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This bibliography is composed of 1,125 citations ranging in date from 1960 to 1966 with a number of pioneering studies, published in the late 1950's, also included. Studies conducted in Canada and the United States are reported for the broad field of manpower and employment. Part I focuses on topics in the fields of employment and unemployment. Part II focuses on topics in manpower supply, manpower planning, and manpower utilization. Part III includes additional useful sources such as bibliographies, a review of current Canadian manpower studies, catalogs of agencies, manpower papers, and manpower publications of the Federal Government. Entries are arranged alphabetically according to author within each topic. An author index is included. (CH)
Manpower Management
In Canada
A Selected Bibliography

by

C. BRIAN WILLIAMS

INDUSTRIAL RELATIONS CENTRE
QUEEN'S UNIVERSITY

Bibliography Series: No. 3
Manpower Management in Canada:
A Selected Bibliography of Research Literature and Sources Relevant to Employment, Unemployment, Manpower Supply, Manpower Planning and Manpower Utilization Research in Canada

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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Manpower Management
In Canada

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INDUSTRIAL RELATIONS CENTRE
QUEEN'S UNIVERSITY
AT KINGSTON, ONTARIO
1968

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FOREWORD

In recent years a considerable body of research literature has been published in the broad field of manpower and employment. This bibliography provides a listing and classification of many of the important research studies carried out in the period 1960-1966 in Canada and the United States, together with a number of earlier pioneering studies. In publishing this selected bibliography, the Industrial Relations Centre joins with Professor Williams in the hope that it will aid those engaged in manpower research and at the same time provide direction and greater coordination to research.

The author of the bibliography is Associate Professor in the Faculty of Business Administration and Commerce, University of Alberta. On behalf of the Centre, I wish to thank Professor Williams for making this available for publication. As Director of the Centre, I wish to thank Mrs. Carol Williams, Centre Librarian, for her careful editing and preparation of the manuscript for publication.

W. DONALD WOOD, DIRECTOR,
Industrial Relations Centre,
Queen’s University at Kingston, Ontario.

June, 1968.
PREFACE

The enactment of the Technical and Vocational Training Act of 1961 brought forth a quickening interest in manpower management in Canada. This interest was further stimulated by the establishment of the Federal Department of Manpower and Immigration. This bibliography was prepared in response to this growing interest in the hope that it may not only aid individuals engaged in Canadian manpower research, but also give direction and lead to greater coordination of this effort.

Recognizing the rapid increase in interest in Canadian manpower research, it seemed appropriate at this time not only to bring together Canadian findings, but also to identify studies conducted in the United States which would be relevant to present and future Canadian situations. The paucity of meaningful studies dealing with the Canadian manpower scene not only demonstrates the job that yet needs to be done, but also identifies the direction that it should take.

The material selected for use in this bibliography contains the result of a systematic research into a wide range of specific manpower topics. The emphasis is on relevant research literature and, by and large, publications of a general nature or publications which are not reporting research results have been omitted but are included in the several bibliographies listed in Part III. A number of reports published by United States public manpower agencies were included because of their relevance to present and future Canadian public policy in the manpower field.

The bibliography covers the period 1960-1966 inclusive. Particularly noteworthy materials published prior to this date, particularly in the late 1950s, were included because of their recognized contribution and their impact on subsequent research in the manpower field.

Part I of the bibliography focuses on topics in the fields of employment and unemployment. In both cases major attention is given to composition, measurement, and public policy. Materials dealing with manpower supply, manpower planning, and manpower utilization have been brought together in Part II. Part III includes additional useful sources such as bibliographies, a review of current Canadian manpower studies, published catalogues of agencies that conduct manpower research, manpower papers presented to winter
sessions of the IRRA, and manpower publications of the Federal Government. The Author Index identifies each author and lists entry numbers for each.

A warm acknowledgment is extended to Robert G. Nicoll and Douglas Pearce who acted as compilers and to Miss Donna McLeod who cheerfully carried out the preparation of the draft and final manuscripts.

