility. Chapter I is an attempt to accomplish this goal. In this chapter, certain characteristics of worker mobility are investigated. Included in these characteristics are factors such as age, race, skills, education and union affiliation. In addition, labor mobility under conditions of pure competition is looked into along with labor mobility under conditions of imperfect competition. A comparison of the two markets reveals that under conditions of monopsony, or imperfect competition, in the labor

market, we will tend to find an immobile work force and a possible reason for unemployment. In fact, in order to have a monopsonistic labor market we must have an immobile labor market.

There must be a reason for any study. Chapter II attempts to answer the question, "Why study labor mobility?" The important position of the economist concerning labor mobility is brought out in this chapter. Interest on the part of the government is shown along with an interesting concept that the preservation of the American way of life is in a great measure influenced by the mobility of its workers. A tie is made between unemployment and a lack of labor mobility, which in turn is related to the amount of unemployment in the United States, past and present. Finally, a reason for a study of labor mobility in Utah County is clearly shown, as unemployment in Utah County is of a magnitude to be of serious concern.

To better understand the mobility of workers in Utah County, this thesis looks into the historical background of the people. It investigates the industrial growth of Utah County and its effect on mobility; it seeks important environmental aspects of Utah County that could be important in a study of labor mobility. Chapter III attempts to accomplish this task. Certain facts become evident in this chapter. First, the Mormon population has characteristics that may lead to immobility. Second, industrial growth has been slow and must be considered inadequate, when the amount of unemployment is taken into consideration. Third, there are additional environmental aspects that would tend to hamper movement from Utah County.

A very important and closely allied study conducted in 1963 is carefully analyzed in Chapter IV. This study, conducted for the Office of

Manpower, Automation and Training by Dr. Reed C. Richardson of the University of Utah and Dr. J. Kenneth Davies of Brigham Young University, was conducted among long-term unemployed workers in Utah County with the hope of getting these unemployed workers to accept job offers in a new location. Although it fails to show the degree of mobility, this study shows the work force of Utah County to be relatively immobile.

The results of the above study served as the basis of this thesis, for it was found in the process of questioning respondents living in Utah County by questionnaire that a number of the sample had left Utah County and hence proven themselves mobile. Consequently interest was aroused to attempt to locate these respondents along with another group of workers who had moved from Utah County and find out why they moved from Utah County. Chapter V is a result of this interest. It is the result of a questionnaire sent to workers who have moved from Utah County to attempt to find differences between workers who were not mobile, as shown in the Davies-Richardson study, with workers who were mobile, represented by the Haynes study.

Chapter VI is devoted to summary and recommendations to improve labor mobility as a result of the findings in the preceding chapter. It is hoped, as a result of this study, that the seriousness of unemployment in Utah County can be alleviated through better mobility of workers. If greater mobility can be achieved, economic conditions will be made better for individuals living in Utah County who become unemployed.

Review of Literature on Labor Mobility

Alfred Marshall, in his book Principles of Economics, wrote con-

cerning the mobility of workers as early as 1890. Marshall wrote, in the main, about economic conditions in England at that period, hence his ideas about labor mobility are somewhat narrow. However, Marshall did touch on one important factor. He recognized the fact that workers often prove themselves immobile due to the fact that parental and social influences tend to hold them in one place. Marshall spoke of some mobility in one social class, but very little mobility between classes or between jobs.

Joan Robinson, writing in 1947, made an important contribution to understanding the relationship between labor mobility and unemployment. In her book, Essays in the Theory of Employment, she writes one section on "The Mobility of Labor." This work is an attempt to link together the work of John M. Keynes to problems of employment or unemployment. Mrs. Robinson's writing is difficult to understand, however, careful reading and thought will show that immobility of labor is a cause of unemployment.

Gladys L. Palmer has made an important contribution to the understanding of why workers do or do not move in search of employment in her book, Labor Mobility in Six Cities. This book was written for the Committee on Labor Market Research in 1954 and was designed to show patterns of mobility across the United States. The six cities studied in this book were Chicago, Philadelphia, Los Angeles, San Francisco, St. Paul and New Haven. Mrs. Palmer has shown the many factors present that tend to influence the decisions of workers in making a move. For example, Mrs. Palmer has looked into skill, education, sex, race and former work patterns in an attempt to determine what important factors cause worker mobility.

One of the best and most important works on labor mobility is

found in a book by Herbert S. Parnes, entitled, Research on Labor Mobility. This work was a result of the endeavor of the Committee on Labor Market Research, in 1954, to bring together all the previous findings on labor mobility under one cover. Dr. Parnes, of the Department of Economics of the Ohio State University, was chosen to accomplish this task. Herein is found a wealth of material and information concerning labor mobility. The problems of studying labor mobility are discussed, and in addition, problems of the validity of information on labor mobility are carefully analyzed. Parnes has a particularly good section in his book showing characteristics of workers that either prove them to be mobile or immobile.

A book of essays by E. Wight Bakke, Phillip M. Hauser, Gladys L. Palmer, Charles A. Myers, Dale Yoder and Clark Kerr entitled, Labor Mobility and Economic Opportunity, deserves special mention. This book, published in 1954, discusses the whole scope of labor mobility problems and in addition affords two excellent studies of mobility problems by Myers. Excellent information is given to help guide the student of mobility problems in his thinking and analysis.

During 1963, the Department of Labor expanded its efforts to look into problems of labor mobility. As a result of these efforts there were a number of studies in 1963 and early 1964 to attempt to determine answers to problems of mobility.

The relationship between economic security and a worker's willingness to move will be studied in 1964 by the Department of Labor in an attempt to show the relationship between private pension plans, bonuses, and severance pay.

In the middle of 1964 the Department of Labor plans to publish a

study concerning the relationship between collective bargaining and labor mobility. Many agreements reached during collective bargaining assist unemployed workers in the form of severance pay, supplemental unemployment benefits and related plans to help in times of unemployment. This study will look into these plans and their effect on labor mobility.

The University of Oregon will conduct a study in mid-1964 to attempt to determine the relationship between unemployment benefits and mobility. This study will be correlated with the study by the Department of Labor.

In order to update and support current ideas, the Area Redevelopment Administration will conduct a study in 1964 to attempt to determine who the more mobile groups are in America. As a result of this study, it is hoped that more mobile workers will be re-employed in new areas, hence helping to solve the unemployment problem in the United States today.

The Davies-Richardson study, already referred to, was an effort to determine what impediments existed to labor mobility in Utah County. The primary purpose of this study was to determine why workers would not take jobs in other areas in the face of lessening economic opportunities in Utah County. This thesis will analyze this study in a later chapter.

At present, the above mentioned studies by the government are not available, however, it is expected that later in 1964 or early 1965 this information will be available.¹

The above mentioned studies lend support to the claim that labor

¹U.S. Department of Labor, Manpower Research and Training, A Report by the Secretary of Labor (Washington; U.S. Government Printing Office, 1964), pp. 107-125.

mobility is as yet an infant study. Much needs to be done in this area to better enable us to improve the economic conditions in the United States through better labor mobility. This thesis is a step in that direction. More specifically, this thesis will be an original study of mobile workers from Utah County, Utah. It will compare the characteristics of workers who were immobile in the Davies-Richardson study with workers who were mobile in the Haynes study. As a result of this work, this thesis will make recommendations to improve the mobility of workers from Utah County. If this goal can be accomplished, the economy of Utah County will be improved and this thesis will have been a contribution to the betterment of workers in Utah County.

CHAPTER I

CHARACTERISTICS AND THEORETICAL ASPECTS OF LABOR MOBILITY

The purpose of this chapter is to define the factors that influence workers to change jobs or to remain at their present position. The chapter will be divided into two main sections; first, characteristics will be discussed that have a direct bearing on labor mobility; second, economic theory will be utilized to show how the economic role of labor mobility is affected when the assumptions of the purely competitive market are changed to those of the non-competitive. The labor market in Utah County will then be compared with one of the theoretical aspects of a non-competitive labor market to show a possible reason for unemployment.

Definition of a Mobile Worker

When we speak of labor mobility we include all changes in a worker's location, status or affiliation that are involved in his earning a living as well as his ability and willingness to make such changes. Mobility within the narrower field of employment itself includes changes of industry, occupation, locality, employer, or job. However, according to Gladys Palmer, head of a project on labor mobility for the Committee on Labor Market Research in 1951, the concept of worker mobility is related not to the number of jobs held, but to the number of employers in a given period. One job change in

10 years constitutes mobility. A worker who reports two or more job changes in a ten year period is considered highly mobile.

According to Gladys Palmer, a worker may receive a number of promotions from one employer which may require the worker to move, yet he is immobile if he remains with the same employer. One example was a man who worked as a pharmacist. He was drafted into the army for two years after which he returned to school to complete his education. Following completion of his schooling he returned to work for his original employer. Although a time period of nine years elapsed in which he moved three times, he was considered immobile because he returned to work for the same employer.¹

This thesis will consider a worker mobile if he or she has made a change in industry, occupation, locality, employer or job since 1962 that has required movement from Utah County.

Characteristics of Worker Mobility

Age.--It is felt that young workers are more mobile than old workers. There are many reasons for the fact that younger men are more prone to changes in employment than older men. Usually younger men are starting into the labor force for the first time. During this initial stage many changes occur in the thinking and the goals of younger people, therefore many job changes occur. Family responsibility is not as dominant an influence in younger men and consequently they are not as reluctant to leave one job in

¹Gladys L. Palmer, Labor Mobility In Six Cities (New York: Social Science Research Council, 1954), pp. 32-33.

search of another. Finally, the younger worker is often a part-time worker and jobs of this nature usually entail a great deal of job shifting.¹

Table 1-1 shows the amount of job shifting according to ages in a study made by Gladys Palmer. It should be noted that in general, as age increases, the number of jobs held decreases, hence we can conclude that younger workers are more prone to job changes than older workers.

TABLE 1-1
 MEAN NUMBER OF JOBS HELD BY WORKERS IN SIX CITIES
 BY AGE, 1940-1949^a
 (Workers in Thousands)

Age in 1951	Workers	Jobs
Men		
24 and Less	2,343	2.7
25-34	582	3.4
35-44	675	3.0
45-54	574	2.3
55-64	384	2.0
65 and Over	128	1.7
Women		
24 and Less	1,059	2.5
25-34	333	3.1
35-44	316	2.6
45-54	250	2.2
55-64	121	1.9
65 and Over	39	1.6

^aGladys Palmer, Labor Mobility In Six Cities (New York: Social Science Research Council, 1954), p. 53.

Race.--There is little data to be found that shows differences in worker mobility between whites and Negroes. History has shown large-scale

¹Sanford Cohen, Labor In The United States (Columbus: Charles E. Merrill Books, Inc., 1960), p. 356.

movements of Negroes from the south to the north and this would indicate that Negro mobility is rather large. There are, however, differences in locating new jobs between white and Negro workers and this factor would indicate that Negroes have greater difficulty in getting new jobs. Table 1-2 shows about 55% of Negro male workers were unemployed due to job changes while 46% of white male workers experienced unemployment due to job changes. Similarly, 60% of the Negroes had to look for five weeks to find employment, while only 50% of the white workers required the same amount of time.¹ In view of the discrimination shown against many Negro workers, it seems logical to assume that involuntary separations are greater among Negroes than whites but we cannot be sure whether or not Negroes are more mobile on the basis of this information.

TABLE 1-2
WEEKS OF UNEMPLOYMENT FOR JOB CHANGES,
BY COLOR AND SEX, 1961^a

Unemployment	Men		Women	
	White	Negro	White	Negro
Total Job Changes	4,884	625	2,335	277
Percent Unemployed	46.2	55.2	43.1	46.6
Total Unemployed	100	100	100	100
1 to 4 Weeks	50.2	37.3	61.1	48.8
5 Weeks and More	49.8	62.7	38.9	51.2

^aGertrude Bancroft and Stuart Garfinkle, "Job Mobility in 1961," Monthly Labor Review, LXXVI, No. 8 (Washington: U.S. Government Printing Office, August, 1963), p. 900.

¹Gertrude Bancroft and Stuart Garfinkle, "Job Mobility in 1961," Monthly Labor Review, LXXVI, No. 8 (Washington: U.S. Government Printing Office, August, 1963), pp. 899-900.

Skills.--Some studies have indicated that there is a greater degree of worker mobility among laborers than among skilled or professional workers. In a study made in connection with railroad workers this fact was clearly evident. This study shows the number of job changes, per 100 workers, occurring in the railroad industry between the years 1938 and 1945. Carson found ten times as many job changes among unskilled workers as compared to executives in 1938 and over fifteen times as many changes in the same groups in 1945. These results are shown in Table 1-3.¹

However, it is the opinion of the writer of this thesis that workers who do not have any skills or education often cannot be mobile because they simply cannot qualify for jobs that exist in other areas. Hence, we can see that in many instances unskilled workers may prove to be highly immobile.²

TABLE 1-3
JOB CHANGES IN RAILROAD INDUSTRY PER 100 EMPLOYEES^a

Occupation	Year		
	1938	1942	1945
Executives	1	3	6
Gang Foreman	3	3	6
Skilled Workers	6	21	22
Unskilled	94	152	111

^aDaniel Carson, "Occupational Mobility and Occupational Outlook," Southern Economic Journal, XIV (April, 1948), p. 418.

¹Daniel Carson, "Occupational Mobility and Occupational Outlook," Southern Economic Journal, XIV (April, 1948), pp. 411-419.

²See page 103 of this thesis.

Education.-- Very little information is available concerning whether or not education has anything to do with worker mobility. Parnes summarizes the results of three studies made between 1940 and 1950. He points out that generally the results of studies on education, as a factor in mobility, are inconclusive. Nevertheless, it is his opinion that, "...there is a positive correlation between mobility and the number of years of high school and college training."¹

In a study made by Brown and Bowman in 1952, it was found that professional workers possessed a greater degree of education than workers classified as unskilled. They suggest that the old phrase, "There is always room at the top," has little meaning, for according to them, men at the top are not as mobile as those on the bottom. There might be some strata shifting, however, there is not enough of this to be significant.²

Alfred Marshall recognized the above idea in his book, Principles of Economics. He said, "Parents generally bring up their children to occupations in their own grade, and therefore the total supply of labour in any grade in one generation is in a great measure determined by the numbers in that grade in the preceding generation."³

¹Herbert S. Parnes, Research On Labor Mobility (New York: Social Science Research Council, 1954), p. 123.

²C. Arnold Anderson, J. C. Brown and M. J. Bowman, "Intelligence and Occupational Mobility," Journal of Political Economy, LX (June, 1952), pp. 218-239.

³Alfred Marshall, Principles of Economics (London: MacMillan and Co., Limited, 1910), pp. 217-218.

Table 1-4 shows the results of some research conducted by Gladys Palmer in her Six City Study, already referred to.

TABLE 1-4
MEN AT WORK IN FATHER'S OCCUPATION, 1950^a

Occupation	Per cent
All Occupations	26
Professional	19
Managerial	27
Clerical	9
Sales	12
Crafts	35
Operatives	23
Services	12
Laborers	16

^aGladys L. Palmer, Labor Mobility In Six Cities (New York: Social Science Research Council, 1954), p. 119.

According to the results of this study, on the average, 26 per cent of male workers remain in their father's occupation. Men in crafts tend to remain in their father's occupation more than any other occupation, as shown by the 35 per cent in Table 1-4.

It is the writer's opinion that the amount of education and job opportunities available in the United States today tend to make the above ideas somewhat obsolete because many workers can and do find jobs in areas other than the social grade they were raised in.

The writer of this thesis feels that education and skills are factors that increase the mobility of workers. This is due to

the fact that better educated workers possess necessary skills and training to make them qualified for jobs that might require moving.

Sex.--Mobility rates have been compared for men and women in numerous studies, but the results of these studies are not conclusive. In general, most studies have reported a higher degree of mobility among men than among women as might be expected. However, Parnes reports there have been many studies that have shown results just the opposite. Parnes does suggest that the best study made in this area is the Six City Survey conducted by Gladys Palmer. Between the years 1940-1949 men in San Francisco changed jobs an average of 3.0 times, while women changed jobs 2.7 times. In Philadelphia, men changed jobs an average of 2.4 times, while women changed only 2.1 times in the same period. The six cities combined show men changing jobs an average of 2.7 times and women changing 2.5 times in the same period. The results of this study are shown in Table 1-5.

TABLE 1-5

AVERAGE NUMBER OF JOBS HELD IN SIX CITIES BETWEEN 1940-1949^a

City	Men	Women
San Francisco	3.0	2.7
New Haven	2.6	2.3
St. Paul	2.6	2.5
Chicago	2.5	2.4
Los Angeles	3.2	3.0
Philadelphia	2.4	2.1
6 Cities Combined	2.7	2.5

^aGladys L. Palmer, Labor Mobility In Six Cities, (New York: Social Science Research Council, 1954), p. 54.

Parnes concludes, "Despite the more than two to one preponderance of men over women in the labor force, it is probable that men make more geographic job shifts."¹

Union Effect.-- There is widespread acceptance of the fact that unions can and do reduce labor mobility. Morgan cites three main means that unions may use to restrict entrance of workers into new trades and hence reduce labor mobility. First, some unions have strict rules that limit the number of apprentices and helpers permitted by any one firm. Second, some unions support license laws that require workers to show competency as a condition of practicing a given trade. Third, often high admission fees are charged or cases of outright refusal of membership are found.²

Kerr suggests that unions' effect on labor mobility cannot be determined unless we differentiate between the institutional rule characteristics of craft unions and industrial unions. In order to show the labor movement between craft and industrial unions, Kerr gives a graphical analysis as shown in Figure 1-1. Explaining the graph, Kerr states:

"The craft union asserts proprietorship on behalf of its members over the jobs falling within a carefully defined occupational and geographical area."³

¹Parnes, op. cit., p. 115.

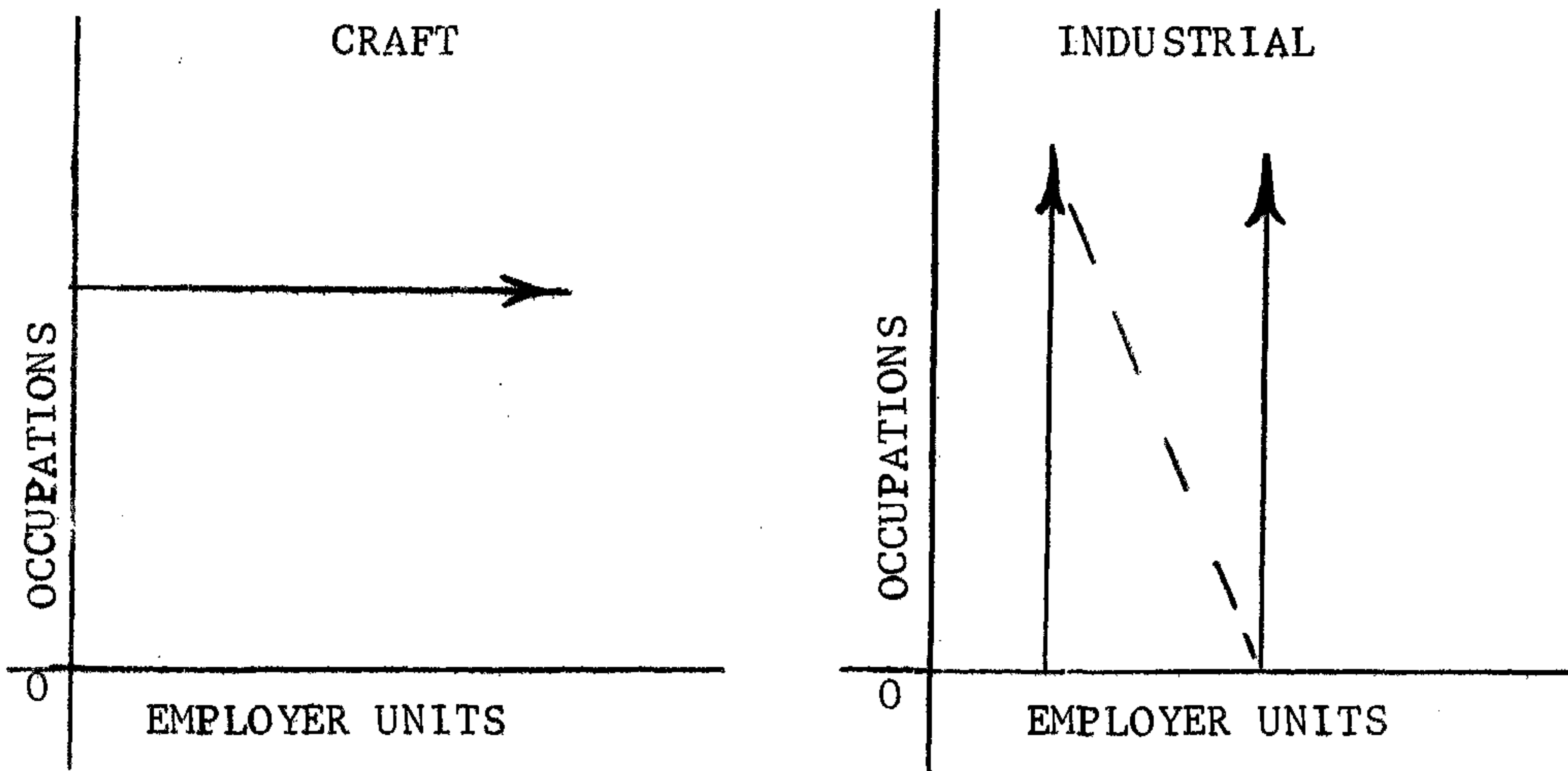
²Theodore Morgan, Income and Employment, (New York: Prentice-Hall, Inc., 1947), p. 264.

