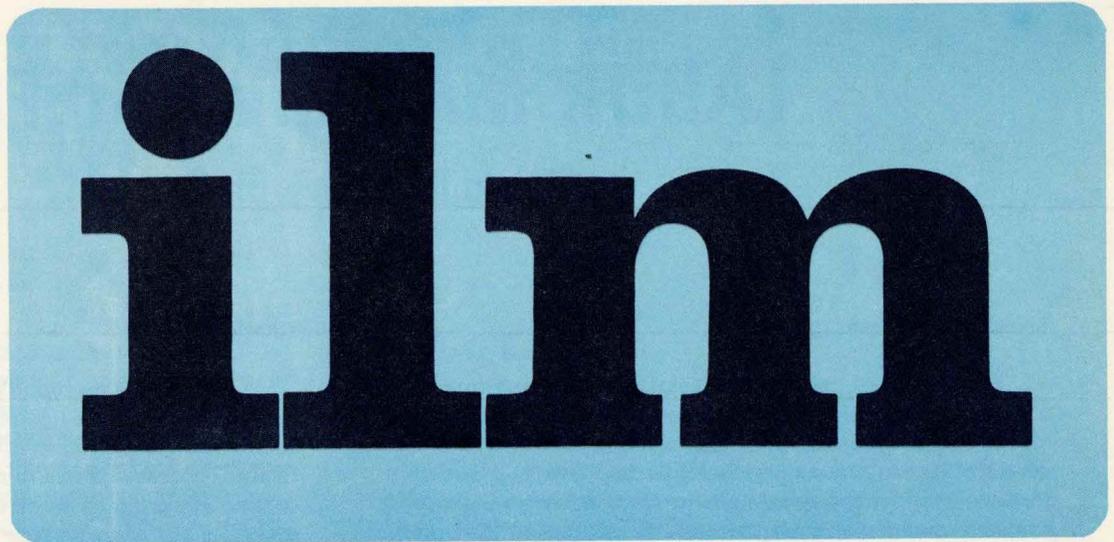


May 1979

employment and unemployment
hours and earnings
labor turnover
job insurance
job placement

IOWA
DEPARTMENT
OF
JOB SERVICE

Research &
Analysis Department



New Interpretation of Unemployment Advanced by Recent Research

Recent research has resulted in new theories regarding unemployment rate differences between various labor market groups. As a result of studies which sought more definitive and comprehensive methods of analyzing and evaluating the factors which affect joblessness, unemployment is now viewed as a dynamic process. . . a succession of periods or a series of flows into and out of unemployment. . . rather than a static ratio between the number of unemployed persons looking for jobs and the total labor force.

Projected solutions to the unemployment problem have been influenced by the discovery that groups with high unemployment percentages consist of members who tend to experience *many short* periods of unemployment. In some of these groups, a higher frequency of jobless periods, or "spells," accounted almost entirely for the higher unemployment rate. These findings suggest that a decreased unemployment rate might depend upon a reduction in job turnover as much or more than an increase in the number of jobs.

Additional refinement in the analysis of unemployment variations was contributed by Robert H. Frank and Richard T. Freeman, of Cornell University and the Board of Governors of the Federal Reserve System, respectively. Results of their study, included in the Review of Economics and Statistics, V 60, August 1978, emphasized the importance of unemployment *differences of individuals within a group*, in contrast to the former concentration on differences in unemployment duration and frequency *averages between the labor groups*.

For the first time, individual variations in length and frequency of unemployment periods of individuals composing each group, and their relative contribution to the total unemployment distribution of those groups, were explored. The research was based upon National Longitudinal Survey or Parnes data of the Center for Human Resource Research, Ohio State University, 1973, for the period of 1966-1971.

The analysis of individual differences advanced new theories concerning the causes for differing employment rates of various labor market groups as a whole. . . differences between men and women, between young and mature groups, for example. It suggested many answers to baffling questions about unemployment, including the one contained in the title of their article: "The Distribution of the Unemployment Burden: *Do the Last Hired Leave First?*"

The pattern of unemployment duration and frequency of the younger groups studied (male and female, aged 14-24) differed markedly from that of the mature women (aged 30-44) and men (aged 45-59). The expected length of an employment period for youth was about 40% shorter than for adults, but young people were found to be much more likely to find new jobs when they are unemployed. The unemployment rate of young people tended to be greater, however, because of the frequency of the unemployment spells—four to five times higher than for the older groups. According to the study, even though young people may find new jobs more readily, they are less likely to keep jobs than are older men and women, so have many short periods of unemployment. Older men and women tend to stay at jobs longer but find it harder to find jobs when unemployed.

The answer to the question posed in the article's title—"Do the Last Hired Leave First?"—was contrary to the generally accepted response. An affirmative answer is usually assumed. Most people believe that individuals who have the most difficulty obtaining jobs also have the greatest difficulty keeping them, but this contention is refuted by the study. If it were true, individuals with more and longer periods of employment would have fewer periods of unemployment, but this was only slightly so in the case of young men and women and not at all true of women in mid-career. Although there was some stronger association in the category of the men aged 45 to 59,

continued on back page. . .