C. BRIAN WILLIAMS,
Faculty of Business Administration and Commerce,
University of Alberta,
February 28, 1968.
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1. EMPLOYMENT

A. Composition


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of the Canadian Labour Force, 1931-1961.* Ottawa: Queen's 
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the Canadian Economy.* A Paper presented to the Canadian 
Political Science Association, 33rd Annual Meeting, the 
University of Montreal, June 8, 9 and 10, 1961. Ottawa: 
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62,” *Monthly Labor Review,* Vol. 86, No. 3 (March 1963), 


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B. Measurement of Employment

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2. United States


C. *Impact of Automation and Technological Change*


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D. Public Policy In Employment

1. Canada


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2. UNEMPLOYMENT

A. Characteristics and Profile of the Unemployed


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B. Measurement of Unemployment

1. Canada


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C. Causes of Unemployment


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employment Problems That May Persist at Full Employment,”
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D. Public Policy in Unemployment  

I. Canada


2. United States


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E. Remedies for Unemployment

1. Retraining


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2. Area Economic Assistance


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606. Miernyk, William M. “The Problem of Depressed Areas: Improvement Has Taken Place in Those New England Areas Which Have Been Stricken By Unemployment, But


3. Other


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PART II

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3. MANPOWER SUPPLY

A. Characteristics of the Labour Force


751. Organisation for Economic Co-operation and Development. 

752. Organisation for Economic Co-operation and Development. 

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and Skilled Manpower During the Post-War Period*. Ottawa: 
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of Canada, Special Study No. 1.)

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 pation Rates 1946-1958*. Ottawa, publisher unknown, 
1959.

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Commuting Patterns for Regional Analysis: A Case Study," 

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West Virginia*. Morgantown: West Virginia Agricultural 
Experimental Station, June 1956. 43 pp. (Bulletin 391.)

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ment Factors for Labor Force Components," *Monthly Labor 

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tation of the Spatial Distribution of Physicians in the U. S.," 

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B. Labour Mobility


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C. *Manpower Inventories*

1. *Methods*


2. Canada


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3. United States


D. *Public Policy in Manpower Supply*

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2. United States
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E. Manpower Development Programs


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and for Other Purposes. 86th Congress, 2nd Session. Wash-


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licy,” Monthly Labor Review, Vol. 89, No. 2 (February


Ottawa: Queen's Printer, July 1965. 148 pp. (Economics and Research Branch, Department of Labour, Occasional Paper No. 4.)


4. MANPOWER PLANNING

A. Forecasting Labour Requirements

1. Methods


998. Bachman, G. W. “Methods of Measuring Physician Require-


1000. Burkle, James. “Input-Output Analysis as an Aid to Man-


1001. California. Committee on Manpower, Automation and Tech-


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5. MANPOWER UTILIZATION


PART III

OTHER SOURCES

6. BIBLIOGRAPHIES


7. ADDITIONAL SOURCES

A. Manpower Research in Progress at Canadian Universities

University of Alberta

Professor T. W. Manning, Head Dept. of Agricultural Economics

Projects:
- Farm labour mobility, the economic and social adjustments in agriculture and prospects for economic growth in agriculture.
- Potential mobility of farm families in Bonnyville municipal district.
- Follow-up study of people who have migrated from farming in Bonnyville and Red Deer areas.
- To compare the social and economic status of the people who have left farming with those who have remained in farming.

Dr. Richard D. Alderman, Faculty of Physical Education, Fitness Research Unit

Project:
- Experimental investigations into physical and mental fatigue, physiological and performance work capability and delineation of the isotonic and isometric capacities of the average Canadian person. (Outline available in the Registry, Dept. C&I.)

Eugene W. Ratsoy, Assistant Professor, Faculty of Education, Dept. of Educational Administration

Project:
- Causes of teacher mobility among certified teachers in Newfoundland. (Outline available in the Registry, Dept. C&I.)

University of British Columbia

Dr. J. T. Montague, Director, Institute of Industrial Relations

Projects:
- A study of the nature of the labour force and its response to increased demand in British Columbia. Dr. Montague and Dr. John Vanderkamp.
- A study of the nature of inward migration to the B.C. labour force, based primarily on data from the family allowance material. Dr. Vanderkamp.
- A theoretical study of the nature of mobility and ways of measuring it. Dr. Gideon Rosenbluth.
Carleton University

Professor B. A. McFarlane, Department of Sociology

Projects:
- Dental manpower in Canada. B. A. McFarlane. Queen's Printer.
- Social determinants of inter-community mobility; an inventory of findings. D. R. White. Research Project 15004, Federal ARDA Project and Department of Forestry, Ottawa.
- The Carleton student study, occupational orientation, recruitment, and occupational aspirations. H. Burshtyn, M. N. Donald, M. C. Frumbartz and B. A. McFarlane.
- The impact of co-operatives on community organization. F. G. Vallee.
- A study of urban renewal in Hamilton. Peter Pineo and Frank Henry.
- Residential mobility in a working class district of Hamilton, Ontario.