³Clark Kerr, "The Balkanization of Labor Markets," in E. Wight Bakke et al., Labor Mobility and Economic Opportunity, (New York: The Technology Press of Massachusetts Institute of Technology and John Wiley and Sons, Inc., 1954), p.99.

...In the industrial enterprise, the central rule is to each man one job and to each job one man,¹ ...Thus the craft worker moves horizontally in the craft area and the industrial worker vertically in the seniority area. Interoccupational movement is reduced for the former and employer-to-employer movement for the latter.²

FIGURE 1-1

LABOR MOVEMENT IN CRAFT AND INDUSTRIAL UNIONS^a



^aClark Kerr, "The Balkanization of Labor Markets," in E. Wight Bakke et al., Labor Mobility and Economic Opportunity (New York: The Technology Press of Massachusetts Institute of Technology and John Wiley and Sons, Inc., 1954), p. 104.

Shister points out that there are two factors that may tend to increase labor mobility among union members. First, he suggests that union members may have a greater knowledge of the work market through

¹Ibid., 99.

²Ibid., 104.

formal (union journals) or informal (oral information) channels. Second, wage fixing for a long period by union powers may stimulate workers to move to areas where wages are higher and thereby stimulate mobility.¹ It is highly questionable if this is true, for unions generally tend to foster permanency on the part of their members.

Unions desire better pension plans for their members. Since these plans are usually not transferrable, members often are hesitant to move and lose the pension they have acquired. Unions may tend to hold wages at a high level, thereby discouraging members from seeking jobs where wages may not be as great.

Seniority rights might be one important factor in limiting mobility. Unions have attempted to get these rights for their members. If unions are successful in getting seniority rights for workers, the workers may be reluctant to move because they fear the loss of the job security that seniority rights entail.

Theoretical Aspects of Labor Mobility

In order to show how labor mobility might affect the economy of Utah County it is important to look into the theoretical aspects of labor mobility. First, the purely competitive market will be investigated. Under the conditions of pure competition we assume a high degree of labor mobility; therefore, it will be shown that the intersection of the market supply and demand curves will establish an equilibrium wage wherein no workers will be unemployed. On the other hand, it will be shown that under the non-purely competitive assumptions a high degree of immobility is necessary. For it will be demonstrated that if labor is immobile, un-

¹Parnes, op. cit., p. 126.

employment is likely to result. This condition can be shown to exist in Utah County under a labor-market structure known as bilateral monopoly.

Purely Competitive Factor Market

Assumptions.--In order to set up a theoretical model it is necessary to make certain assumptions. The characteristics of a purely competitive market are these: (1) a homogeneous input; (2) individual sellers cannot influence price; (3) a substantial degree of resources mobility exists in the economy; (4) prices are free to move without any restraints.¹

Supply.--The supply of labor available in the economy is dependent on: (1) population, (2) sex composition, (3) age distribution, and (4) attitudes toward work.²

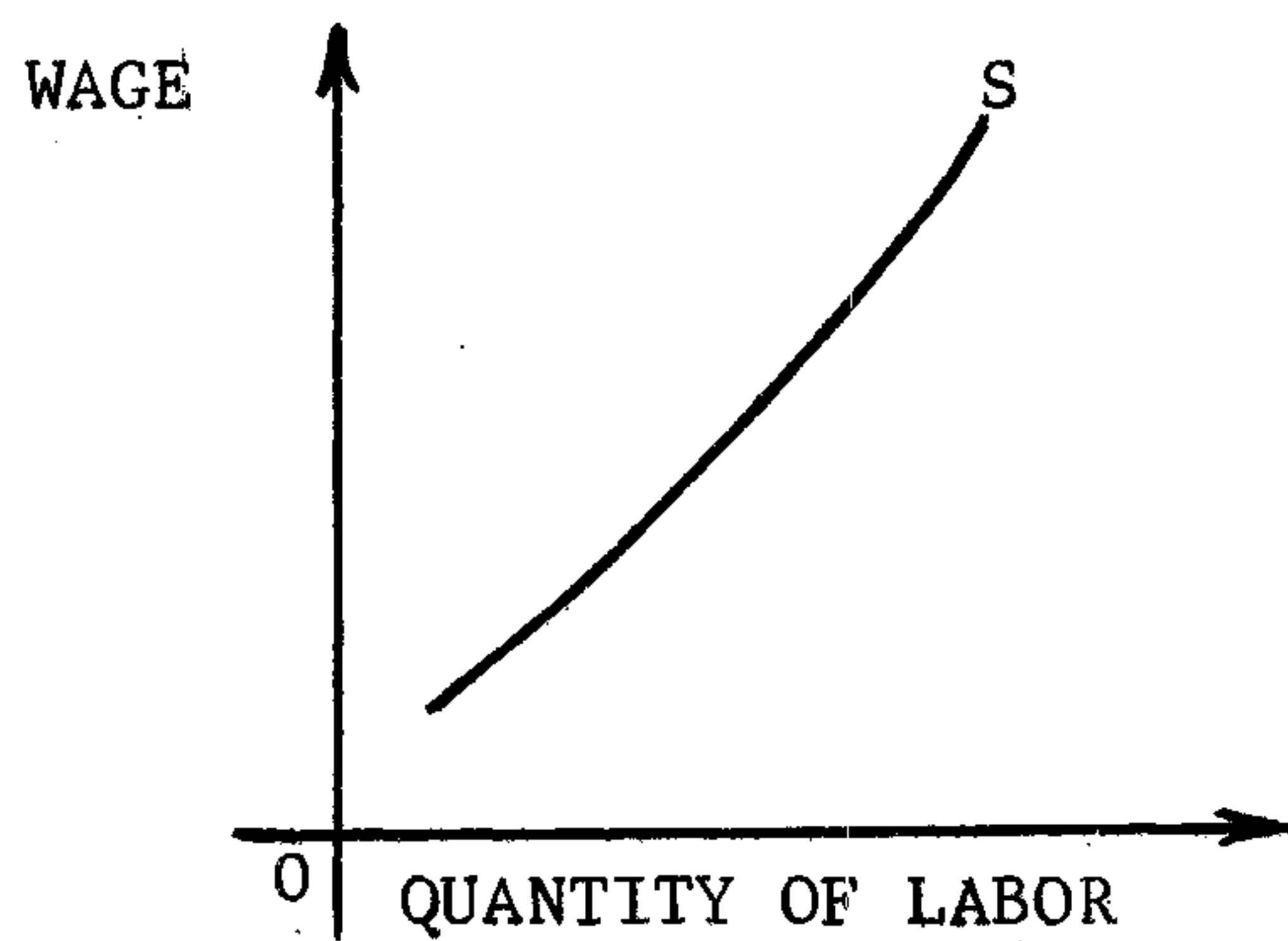
The labor market supply curve in pure competition is represented by the familiar positively sloped supply curve as shown in Figure 1-2. This curve represents the workers willingness to give up leisure in return for higher wages. If higher wages are offered, more workers would be willing to offer their services.

¹Richard H. Leftwich, The Price System and Resource Allocation (New York: Holt, Rinehart and Winston, 1960), p. 169.

²H. H. Liebhafsky, The Nature of Price Theory, (Homewood: The Dorsey Press, Inc., 1963), p. 336.

FIGURE 1-2

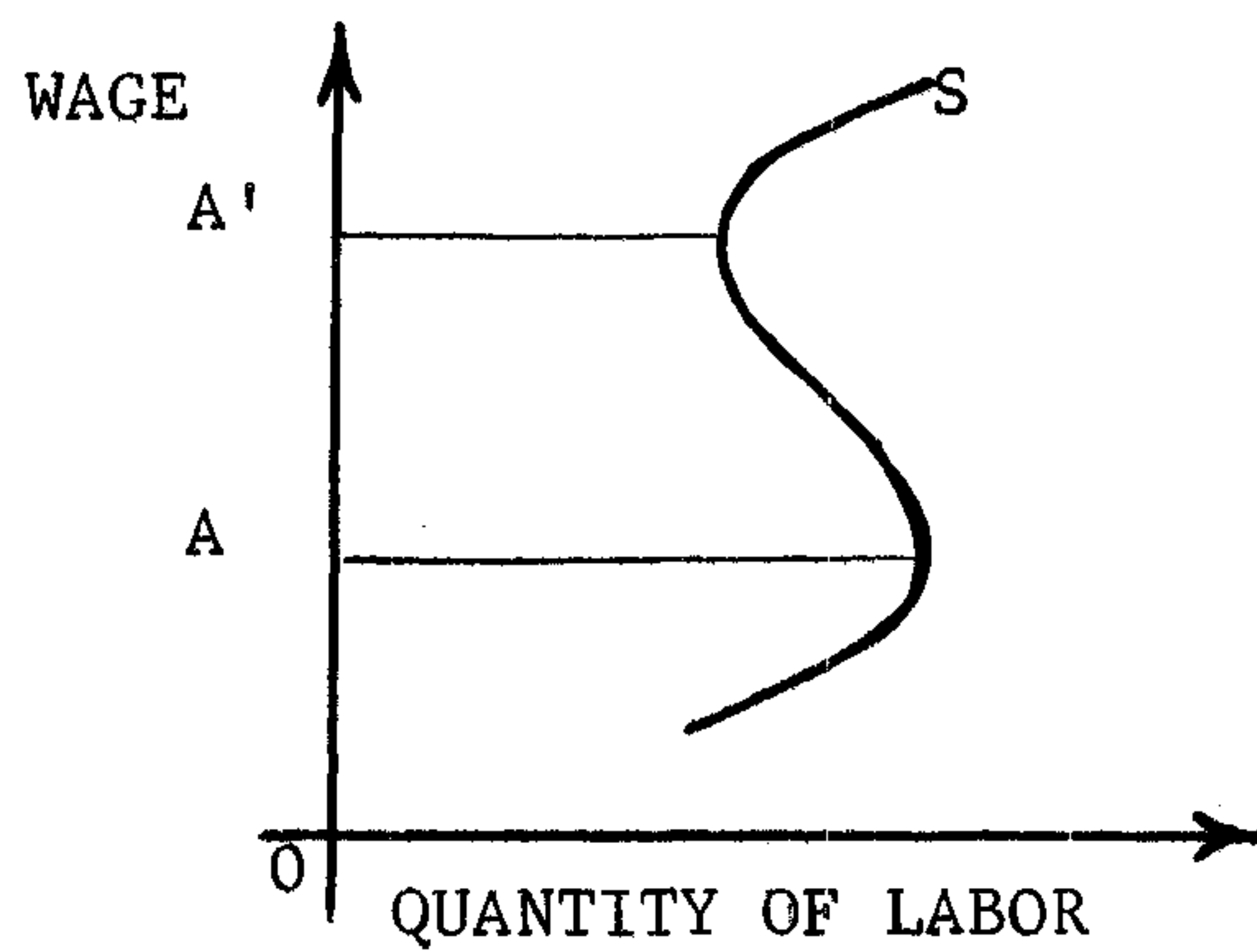
NORMAL SUPPLY CURVE



On the other hand the market supply curve for labor might be represented by an \int curve as shown in Figure 1-3.

FIGURE 1-3

SPECIAL THEORETICAL SUPPLY CURVE^a



^aW. Harrison Carter and William P. Snavely, Intermediate Economic Analysis (New York: McGraw-Hill Book Company, Inc., 1961), p. 288.

Figure 1-3 shows that for wage rates up to A, the quantity of labor would increase as represented by a normal supply curve. From A to A' the quantity of labor would decrease. This is due to the fact that at higher wages the desire for leisure overrides the desire for additional income; hence, fewer workers are willing to give their services. The reversal of the slope of the curve above A' indicates that at such a high wage rate the labor mobility would increase and workers would be drawn into this market due to high wages.¹

Marshall recognized the possibility of this phenomenon, however, he suggested that this was the exception rather than the rule. He felt men would work harder and longer the higher the real rate of wages.²

Demand.-- Stonier and Hague have pointed out,

The Marginal Revenue Productivity Curve of labor to the firm is the firm's demand curve.... The MRP curve shows 'derived demand'. The demand for labor is derived from the demand for the product it is helping to make.³

The industry's demand curve for labor is the horizontal summation of the Marginal Revenue Product (Marginal Physical Product of the input times the price of the output) curves for the labor of all individual firms that are a part of the market. Figure 1-4 shows three firms, each having a different MRP curve. Assuming these firms to

¹W. Harrison Carter and William P. Snively, Intermediate Economic Analysis (New York: McGraw-Hill Book Company, Inc., 1961), p. 288.

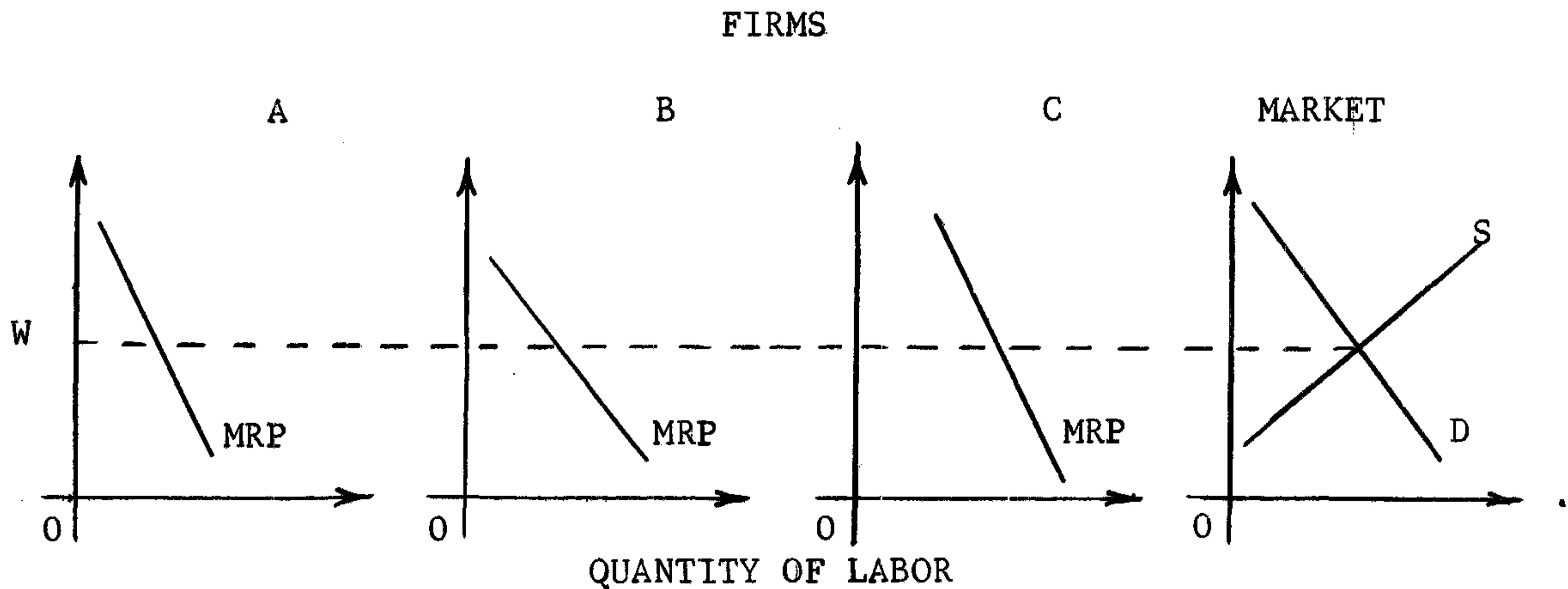
²Marshall, op. cit., pp. 528-529.

³Alfred W. Stonier and Douglas C. Hague, A Textbook of Economic Theory (New York: John Wiley and Sons, Inc., 1961), p. 240.

constitute the industry, the market demand curve is the sum of the MRP curves for the firms A, B, C. Since in the market the equilibrium wage rate is established where the supply and demand curves intersect, and the individual worker cannot influence the wage rate, the supply curve to the firm will appear perfectly elastic and be equal to the wage rate. The supply curve thus represents both the average outlay and marginal outlay for the firms.¹

FIGURE 1-4

DERIVATION OF MARKET DEMAND CURVE FOR LABOR UNDER PURE COMPETITION^a



^aW. Harrison Carter and William P. Snaveley, Intermediate Economic Analysis (New York: McGraw-Hill Book Company, Inc., 1961), p. 290.

Supply and Demand Combined.--We can now combine the above concepts of supply and demand and show how the wage rate is established in a purely competitive market. Stonier and Hague state,

The wage of labor in a perfectly competitive market depends on supply and demand. Demand is given by the MRP curve of labor to the industry.

¹Carter and Snaveley, op. cit., pp. 289-290

Supply is given by a curve showing for each level of wages the volume of labor offered. Wages are determined by the intersection of these two curves.¹

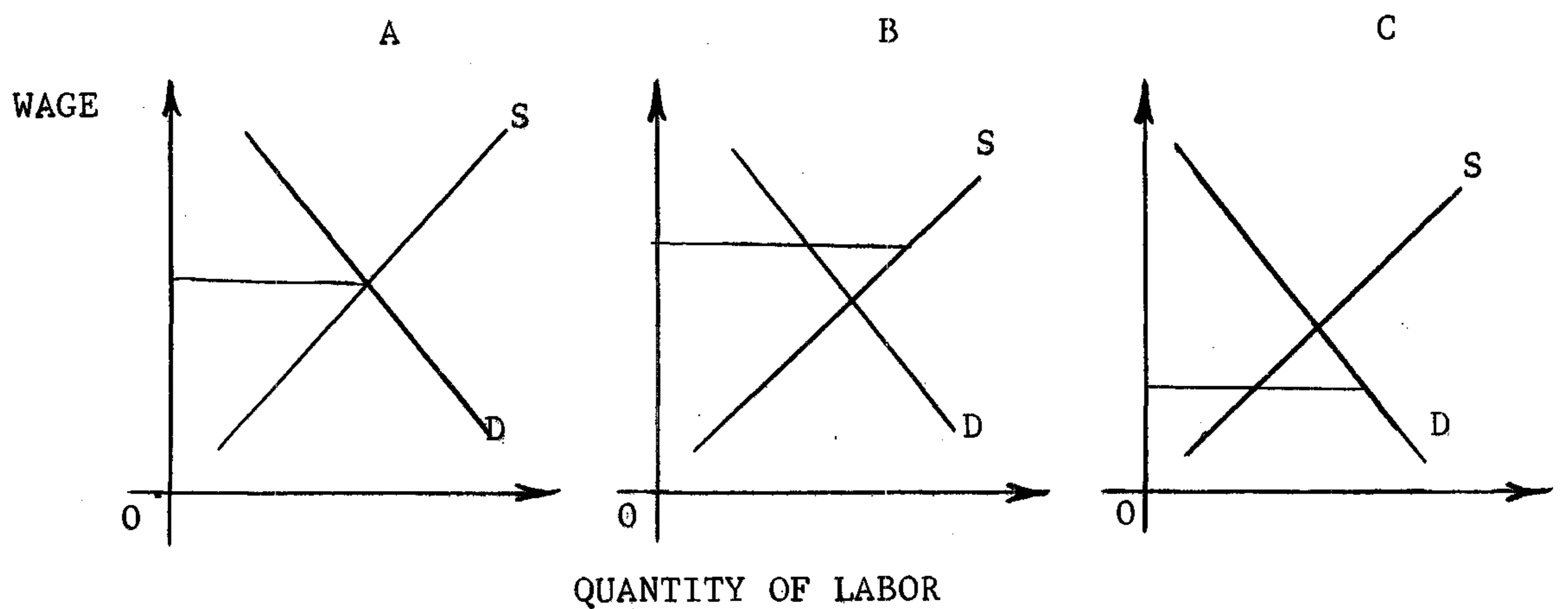
In Figure 1-5A the condition of equilibrium wage rate is shown. The intersection of the supply and demand curves sets the wage rate at a level just sufficient to clear the market.

Figure 1-5B shows the wage rate above equilibrium. This condition will be temporary for, assuming a mobile labor force, unemployed workers will seek jobs at lower wages, forcing the wage level to equilibrium.

Figure 1-5C shows the wage rate below equilibrium. Under this condition employers will not be able to meet their labor needs until the wage rate is raised and workers will tend to move into jobs paying higher wages.

FIGURE 1-5

EQUILIBRIUM WAGE RATE IN PURE COMPETITION



¹Stonier and Hague, *op. cit.*, p. 251.

Thus, under conditions of pure competition the wage rate will be set in such a fashion that temporary disequilibrium may appear but, assuming a mobile work force, adjustments in the labor force would soon bring a return to equilibrium at normal profits.

It should be noted that the above analysis can be applied to the non-competitive case as well. The main difference is found in the fact that the immobile work force indicative of non-purely competitive market would experience unemployment if more workers were supplied than were demanded. This will be explained in greater detail in the analysis to follow.

Non-Competitive Factor Markets

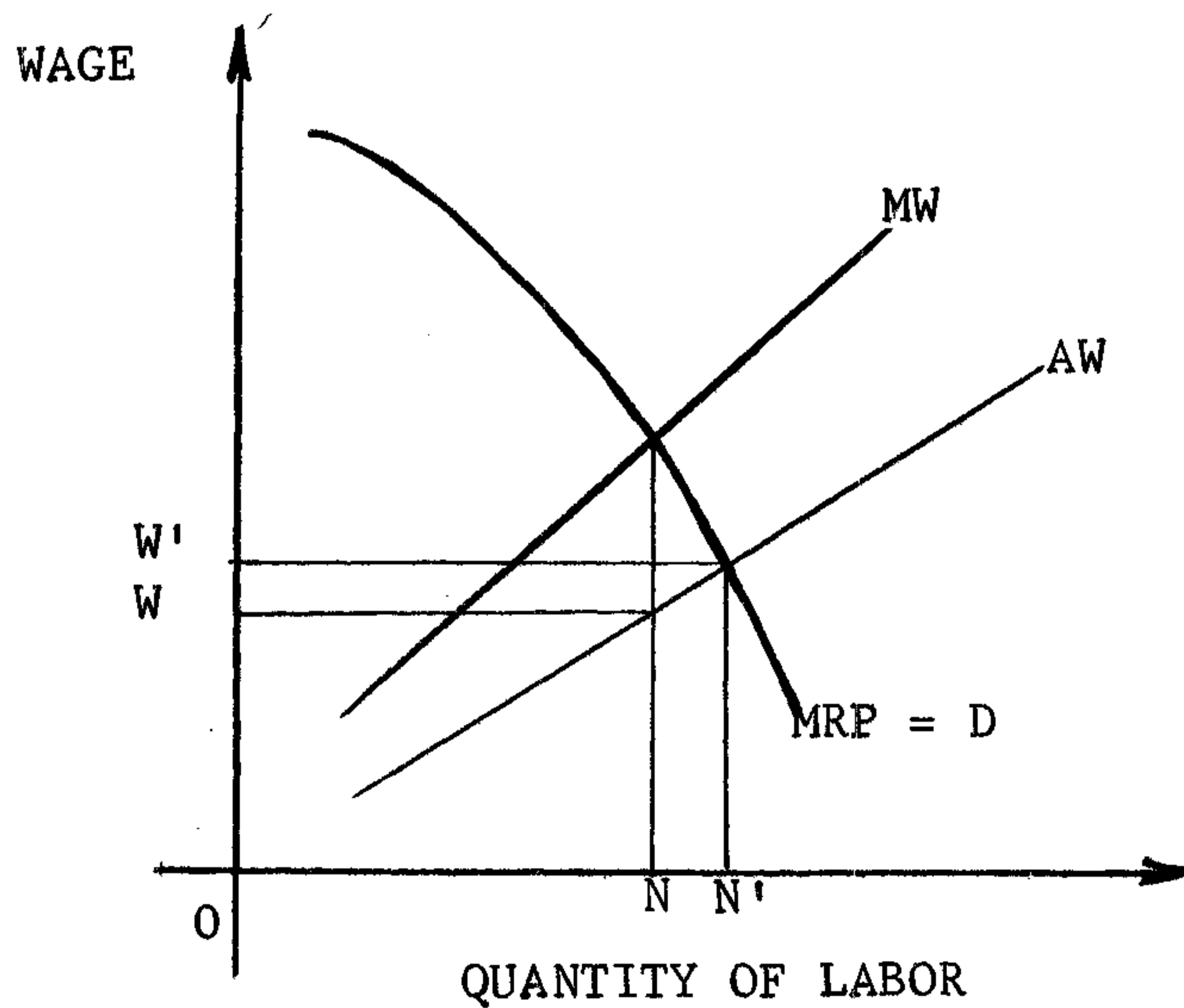
One of the basic characteristics of non-competitive markets is that the mobility of labor is restricted; if labor is highly mobile, the labor market would be so large that firms would bid for the services of labor making monopsonistic wage setting impossible. In this analysis we include monopsonistic competition and oligopsony, both on the buyers side of the market. The situation in the market, known as monopsonistic competition, suggests a large number of employers who realize they face a supply schedule of labor that is less than perfectly elastic, while a situation known as oligopsony, suggests a small number of firms seeking workers and faced by a less than perfectly elastic supply schedule. The graphical analysis is basically the same, the only difference being the number of firms seeking the services of workers.

Monopsonistic Labor Market.--The condition we are concerned with

here is of little importance in our economy today, however, it should be recognized that some areas in the United States experience conditions that could be classified as a monopsonistic labor market. For example, in some areas of the South or in other parts of the country where one product is the only significant factor in the local isolated economy, there may exist a monopsonistic labor market. In order to have a monopsonistic labor market a "one horse town" would be required where worker mobility is nearly zero and a dominant employer would have monopsonistic powers in the labor market. Many universities have monopsonistic powers over the workers they employ, these workers usually being students.

Figure 1-6 shows a monopsonistic labor market situation.

FIGURE 1-6
MONOPSONISTIC LABOR MARKET^a



^aAlfred W. Stonier and Douglas C. Hague, A Textbook of Economic Theory (New York: John Wiley and Sons, Inc., 1961), p. 265.

In this market the firm's market supply curve is represented by the upward sloping average wage curve (AW) as the firm's supply curve for labor is also the industry's supply curve for labor and therefore, for more workers to be hired a higher wage must be paid to them. Since the average wage curve slopes upward to the right, the marginal wage (MW) must be above it. The optimum quantity of labor for the market to hire is (ON), determined by the intersection of the (MW) and (MRP) curves, for at this quantity of workers the last worker hired will return a value of output equal to his wage. The wage paid will be determined by the (AW) curve which lies below the (MW) curve, or (OW).

Under these conditions the amount an employer (monopsonist) will pay depends, in part, on the mobility of the workers. If there are no possible alternatives for workers the wage rate may be as low as (OW). If there is some degree of mobility or if union pressures are present the wage rate may be forced up to (OW') and the number of workers to (ON'). If there is a great degree of mobility monopsonist power will vanish; thus the conditions of pure competition will be approached and the firm will face a perfectly elastic supply curve.¹

In discussing a monopsonistic labor market, M.M. Bober says;

The nature of the monopsonistic labor market is one in which labor is not organized and the geographical mobility of labor is limited....Im-mobility of labor is an essential condition of a

¹ John F. Due, Intermediate Economic Analysis (Homewood: Richard D. Irwin, Inc., 1956), pp. 348-349.

monopsony market. If labor is ready to move to greener pastures, the single large employer will possess no unique power in hiring labor. Let him offer a lower wage than is customary elsewhere and the fluid labor force may melt away from his plant.¹

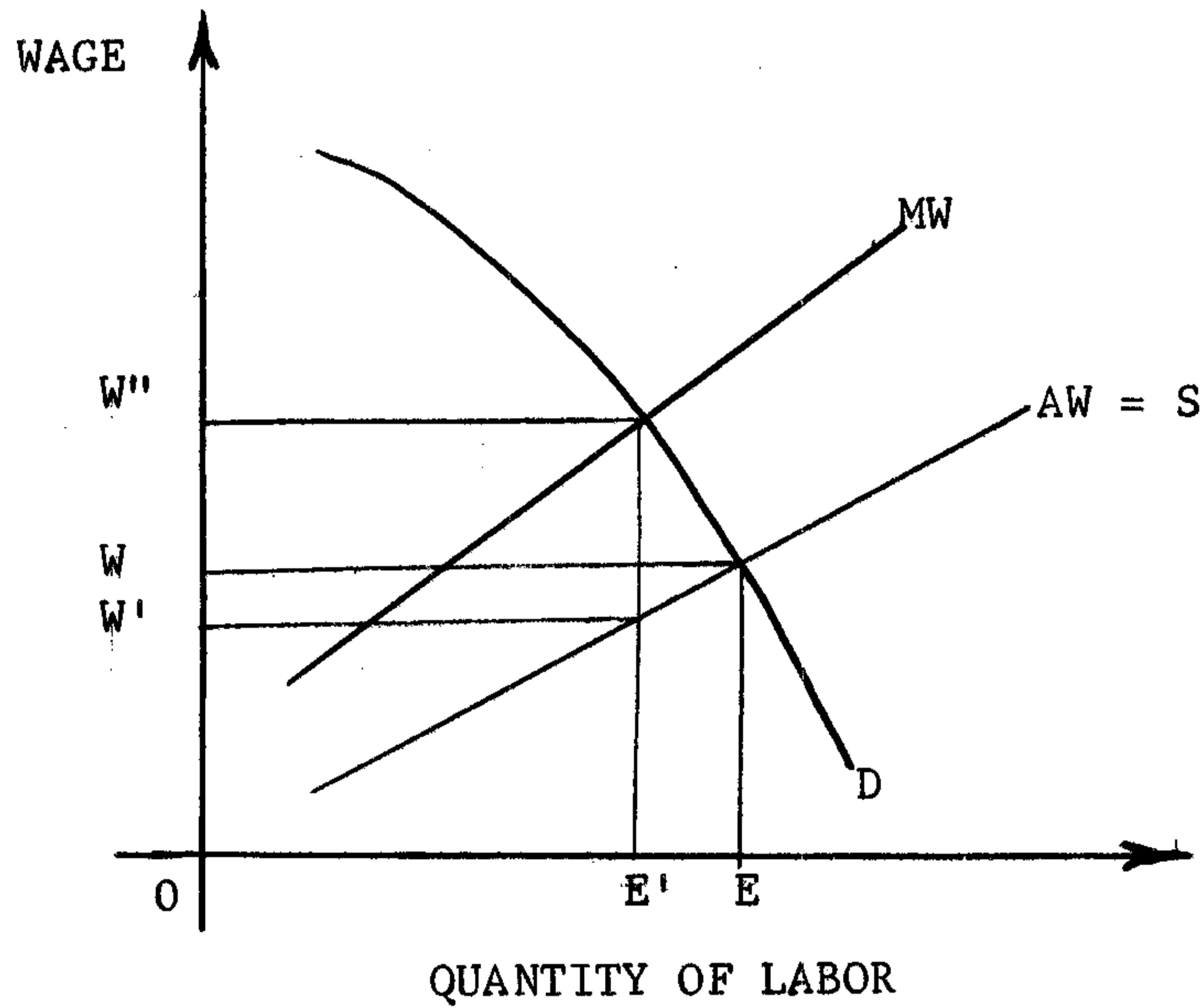
It is clear that in monopsonistic labor markets the degree of worker mobility is a key factor in the determination of the quantity of workers employed and the wage rate they are paid. Under monopsonistic labor markets there will be fewer workers hired and these workers will be paid a lower wage than under conditions of a purely competitive labor market. This will be more precisely demonstrated in the section that follows.

Bilateral Monopoly.--A labor-market structure in which monopoly elements prevail both in the hiring and in the sale of labor is known as a bilateral monopoly in the labor market. Since the passage of the Wagner Act in 1935, according to some economists, this type market has become the most important of the non-competitive markets. In Utah County this type market may greatly influence the nature of the labor market. United States Steel Corporation at Orem, Utah and the United Steelworkers of America represent a bilateral monopoly situation. Figure 1-7 shows the diagrammatic representation of a bilateral monopoly.

¹M. M. Bober, Price and Income Theory (New York: W. W. Norton and Company, Inc., 1962), p. 363.

FIGURE 1-7

BILATERAL MONOPOLY ^a



^aW. Harrison Carter and William P. Snaverly, Intermediate Economic Analysis (New York: McGraw-Hill Book Company, Inc., 1961), p. 300.

The (D) and (S) curves represent the demand and supply curves, respectively, that would exist in a purely competitive labor market. Under these conditions the wage would be (OW) and the number of workers hired would be (OE). A monopsonistic market can be represented in the figure above by demonstrating that the wage would be (OW') and the number of workers hired would be (OE')

If a market existed that contained both monopoly and monopsony forces (bilateral monopoly) the wage rate and number of workers employed would be dependent on the relative bargaining powers of the union on the one hand and the employer on the other. If the employer were the stronger the wage rate would be between (OW') and (OW) with the quantity of labor somewhere between (OE) and (OE'). If the union were in the stronger

position the wage rate would be above (OW) and the number of workers hired would be less than (OE). If the union could bargain for a wage higher than (OW'') the quantity of employment would be even less than the monopsony level of (OE').¹

At the United States Steel Corporation in Orem, Utah, the steel union may have been able to keep wages at a high level, thereby causing fewer workers to be employed, theoretically speaking. It is true that steelworkers probably make up the bulk of the unemployed in Utah County. (See Table 4-8). Therefore, it is evident that theoretical aspects are important in an analysis of labor mobility in Utah County, for theoretically speaking, bilateral monopoly may exist in Utah County and may be one factor leading to unemployment.

Conclusions

Labor mobility is an important part of economic theory. Under conditions of pure competition, workers are assumed to be mobile, hence unemployment will not exist in any given area. In non-purely competitive markets a high degree of immobility is assumed to exist, therefore, unemployment can exist under these conditions. It has been shown that bilateral monopoly might be a factor in causing unemployment in Utah County, and if labor is immobile unemployment may be increased under this situation.

¹Carter and Snavely, op. cit., pp. 299-301

CHAPTER II

WHY STUDY LABOR MOBILITY?

This chapter will be devoted to answering, "Why study labor mobility?" The chapter will recognize the fact that immobility is one important factor leading to unemployment and is, therefore, a serious problem in the American economy.

The chapter will have four main purposes: (1) to show the importance of studying labor mobility; (2) to show that labor immobility is an important factor in causing unemployment; (3) to investigate the importance of unemployment in our economy; (4) to show how this analysis applies to Utah County, Utah.

Importance of Labor Mobility

Economist's Task.--The study of labor mobility has a two-fold task for economists. First, the theoretical aspects are important. The economist is always striving to find answers to questions that are related to the explanation of what makes the economy work. To do this, it is necessary to know the reaction of workers to economic incentives. Certainly no economic theory is complete if the reaction of workers is not known in relation to job opportunities, differences in wages in various areas and job improvement. In studying labor mobility, economists are seeking answers to questions that have a definite effect on our economic, social and political life. The economist can be of real service to employers in helping him know the factors involved in getting and keeping

workers. The economist can serve employment services by pointing out what skills or experience are transferable and which workers would move if the problem arose. The economist can assist by informing vocational schools of programs that will serve the needs of the community.¹

Government Interest.-- The government is seriously concerned with mobility problems, especially as they relate to manpower resources. During periods of planned mobilization, changes in the demand for labor requires a great amount of shifting of workers from one plant, occupation, industry or locality to another. Some of this required shifting can be accomplished by defense contract awards, allocation of scarce materials to selected industries or encouragement of plant relocation. However, a great deal of the rearrangement of the labor force must come by voluntary movement of workers (mobility). Therefore, it is essential to know how much voluntary movement can be expected and in which direction the movement might occur.² In addition, the government is concerned with the amount of unemployment in the United States. This thesis will show that labor immobility is one important cause of unemployment, therefore, the government is interested in labor mobility.

Preservation of the American Economic System.--Many authors have suggested that the free choice of individuals as to where and for whom they work, and of employers as to whom they will hire, is one of the most important factors in our free enterprise system. E. Wight Bakke, Sterling Professor of Economics and Director of the Labor and Management Center,

¹Palmer, op. cit., p. 1.

²Ibid., 2.

Yale University, suggests,

The free movement of labor is in large part responsible for the flexibility with which millions of people and an amazing number and variety of jobs have been matched, for the vast potential of enterprise, initiative, incentive, invention and for self-development and acquisition of skills, which contribute greatly to our economic development.¹

In addition, Bakke suggests that the mobility of American labor has lead to development of typical family, political, religious, educational and social institutions characteristic of our Western society.²

Important Facts Relating to Labor Mobility.--Bakke gives eight factors that responsible economists and citizens should consider when determining the importance of studying labor mobility.

1) Free movement of labor is essential for a free enterprise society.

2) Mobility has been an important, if not controlling, factor in the development of our present economic, political and social institutions.

3) Our way of living has habits associated with it that tend to restrict spontaneous mobility, at the same time our way of living provides certainties and security essential to satisfactory and effective life and work.

4) Some degree of mobility is essential to maintain stability and effectiveness of economic operation.

¹E. Wight Bakke et al., Labor Mobility and Economic Opportunity (New York: The Technology Press of Massachusetts Institute of Technology and John Wiley & Sons, Inc., 1954), p. 3.

²Ibid., 3.

5) The necessity of maximum utilization of our resources forces us to study labor mobility.

6) Previously we have not had facts that have enabled us to study labor mobility. This data is now available.

7) Utilization of these facts will enable us to improve our economy.

8) We can strengthen our economy by adequately and efficiently distributing our labor resources.¹

Relation to Growth.-- In the book, Goals for Americans, Herbert Stein and Edward R. Denison suggest that the elimination of obstacles to mobility would increase the rate of the growth of productive efficiency, measured by output per unit of input. They state, "Increased mobility of labor would help to bring the actual distribution of resources closer to the optimum..."²

In attaining this optimum distribution by increased labor mobility, Stein and Denison give two possible solutions: (1) better counseling of students going into the work force to give better mobility; (2) transferrability of pension rights would help workers in making decisions of whether or not to move. It is recognized that programs of this nature may prove costly and therefore may offset the desired results. The important fact is that increased labor mobility can contribute to the increased growth of the American economy.³

¹Ibid., 6.

²The Report of the President's Commission on National Goals, Goals for Americans (Columbia University: Prentice-Hall Inc., 1960), p. 186.

³Ibid., 186.

Relationship of Labor Mobility and Unemployment

Effective Demand and Frictions.-- In an attempt to apply the principles of John M. Keynes' book, The General Theory of Employment, Interest and Money, Joan Robinson contributes a valuable work to understanding the impact of labor mobility on the American economy. Robinson states,

It is sometimes maintained that the causes of unemployment can be divided into two distinct groups; (1) factors which show themselves in a low level of effective demand; (2) frictions which prevent workers from moving from place to place and from trade to trade in search of employment.¹

Effective demand is simply the desire to buy coupled with the ability to pay.² Keynes defines effective demand in this manner, "The value at the point of the aggregate demand function where it is intersected by the aggregate supply function."³

The frictions Mrs. Robinson refers to are found in the fact that the labor force often becomes highly specialized and thereby resists movement into unfamiliar jobs. In addition, workers often feel that things will get better even though many are unemployed, therefore they will not move, waiting for an improvement in employment.

¹Joan Robinson, Essays in the Theory of Employment (Oxford: Basil Blackwell, 1947), p. 29.

²Harold S. Sloan and Arnold J. Zurcher, A Dictionary of Economics (New York: Barnes and Noble, Inc., 1953), p. 107.

³John Maynard Keynes, The General Theory of Employment, Interest and Money (New York: Harcourt, Brace and Company, 1935), p. 25.

Robinson suggests that immobility may obstruct the expansion of effective demand in three ways: (1) If labor is immobile, a monopsonist's profits will be enhanced. It follows that if profits are high, interest rates will rise. With rising interest rates, savings will increase and investments decrease. Increased savings and decreased investment lowers effective demand, consequently unemployment will result. (2) If no monopsony exists, immobility of labor will enhance the tendency for money wages to rise, if effective demand increases. However, a rise in money wages will check the expansion of effective demand by forcing up the rate of interest and reducing the balance of trade. Hence, investment will contract, resulting in less workers being hired. (3) If labor is immobile there is a limit to the amount investment industry can expand due to lack of workers. Since the amount the investment industry expands has a direct bearing on the expansion of the capital goods industry, we find a limit to effective demand, therefore, a cause of unemployment due to immobility of labor. To sum up this analysis, Robinson states, "... therefore, unemployment may be said to be due to lack of mobility."¹

Modern View of the Relationship of Unemployment and Mobility.--

Lowell E. Gallaway, Professor of Economics at the University of Minnesota has written an article concerning mobility and unemployment in which he suggests that the American economy is failing to perform its role as an allocator of labor. As a result, unemployment rates have been shifting

¹Robinson, op. cit., pp. 31-35.

upward over the past years. One possible explanation, he suggests, for the increase in unemployment is the failure of the labor market to shift from one sector of the economy to another. It is apparent that Professor Gallaway feels that a lack of mobility on the part of labor is a significant cause of unemployment in the American economy today.¹

Importance of Unemployment in the Economy of America

In order to link together the importance of labor mobility in the United States and unemployment, it is necessary to look at the degree of unemployment in the United States over the past years.

Unemployment Trends in the United States, Since 1900;-Table 2-1 shows the per cent of the work force unemployed in the United States since 1900. The highest percentage of unemployment in the United States was between 1931 and 1940. This was the era of the "Great Depression." During the war years, 1941 to 1945, unemployment was at an extremely low level, in fact reaching as low as 1.2 per cent. Since World War II the per cent of unemployment in the United States has fluctuated with the business cycle, showing larger percentages of unemployment during recession and less during recovery. The largest amount of unemployment was reached during the recession of 1958 when we had 6.8 per cent of our labor force unemployed.

¹Lowell E. Gallaway, "Labor Mobility, Resource Allocation, and Structural Unemployment." American Economic Review, LIII (Sept. 1963), p. 694.