Professor S. F. Kaliski, Department of Economics

Project:
- Study of structural unemployment (1967).

Dalhousie University

Dr. W. R. Trost, Dean, Faculty of Graduate Studies

Projects:
- Institute of Public Affairs
  - Study of the problems of declining communities of Cape Breton Island: Dominion and New Waterford. Requested by the Area Development Agency.
  - A socio-economic study and recommendations: Sunnyville, Lincolnville, and Upper Big Tracadie, Buyborough County, Nova Scotia. Donald Clairmont. Requested by the Nova Scotia Department of Public Welfare and sponsored by ARDA. (Restricted.)
  - Feasibility of centre(s) for residential adult education in the Maritime provinces. Donald F. Maclean and Thomas M. Jones.
Sponsored by the Maritime Provinces Adult Education Council with federal and provincial assistance through ARDA.


Economic survey of the Kejimkujik Park area in Nova Scotia. D. Paul Schafer and Robert L. Comeau. Requested by the National Parks Branch, Department of Northern Affairs and National Resources. (Restricted.)

The social mobility of Negroes of the Halifax area. Gordon Earle. An investigation to meet the requirements of the master's degree supported by the Institute.


A factual review of the tax situation of Halifax city. John Harris. Requested by the Halifax Board of Trade.

Halifax County community life study. Donald Clairmont. Supported by the Canadian Council on Urban and Regional Research.

Voluntary and official cooperation in the Atlantic Provinces.

Survey of education for municipal administrative officials in Canada. Lawrence Sandford. With aid of grant from Research Committee, Institute of Public Administration of Canada.

Economic base study of Pictou County, Nova Scotia. Sponsored by ARDA.

A study of the economic structure of northeastern Nova Scotia. Sponsored by ARDA.

Some other Institute publications relevant to economic and social development:


Nova Scotia Community Planning Conference. Summary of proceedings of a two-day conference, October 1964. Attended by municipal planning board members and others with official and private interest in local planning.


Environmental Hygiene for the Public Health Inspector. Summary of proceedings of a one-week course, September 1964, conducted by Institute, in cooperation with Faculty of Medicine, at request of Departments of Public Health of the four Atlantic provinces.

—97—
Environmental Hygiene for the Public Health Inspector. Summary of proceedings of a one-week course, September 1965. See above.


Industrial Development Seminar. Summary of proceedings of a two-day seminar, fall 1965. Sponsored by the Nova Scotia Department of Trade and Industry. Focus — community planning and development programs.


2. Department of Economics

To discover the main frictions against manpower mobility, using some 500 potentially redundant stevedores at North Sydney as a case study. Joint Committee of C.N.R. and the International Longshoremen's Association. Professor R. E. George.

3. Department of Education

Thesis studying the qualifications of science teachers in Nova Scotia relevant to the manpower and mobility problem. Mr. Douglas Johnson.

4. Outside the University

Atlantic Provinces Inter-University Committee on the Sciences. Annual seminars on the theme “Science Planning for the Seventies”. The 1966 APICS seminar had as its theme, “Forecast of the Cost of Research and Graduate Studies in Science and Engineering in Atlantic Province Universities”. Forecasts of enrollment in graduate studies in science and engineering up to 1975, personnel needs in federal and provincial research and scientific establishments and in the universities in the Atlantic provinces. Held on May 27, 1966.

Association of Universities and Colleges of Canada. Steering Committee to examine the possibility of a formal study of the production of scholars and research personnel in the natural sciences, engineering, social sciences, and the humanities in Canada.

The Atlantic Institute of Education. Among other projects, a study on the co-ordination of manpower resources in the Atlantic provinces with particular reference to the flow of individuals through the educational systems at both the pre- and post-secondary school
levels and on into employment. Intra- and inter-regional mobility part of the study. Under Chairmanship of Professor Basil Fletcher.