TABLE 2-1

UNEMPLOYMENT RATES PREVAILING IN THE UNITED STATES, 1900-1961^a
(per cent)

1900	5.0	1921	11.9	1942	4.7
01	2.4	22	7.6	43	1.9
02	2.7	23	3.2	44	1.2
03	2.6	24	5.5	45	1.9
04	4.8	25	4.0	46	3.9
05	3.1	26	1.9	47	3.6
06	0.8	27	4.1	48	3.4
07	1.8	28	4.4	49	5.5
08	8.5	29	3.2	1950	5.0
09	5.2	1930	8.7	51	3.0
1910	5.9	31	15.9	52	2.7
11	6.2	32	23.6	53	2.5
12	5.2	33	24.9	54	2.5
13	4.4	34	21.7	55	4.0
14	8.0	35	20.1	56	3.8
15	9.7	36	16.9	57	4.3 ^b
16	4.8	37	14.3	58	6.8
17	4.8	38	19.0	59	5.5
18	1.4	39	17.2	1960	5.6
19	2.3	1940	14.6	61	6.7
1920	4.0	41	9.9	62	5.8
				63	5.8

^aNational Bureau of Economic Research, The Measurement and Behavior of Unemployment (New Jersey: Princeton University Press, 1957), pp. 455-456

^bFigures for 1957-61 represent per cent of civilian labor unemployed, 1962 Statistical Abstract.

According to a recent publication of the American Federation of Labor and Congress of Industrial Organization, certain trends are apparent in the American labor market.

Between 1953 and 1962 the civilian labor force rose 8 million. Over this same period employment increased only 5.8 million. The number of unemployed over this period rose from 1.9 million to 4 million, or a

rise of 2.1 million workers.¹

Figure 2-1 shows this trend graphically over the period of 1953 to 1963, demonstrating an upward trend.

FIGURE 2-1
RISING TREND OF UNEMPLOYMENT^a
(Millions)



^aU. S. Department of Labor

A study made by the Survey Research Center of the University of Michigan reveals some interesting information on unemployment during the recession of 1960-1961. Nearly 14.5 per cent of the nation's 55 million families suffered some unemployment. Approximately one out of every five families had some unemployment or short hours during this period. Approximately 30 per cent of all wage and salary earner families were affected by

¹"Labor Looks at the Nation's Economy," (Report of the Executive Council of the AFL-CIO, Fifth Convention, New York, New York, November, 1963), p. 7.

unemployment during the years, 1960-1961.¹

Former President's Views on Unemployment.--President Franklin

D. Roosevelt, in formulating the Atlantic Charter in 1941 said,

The people at home and the people at the front--men and women--are wondering about the third freedom--freedom from want. To them it means that when they are mustered out, when war production is converted to the economy of peace, they will have the right to expect full employment--for themselves and for all able-bodied men and women in America who want to work.²

Employment Act of 1946.--Our nation's concern over unemployment was demonstrated by the passage of Public Law 304--79th Congress, known as "The Employment Act of 1946." This law makes it the policy of the government of the United States to:

...declare that it is the continuing policy and responsibility of the Federal Government to use all practicable means...for the purpose of creating and maintaining...conditions under which there will be afforded useful employment opportunities...for those able, willing and seeking employment, production, and purchasing power.³

Economic Report of the President.--In the Economic Report of the President, 1962, the importance of labor mobility in regard to unemployment is clearly recognized.

Maximum employment and production depend not only on the success of stabilization policy

¹Ibid., 9.

²Henry M. Wriston, Challenge to Freedom (New York: Harper Bros., 1943), p. 145.

³U. S., Statutes at Large, LX, 23.

maintaining demand at appropriate levels but also on the mobility of labor and other productive resources in response to changes in demand and cost....Thus, measures to improve the mobility of resources enable stabilization policy to aim at, and to attain, higher levels of employment and production. Such measures are a basic part of the administration's economic program.¹

The position of the government of the United States is clearly defined concerning unemployment. We are obligated to adopt policies and to utilize economic knowledge to secure a reasonable level of employment for our men and women. The preceding statement suggests that one important way to achieve this goal is through better mobility of the American labor force, which will result in less unemployment.

Importance of Unemployment in Utah County, Utah

Utah County, Utah is characterized by a labor market dominated by a basic steel mill where unemployment has been rising since 1957. Unemployment for the county has been between 3.6 per cent and 8.5 per cent since 1957. This is compared to Utah as a whole which has experienced from 3.5 per cent to 5.2 per cent since 1957. Because of this poor record, Utah County has been designated as an area of substantial unemployment under the Public Works Acceleration Act.²

Amount of Unemployment in Utah County, Utah--In order to show the seriousness of unemployment in Utah County, records of the Employment

¹U. S., Economic Report of the President: 1962 (Washington: U. S. Government Printing Office, 1962), p. 92.

²J. Kenneth Davies and Reed C. Richardson, "Impediment to Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 1.

Security Office in Provo, Utah were studied and tables were derived from available data. Table 2-2 shows the average monthly numbers and percentages of unemployed workers in Utah County. The figures include unemployed workers who have registered with the Employment Security Office and an estimate of workers who are unemployed but not registered with the office. Since 1957 the per cent rate of unemployment in Utah County has often exceeded 6.5 per cent, reaching a high in 1961 of 8.5 per cent. In a free market economy, such as the American economy represents, figures such as these are very serious.

TABLE 2-2

AVERAGE NUMBER OF WORKERS PER MONTH UNEMPLOYED IN UTAH COUNTY
AND AVERAGE UNEMPLOYMENT RATE PER YEAR, 1950-1963.^a

Year	Average Number Unemployed	Rate Average
1950	1805	6.9
1951	1037	3.9
1952	1360	5.3
1953	1093	4.0
1954	1659	6.0
1955	1175	4.0
1956	1038	3.5
1957	1160	3.6
1958	2692	8.2
1959	2160	6.5
1960	2520	7.3
1961	2892	8.5
1962	2692	7.9
1963	2537	7.3

^aStatistical Unemployment Records of the Employment Security Office, Provo, Utah--Larry Wardle.

Table 2-3 clearly shows the seriousness of unemployment in Utah County. In nearly every year since 1950, Utah County's unemployment percentages have been higher than either national figures or state figures. Utah County has experienced an average unemployment percentage of 5.9, and since 1958 unemployment has averaged 7.6 per cent.

TABLE 2-3

COMPARISON OF UNEMPLOYMENT RATES IN THE UNITED STATES,
UTAH AND UTAH COUNTY 1950-1963

Year	United States	Utah	Utah County
1950	6.0	5.3	6.9
1951	3.0	3.0	3.9
1952	2.7	3.1	5.3
1953	2.5	3.1	4.0
1954	2.5	5.0	6.0
1955	4.0	3.9	4.0
1956	3.8	3.4	3.5
1957	4.3	3.5	3.6
1958	6.8	5.2	8.2
1959	5.5	4.4	6.5
1960	5.6	4.6	7.3
1961	6.7	4.9	8.5
1962	5.8	4.5	7.9
1963	5.8	4.8	7.3
—	—	—	—
Average	4.7	4.2	5.9

As a result of Table 2-3 we can conclude that unemployment in Utah County has consistently been higher than either the nation or the state. Between the years 1950 and 1963, Utah County unemployment has averaged 1.2 per cent higher than the national average and 1.7 higher than the state average.

Unemployment Benefits Paid in Utah County.--The full impact of the seriousness of unemployment in Utah County cannot be realized until the number of claimants for unemployment benefits at the Employment Security Office, Provo, Utah, is studied. Table 2-4 shows the actual number of unemployed workers filing for unemployment insurance during the years 1954-1963. It should be noted that in 1960 the weekly benefits were extended by state law from 26 weeks to 36 weeks. Careful study of this table will show the seriousness of unemployment in Utah County. A general trend is obvious. In nearly every case, there has been an increase in the number of claimants filing for unemployment insurance in every benefit period since 1954.

TABLE 2-4

DURATION OF BENEFITS FOR UNEMPLOYMENT INSURANCE CLAIMANTS BY NUMBER OF FULL WEEKS IN UTAH COUNTY, 1954-1963 ^a

Weeks of Benefits	Number of Workers Claiming Benefits Per Year									
	<u>1954</u>	<u>1955</u>	<u>1956</u>	<u>1957</u>	<u>1958</u>	<u>1959</u>	<u>1960</u>	<u>1961</u>	<u>1962</u>	<u>1963</u>
1	312	1,627	1,244	1,230	1,112	313	1,359	1,448	2,019	1,639
2	1,231	1,194	1,076	1,037	1,044	1,414	1,050	1,135	1,601	1,144
3	819	1,094	890	1,439	991	1,083	993	1,049	1,352	1,108
4	734	1,238	964	818	896	1,167	971	989	902	1,116
5	636	1,184	762	704	853	1,026	909	1,000	881	1,024
6	564	1,054	679	697	753	937	863	973	813	1,037
7	558	1,184	624	621	690	819	829	853	1,027	1,115
8	577	1,054	547	634	693	842	855	808	769	836
9	517	875	583	561	600	815	826	823	793	883
10	493	928	507	491	595	821	1,188	1,463	1,548	1,342
11	439	781	482	474	591	798	780	720	719	759
12	438	762	435	465	574	738	1,188	1,340	1,437	1,300
13	403	723	437	404	534	653	689	580	605	642
14	409	643	444	452	530	694	1,173	1,398	1,384	1,398
15	871	636	869	737	995	660	1,149	510	456	532
16	505	564	425	496	663	1,115	880	1,085	1,222	1,044
17	487	1,418	449	497	670	780	516	391	318	375

TABLE 2-4-Continued

Weeks of Benefits	Number of Workers Claiming Benefits Per Year									
	<u>1954</u>	<u>1955</u>	<u>1956</u>	<u>1957</u>	<u>1958</u>	<u>1959</u>	<u>1960</u>	<u>1961</u>	<u>1962</u>	<u>1963</u>
18	513	708	408	456	621	813	704	992	850	550
19	304	764	420	505	785	734	526	313	230	323
20	515	668	310	403	556	907	657	836	651	640
21	471	454	271	303	516	667	380	239	158	213
22	213	563	196	322	417	589	392	662	456	419
23	382	503	212	152	372	526	188	157	110	123
24	306	284	159	138	303	519	202	122	98	140
25	120	434	103	161	309	390	280	491	412	392
26	685	356	410	524	1,068	1,385	487	109	251	93
27							45	94	85	96
28							39	97	69	75
29							31	244	77	84
30							135	50	287	300
31							22	73	89	43
32							26	45	58	41
33							19	43	37	45
34							18	57	35	49
35							25	445	32	57
36							288	445	536	793

^aYearly Insurance Claims Records of Employment Security Office, Provo, Utah.

Table 2-5 shows the average duration of all claimants benefits on a yearly basis. This table gives some indication of the length of unemployment, on the average, of all Utah County unemployed workers. A trend is evident in Table 2-5. Since 1954 the average duration of unemployment benefits has steadily shown an upward trend. The years 1960 and 1962 represent a slight decline in benefits, however the general trend is in an upward direction.

TABLE 2-5

AVERAGE WEEKS DURATION OF UNEMPLOYMENT BENEFITS OF ALL CLAIMANTS,
1954-1963^a

Year	Weeks Duration (Average)
1954	9.68
1955	9.47
1956	7.82
1957	8.19
1958	10.43
1959	10.45
1960	8.09
1961	10.06
1962	9.59
1963	12.50

^aYearly Unemployment Benefit Records of Employment Security Office, Provo, Utah.

Conclusions

The problem of labor mobility is a serious and important one in the American economy today. Labor immobility is one factor leading to unemployment. The government of the United States is seriously concerned with problems associated with labor mobility and proper resource allocation. Unemployment in the nation as a whole, and Utah County specifically, is a serious problem. One important means to help solve the unemployment problem is better labor mobility; thus, the importance of the question, "Why Study Labor Mobility?"

CHAPTER III

IMPORTANT HISTORICAL, INDUSTRIAL AND ENVIRONMENTAL INFLUENCES ON LABOR MOBILITY IN UTAH COUNTY

The purpose of this chapter is to identify important historical, industrial and environmental influences in Utah County that may affect labor mobility. The chapter will be divided into three main sections: First, the historical development of Utah County will be examined so far as it applies to labor mobility. In this section of the chapter the main area of interest will be the influence the early pioneers have had on the population of Utah County. Second, the industrial development of Utah County will be looked into to show the growth and potential of Utah County and its relationship to labor mobility. Third, such environmental influences as education, climate, recreation, small cities, agrarian economy as well as fishing and hunting in Utah County will be studied to show the importance of factors present that may have an influence on labor mobility.

Historical Influences of the Population As They Affect Labor Mobility

Early History and Settlers.--The first known record of white visitors to Utah Valley (the major part of Utah County) were two Spanish explorers, Father Silvestre Velez de Escalante and Father Francisco Alanasio Dominquez, who traveled through the valley in 1776. The next important group of men to enter and explore the valley were the mountain

men of the Ashley-Henry Fur Company in about 1825.¹

The first account of any interest in settling Utah Valley is recorded in the autobiography of Parley P. Pratt. Pratt records that he, John Higbee and others were sent by Brigham Young to Utah Lake in 1847 to explore and determine the possibility of future settlements there. The party reported the area to be well suited for colonization.

In March, 1849, President Young sent John S. Higbee and some thirty families, numbering 150 souls to found Provo City. On the third of April the new Mormon settlers commenced to build "Fort Utah" near the site where now stands the modern city of Provo, Utah.²

In 1850 Utah County population was 2,026. By 1900 the county had grown to 32,456 and at the beginning of World War II the population stood at 57,382. The last census, 1960, shows the total population at 106,991, making a growth from about 2,000 to almost 107,000 in 110 years. These figures are shown in Table 3-1.³

¹Memories That Live. Compiled by Emma N. Huff, Daughters of Utah Pioneers, 1947, pp. 17-20.

²J. Marinus Jensen, History of Provo, Utah (Provo: New Century Publishing Company, 1924), pp. 31-35.

³J. Kenneth Davies, "The Utah County Labor Movement," (unpublished Master's thesis, Economics Department, Brigham Young University, 1950), pp. 15-16.

TABLE 3-1
POPULATION OF UTAH COUNTY, 1850-1960

Year	Population
1850 ^a	2,026
60	8,248
70	12,203
80	17,973
90	23,768
1900	32,456
10	37,942
20	40,792
30	49,021
40	57,382
50 ^b	81,912
60	106,991

^a"Measures of Economic Changes in Utah," 1847-1947, Utah Economic and Business Review, University of Utah, 1947, p. 11.

^bUtah Department of Employment Security, "Utah County Occupations-1959," p. 6.

Modern Characteristics of the Population.--Table 3-1, above, shows the remarkable rate of growth in Utah County. From 1940 to 1950 there was an increase of 24,475 people, or a 42.6 per cent increase. Between the years 1950 and 1960 there was an increase of 24,865 people, or an increase of 31.1 per cent. These figures represent nearly twice the state growth and three times the national growth rate.

Because of religious influences, Utah County population patterns are different than patterns in other areas of the nation. Table 3-2 shows the breakdown of all religious bodies in Utah County for the years 1916, 1926 and 1936. The most significant fact shown is the over-

whelming majority of Latter-day Saints (Mormons).

TABLE 3-2

THE RELIGIOUS COMPOSITION OF UTAH COUNTY, 1916, 1926, 1936^a

Denomination	1916	1926	1936
All	28,062	43,299	40,242*
Baptist	54	--	--
Congregational and Christian	115	125	132
Latter-day Saints	27,431	42,459	39,592*
Latter-day Saints-Reorganized	132	--	--
Methodist	59	--	--
Protestant Episcopal	130	192	102
Roman Catholic	90	313	225
Presbyterian	133	120	191
All Others	18	120	191

^aReligious Bodies, U. S. Department of Commerce, Bureau of Census, 1916, 1926, 1936.

*These figures are highly questionable, due to the fact that they show decreases in population during the period of 1926-1936.

Unfortunately figures of this nature are not available after 1936 because the government discontinued this aspect of the census. However, the Chamber of Commerce, Provo, Utah, reports about 79,000 people or 75 per cent of the present population of Utah County is composed of Latter-day Saints. A study made in 1963, by Howard Neilsen indicates the percentage of Mormons living in Provo, Utah, the largest city in Utah County, to be 81.5 per cent, or over 29,000 people.¹

¹J. Kenneth Davies, "The Mormon Church: Its Middle-Class Propensities," Review of Religious Research, IV, No. 2 (Winter, 1963), p. 85.

This extremely high percentage of Mormons may suggest a highly immobile population. Most Mormons are known to have strong family ties. These family ties tend to keep family units together, hence an immobile population results. The Mormon church affords its members the opportunity to work in the various organizations offered by the church. These organizations, such as Primary, Relief Society, and Mutual Improvement Association all tend to foster close friendships and community ties, hence Mormon workers may be reluctant to move and leave these desirable conditions.

On the other hand it should be pointed out that the Mormon population in Utah County has steadily changed since the pioneers first entered Utah Valley in 1849. There has been a change from an agrarian economy to a more industrial economy which may tend to make the population more mobile as workers become more skilled. In addition, Mormons are noted to be well educated, therefore a better educated population may lead to a more mobile one. Also, the growth of the Mormon church has placed churches in nearly every part of the nation, hence the lack of a Mormon church in any particular area has been minimized, which may be an important factor to a Mormon in a decision to move.

The great majority of Mormons, as indicated above, leads to some social problems. Non-Mormons often resent the majority of Mormons and the influence they have in Utah County. Non-Mormon workers sometimes feel employers are partial and show favoritism to Mormon workers, which may lead to frictions between Mormons and non-Mormons in Utah County. This problem will be shown in more detail in Chapter V of this thesis under the heading of "Reasons for Leaving Utah County."

On the other hand there is a relatively young population living in Utah County which would suggest a mobile population. The United States Census of Population, 1960, reports the median age in Utah County was 21.2 years of age.¹ This figure is somewhat skewed because in 1960 there were 11,744 students enrolled at Brigham Young University who would be included in the calculation of the median age for 1960. It should be noted that of the 11,744 students enrolled at the University, only those who were not residents of Utah County would tend to misrepresent the figure for median age. The median age in the nation in 1960 was 29.5.²

Another interesting and important characteristic of Utah County that may affect labor mobility is the fact that 73 per cent of the houses in Utah County are owner occupied. By way of comparison, national figures indicate that 61.9 per cent of all homes in the United States are owner occupied.³ The high percentage of owner occupied homes in Utah County suggests a more immobile work force. According to the Utah County Planning Commission, "All these factors produce a labor force that is high in productivity, low in mobility,...versatile, easy to train and amiable."⁴

¹U. S. Bureau of the Census, U. S. Census of Population: 1960, Utah (Washington: U. S. Government Printing Office, 1961), p. 50.

²U. S. Bureau of the Census, Statistical Abstract of the United States: 1963 (Washington: U. S. Government Printing Office, 1963), p. 24.

³Ibid., 756.

⁴Utah County Planning Commission, "Your Plant Location in Greater Utah Valley, Utah," (unpublished booklet, 1955), pp. 4-6.

Industrial Growth in Utah County and its Effect on Labor Mobility

Early Growth.--The industrial development of Utah County took place very slowly. The Mormon pioneer culture that was established in 1849 was not conducive to any great strides in industrial growth. The only industries of importance in the early history of Utah County were a grist mill, a small sash factory, three buzz saws, three blacksmith shops, three shoe makers, two tailor shops, one meat market, two general stores and two lime kilns.¹

Odell Scott, writing a Master's thesis in 1951, made a study of the economic history of Provo, Utah. He reports that the first industrial concern of the early pioneers was building materials. To satisfy this need, a number of brick manufacturing firms came into being along with a few sawmills to manufacture lumber products. Another of the pioneer's first considerations was the manufacture of cloth, which is described in more detail below. Scott points out there were many various businesses started in Utah County in the early period of growth. Some of these businesses were leather goods, earthenware, blacksmiths, a foundry to cast iron machinery, mining and a few newspapers.²

It was not until the coming of the railroad to the county in 1873, that industrial growth really came to Utah County. The railroad made it possible to bring the heavy equipment and machines necessary for industrialization into the area.

¹The Millennial Star, Vol. XV, p. 286.

²Odell E. Scott, "Economic History of Provo, Utah, 1849-1900," (unpublished Masters thesis, History Department, Brigham Young University, 1951), pp. 61-82.

The first important manufacturing establishment was the Provo Woolen Mills. On June 1, 1869, a company was organized and named the Timpanogos Manufacturing Company. A. O. Smoot was named the first superintendent of the new venture. In 1889, a reorganization took place, changing the name to the Provo Woolen Mills Company and installing Myron Tanner as Superintendent.

At its peak, the company employed about 200 workers and had a yearly production of about \$200,000. In 1918 a fire destroyed most of the building and equipment and the business went downhill until its closing in 1930.

In 1866 a brickmaking firm came into being in Provo. In order to satisfy the demand for brick homes being built, Philander Calton made and burned the first kiln of brick. This venture grew until the business became incorporated into the Provo Brick and Tile Company.

In 1870 A.D. Smoot organized the company of Paxman and Smoot which dealt in a small scale business of lumber, lath, shingles and coal. In 1878 this company was incorporated under the name of Provo Lumber, Manufacturing and Building Company.

In 1885 the Provo Foundry and Machine Company was incorporated. This business was successful until the depression of the middle 1890's. In 1903 Thomas F. Pierpont reorganized the company under the same name and continued operations.

A number of smaller companies was established during this era. These include the Startup Candy Company, Hoover Candy Company, Hansen Catering Company, harnessmakers, potteries, Provo Ice and Storage Company, silk culture, and a small scale automobile industry started by A. F. Ahlander

in 1881.¹

In general, the early industrial growth of Utah County was slow and hampered by a lack of sufficient capital. However, a base was established for further industrial growth.

Modern Industrialization, 1900-1964.--This period is marked by more rapid growth and industrialization due to greater dependence on outside capital and government projects.

In 1900 plans were laid for the Strawberry Valley Project which was completed in 1915. This project, financed under the Federal Reclamation Act of 1902, brought to Utah County the potential of additional water supplies and in addition provided hydroelectric power for the development of manufacturing.

In 1941, the Deer Creek Reservoir was completed at a cost of \$15,000,000. This project is a significant part of the industrialization of Utah County, for the 150,000 acre feet of water stored in the reservoir made a suitable water supply for the Geneva Steel works.² Full utilization of the useable water in Deer Creek Reservoir has not been made by Geneva Steel Plant. Rather than depend completely on water from the reservoir, Geneva Steel has drilled water wells on property belonging to the plant, however, in times of emergency or increased demand for water, Deer Creek Reservoir water is utilized.

¹Jensen, op. cit., pp. 269-292.

²Blaine F. Gunn, "An Economic Analysis of Utah County as an Industrial Location With Particular Reference To Manufacturing," (unpublished Master thesis, Economics Department, Brigham Young University, 1957), p. 37.

In 1924, Columbia Steel Company erected a pig iron plant at Ironton. This was the first plant of any real importance in Utah County in the early 1900's. It was built at a cost of \$4,500,000 by eastern capital on land donated by Provo and Springville.¹ In 1929, U. S. Steel Corporation bought the plant and operated it until 1962, when it was shut down.

In 1942, the second World War brought steel production to Utah County on a large scale with the construction of the Geneva Steel Plant. This plant was built by the Defense Plant Corporation at a cost of \$200,000,000 and completed in 1944. During the war the plant was operated by the U.S. Steel Corporation. Following the war the plant was purchased for \$47,500,000. Since the recession of 1958 the Geneva Plant has seldom operated at full capacity. Because of this cutback, many employees operate on an interesting system of employment, involving two weeks working and two weeks laid-off. Under conditions such as these we might expect mobility of workers from Utah County, yet unemployment figures continue to be high and workers remain in Utah County. State Unemployment Benefits tend to keep Geneva Steel Workers in Utah County during periods of high unemployment. Hence, we find a lack of mobility among workers whose jobs exist only on a part-time basis.

The Pacific States Cast Iron Pipe Company was built in 1932. By 1941 the company had enlarged and become the largest employer in

¹Lowry Nelson, "Utah Valley Gets Industry," Union Pacific Magazine (Omaha), VI (April, 1927), p. 7.

Utah County, at that time. In 1946 the company again expanded operations to enable production of pipe 12 inches in diameter and 18 feet in length.

Consolidated Western Steel, a subsidiary of United States Steel Corporation, began operations in 1955 on a site adjacent to the Geneva Works. The Consolidated Western Steel plant is capable of producing steel pipe in sizes from 20 to 40 inches in diameter. This facility employs about 400 workers and is capable of producing 125 miles of pipe per month.

Utah County is served by two major railroads, the Denver & Rio Grande Western and the Union Pacific Railroad. Tracks of these two railroads parallel each other for almost the entire length of Utah Valley. The Union Pacific reaches all points west from Utah County, while the Rio Grande serves Utah County east. The railroad industry in Utah County employs about 600 workers at present.

Brigham Young University, as an employer in Utah County, plays an important role in the economy. At present, the university employs about 3,800 workers, according to figures obtained from the State Employment Office. It should be noted, however, that Brigham Young University employment is highly seasonal. According to Larry Wardle, Statistician for the Employment Security Office, during the summer, many Brigham Young University workers are temporarily dismissed; hence, many of these workers are added to the unemployed roles.

Four additional industries of importance should be mentioned. The General Refractory for the production of brick, and the Spanish Fork Powder Factory, built in 1946 and 1941 respectively. In 1946 the

Barbizon Company built a plant on the site of the old Provo Woolen Mills for the production of women's lingerie. In 1958 the Bonham Corporation was established to manufacture a motor scooter vehicle called the Tote-Gote. By 1962 the Bonham Corporation had moved into a new building and now employes over fifty men.

Comparison of the Work Force and Population Changes in Utah County.--To better understand the relationship of industrial growth in Utah County and mounting unemployment, it is necessary to show a comparison of the number of workers employed in various industries and the population trends. Table 3-3 is intended to accomplish this task.

TABLE 3-3

COMPARISON OF EMPLOYED WORKERS (MALE AND FEMALE)^a AND POPULATION IN UTAH COUNTY, 1950 and 1960

Employed Workers	1950	1960	Increase
Manufacturing	6,675	7,609	--
Mining	167	121	--
Construction	1,515	1,469	--
Transportation	1,268	1,204	--
Trades	3,340	4,659	--
Finance	310	595	--
Service	2,289	5,196	--
Government	2,623	4,341	--
Non-Agriculture, Self Employed	3,310	4,365	--
Agriculture	2,935	2,300	--
Total Employment	24,432	31,859	7,427
Population	81,912	106,991	25,079

^aState Employment Security Office, "Work Force and Components," 1950 and 1960.

Table 3-3 shows some interesting data. It should be noted that between the years 1950 and 1960, the per cent of total employment when compared to

population has remained nearly the same or 29.8 per cent. Since unemployment in Utah County was 6.9 per cent in 1950 and 7.3 per cent in 1960, as shown by Table 2-2, we can see that industrial growth has not been rapid enough to help solve the unemployment problem by making new jobs available. On the other hand, we might conclude that the population has been immobile, thereby holding constant the ratio of total employment to population and hence keeping unemployment at a high level.

Industrial growth in Utah County has been marked by slow, conservative progress in the 19th century and more rapid growth in the 20th century, especially since World War II. This industrial growth would suggest ample jobs and a minimum amount of unemployment. However, due to cutbacks, limited production, technological change and layoffs, Utah County has experienced unemployment at a level often approaching 3 per cent above the national level. One answer to the problem lies in getting workers to move from areas where unemployment exists to areas where jobs are available. This could be accomplished either by permanent moves or by encouraging workers to commute to nearby areas where jobs are available. For example, workers could be encouraged to commute to Salt Lake City, Utah where greater industrial development and government projects have made many jobs available. A second answer to the problem is encouraging more industrial development to make available more jobs for existing workers in Utah County.

Environmental Influences On Labor Mobility In Utah County

Education.--Brigham Young University is the largest church related university in the United States. Founded in 1875, the Brigham Young University

has grown from a small frontier school to an ultra-modern university with a total enrollment of 18,291 full and part-time students in the 1962-1963 year. The Brigham Young University is a fully accredited university and has received national recognition as one of the outstanding universities in the United States.

The Utah Trade Technical Institute is located in Utah County. This school provides a broad program of vocational and technical instruction for business and industry in Utah County. During 1958-1959 school year enrollment totaled 1,449.

A total of forty-eight elementary schools, thirteen junior high schools and eight high schools are established in Utah County. According to the 1960 census, 27,950 students were enrolled in these schools.

The cultural, educational and athletic contributions of Brigham Young University, Utah Trade Technical Institute, elementary schools and high schools have an important influence on the population of Utah County and in a great measure lend an atmosphere conducive to permanency of the population. It is the opinion of the writer of this thesis that many workers, especially those having college age children, would not move from Utah County simply because of the excellent educational opportunities afforded as described above. Hence the population in Utah County may resist movement.

Climate.--The annual precipitation in Utah County averages about 15.28 inches. This precipitation has a direct bearing on the arable and fertile soil found in Utah Valley. Modern reservoirs and normal stream run-off provide sufficient water to permit irrigation in the valley.

Utah County enjoys four well defined seasons. The mean annual temperature is about 49.2 degrees, with the following seasonal averages: spring 50 degrees, summer 73 degrees, fall 53 degrees and winter 32 degrees. Temperature extremes measured in 1955 ranged from a high of 97 degrees to a low of 13 degrees below zero. Relative humidity is low which reduces the severity of summer heat and winter cold.¹ In general, the climate is enjoyable and unmonotonous; hence, may be an important factor in explaining why people do or do not move to or from Utah County, with greater emphasis on the latter.

Recreation.--Recreational facilities abound in Utah County. Thirty-eight public parks and twenty-five playgrounds are found in the county. The peaks of the Wasatch Mountains tower 7,000 feet above the valley floor and give rise to the area's claim, "The Alps of America."

The Alpine Loop Drive affords a thrilling view of the natural scenery found in the area in and around Utah County. In addition, this road provides access to the world famous Timpanogos Cave National Monument.

In the middle of Utah County is found a 93,000 acre, fresh water lake that affords unlimited recreational facilities. Fishing, water skiing, swimming, and boat racing are enjoyed on Utah Lake by people from the whole intermountain west.²

¹Gunn, op. cit., p. 28.

²Greater Utah Valley, "Build Your Future In Utah Valley," (unpublished booklet, 1959), pp. 23-24.

To the hunting and fishing enthusiast, Utah County offers some of the finest sport to be found anywhere. The Wasatch Mountains abound with deer and elk for the fall hunter. The Provo River, which runs through the city of Provo, is famous for its productive fishing, especially the German Brown Trout. In addition, Utah County has several fresh water lakes, all abounding with fish.

The recreational facilities in Utah County afford a great amount of enjoyment and pleasure to residents of the county. A possible impediment to labor mobility exists in as much as residents might be reluctant to move from an area possessing such enjoyable features.

Small Cities.--The population of Utah County is composed of small cities. Table 3-4 shows the 1960 census of the major cities in Utah County. The largest shown is Provo, consisting of 36,047 people. The smallest city of any importance is Payson, consisting of 4,237 people. These figures are shown in Table 3-4.

TABLE 3-4

POPULATION OF MAJOR CITIES IN UTAH COUNTY, 1960^a

City	Population
Provo	36,047
Orem	18,394
Springville	7,913
Spanish Fork	6,472
American Fork	6,373
Pleasant Grove	4,772
Lehi	4,377
Payson	4,237

^aU. S. Census of Population: 1960, Utah, p. 19.

A small city is conducive to immobility. People tend to be more closely knit. Strong community ties are fostered. People have a feeling of being a part of the community in a small city. All of these factors tend to make citizens of the county relatively immobile.

Agrarian Economy.--The 1960 Census reports that Utah County has 4.4 per cent of its population on rural farms, as compared with the state average of 4.9 per cent.¹ This figure would not indicate a very large percentage of the population living on farms; however, this figure is misleading. Many workers in Utah County hold a job in industry and own a small farm as a second income. Figures are not available as to the number of such workers, however, the Utah Employment Security Office feels many such workers exist. One of the most serious problems in the agrarian sector of the American economy today is the lack of mobility among farmers. One of the basic problems of low farm income today is the fact that there simply are too many farmers producing too many crops. Yet mobility among farmers is extremely low due to lack of necessary skill, education, monetary means and desire to move from the land. Hence, there is a lack of mobility among workers in Utah County who fall into the classification described above.

Conclusions

Utah County has certain characteristics that are related to the mobility of its work force. The historical background of the people and resulting Mormon population is probably a factor in lowering the mobility of the people. Certain environmental factors including education, climate,

¹U. S. Census of Population: 1960, Utah, op. cit., p. 14.

recreation, small cities and agrarian economy have contributed to the lack of mobility in the county. The growth of industries in Utah County has been significant only in the last sixty or seventy years. There appears to be a good deal of room for further industrial growth if the labor force is to find employment, assuming the present state of the mobility of the population. Therefore, there must be additional stimulus to get workers to seek work elsewhere when unemployment reaches the figures it presently has.

CHAPTER IV

A RELATED STUDY OF LABOR MOBILITY IN UTAH COUNTY

This chapter will be an analysis of a study made by Dr. J. Kenneth Davies and Dr. Reed C. Richardson for the Department of Labor, Office of Manpower, Automation and Training. The Davies-Richardson study is the first one made specifically on the problems of labor mobility in Utah County; therefore, the study deserves special attention and analysis in this thesis.

Methodology

Identification of the Universe.--The universe from which this study was made consisted of potentially mobile workers who had experienced a great deal of unemployment from January 1, 1962, to September 15, 1963. The workers in the universe were classified as either long term under-employed or long term unemployed. Those classified as long term under-employed had experienced intermittent unemployment totaling 15 weeks or more during the period of January 1, 1962 through September 15, 1963. Long term unemployment was defined as 15 weeks or more of continuous unemployment at the time the study was made. Excluded from the study were married women, individuals under 18 years of age, students seeking part-time work and seasonal workers, because these workers were not considered potentially mobile.

The universe was selected from the records of the Utah Employment Security Office in Provo, Utah. It was determined that about 600 to

650 individuals in the active files and about 2,000 individuals in the inactive files met the criteria for the study.

Sampling Procedure.--All names which met the requirements of long-term unemployed were picked from the active files. This number amounted to 321 individuals. Those who met the requirements for long-term underemployment in the active files amounted to 159 after a random sample (using a table of random numbers) was utilized. From the inactive files a sample of long-term underemployed was taken which amounted to 100 individuals, or about five per cent of the inactive files. This constituted the original sample of 580 names.

Questionnaire and First Interviews.--A questionnaire was formulated to be used by interviewers in the study. The questionnaire was divided into two main parts to make use of a two-interview approach. The first section was devoted to the determination of personal characteristics, training, skills, experience and general obstacles to labor mobility. The second section of the questionnaire was devoted to a second interview for individuals for whom job matches were made in other market areas.

To get those individuals included in the sample to make themselves available for interviewing, a letter was sent on Employment Service letterhead to each person, establishing an appointment to be interviewed at the Employment Service Office. If the individual did not respond to the letter, telephone calls followed by personal visits, if necessary, were made by a member of the interviewing team to obtain the information on the questionnaire.

Returns.--Usable returns from the first interview amounted to 348 or about 60 per cent of the original sample. The remaining 40 percent

were accounted for as follows: 24 refused to be interviewed, 28 simply would not respond, 100 had either taken jobs out of the county or else were working where they could not be reached, and 80 were eliminated for reasons of death, incorrect address, duplication of name, serious illness, failure to meet criteria, armed forces, and irrationality. After the original sample was adjusted for duplication and workers who died or did not meet the criteria, the returns represented about 97 per cent of the sample, a respectable return. It is questionable whether those individuals in the sample who required additional letters and home visits answered the questions with any high degree of accuracy. In many instances, if the individual was not interested enough to make himself available for the interview, he was not interested in answering the questions when confronted by a personal visit. A certain amount of false answers will obviously result in these circumstances. In general, however, it appears that the sample is accurate and represents to a reasonably high degree the unemployed workers in Utah County.

Second Interviews.--A list was made up of all individuals in the sample with enough job information about each to allow job matches to be made in other areas. This list was sent to all Utah Offices of the Employment Service and to Employment Offices within a radius of 500 miles of Provo, Utah.

In addition, information concerning the study was sent to each office to inform them of the purposes of the study and to seek their help in making job matches. Personal visits to the Employment Offices were made by Dr. Richardson in September, 1963 to clarify and promote the study. Where possible job matches were made and the job order air mailed

to the Provo Office. If it was ascertained that a reasonable job match had been made, the individual was called in for a second interview.

As a result of these measures, 135 job matches were made for individuals in the sample. Some matches included more than one person and some people had more than one match. In attempting to contact the individuals for whom job matches had been made, only 73 were applicable. Of this number, 58 were interviewed for a second time, four refused to be interviewed again, one failed to show up for the second interview and eleven could not be found for interviewing. Only one individual was actually placed in a job by this method of job matching. These results are certainly not encouraging. From this study, one thing is apparent; the unemployed labor force in Utah County is relatively immobile. It is certain that unless new industries enter Utah County or old industries expand, and in this manner give rise to new jobs, the unemployment problem will grow worse if labor remains as immobile as this study indicates.

General Profile of the Individuals in the Davies-Richardson Study

General.--The personal characteristics of the highly immobile workers of the Davies-Richardson study is important in determining factors that might limit labor mobility. In addition, this thesis will compare the personal characteristics of this study (relatively immobile workers) with personal characteristics of workers who have proven themselves mobile in the chapter following this one. By means of this comparison it is hoped that differences between immobile workers and mobile workers will become evident and thereby contribute to knowledge that could increase labor mobility; hence, lead to better allocation of the labor force and decrease

one serious cause of sustained unemployment.

Sex and Marital Status.--By definition, married female workers were excluded from this study. Of the 348 individuals interviewed, 319 were male and 29 were female. Married male workers composed the majority of this sample, constituting 256 or 74 per cent of the total sample. Single male and female workers amounted to 62 individuals or about 18 per cent of the sample. The remaining 30 individuals consisted of divorced, widowed and separated persons.

Age.--Since this study is comprised of long-term unemployed and underemployed workers it was expected that the majority of workers would be in the older and younger workers. Table 4-1 shows the breakdown according to age.

TABLE 4-1

AGE CHARACTERISTICS OF THE DAVIES-RICHARDSON STUDY

Age	Per cent of Total Returns
18 to 24	26.4
25 to 34	12.1
35 to 44	15.5
45 to 64	42.0
65 and over	4.0

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 10.

It should be noted that about 46 per cent fall into the category of older workers. This is an agreement with a national pattern that older workers are less mobile and less adaptable to technological changes.

In addition, over 25 per cent of those interviewed fell into the category of younger workers who would be expected to be more mobile, yet it was found that immobility existed in this group as well as the other groups. Perhaps the reason the younger workers were not mobile is because they lack the training and experience necessary in our complex economy of today and consequently could not fill the job matches.

Birthplace.--This study revealed that Utah was the birthplace of 78.4 per cent of all individuals. Even more important than this is the fact that of this group, 50.5 per cent listed their place of birth as Utah County. Only 2.3 per cent of the sample listed their birthplace as outside the United States. 19.3 per cent said their birthplace was in the United States but not in Utah. These figures are shown in Table 4-2. From these figures we can reasonably assume that place of birth is one important factor in determining the mobility of labor, since we would expect that native residents with strong social ties would prove to be relatively immobile.

TABLE 4-2

PLACE OF BIRTH OF RESPONDENTS ^a

Place of Birth	Per Cent of Total Respondents
Utah	78.4
United States (not Utah)	19.3
Foreign	2.3

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 11.

Education and Training.--Nearly half of the respondents in this study had not completed high school. This group amounted to 46.3 per cent of the sample. Over one-third of the sample had a high school education. 14.4 per cent went to college but never completed a college education. Only two per cent had college degrees. These results are shown in Table 4-3. By way of comparison, national figures indicate about 24.6 per cent of the nation's population complete high school and 7.7 per cent complete college.¹

TABLE 4-3
EDUCATION^a

Schooling Completed	Per Cent of Total Respondents
Less Than High School	46.3
High School	37.6
Some College, No Degree	14.1
College Degree	2.0

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 12.

At first glance it would appear clearly indicated that individuals with less education are less mobile than those with college degrees. However, it should be pointed out that these results could simply show that people with college degrees have very little unemployment and may or may not have a bearing on the mobility of labor.

The amount of apprentice training was investigated and the results

¹Statistical Abstract of the United States: 1963, op. cit. p. 120.

are tabulated in Table 4-4. The length of training varied. The greatest number of the respondents reported over 36 months training (40.5 per cent). The remainder of the group were divided about evenly between 1 to 12 months and 25 to 36 months. 84 respondents served an apprenticeship.

TABLE 4-4
LENGTH OF APPRENTICESHIP TRAINING^a

Months of Training	Per Cent of Total Respondents Answering
1 to 12	20.2
13 to 24	20.2
25 to 36	19.1
Over 36	40.5

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 12.

Of the 348 individuals interviewed, 137 had some vocational education. This group constituted 39 per cent of the sample. In contrast with the apprenticeship training, those who had vocational schooling received training for a shorter period of time. Table 4-5 shows the results. Sixty-nine per cent had only one to twelve months of vocational training as compared with 3.8 per cent who had over three years of vocational schooling.

TABLE 4-5

LENGTH OF VOCATIONAL TRAINING^a

Months of Training	Per Cent of Total Respondents Participating
1 to 12	69.0
13 to 24	20.9
25 to 36	6.3
Over 36	3.8

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 13.

The subject covered by vocational education varied. Subjects such as welding, auto mechanics, electronics, electrical and machine work were the most significant. Some individuals (five per cent) had training in three subjects. Twenty-four per cent had training in two subjects. The largest group, 71 per cent, had training in only one area. It has been suggested that this factor may be an important impediment to labor mobility. Perhaps if we could foster and support programs wherein workers were trained in more than one skill we could increase mobility. This task could be handled in the vocational school where students could be encouraged to become proficient in two or three related areas rather than just one. When a job match was made in another area, a person would have three times the opportunity to effectively fill the position over a person who had only one skill. It would be expected that a program, such as the one above, would apply mainly to younger workers who could be expected to take advantage of educational opportunities.

The vocational training most widely utilized was a trade technical institute. Fifty-six and four tenths per cent of the respondents with training, or nearly five times as much as any other source of training, went to the trade technical institute. Table 4-6 shows all sources of training in order of their importance to the respondent.