Canadian Association of Graduate Schools. A study of high level manpower in Canada. Some estimates had been made by CAGS on the numbers of graduate students, post-doctoral fellows, academic staff and technicians forecast for graduate schools up to 1975 in Canadian universities as part of its submission to the Bladen Commission on the “Forecast of the Cost of Research and Graduate Studies in Canadian Universities”.

Tentative studies on production and need for scholars and research personnel — a study of high level manpower needs in Canada.

**University of Laval**

Gerald Fortin, Director, Department of Sociology and Anthropology

**Projects:**

Refer to M. Louis Savard, B.A.E.Q., Mont Joli.

**The Ontario Institute For Studies in Education**

Professor Cicely Watson, Head, Division of Planning

**Projects:**

- Studies of the supply and demand of teachers.
- Characteristics and utilization of university teachers.
- Studies to forecast the requirements of highly trained (professional and university level) manpower in Ontario.

**University of Ottawa**

M. F. Brault, Director, Faculty of Social Sciences, Department of Economics

**Project:**

Dissertation on engineering and scientific manpower in Canada. Mr. A. Boyd.

**Queen's University**

Dr. M. C. Urquhart, Head, Department of Economics

**Projects:**

- A study in immigration and emigration in Canada and a study on internal migration. Emphasis lies on economic aspects. Professors A. G. Green and R. M. McInnis.
Royal Military College of Canada

T. S. Hutchinson, Dean, Faculty of Graduate Studies and Research

Projects:
Plans to do some graduate work in some aspects of managerial science.

University of Saskatchewan

E. J. Abramson, Acting Head, Department of Sociology

Projects:
Anticipation of and reasons for mobility in and from Saskatchewan of a sample of liberal arts undergraduates in the University of Saskatchewan.
Mobility study of male labour force in Canada. R. E. DuWors and J. Beaman.

University of Toronto

John H. G. Crispo, Director, Centre for Industrial Relations

Projects:
A framework for analyzing the operation of the Canadian labour market. (Outline available in the Registry, Dept. C&I.)
A descriptive study of manpower forecasting techniques for the Centre for Industrial Relations and the Research Branch of the Ontario Department of Labour.

S. D. Clark, Chairman, Department of Sociology

Projects:
A study of the urbanization of the Canadian Indian with particular reference to the problem of his adjustment to the urban work world. Ph.D. thesis by Mark Nagler.

University of Waterloo

Professor Warren L. Sauer, Department of Sociology and Anthropology

Project:
A study of scholars in Canada who have immigrated from other countries — reasons for migration, their assessment of the Canadian academic scene, their academic background and productivity and future plans.

—100—
Wellington College
University of Guelph

G. G. van Beers, Assistant Professor of Economics

Project:

University of Western Ontario

John D. Allingham, Assistant Professor, Department of Economics and Sociology

Project:
Labour force participation rates by occupation, age, sex, marital status and education. (Basic material from 1961 Census under Dr. Sylvia Ostry, Labour Statistics Division, D.B.S.) Specifically, use made of educated females in the labour force — how males and females relate in terms of occupational distribution holding education and age constant.

Re: Professor Allingham's research.

Project:
University of Ottawa research into female employment. Professor Judek.

University of Windsor

Dr. C. P. Crowley, Dean, Faculty of Graduate Studies
(R. A. Helling, Head, Department of Sociology and Anthropology)

Projects:
Research and demonstration program for the co-ordination of vocational rehabilitation. R. A. Helling.
Co-operative program of manpower requirements under the impact of automation in Detroit, Michigan and Windsor, Ontario. Institute of Labor and Industrial Relations, University of Michigan and Wayne State University with R. A. Helling.
The effects of Canadian-United States Automotive Agreement and manpower displacement. Institute of Labor and Industrial Relations
and Department of Sociology and Anthropology, University of Windsor.
Ethnic influences on occupational and job selections. W. W. Isajiw.
An evaluation of manpower projections for the State of Ohio.
R. A. Helling and Cecil Birch.
Professor J. F. Callaghan, Head, Department of Economics and Political Science.
Projects:

York University
M. H. Appley, Dean, Faculty of Graduate Studies, Institute for Behavioural Research
Project:
Survey of research in the psychological field in Canada (some of which is useful to the manpower field).