TABLE 4-6
TRAINING OF RESPONDENTS^a

Source of Training	Per Cent of Program Participated in by Respondents
Trade Technical Institute	56.4
On the Job	12.2
Armed Forces	10.6
High School	7.4
Business School	5.3
Miscellaneous Programs	3.2
Adult Education	2.1
Correspondence	1.1
MDTA/ARA	1.1
College	.6

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 14.

Job Mobility.--Each individual in the sample was asked to indicate the number of employers he or she had worked for during the past five years. Table 4-7 shows the results of this question. Over 29 per cent indicated they had worked for more than five employers during this period. This figure may indicate the nature of the job rather than job mobility. For example, if the respondent was in construction work it would be logical that he might have many employers in a given period and still live in Utah

County. It is interesting to note that 23.8 per cent had only one employer which could indicate a high degree of immobility for this group.

TABLE 4-7

JOB MOBILITY

Number of Employers Since January 1958	Per Cent of Total Interviewed Group
1	23.8
2	14.7
3	13.8
4	11.2
5	7.5
Over 5	29.0

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 15.

Occupational Distribution.--The largest group of unemployed and under-employed manual workers constituted the combined semi-skilled and unskilled categories. The skilled group represented 39.9 per cent of the total unemployed. This group is misleading because, of this group, about one-third are steel industry workers who have experienced only about half-time employment for the past six years. Table 4-8 shows the tabulations of occupational distribution.

National figures concerning occupational distribution of employed workers shows the following breakdown: professional, 12.9 per cent; managerial, 11.6 per cent; clerical, 15.9 per cent; sales, 7.0 per cent, agriculture, 3.7 per cent; service, 8.9 per cent; skilled workers, 13.7 per cent; unskilled and semi-skilled workers, 4.0 per cent. These figures,

when compared with the Utah County occupational distribution, indicate a much larger percentage of skilled and unskilled workers in Utah County and a smaller percentage of professional, managerial, clerical, sales, agriculture and service workers.¹

TABLE 4-8

OCCUPATIONAL DISTRIBUTION OF UNEMPLOYED WORKERS^a

Occupation	Per Cent of Total Interviewed Group
Professional	2.0
Managerial	2.6
Clerical	5.5
Sales	2.3
Agriculture	1.4
Service	2.3
Skilled	39.9
Semi-skilled	14.1
Unskilled	29.8

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p.16.

Industry Distribution.--The study inquired about the industry each individual had worked in during the past five years. The results of this inquiry are recorded in Table 4-9.

¹Statistical Abstract of the United States: 1963, op. cit., p. 231.

TABLE 4-9
INDUSTRY DISTRIBUTION^a

Industries	Per Cent of Participation In the Industries
Construction	31.8
Manufacturing	24.7
Trades	10.5
All Other Services	10.4
Agriculture	7.7
Government Services	7.4
Transportation and Public Utilities	4.0
Mining	2.1
Finance, Insurance and Real Estate	1.4

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 17.

It should be noted that the per cent participation in all of the industries could total more than 100 per cent. The reason for this is because some of the respondents worked in more than one industry over the past five years. Construction was the largest category, with 31.8 per cent of the total. The importance of Utah County's steel industry is reflected in the 24.7 per cent in the field of manufacturing.

The national breakdown of industrial distribution of employed workers indicates the following data: construction, 4.9 per cent; manufacturing, 30.3 per cent; trades, 20.9 per cent; all other services, 14.0 per cent; government, 16.6 per cent; transportation, 7.1 per cent; mining, 1.2 per cent; finance, insurance and real estate, 5.0 per cent.¹

¹Statistical Abstract of the United States: 1963, op. cit., p. 228.

Income.--Each of the respondents was asked to report his or her income for the year 1962 and the first 8½ months of 1963. The results, as shown in Table 4-10, indicate that 24.0 per cent has less than \$2,000 income in 1962. It should be noted that by 1963 this group had grown to 46.7 per cent of the sample. Certainly these figures indicate a severe financial stress for nearly one-half of the sample, and we would expect people under these conditions to be more than willing to seek employment in another area where conditions were better. However, this study shows workers in Utah County to be relatively immobile. One possible answer to this question could be the fact that workers with this low income simply lack the necessary funds to move whether they have the desire to move or not.

Of those interviewed, only 13.7 per cent indicated that in 1962 they had earnings in excess of \$6,999, while this group was represented by 5.3 per cent in 1963. The figures for 1963 were adjusted to an annual basis.

TABLE 4-10
ANNUAL GROSS CASH EARNINGS^a

Earnings	Per Cent of Workers Interviewed	
	1962	1963
Less than \$1,000	9.8	31.5
1,000 to 1,999	14.2	15.2
2,000 to 2,999	11.9	15.2
3,000 to 3,999	13.6	11.9
4,000 to 4,999	9.2	7.0
5,000 to 5,999	15.4	9.3
6,000 to 6,999	12.2	5.5
7,000 to 7,999	5.6	3.2
8,000 to 8,999	4.5	.9
9,000 to 9,999		

TABLE 4-10, continued

Earnings	Per Cent of Workers Interviewed	
	1962	1963
10,000 to 10,999	.9	.3
11,000 to 11,999	.3	.-
12,000 and Over	.6	.-

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson University of Utah, 1963), p. 18.

It should be noted that questions concerning the amount of earnings in a give period tend to give answers that are overstated. During the process of interviewing, many respondents answered the above question very reluctantly and many answered the question inaccurately. For example, it was noted that in some instances families were living in what appeared to be near poverty and yet answered the question pertaining to earnings with a figure that would be an above normal living. It is realized that personal spending habits are an important factor in this reasoning, however, it is the opinion of the author of this thesis that personal egos are built up by inflating a person's earnings, hence there may be some error in the accuracy of investigation of personal earnings.

Geographic Mobility.--Each of the respondents was asked a question concerning the amount of geographic mobility he had experienced during the past five years. The results of this inquiry are very interesting for they offer a clue to the fact that workers in this study proved very immobile. Table 4-11 shows the results of this inquiry. Sixty-eight and seven tenths per cent of the respondents had worked only in

Utah during the past five years. This figure is more than twice the remaining workers interviewed. Workers who worked in Utah plus six or more states amounted to only 2.0 per cent of the sample.

TABLE 4-11
GEOGRAPHIC MOBILITY^a

Number of States Worked In	Per Cent of Respondents
Utah Only	68.7
Utah plus 1	15.5
Utah plus 2	6.9
Utah plus 3	3.5
Utah plus 4	2.3
Utah plus 5	1.1
Utah plus 6 or more	2.0

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 19.

In order to cross check whether the place of birth had a direct influence on the number of states a worker had worked in, Table 4-12 was developed to show the relationship of place of birth and per cent of workers in this sample working only in Utah and those working in more than one state.

TABLE 4-12

RELATIONSHIP OF GEOGRAPHIC MOBILITY AND PLACE OF BIRTH^a

Place of Birth	Per Cent Working Only in Utah	Per Cent Working In More Than One State
Utah	72.8	27.2
Outside Utah	55.3	44.7

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p.

These results clearly show that workers born in Utah have a greater tendency to remain in Utah (72.8) per cent) as compared to workers who were born outside the state of Utah (55.3 per cent).

Commuting Distances.--Each of the workers interviewed was asked the maximum distance they had commuted, one way, while living in Utah County. The results of this inquiry are recorded in Table 4-13. Minimum amounts of travel are clearly indicated, as 47.9 per cent indicated that the maximum distance they had traveled to a job was 10 miles or less. The figures show that those who had kept their commuting distance to 50 miles or less amounted to 86.2 per cent of the sample.

TABLE 4-13

COMMUTING DISTANCE

Distance (one way)	Per Cent of Sample
10 or less miles	47.9
20	9.7
30	7.5
40	9.2

TABLE 4-13, continued

Distance (one way)	Per Cent of Sample
50	12.4
60	4.9
70	2.6
80	2.3
90	2.3
100 or more miles	1.7

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 21.

It is interesting to speculate what effect the completion of a new super highway from Utah County to Weber County might have on the characteristics of workers in Utah County in reference to commuting distances. If a highly efficient, safe and fast system of highways were established in the State of Utah, we might expect to find workers more willing to drive greater distances to jobs, hence decrease the unemployment rate in any one area.

Home Occupancy in Present Home.--Of the 348 individuals interviewed in this study, 41.7 per cent indicated they had lived in their present home less than five years. It is interesting to note that 15.8 per cent had lived in their present homes over 20 years. Table 4-14 shows the results of this question.

TABLE 4-14

LENGTH OF OCCUPANCY IN PRESENT HOME ^a

Years	Per Cent of Sample
Less than 5 years	41.7
5-10 years	12.4
11-15 years	14.1
16-20 years	16.0
Over 20 years	15.8

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 22.

There is little doubt that workers who have lived in the same home for over ten years would be hesitant to move to a new area. In this sample, this amounts to 45.9 per cent of the respondents.

Length of Residency in Community.--A significant difference was found when the respondents were questioned concerning the time they had lived in the community (Utah County), in comparison with the length of occupancy in their home. For example, 41.7 per cent said they had lived in the community for over 20 years as compared with 15.8 per cent who had lived in the same home for the same period of time. In general, indications pointed to the fact that the respondents, on the average, lived in the community much longer periods of time than they did in the same home. We can conclude, that there is a great deal more movement between homes than between communities. Since 42.0 per cent of the sample fell in the age group of 45-64, we can conclude that age may be an important factor in determining the permanency of workers in a community.

TABLE 4-15

LENGTH OF RESIDENCY IN THE COMMUNITY^a

Number of Years	Per Cent of Sample
Less than 5 years	12.9
5 - 10	5.7
11 - 15	21.6
16 - 20	18.1
Over 21	41.7

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 23.

Reasons for Moving to Utah County. --Those respondents who had lived in Utah County for less than ten years were questioned concerning the reasons they had moved to Utah County. Table 4-16 has the results of this question.

TABLE 4-16

REASONS FOR MOVING TO UTAH COUNTY^a

Reason	Per Cent of Sample
Job	47.4
Family Reasons	26.3
Personal Reasons	19.3
School	7.0

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 24.

Of the reasons listed for moving to Utah County, the most important was a job. This amounted to 47.4 per cent of the sample. The other reasons are listed in the table in order of lessening importance.

One interesting observation concerning Table 4-16 should be mentioned. The greatest single reason for moving to Utah County was to obtain a job, yet during the period of 1953-1963, (the last ten years), unemployment in Utah County has run from 4.0 per cent to 8.5 per cent for an average of 6.05 per cent. There appears to be some discrepancy in this data, for with unemployment averages this high it would seem likely that jobs would be hard to find; hence movement to Utah County to find better employment seems highly unlikely. On the other hand, faulty information concerning jobs in Utah County could be responsible for the number of workers moving here to seek employment.

Number of School Age Children Living At Home.--Of the 348 individuals interviewed, 187 or 53.7 per cent had either no children at home or at least no children of school age at home. This high percentage is understandable when consideration is given to the fact that 42.0 per cent of the sample were between the ages of 46-64. Table 4-17 shows the tabulation of the remaining group who have children at home of school age.

TABLE 4-17

SCHOOL DISTRIBUTION OF CHILDREN LIVING AT HOME

School Status	Per Cent of School Age Children
Elementary School	49.2
High School	27.8
College	6.4
Under 18 but not in school	5.5
Over 18 but not in school	11.1

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 25.

It is noted that the majority of workers had children in elementary school (49.2 per cent). School age children have been suggested by many authors as one important impediment to labor mobility. In this study, this fact was born out for nearly one-half of the sample (46.3 per cent) had school age children.

Other Dependents of Respondents.--It was next determined how many of the respondents had parents, or parents of their spouses, living. 80.5 per cent answered affirmative by indicating that either their parents or their spouse's parents were living. Of this group, only 17 or 6.1 said they supported their parents in any way. Of the 17 who supported their parents, 6 said they supported their parents 100 per cent. In general, only a very small portion of the respondents supported either their own or their spouse's parents in any way.

To further check the importance of the respondents' parents to mobility, it was determined where the parents of the respondents lived in comparison to the results of this question.

TABLE 4-18

LOCATION OF PARENTS OF RESPONDENT AND SPOUSE ^a

Location	Per Cent of Sample
In same town as respondent	49.7
Utah County, but not same town	25.0
In Utah, but not Utah County	16.4
Outside of the State of Utah	14.7

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility." (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 26.

This Table indicates that 49.7 per cent of the sample had parents living in the same town of the respondents. Of the entire sample, 74.7 per cent had parents living in Utah County. This would seem to indicate that locations of parents is an important factor in the location of the respondents. It can be suggested that the influence of the Mormon Church may be felt in this area. Family ties are strong among Mormon families, hence families tend to live close to one another.

Home Ownership.--To determine if home ownership is an important factor in labor mobility, the respondents were asked a question concerning home ownership. The high degree of home ownership is indicative of the age characteristic of the sample. It is entirely reasonable to assume a high percentage of older persons will own their home. Table 4-19 has the results of this question.

TABLE 4-19

HOME OWNERSHIP^a

Amount Paid	Per Cent of Sample
1/10 or less	12.5
1/4	10.5
1/2	15.0
3/4	17.5
All	44.5

^aJ. Kenneth Davies and Reed C. Richardson, "Impediments To Labor Mobility," (unpublished copy in the office of Reed C. Richardson, University of Utah, 1963), p. 27.

Home ownership has been suggested by many authors as one of the impediments to labor mobility. This fact is clearly pointed out by Table 4-19. Forty-four and five tenths per cent of the sample had their home all paid for which would suggest a serious impediment to mobility.

Conclusions of the Davies-Richardson Study on the Immobile Worker

1. Among the male workers, he will probably be married.
2. He will most likely be in the age group over 45, although the chances are also good that he will be in the 18 to 24 year age group.
3. He will probably be a person who is native to the State of Utah.
4. He will probably have less than a high-school education.
5. He will probably be in the skilled, semi-skilled, and unskilled categories where age or education are not the reasons for his unemployment.
6. He will either come from the construction or the manufacturing industries.
7. His income for 1963 will probably have been less than \$3,000.
8. He will have worked in only the State of Utah the last five years.

9. His commuting pattern both past and potential will involve few miles.
10. While he may not have lived in his home for a relatively short period of time, he will have lived in the community for a relatively long period of time.
11. If he has children, they will be predominantly in the elementary-school age.
12. If his or his wife's parents are alive, one or more will be living in the same town or community.
13. He will be a home owner and have paid completely for his home.
14. He will have been unemployed over 30 weeks of the last 78 weeks, or approximately 40.0 per cent or more of the time.

Criticisms of the Davies-Richardson Study

The Davies-Richardson study was a well conducted and well written study, however, certain weaknesses in the study are evident and should be mentioned.

First, there appears to be some serious weaknesses in the results of the study. In particular, the time lag involved in the picking of the sample could lead to errors. During the process of picking a sample, making and approving a questionnaire and sending letters to the respondents there lapsed a period of nearly two months. During this period, a large number of the sample had moved, died or were otherwise unavailable. Perhaps better coordination between the government agency who sponsored the study and the men involved in the mechanics of the study could have facilitated a more accurate sample.

Second, the time of year the study was conducted could have been important in the final analysis. The study was conducted during the late summer of 1963. At this time of the year many jobs, that might have otherwise been available, due to completed summer projects, were

filled. In future studies of this nature it would be advisable to attempt job matches in the spring when new projects are being started. If this were done it is reasonable to assume that many more job matches could be accomplished and consequently many more workers could be placed who would otherwise be unemployed.

Third, when job matches were attempted at the second interview, in many cases necessary information was not available to clearly familiarize the respondent with the position in the new area. When a worker is confronted with the possibility of moving to a new area it is necessary to have relevant information concerning the new position, location, living conditions and other social and economic conditions of that area. In this study, the above mentioned information was not available in all cases, hence many workers who might have moved were reluctant to make a decision on the basis of vague or scanty information concerning a new job.

Fourth, in a study of this nature, where an unemployed worker is confronted with a new job in a new area, there must be personal contact between the employer and employee. It might be suggested that interviews for job matches could be conducted over the phone directly with the person seeking the job. By this means the new job would become more realistic to the person seeking new employment. Another suggestion might be a system of travel allowances for unemployed workers to go to the new area and have first hand experience with the new area. A third suggestion that would greatly enhance job matching would be a closed circuit TV, as suggested by the study. Closed circuit TV would go further in the direction of making job matches than any other single idea. The unemployed worker must have more than the word of an interviewer concerning a job

that would require moving before he can be expected to be willing to move.

Fifth, it can be seriously questioned whether or not this study has shown the degree of worker mobility in Utah County. There is no doubt that the study did point out important characteristics of workers who are generally immobile, however, the study did not show conclusively just how immobile workers are in Utah County. If the study had been conducted in early spring when more jobs are available; if the second interviews had been on a more personal and definite basis; if a direct contact could have been made between the employer and employee, then we could more accurately determine the degree of worker mobility in Utah County. This study did show that the workers in Utah County possess characteristics that are associated with immobility. In addition, as a result of the number of workers who were willing for a second interview (58) and the actual number of workers who did move (1) we can, with reasonable accuracy, say that there is a serious immobility problem in Utah County.

Summary

This chapter is an analysis of a study made for the Office of Manpower and Automation Research; Office of Manpower, Automation and Training by Dr. J. Kenneth Davies and Dr. Reed C. Richardson in the late summer of 1963.

Personal characteristics of unemployed and underemployed workers in Utah County are carefully analyzed in this study. It is shown that these workers possess characteristics that have immobile tendencies but the degree of immobility among these workers has not, or cannot, be shown

from this study.

The characteristics of these workers, who we can reasonably assume to be immobile, will be compared with workers who have proven themselves mobile in Chapter V. As a result of this analysis, it is hoped that definite tendencies of immobile workers in Utah County, as compared to mobile workers, will be shown and hence add to the knowledge of why workers do or do not move.

CHAPTER V

THE HAYNES STUDY OF MOBILE WORKERS FROM UTAH COUNTY

This chapter is the original work and effort of the author of this thesis. It is an attempt to link together the characteristics of workers who were shown to be relatively immobile in the preceding chapter with workers who were mobile.¹ The work for this chapter was accomplished over the period from April 1, 1964 to June 15, 1964.

Methodology

Identification of the Universe.--The universe from which the Haynes study was made consisted of two distinct groups. First, the names of workers who were found to have moved from Utah County in the Davies-Richardson study were obtained. This group consisted of 61 names. A second group of names utilized in this study was extracted from the files of the Provo City Power Corporation, Provo, Utah. It was found that in many instances, people who were moving from Provo required their deposits with the Provo City Power to be mailed to them. Permission was granted by the Superintendent, Mr. Bean, to utilize the "cut-off slips" required by the power company when a person was moving from Provo. In many instances the "cut-off slips" had the forwarding addresses of the person. The "cut-off slips" for the year 1963 amounted to 8,000. Of the 8,000 "cut-off slips" available it was determined that 118 persons had

¹Workers who were immobile will be referred to as the Davies-Richardson study. - Workers who were mobile will be referred to as the Haynes study.

left forwarding addresses. In order to exclude students from this study, the first two weeks in June, and the last week of August, were not utilized. During this period of time we could expect a large number of students moving, hence their "cut-off slips" would appear in the files. (Five questionnaires were not used because the respondent indicated they were students.)

Sampling Procedure.--All the names obtained both from the Davies-Richardson study amounting to 61 persons, and the records of the Provo City Power Corporation, amounting to 118 persons, were utilized in the Haynes study. The combined names amounted to 179 persons who were known to have moved from Utah County in 1963. Excluded from the sample were students, married females, persons under 18 and seasonal workers.

Unique Problems of this Sample.--The names obtained from the Davies-Richardson study, although known to have moved from Utah County, had Utah County addresses only. Therefore, an effort was made to find the forwarding addresses of these people. Names similar to those of the 61 persons obtained from the Davies-Richardson study, were located in the telephone directory and called. It was hoped that a relative might be found that could suggest a correct forwarding address by this method. As a result of this effort, only two correct forwarding addresses were obtained of the 61 names in the sample. Church records might have been a possible source of the forwarding addresses of the 61 names, however, red tape and lack of knowledge of the person's religion defeated this idea. In addition, it was suggested that draft records might reveal the correct addresses of these persons. However, only men under 24 years of age could be traced in this way and permission to use the draft records was difficult to obtain.

As a result of these endeavors to locate the addresses of persons who had moved from Utah County without success, it was decided by the writer of this thesis to utilize the forwarding services of the Post Office through first class letters.

Questionnaire.--A questionnaire was formulated by the writer of this thesis to be sent to the 179 names in the sample. The questionnaire was closely correlated to the questionnaire used in the Davies-Richardson study to enable a comparison of workers in the Davies-Richardson study who were immobile with workers who were mobile in the Haynes study of this thesis. The questionnaire was designed to find answers to questions pertaining to personal characteristics, training, skills, education, and reasons for moving from Utah County.¹

Returns.--Usable returns from the questionnaire amounted to 64 or about 36 per cent of the original sample. The remaining 64 per cent were accounted for as follows: 20 letters were returned with the person unknown; 2 persons had been drafted into the Armed Forces; 4 persons had never moved from Utah County; 5 indicated they were students; and 85 persons refused to answer the questionnaire. In an effort to get a greater per cent return, a second questionnaire was sent to all persons who had not been accounted for or returned the first questionnaire. As a result of the second letter, only four more questionnaires were received which are included in the total usable returns of 64. When account is taken of the 20 letters returned, and the 11 persons who were not applicable in this study, the returns amount to 50.2 per cent of the sample, a

¹See Appendix

respectable return when consideration is given to the nature of the study.