B. Manpower Studies Financed by Labour Department,

1967
Gardner, Robert C. “Labour and management stereotypes of ethnic groups”, University of Western Ontario.
Grimshaw, Mrs. Josephine. “The Economic implications of the minimum wage in Canada, with special reference to the new
minimum wage system in the province of Ontario”, University of Toronto.

Kumar, Pradeep. “An annotated bibliography of Canadian graduate theses in industrial relations”, Industrial Relations Centre, Queen’s University.


1966

Beaman, Jay. “Labour force and migration in Canada”, University of Saskatchewan.

Chambers, David Arthur. An appraisal of the skills and work potential of mental health patients”, University of Western Ontario.


Gibson, David. “Predicting vocational success for the mentally retarded adult”, University of Calgary.


Lemelin, Claude. “Language and mobility of the labour force in Canada”, McGill University.


Nicholson, John J. “Comparative study of the adjusted and non-adjusted migrant from Cape Breton to the urban Toronto area”, University of Toronto.


Sawyer, John A. “A study of the Canadian labour market within an econometric model of the Canadian economy”, University of Toronto.

Urquhart, M. C. “An economic analysis of some aspects of population movements”, Queen’s University.


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1965
Gross, Andrew Charles. "Voluntary pension plan by the provincial government, as a partial solution to the closure of the three coal mines in the Sydney, Cape Breton area, 1960-1961", University of Saskatchewan.
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Porter, John and Peter Pineo. "The public evaluation of occupations", Carleton University.
Sidlofsky, Samuel. "Post-war immigrants in the changing metropolis with special reference to Toronto's Italian population", University of Manitoba.
Thoman, Richard S. "Journey to work study by National Employment Service areas", Queen's University.

1964
Mige, Jean-Luc. "The relation of skilled to unskilled wages (with special reference to Canada)", Université Laval.
Polianksi, Alexel Nicholas. "Development of a short-run (6, 9, 12 months) forecasting model of overall participation in the Canadian labour force", University of Pennsylvania.
Porter, John, and Peter Pineo. "Bi-national unionism and the Canadian union movement, 1880-1920", Carleton University.

1963
Beland, Richard. "Forecasting of the manpower market conditions by occupations for the province of Quebec over the next decade", University of Montreal.
Gonick, C. W. "Depressed areas in Canada", University of Saskatchewan.
Hayes, Francis Joseph. "Student summer employment in Canada", Loyola College.
McFarlane, E. A. "The university and occupational choice", Carleton University.
Peitchinis, Stephen Gabriel. "The impact of the changing structure of the labour force on labour's share of the national income", University of Western Ontario.
Sidlofsky, Samuel. "The changing urban structure and post-war immigrants, with special reference to Toronto's Italian population", University of Toronto.

1962
Aird, David C. "Effective utilization of manpower in the Canadian construction industry", University of British Columbia.
Fergusson, Agnes M. "Scientific manpower in the economy of Canada", McGill University.
Woodfine, W. J. "Labour implications of recent developments in the coal mining industry of Nova Scotia", St. Francis Xavier University.

1961
Bougusheski, S. T. "Examination of human re-organization within a firm undergoing technological change", McGill University.

C. Publications of the Organisation for Economic Co-operation and Development


1966 — Nineteenth Annual Winter Meeting

1965 — Eighteenth Annual Winter Meeting

Kahn, Mark L. "Airline Flight Crews: Adjustment to Technological Change in a Regulated Growth Industry", pp. 120-123.
Parker, John E. "Interactions of External and Internal Labor Markets for Engineers and Scientists", pp. 264-275.

1964 — Seventeenth Annual Winter Meeting

Gordon, Margaret. "Retraining Programs at Home and Abroad", pp. 128-138.

1963 — Sixteenth Annual Winter Meeting

Raimon, Robert L. "Labor Mobility and Wage Flexibility", pp. 116-129.
1962 — Fifteenth Annual Winter Meeting

Pierson, Frank C. “Agenda for Wage-Price Policy”, pp. 283-293.


F. Publications of Canada, Department of Labour.

Collective Bargaining
1. A periodical review of negotiations and settlements covering bargaining units of 500 or more employees in all industries except construction is published monthly in the Labour Gazette.
2. An analysis of clauses of collective agreements is published in booklet form from time to time.

Labour Organizations
3. Labour Organizations in Canada. Published in booklet form annually.

 Strikes and Lockouts
4. Strikes and Lockouts in Canada. Published annually in booklet form.
6. Strikes and Lockouts in Canada. Published weekly with restricted distribution.

Industrial Fatalities
7. Industrial Fatalities in Canada. Published quarterly and annually in the Labour Gazette.

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Wage Rates and Working Conditions


Employment and Labour Market


Employment and Unemployment Outlook


Occupational Information

16. Canadian Occupational Monographs. Informational booklets for guidance counsellors, etc., covering the requirements and the nature of groups of related occupations. Published from time to time.

17. Canadian Occupations Bulletins. Published in loose-leaf form covering single occupations to supplement the Occupational Monographs. Published from time to time.

18. Canadian Occupational Filmstrips. A visual presentation of occupational information. Published in co-operation with the National Film Board of Canada.

Professional Manpower


20. Professional Manpower Bulletins. Shorter studies covering occupational studies in professional occupations. The most recent bulletins in this series are listed hereunder:


Manpower Training Research and Technological Change

22. Research Programme on the Training of Skilled Manpower:
“Progress Report” (1957).
“Technological Changes and Skilled Manpower: Electrical and Electronics Industry and Heavy Machinery Industry” (1957).
“Acquisition of Skills: A Study of the Education and Training Background of a Sample of Tool and Die Makers, Sheet Metal Workers, Floor Moulders, Draughtsmen and Electronic Technicians” (1960).

“Vocational Training Program in Canada”,
C. “Vocational Education in Agriculture, Publicly-Operated” (1959).

“Training Programs and Courses for Canadian Government Employees” (1960).
"Technological Changes and Skilled Manpower: The Automobile and Parts Manufacturing Industries" (1960).
"A Selected Bibliography on the Social and Economic Implications of Electronic Data Processing" (1964).
"Transition from School to Work" (1963).

The Women's Bureau

23. Publications issued by the Women's Bureau:
A New Career after 30. Report on the experience of women who had taken professional social work training after age thirty (1960).
A Niche of Usefulness. How handicapped women may learn to help themselves through vocational rehabilitation services in Canada (1961).
Vocational and Technical Training for Girls in Canada at High School, Post High School and Trade School Levels (1962).
Women's Bureau Bulletin —
No. II "On Three Continents: I, In the United States — an enquiry into the status of women; II, In the European Economic Community — Steps toward equal pay; III, In Japan — Home-help services in industry." (January 1962)
IV "Consultation on the Occupational Preparation of Women." (Includes questions for discussion.) (April 1962)
VI "Legal Restriction on Night Work of Women." (January 1963)

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VIII "Maternity Leave." (June 1963)

IX "Opportunities for Continuing Education. A Second Chance for Women." (July 1963)

X "Opportunities for Women in the Biological Sciences." (October 1963)

XI "Day Care Services for Children of Working Mothers." (January 1964)

XII "The personnel supervisor of a large insurance company speaks to girls. A talk given at a Careers Conference for McGill co-eds." (March 1964)

XIII "Physical Sciences, Earth Sciences, Mathematics Fields of Work for Women." (June 1964)

Note: Missing numbers permanently out of print.

Special Studies


National Employment Service Publications


29. How Old is Old. A brief study of older workers.

30. Supply and Demand for University Graduates. Published annually.

G. *Publications of the International Labour Office, 1954-1965*

ILO catalogue of publications. Geneva, 1966. 64 pp. Lists publications of the ILO issued from 1954-1965 inclusive. Earlier catalogue covering 1919-1953 and supplements to above are also available. Publications are grouped by subject and include periodicals, documents, and proceedings issued by ILO. Publications of the International Vocational Training Information and Research Centre (C.I.R.F.) are described at the end of the catalogue.

H. *Studies supported by Department of Manpower and Immigration*


Needham, W. R. “Immigration to Canada from the British Isles: 1946-64; An Econometric Analysis”, University of Waterloo.

Rowe, P. M. “Decision Process in the Assessment Interview”, University of Waterloo.

Sawyer, John A. “Research on the Labour Market within an Econometric Model of the Canadian Economy”, University of Toronto.

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