It is interesting to note that only seven usable returns were received from the 61 names of the Davies-Richardson study while 55 questionnaires of the 118 names obtained from the records of the Provo City Power were returned. The only explanation of these results lies in the nature of the two groups. Evidently the Davies-Richardson group did not or would not be bothered, while the persons names obtained from the Provo City Power were cooperative and helpful. Perhaps the people in the Davies-Richardson group, who had experienced a great deal of unemployment in Utah County, were bitter toward Utah County, therefore, would not have anything to do with this study, or they may have been avoiding bill collectors.

General Profile of the Individuals in This Study

Sex and Marital Status.--By definition, married females were excluded from the Haynes study. Of the 64 questionnaires returned in this study, the majority were married male workers, constituting 62 returns or 97 per cent of the sample. Only two returns were women, one being single and the other being a widow, which accounts for the remaining 3 per cent of the sample. The majority of males in this sample is accounted for due to the nature of the means of getting the sample. Usually the name of the head of the household is used for forwarding addresses, consequently nearly all the names were males. The large majority of males in this study cannot be used to imply that males are more mobile.

Age.--Since the Haynes study was comprised of known mobile workers, it was expected that the age pattern would show a tendency of

younger workers. The breakdown of the sample according to age is shown in Table 5-1. The largest group according to age is the age group 25 to 34, comprising 50 per cent of the sample.

TABLE 5-1
AGE CHARACTERISTICS OF MOBILE WORKERS^a

Age	Per Cent of Total Returns
18 - 24	22.0
25 - 34	50.0
35 - 44	11.0
45 - 64	15.0
65 and over	2.0

^aHaynes Study, 1964.

The largest group of workers in the Davies-Richardson study was in the category of older workers. In fact, 46 per cent of their study fell into this group. In the Haynes study, comprised of mobile workers, 72 per cent were below 35 years of age. We can conclude that according to this study, younger workers are more mobile. This is in agreement with the conclusion reached in Chapter I of this thesis.

Birthplace.--The Haynes study revealed that the birth place of 39 of the respondents was in the United States, but not Utah. This represents 60.9 per cent of the return. Twenty respondents reported they were born in Utah but not Utah County, which represents 31.3 per cent of the returns. It is interesting to note that only 5 respondents, or 7.8 per cent, were born in Utah County. None were foreign born. These figures are shown in Table 5-2.

TABLE 5-2
PLACE OF BIRTH OF RESPONDENTS^a

Place of Birth	Per Cent of Total
Utah	31.3
United States, Not Utah	60.9
Utah County	7.8
Foreign	.0

^aHaynes Study, 1964.

The information obtained from Table 5-2 would indicate the birth-place of workers is a very important factor in determining mobility. The Davies-Richardson study revealed that 78.4 per cent of their sample were born in Utah (see Table 4-2) as compared with 31.3 per cent in the Haynes study. These figures indicate that workers born in Utah possess a high degree of geographic immobility, due to the fact that the Davies-Richardson sample was highly immobile, while the Haynes study represents mobile workers.

Education and Training.--The respondents in the Haynes study revealed that the majority, or 43.8 per cent, had completed at least 4 years of college. This group comprised 29 respondents. While on the other hand, only 3 respondents, or 4.7 per cent had never completed high school. These figures are shown in Table 5-3.

TABLE 5-3
EDUCATION ^a

Schooling Completed	Per Cent of Total Respondents
Less Than High School	4.7
High School	18.7
Up to Three Years College	32.8
Four or more years of College	43.8

^aHaynes Study, 1964.

Table 5-3 would tend to clearly indicate that there is a positive correlation between mobility and education. By way of comparison, the Davies-Richardson shows that the greatest number of respondents, or 46.3 per cent of their sample had less than a high school education. (See Table 4-3), while this study reveals that 76.6 per cent had gone to college. It should be noted that the large majority of workers having college degrees in this study can be accounted for by taking into consideration a large number of workers who graduate from Brigham Young University and then try to live in Utah County, due to the favorable living conditions found here. However, after these workers find poor pay and possible unemployment in Utah County, they decide to move; hence, they are found to be mobile. The most important factor involved here is the fact that these workers can, and will, move. This would suggest that a better educated population is a more mobile one, hence more and better education would help solve mobility problems and unemployment.

The amount of apprentice training was asked each respondent. It is

interesting to note that 48 respondents stated that they had never had any apprentice training. This group amount to 75.0 per cent of the sample. Of the 16 respondents who indicated they had served an apprenticeship, 6 or 9.3 per cent of the sample, indicated it was for over 36 months. The remainder of the group was divided evenly between 13 to 24 months and 25 to 36 months, with only 3.1 per cent of the sample serving an apprenticeship of 1 to 12 months. These results are shown in Table 5-4.

TABLE 5-4
LENGTH OF APPRENTICESHIP TRAINING^a

Months of Training	Per Cent of Respondents
None	75.0
1 - 12	3.1
13 - 24	6.3
25 - 36	6.3
Over 36	9.3

^aHaynes Study, 1964.

Of the 64 respondents to the Haynes study, only 16 had ever had any vocational schooling. Forty-eight of the 64 respondents indicated they had never attended vocational school. The remaining 16 respondents attended vocational school for various time periods. Ten workers, or 15.5 per cent, attended 1 to 12 months. Four respondents, or 6.3 per cent indicated they had attended vocational school for 13 to 24 months. The two remaining respondents attended vocational school for 25 to 36 months and over 36 months. These results are shown in Table 5-5.

TABLE 5-5
LENGTH OF VOCATIONAL TRAINING^a

Months of Training	Per Cent of Respondents
None	75.0
1 - 12	15.5
13 - 24	6.3
25 - 36	1.6
Over 36	1.6

^aHaynes Study, 1964.

The subjects taken while at vocational school varied greatly. Six individuals had schooling in mechanics, four in business, one in Boy Scout leadership, one on IBM, two in sales, and two in carpentry.

Of those who either had an apprenticeship or vocational schooling, the trend is similar to the Davies-Richardson study. Those serving an apprenticeship received instruction for a longer period of time when compared to those in vocational school.

It is interesting to note the lack of either vocational schooling or apprenticeship training in the Haynes study. This is the result of the large percentage who have a college education. People with college educations evidently do not take time to learn a trade due to the fact that their jobs are generally of a professional nature. It is not intended to imply that lack of skills offered by vocational school is not an important factor in labor mobility. The relatively immobile workers in the Davies-Richardson study lacked necessary skills as shown in the 39 per cent of their study who had attended vocational school, and the writer of this

thesis feels this is a very important factor in labor immobility.

The two most important sources of vocational training used by the respondents in this study were the trade technical institute and on-the-job training. Of the 24 respondents who indicated the place they received their training, the trade technical institute and on-the-job training accounted for 37.5 per cent each. The Armed Forces and college accounted for 8.3 per cent each of the sample and high school and adult education accounted for 4.2 per cent each. These results are shown in Table 5-6.

TABLE 5-6
TRAINING OF RESPONDENTS ^a

Source	Per Cent of Those Participating
Trade Technical Institute	37.5
On-The-Job	37.5
Armed Forces	8.3
College	8.3
High School	4.2
Adult Education	4.2

^aHaynes Study, 1964.

Job Mobility.--Each person in the Haynes study was asked to indicate the number of employers he or she had worked for since 1958. Table 5-7 shows the results of this question. The largest percentage, 32.8 per cent indicated they had worked for two employers in the last five years. Twenty-six and six tenths per cent indicated they had worked for more than five employers in the last five years. These figures would indicate a high degree of job mobility in this study. By way of comparison,

the Davies-Richardson study showed 29.0 per cent as having had more than five jobs in the past five years. It should be noted that these figures may indicate the nature of the job rather than job mobility, for a worker might have had many employers and still lived in Utah County.

TABLE 5-7
JOB MOBILITY^a

Number of Employers Since 1958	Per Cent of Respondents
1	12.5
2	32.8
3	12.5
4	7.8
5	7.8
Over 5	26.6

^aHaynes Study, 1964.

Occupational Distribution.--The largest group in the Haynes study was the professional category. In this group, 24 individuals, or 37.5 per cent indicated they had jobs of a professional nature. The smallest group was agriculture, only one respondent indicating this was his occupation. The second largest occupation reported in this study was the skilled category. Fourteen workers, or 21.9 per cent fell into this group. These figures are shown in Table 5-8. It should be noted that the total percentage will be greater than 100 per cent because some workers reported more than one occupation.

TABLE 5-8

OCCUPATIONAL DISTRIBUTION^a

Occupation	Per Cent of Respondents
Professional	37.5
Managerial	15.6
Sales	18.8
Agriculture	1.6
Service	7.8
Skilled	21.9
Semi-skilled	4.7

^aHaynes Study, 1964.

The most interesting fact shown in Table 5-8 is the high percentage of professional workers who were mobile. This is directly related to education, hence we can assume that more education leads to more professional workers which leads to a more mobile work force. It is interesting to note that the Davies-Richardson study revealed only 2.0 per cent of their sample were classified as professional workers, (see Table 4-8). It should be noted that the Davies-Richardson study was concerned only with unemployed workers, of which few are professional workers.

In addition, it should be noted that the Haynes study revealed the second largest occupation of mobile workers was the skilled group. This indicates a greater degree of vocational training. Therefore, it is the firm conviction of the author that education and training are very important factors in mobility.

Industry Distribution.--The Haynes study revealed that the most important industry reported by the respondents was the construction industry

which accounted for 34.4 per cent of the returns, The next three industries of importance were the manufacturing, services, and government services. These industries represented 23.4 per cent, 26.6 per cent and 23.4 per cent respectively. The large percentage of professional workers in this study is reflected in the high percentage of services and government services. In this classification we would find teachers, and professional people such as accountants, managers, salesmen and so on. The breakdown of industrial distribution is shown in Table 5-9. The total percentage will be greater than 100 per cent due to the fact that some workers reported working in more than one industry.

TABLE 5-9
INDUSTRY DISTRIBUTION^a

Industry	Per Cent of Respondents
Construction	34.4
Manufacturing	23.4
Trade	12.5
All Other Services	26.6
Agricultural	10.9
Government Services	23.4
Transportation and Public Utilities	6.3
Finance, Insurance and Real Estate	12.5

^aHaynes Study, 1964.

The Davies-Richardson study revealed a much smaller percentage in services, government services and finance, insurance and real estate, (see Table 4-9). This too indicates the greater percentage of professional workers found in the Haynes study.

Income. -- Each respondent was asked what his or her income was

during the years 1962 and 1963. Nearly every person responded to this question. The results are shown in Table 5-10. There does not seem to be any definite trend evident in this table, however, one fact is evident. This study shows that 37.5 per cent of the respondents fell in the income bracket of \$5,000 to \$8,999 in 1962 and 40.6 per cent were in the same bracket in 1963.

TABLE 5-10
ANNUAL GROSS CASH EARNINGS^a

Earnings	Per Cent of Respondents	
	1963	1964
Less Than \$ 1,000	18.8	9.4
\$ 1,000 - \$ 1,999	6.3	3.1
\$ 2,000 - \$ 2,999	6.3	4.7
\$ 3,000 - \$ 3,999	18.8	15.6
\$ 4,000 - \$ 4,999	9.4	14.0
\$ 5,000 - \$ 5,999	17.2	12.5
\$ 6,000 - \$ 6,999	6.3	12.5
\$ 7,000 - \$ 7,999	10.9	12.5
\$ 8,000 - \$ 8,999	3.1	3.1
\$ 9,000 - \$ 9,999	.0	3.1
\$10,000 - \$10,999	1.6	3.1
\$11,000 - \$11,999	.0	4.7
\$12,000 and Over	1.6	1.6

^aHaynes Study, 1964.

By way of comparison, the Davies-Richardson study shows 37.7 per cent in the income bracket of \$5,000 to \$8,999 in 1962 and only 18.9 per cent in the same bracket in 1963. This may be one important factor in labor mobility. The Davies-Richardson study would indicate people just did not have enough money to finance moving in 1963 as compared with the Haynes study which shows a much higher percentage of income for the same

period because of professional occupations. This data would suggest that financial aid in moving may be one important factor in getting workers to move.

Geographic Mobility.--Table 5-11 indicates the geographic mobility of the respondents of the Haynes study. The results of this table are very interesting when compared to the Davies-Richardson study. This study shows 27 respondents, or 42.2 per cent worked in Utah, plus one other state. Two respondents indicated they had worked in Utah plus five states. These workers amount to 3.1 per cent of the study. Only 9 respondents, or 14.0 per cent, said they had worked in Utah only. Respondents working in Utah plus two, three and four states amounted to 43.7 per cent of the returns.

TABLE 5-11
GEOGRAPHIC MOBILITY ^a

Number of States Worked In	Per Cent of Respondents
Utah Only	14.0
Utah plus 1	42.2
Utah plus 2	18.8
Utah plus 3	15.6
Utah plus 4	6.3
Utah plus 5	3.1

^aHaynes Study, 1964.

The Davies-Richardson study indicated that 68.7 per cent of their workers had worked in Utah only as compared with 14.0 per cent in this study. It appears that the relatively immobile workers in the Davies-Richardson study had never possessed any large degree of mobility at any

time while the respondents in the Haynes study indicated they had experienced a large amount of geographic mobility throughout their lives. As a result of these findings we can assume that there is a great amount of immobility inherent in workers who have never experienced any moves.

Commuting Distances.--The respondents were asked to indicate the maximum one-way distance they had commuted while living in Utah County. Fifty-three, or 82.8 per cent of the respondents indicated that they had commuted 10 miles or less. Only 5 individuals said they had driven 50 miles to a job, which amounted to 7.8 per cent of the respondents. These results are shown in Table 5-12.

TABLE 5-12

COMMUTING DISTANCE^a

Distance, One Way	Per Cent of Respondents
10 Miles or Less	82.8
20	1.6
30	1.6
40	1.6
50	7.8
60	.0
70	3.1
80	1.6
90	.0
100 Miles or More	.0

^aHaynes Study, 1964.

These figures seem to indicate that workers who proved themselves mobile just will not commute to a job; they would rather move, than drive to work long distances. On the other hand, the Davies-Richardson study showed a much higher percentage of workers who would rather live in Utah

County and then drive to a job, (see Table 4-13). Perhaps we should pay more attention to these facts and improve conditions whereby workers can commute to jobs and still live in the community they choose. This would not improve geographic mobility, however, it would decrease unemployment in Utah County.

Home Ownership.--Each of the respondents answered a question concerning home ownership. The results of this inquiry are very interesting. Only 12, or 18.8 per cent of the returns said they were buying a home in Utah County while living there. Fifty-two said they were not buying a home in Utah County. This group amounts to 81.3 per cent of the sample. It is evident from these results that home ownership is a factor in labor mobility. People will move more readily if they are not burdened with the responsibility of selling a home. Also, the lack of home ownership is indicated in the young age of the sample. Of the 12 respondents who indicated they were buying a home, it was found that 7, or 58.4 per cent, had the home paid for. Only 3, or 25 per cent said their home was only one-tenth paid for. These results are shown in Table 5-13.

TABLE 5-13

HOME OWNERSHIP^a

Amount Paid	Per Cent of Those Applicable
1/10 or less	16.6
1/4	25.0
1/2	.0
3/4	.0
All	58.4

^aHaynes Study, 1964.

The Davies-Richardson study indicates that the respondents in their study possessed a high degree of home ownership, while few respondents, only 18.8 per cent of the results of the Haynes study owned a home to any degree. From these results we can safely assume that home ownership is an important factor in labor mobility.

Length of Residency in the Community.--The respondents in the Haynes study were asked to indicate the number of years they had lived in the community in Utah County. The great majority of the respondents, 42, or 65.6 per cent, indicated they had lived in the community less than five years. Ten respondents, or 15.6 per cent indicated they had lived in the community for 5 to 10 years. These results are shown in Table 5-14.

TABLE 5-14

LENGTH OF RESIDENCY IN THE COMMUNITY^a

Number of Years	Per Cent of Respondent
Less than 5 years	65.6
5 - 10	15.6
11 - 15	6.3
16 - 20	6.3
Over 20	6.3

^aHaynes Study, 1964.

As was expected, respondents in this study lived for a much shorter period of time in the community in Utah County than did the respondents in the Davies-Richardson study. A comparison of Table 4-15 and 5-14 will reveal the above stated fact. This would be expected

due to the fact that this study was of mobile workers while the Davies-Richardson study was of immobile workers. In addition, age patterns are indicated in this comparison. This study has shown the respondents to be younger than those in the Davies-Richardson Study.

Number of School Age Children Living At Home in Utah County.--

Of the 64 respondents, 39 or 60.9 per cent said they did not have any children. This factor alone would indicate a high degree of mobility. Of the remaining 41.1 per cent who indicated they did have children of school age while living in Utah County, the results are shown in Table 5-15.

TABLE 5-15

SCHOOL AGE DISTRIBUTION OF CHILDREN LIVING AT HOME IN UTAH COUNTY^a

School Status	Per Cent of School Age Children
Elementary	24.1
High School	20.7
College	13.8
Under 18 but not in school	34.5
Over 18 but not in school	6.9

^aHaynes Study, 1964.

The largest number of children living at home while living in Utah County were those in the under 18 but not in school category. This group amounted to 34.5 per cent of those applicable. This is accounted for by the fact that the young respondents in this study would naturally have younger children in relation to the older respondents in the Davies-Richardson study. It is interesting to note that 54.8 per cent of the children in the Haynes study were in elementary or high school. This

would indicate that the school status of children in this study was not an important factor. On the other hand, the Davies-Richardson study revealed 77.0 per cent of the children were in elementary or high school, indicating a possible factor to immobility, as these workers were highly immobile.

Other Dependents of Respondents. --It was determined that only two of the respondents parents were not living. In addition, only one respondent indicated that he supported his parents in any way. In general, we can conclude that parental support was not an important factor in this study.

It was then determined where the parents of the respondents lived. The results of this question are very interesting and are shown in Table 5-16.

TABLE 5-16

LOCATION OF PARENTS OF RESPONDENTS WHILE LIVING IN UTAH COUNTY^a

Location	Per Cent of Respondents
Same Town	1.6
Utah County, but not same town	10.3
Utah but not Utah County	17.2
Outside Utah	70.9

^aHaynes Study, 1964.

It is highly significant that 46 respondents, or 70.9 per cent indicated their parents lived outside Utah. Only one respondent, or 1.6 per cent indicated that his parents or his spouse's parents lived in the same town in Utah County.

The Davies-Richardson study indicated that nearly half the respondents, or 49.7 per cent, parents lived in the same town and 25.0 per cent of the respondent's parents lived in Utah County.

These results indicate that the location of parents in relation to workers is highly significant in labor mobility. It is apparent that either parents have an important influence on where their children move, or that children desire to live where their parents live.

Mobility of the Respondents

To better understand why workers move from Utah County, each respondent was asked questions concerning the way he or she found a new job that required mobility and the reasons he or she moved from Utah County.

Means of Finding a Job Outside Utah County.--The most important means of finding a job was listed as "other." Included in this means of finding work is writing letters, personal interviews and phone calls. Thirty respondents found jobs by the above means, or 46.9 per cent of the returns. Friends and employers directly were the next two most important means of finding a job. These accounted for 18.7 per cent and 23.4 per cent respectively. The results of this inquiry are shown in Table 5-17. It should be noted that the State Employment Agency was near the bottom with only 7.8 per cent finding jobs this way. This would indicate a need for improvement in getting jobs for workers by this agency.

TABLE 5-17

METHOD OF FINDING A JOB OUTSIDE UTAH COUNTY^a

Method	Per Cent of Respondent
State Employment	7.8
Private Employment	1.6
Friends	18.7
Employers Directly	23.4
Union	1.6
Newspaper	.0
Other	46.9

^aHaynes Study, 1964.

Reasons for Leaving Utah County.--Each respondent was asked to indicate why he or she left Utah County. The response to this question was very interesting. The total percentage will be greater than 100 per cent due to the fact that all respondents indicated more than one reason for leaving. Table 5-18 contains the results of this question in descending order.

TABLE 5-18

REASON FOR LEAVING UTAH COUNTY

Reason	Per Cent of Respondents
Better Pay	64.1
Steady Work	28.1
Other	20.0
Fringe Benefits	10.9
Church	10.9
Better Climate	10.9
Better Community	9.4
Desire of Wife and Children to Move	7.8
Sold Home Without Loss	6.3
Financial Aid to Move	6.3

TABLE 5-18, continued

Reason	Per Cent of Respondents
Better Schools	4.7
Pension Was Transferrable	3.1

^aHaynes Study, 1964.

The most important reason for moving from Utah County was better pay as indicated by the 64.1 per cent who said this was the reason they left. A number of respondents added a comment at the bottom of the questionnaire, which points out their feelings concerning moving from Utah County. For example, one individual stated, "Utah County is a very desirable place to live, but I make more in California in 6 months than I did in Utah in a year." Another stated, "Utah pay stinks." A third remarked, "There are simply no good paying jobs in Utah County."

The second reason, in order of importance, was steadier work. Twenty-eight and one tenth per cent of the respondents reported this was the reason they moved from Utah County. This is indicative of the large amount of unemployment Utah County has experienced. People desire a steady job; one they can count on and not have to fear unemployment.

Twenty per cent of the respondents listed the reason they moved as being under the category of "Other." Reasons listed as "Other" include illness, business opportunities, support of a relative, child's welfare, more education and personal reasons.

Ten and nine tenths per cent said they moved because fringe benefits could be improved and 10.9 per cent indicated they moved because of church. In Chapter III of this thesis, the idea that some workers

feel they are not treated fairly by employers because they were not Mormons, was entertained. The following are quotes from the respondents on the questionnaire: One man remarked, "It is my belief that if you do not belong to the Mormon Church, or have friends with influence, it is almost impossible to find work in Utah County." Another stated, "...and because of religious prejudice held against those who are not members of the L.D.S. Church (Mormons) I can't get a job. This is shown by my boss and the teachers in the public schools." The author of this thesis will not attempt to either show these claims to be true or false; these feelings do exist on the part of some who have left Utah County and therefore, should be mentioned.

Additional reasons for moving are shown in Table 5-18. The most important reasons have been amplified in this thesis, however, careful study of each reason may give additional information concerning worker mobility in Utah County.

Conclusions From the Haynes Study of Mobility In Utah County

1. While most of the workers from this study were married males, this study does not attempt to determine the relative amount of mobility of male and female workers.
2. The age of mobile workers from Utah County will probably be between 25 and 34 years of age.
3. The birthplace of mobile workers from Utah County will generally not be Utah and more specifically not Utah County.
4. Workers who are mobile from Utah County are generally well educated. Most will have college degrees; the vast majority will have at least attended college.
5. Few of the workers will have had any apprenticeship training.
6. Few of the workers will have had any vocational school training. Some will have attended vocational school for one year.

7. Those who have had any vocational training will have received it either on-the-job or at the Utah Trade Technical Institute.
8. The mobile workers from Utah County will have experienced at least two jobs in the last five years.
9. The greatest number of workers will be in the professional occupation group.
10. The most important industry worked in by these mobile workers will be construction, followed by services and government services.
11. Income earned by mobile workers from Utah County will have generally ranged between \$5,000 and \$8,000 in 1962 and 1963.
12. Most of the workers will have worked in at least one other state than Utah in the last five years.
13. Few are willing to commute any distance to work.
14. Few owned a home while working in Utah County.
15. The great majority lived in Utah County less than five years before moving.
16. The majority of workers do not have children, and most of the children of workers that lived in Utah County were under six years of age.
17. Most of the parents of the mobile workers from Utah County do not live in Utah.
18. The most important means of finding a job away from Utah County were writing letters, personal interviews and phone calls.
19. The reason most of the workers left Utah County was for better pay.

SUMMARY

SUMMARY AND RECOMMENDATIONS TO IMPROVE WORKER MOBILITY IN UTAH COUNTY

This thesis has been concerned with the problem of labor mobility as it applies to Utah County, Utah.

The first step in this study was to briefly outline the important studies made in the area of labor mobility. It was found that little work has been done concerning labor mobility in the United States, in fact, only since 1963 has the federal government undertaken serious study of problems associated with labor mobility.

The next step in the development of this thesis was to investigate the theoretical aspects of labor mobility. The author of this treatise looked into the characteristics of worker mobility. Next, labor mobility under conditions of pure competition was studied. Under these conditions labor is assumed to be mobile, hence, theoretically speaking, no impediments to labor mobility exist, and no unemployment will exist. The condition of non-purely competitive markets was shown to be dependent on a high degree of labor immobility, which in turn suggests the number of workers hired and the wage they are paid is determined by the degree of immobility, assuming a monopsonistic labor market.

This thesis then looked into the importance of labor mobility in the American economy. Many reasons were suggested that give a purpose to a study of labor mobility. A direct relationship between immobility

of labor and unemployment was established. Then the seriousness of unemployment in the economy of the United States and the State of Utah was shown. Finally unemployment in Utah County was shown, hence a tie was made between unemployment and immobility of labor in Utah County.

Next, historical, industrial and environmental influences on labor mobility in Utah County were investigated. It was shown that there are impediments to mobility found in the above influences.

A study made in 1963 for the Office of Manpower, Automation and Training by Reed C. Richardson and J. Kenneth Davies was investigated. The Davies-Richardson study proved workers to be substantially immobile in Utah County.

The next chapter utilized the original research of the author of this thesis. It looks into the characteristics of workers who moved from Utah County in 1963 and compares these workers with workers in the Davies-Richardson study. As a result of this analysis, this thesis has shown characteristics of mobile workers from Utah County. These characteristics were: (1) Nearly all the workers were married; (2) the workers were generally young, being between the ages of 25 to 34; (3) few of the workers were born in Utah County; (4) the workers were generally well educated; (5) most of the workers had experienced more than two jobs in the last five years; (6) generally, the workers had professional positions; (7) the workers had incomes generally between \$5,000 and \$8,000; (8) few of the workers commuted to a job while living in Utah County; (9) few of the workers owned homes; (10) most of the workers had young children; (11) the parents of the majority of the workers did not live in Utah.

As a result of this study of labor mobility in Utah County, the author of this thesis feels qualified to make recommendations to improve labor mobility from Utah County, which may help reduce unemployment and improve the economic conditions in the area.

Recommendations

The author of this thesis has serious concern over the problem of labor mobility in Utah County. Utah County experiences a high degree of unemployment at present, which is a result of the immobility of its workers. If the economy of Utah County is to grow and prosper, unemployment must be reduced. One way to accomplish this goal is through better mobility of the work force in Utah County.

It is apparent that Utah County has not been able to attain a sufficient degree of labor mobility, as shown by the continuing high rate of unemployment.

Therefore, this thesis will make four recommendations to better facilitate the mobility of workers from Utah County. The implementation of these recommendations should result in a better economy in Utah County.

1. The Utah Employment Service, although it does an excellent service in getting workers jobs in Utah County, should be up-dated and extended to better serve the needs of getting workers jobs outside Utah County.

First, a more intensive program of counseling workers to better enable placement personnel to direct qualified workers to existing jobs outside Utah County.

Second, more interest in geographic mobility should be encour-

aged. Special bulletin boards showing jobs in other areas and up-to-date information on jobs that would require mobility should be constantly available. It is suggested that a special division of the State Employment Service be organized that would be concerned only with getting jobs for workers who desire to move. This should not be a separate agency, but a division, well staffed with qualified personnel who have adequate and reliable information.

Third, a system of closed circuit TV, direct telephone lines or travel allowances for interviews should be established to give a direct contact between worker and employer. This would tend to do away with the doubt and fear on the part of both worker and employer when consideration is being given to moving to a new job.

2. Education is the most important key to getting workers to move, hence this thesis proposes an improved educational system.

First, better guidance and counseling in high school and college to help lead students into the occupations they are best suited for. If a student does not possess the necessary qualifications to be a college graduate he or she should be directed into vocational school to obtain a skill or trade. Many workers would move if only they had the skills or education to qualify them for job opportunities in other areas.

Second, it is suggested that the State Unemployment Insurance program be changed. Workers who are unemployed for more than one month or whose job no longer exists should be required to attend vocational school before unemployment compensation is given. In order to encourage enrollment in school, a bonus for completion of a course could be offered which would stimulate hesitant unemployed workers. This system would apply

mainly to workers between 18 and 40 years of age. It is hoped that unemployed workers in this age range would be able to learn new skills, then apply these skills in new areas, at new jobs.

3. A system of financial assistance in moving workers who are mobile should be utilized on a federal government level. This could be accomplished in three ways.

First, a direct subsidy or grant of money to cover costs of moving might be used. This could prove to be unproductive, for some workers might take unfair advantage of such a program and defeat its purpose by simply returning to Utah County if plans did not work out. In addition, this plan would be expensive and hard to administer.

Second, an interest free loan could be granted, repayable in three years, to workers who would become mobile. This would encourage mobility among workers who lacked financial means to move.

Third, a federal income tax deduction of the amount of moving costs could be given, thus encouraging and giving financial aid to workers who would move.

4. If we cannot get workers to move from Utah County, it is possible that unemployment could be reduced by getting workers to commute to jobs.

First, an improved highway system of super highways to industrial centers would encourage workers to drive to a job. This project is underway at the present time and should prove positive in reducing unemployment.

Second, a better transportation system could be installed. Inexpensive commuter schedules by bus or train might encourage workers to

commute to jobs. National trends indicate this is not feasible.

Third, a more rigorous program of industrial development should be encouraged, if we are to find jobs for unemployed workers. This could be accomplished by giving tax exemptions, free land and reduced power rates to prospective new industries coming to Utah County.

If these recommendations were carried out, the author of this thesis feels that the mobility of workers in Utah County could be greatly improved. If this was accomplished, we could expect far less unemployment, an increase in the standard of living and a better economy for Utah County.

APPENDIX

LABOR MOBILITY STUDY

I. Personal Profile

Name _____
Address _____
Sex _____ Age _____ Place of Birth _____
Marital Status: Married _____, Single _____, Widowed _____,
Divorced _____, Separated _____.

II. Education and Training

1. How many years of school have you completed? 1 2 3 4 5 6 7
8 9 10 11 12, College 1 2 3 4 5 6.
2. Have you served an apprenticeship? Yes ___ No ___ How long ___
Subject or Subjects _____
3. Have you ever attended vocational school? Yes ___, No ___.
If yes, in what subjects or subject did this training take
place _____
4. Where did you receive this vocational training? High School
_____, Business School _____, Technical Institute _____, Adult
Education _____, Armed Forces _____, On-the-job _____, Corre-
spondence _____, College _____.

III Work History

1. How many different employers have you worked for in the last
5 years? 1 2 3 4 5 over 5.
2. What do you consider your main occupation? Professional _____.
Managerial _____, Clerical _____, Skilled _____, Semi-skilled _____.
Unskilled _____, Sales _____, Agriculture _____, Service _____.
3. What industries have you worked in during the last 5 years?
Construction _____, Finance, Insurance, Real Estate _____,
Trades _____, Government _____, Services _____, Manufacturing
_____, Transportation _____, Mining _____, Agriculture _____.
4. What were your earnings in 1962? _____ 1963? _____.
5. During the last 5 years in how many states have you worked?
Utah plus---1 2 3 4 5 Over 5
6. While living in Utah County, did you commute to a job?
Yes. _____ No. _____ How far, in miles- 10 20 30 40 50
60 70 80 90 100 Over 100. (One way)

IV. Living Arrangements.

1. Were you buying a home in Utah County? Yes____, No____
If yes, how much of it was paid for? 1/10 1/4 1/2 3/4
All
If yes, how long did you live in this home? (years) 5, 10,
15, 20, Over 20
2. How many years did you live in Utah County?_____
3. Did you own a trailer home while living in Utah County?
Yes____, No_____.
4. Number and school status of children living at home at the
time you moved from Utah County?

Elementary School	0	1	2	3	4	Over 4
High School	0	1	2	3	4	Over 4
College	0	1	2	3	4	Over 4
Under 18 and not at school	0	1	2	3	4	Over 4
Over 18 and not at school	0	1	2	3	4	Over 4
5. Are your parents or the parents of your spouse living?
Yes____, No____.
Number of your parents 1 2 Number of spouse's parents 1 2.
6. Do your parents or the parents of your spouse depend on you
for any support? (While living in Utah County) Yes____, No____
If yes, how much? Less than 50%____. More than 50%_____.
7. Where do your parents or your spouse's parents live?
Your parents; Outside Utah____, Utah County____, In Utah,
but not Utah County____, Same town in Utah County you lived
in____.
Spouse's parents: Outside Utah____, Utah County____,
In Utah but not Utah County____, Same town in Utah County
you lived in_____.

V. Unemployment.

1. How many weeks of unemployment did you experience while living
in Utah County between January, 1962 and July, 1963?_____.
2. Did your unemployment insurance give you any benefits during
this period? Yes____, No____.
If yes, how many weeks of benefits did you receive?_____.

VI. Job Information.

1. How did you find the job that allowed you to move from Utah
County? State Employment Service____, Private Employment
Service____, Friends and Relatives____, Employers Directly____,
Union____, Newspapers____, Others_____.

VII. Reason for Moving From Utah County? (Check all that apply)
Better Climate____, Desire of Wife and Children to Move____,
Better Pay____, More Fringe Benefits____, Church____, Sold
Home Without Loss____, Received Financial Aid to Move____,
Pension Plan was Transferrable____, Better Community____, Better
Schools____, Steadier Work____, Other_____.

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AN ECONOMIC ANALYSIS OF LABOR MOBILITY IN
UTAH COUNTY, UTAH

An Abstract

Presented to the
Department of Economics
Brigham Young University
Provo, Utah

In Partial Fulfillment
of the Requirements for the Degree
Master of Science

by

Michael C. Haynes

June, 1964

ABSTRACT

Statement of the Problem.-- This thesis is an inquiry into the problem of labor mobility in Utah County, Utah. Utah County has been designated as an area of substantial unemployment by the federal government. This thesis suggests one means to lessen this unemployment is through better mobility of the work force in Utah County.

Findings.-- (1) Under conditions of a purely competitive factor market, labor is assumed mobile, therefore, no unemployment will exist. If a non-competitive factor market exists there will be an immobile work force and unemployment may result. A monopolistic situation on both the buyer's and seller's side of labor may exist in Utah County. This situation, known as bilateral monopoly, assumes a highly immobile work force. Under conditions of bilateral monopoly a high degree of unemployment may exist.

(2) The degree of unemployment in Utah County has been shown to be of serious concern. This thesis points out that unemployment is in a great measure a result of an immobile work force.

(3) The high per cent of Mormons living in Utah County may suggest an immobile work force. There are additional environmental influences present such as the availability of education, climate, recreation, small cities, and an agrarian economy that contribute to an immobile work force in Utah County.

(4) Industrial growth in Utah County has not been rapid enough to absorb the growing number of workers seeking employment, therefore, unemployment has continued high.

(5) A study made in 1963 by J. Kenneth Davies and Reed C. Richardson of long-term unemployed workers in Utah County indicated these workers were substantially immobile.

(6) Mobile workers from Utah County were studied in this thesis. Characteristics of these workers were compared to the relatively immobile workers in the Davies-Richardson study. As a result of this comparison, mobile workers from Utah County were shown to possess certain characteristics. These characteristics were: (a) nearly all the workers were married; (b) the workers were generally young; (c) few were born in Utah County; (d) they were well educated; (e) most of the workers had more than two jobs in the last five years; (f) most of the workers had professional positions; (g) the incomes of these workers ranged between \$5,000 and \$8,000; (h) few of the workers commuted to jobs; (i) few of the workers owned homes; (j) most of the workers had young children; (k) the parents of the majority of the workers did not live in Utah.

As a result of these findings, the writer of this thesis has made four recommendations to improve labor mobility from Utah County, thereby lessening unemployment and improving the economy of Utah County. First, it has been suggested that the Employment Security Office take steps to encourage, inform and assist workers who are potentially mobile.

Second, better guidance and counseling in high school and college to help lead students into the occupations for which they are best suited has been suggested. In addition, this thesis has suggested that unemployment insurance benefits should not be given to unemployed

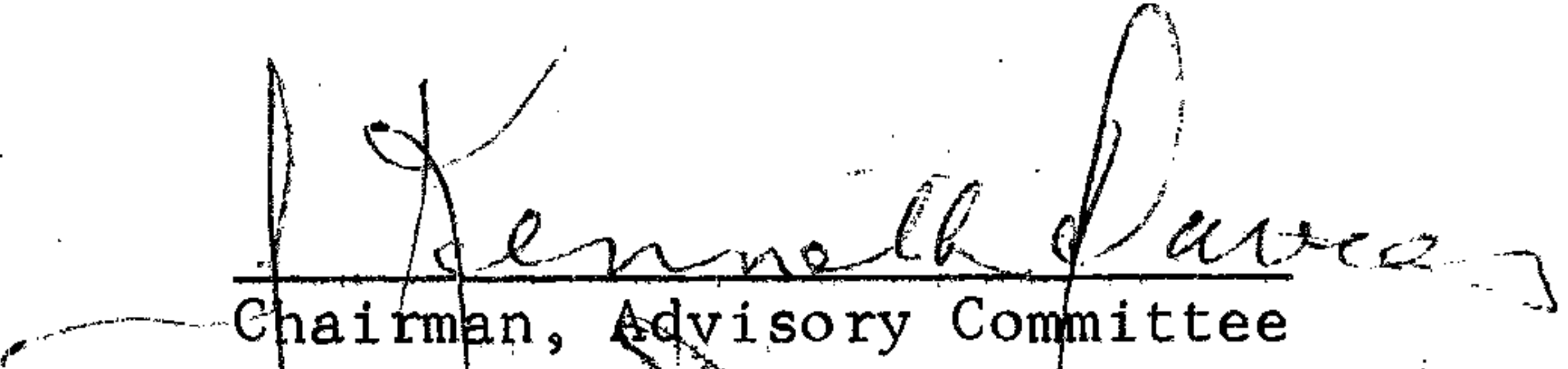
workers who have been unemployed more than one month or whose job no longer exists unless they attend vocational school and learn new skills and trades.

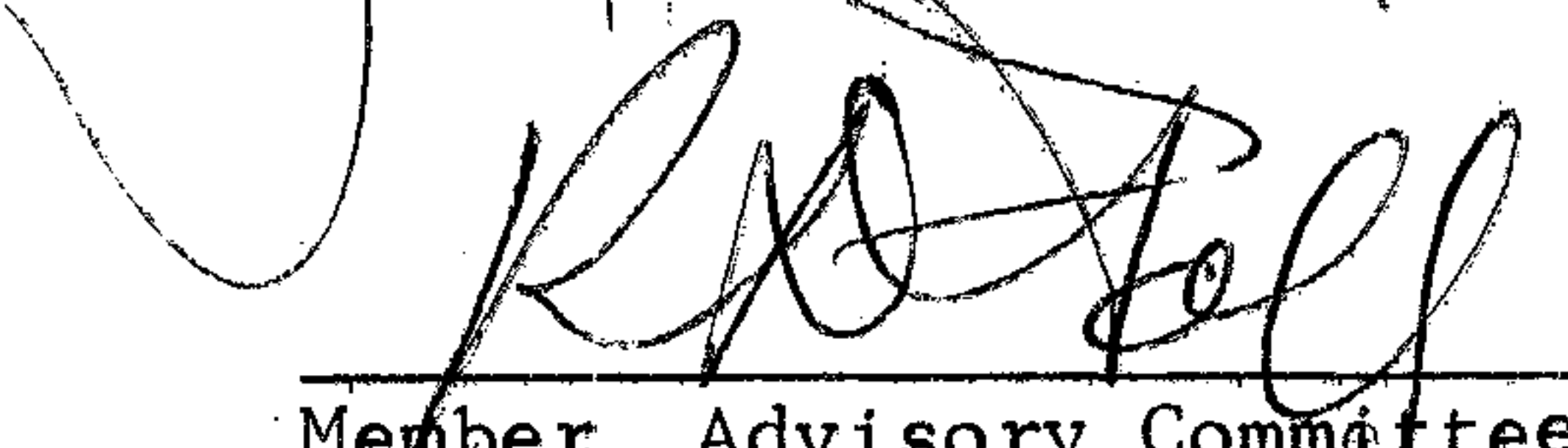
Third, a system of financial assistance on the federal government level to help workers move to new areas has been recommended by this thesis.

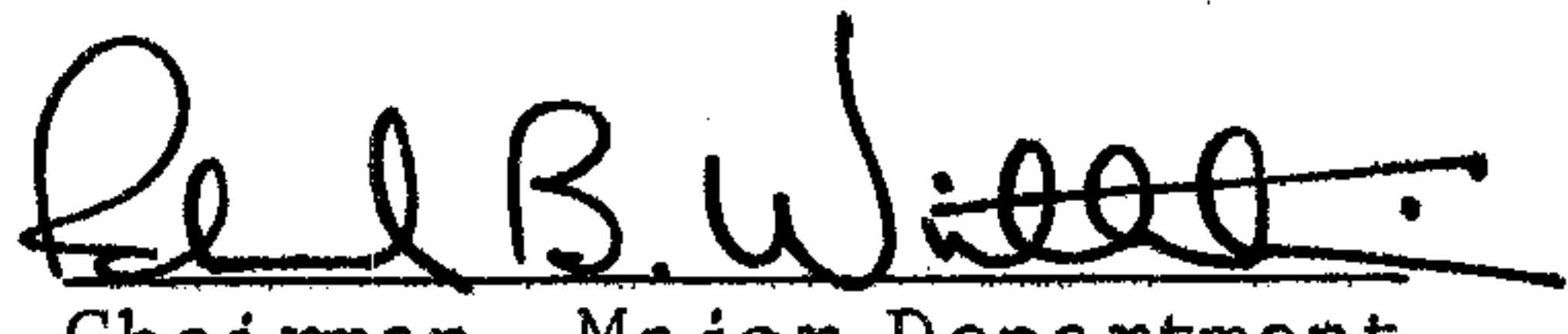
Fourth, if we cannot get workers to move from Utah County, it is possible that unemployment could be reduced by getting workers to either commute to jobs or by encouraging new industries to locate in Utah County.

As a result of this thesis it is hoped that workers can be encouraged to become more mobile and thereby reduce unemployment and improve the standard of living for all workers in Utah County.

APPROVED:


Chairman, Advisory Committee


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