LABOR MARKET BRIEFS

The National Scene . . .

The Bureau of Labor Statistics of the U.S. Department of Labor reports total nationwide employment dropped during April. . .the first move downward in eight months of what the Bureau of Labor statistics termed "strong growth." Reasons cited for the slowdown included "adverse weather conditions, school and religious holiday effects and the trucking strike/lockout." It's not clear from the report, however, whether these conditions were responsible for the entire decrease in employment.

Despite the total employment slide, unemployment remained at just about the same level it's been since August of 1978—5.8% for the country as a whole.

. . .and In Iowa . . .

Estimated total employment throughout the state was on the rise over the month. . .The count of workers, based on where they live rather than where they work, rose .6% over the year. . .The April unemployment rate in Iowa dipped to 3.8%. . .a decline of .06% from the March rate and a 1.03% drop since 5.1% recorded in January of this year.

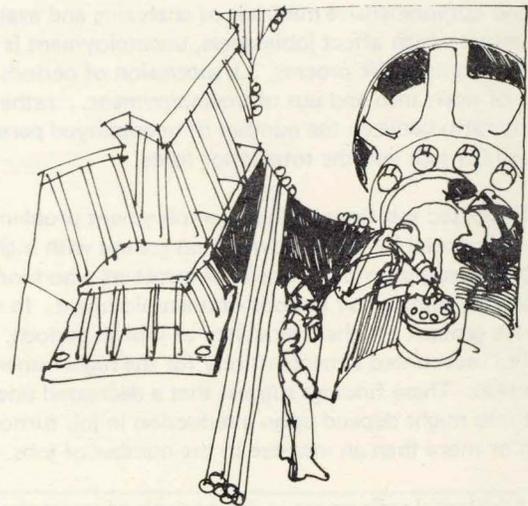
Nonfarm payroll employment in the state. . .which counts workers by where they are employed. . .showed traditional seasonal type increases over the month. Increases were registered in construction, trade (mostly in restaurant work) and services (amusement and recreation). By contrast, national nonfarm payroll employment remained unchanged . . .but it should be noted that national data are seasonally adjusted so they could have shown seasonal activity similar to Iowa's before the adjustments were made in the national figures. . .On the negative side of the Iowa employment picture, nondurable goods declined, due to the effects of layoffs and a plant closing.

Workers in Iowa's private sector earned an average of \$215.87 per week in April. . .Fewer overtime hours in the manufacturing industries caused a slight over the month drop. . .Weekly earning in durable goods were down. . .due to less overtime. . .and that's the first decline in overtime since January. The largest increase in earnings occurred in meat packing. . .one of the few industries showing any gain in overtime.

What's Ahead . . .?

The question everyone's asking: "Have we begun a recession?" National figures for April suggest at least a slowdown, but. . .a slowdown is viewed favorably by some experts. Reason? Because if you're slowing down, your chances of coming to a grinding halt are less. The idea is to let the economy cool s-l-o-w-l-y and use the business slowdown to lower inflation.

However, according to national data, the month of April had an unusual combination of events that left it unclear as to what was really responsible for April's downturn. These events included a labor dispute in the trucking industry and the occurrence of Good Friday and Passover holidays in the same week. . .both of which may have had only a temporary negative effect on economic activity. In Iowa, these same conditions were present. . .but did not affect state estimates so dramatically.



The month of May should serve as the interpreter for the mysteries of the April happenings. Should May indicate a nationwide rebound, then the downturn of April will be attributed to the "special circumstances of that month." But if May records another slide, at least an economic downturn will be cited. . .and the possibility of recession could exist.

EMPLOYERS' PAGE

Hard, Cold Facts About Time

Whether your company is large with as many as 500 employees or more. . .whether your company is small with just you and one part time worker. . .time is your most valuable asset *and* your most costly expenditure. The employee who asks to leave ten minutes early to catch the bus. . .the four workers at the water fountain exchanging pleasantries for five minutes. . .the extra 30 minutes *you* take for lunch on the day the Rotary Club meets. . .all add up to one hour of *your* time. . .time that *you* pay for. . .time during which you get no production from your employees or from yourself.

But these are good employees who work hard all day and are always willing to work overtime if necessary. And you certainly are entitled to an extra half hour for lunch once a week, especially when it's essentially a good business-good public relations sort of meeting. And certainly you don't want to be a Simon Legree.

But if your employees put away their work 5 minutes early every day and leave. . .if that group at the water fountain gets engrossed in a 30-minute conversation frequently . . .if your Rotary luncheon stretches into an extra hour of just talk. . .perhaps it's time to take a look at the table below to find out what it's costing you. . .not for just a day or a week, but each year.

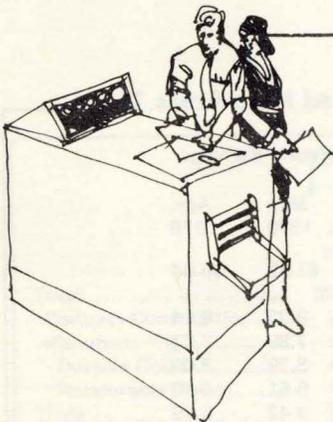
Shocking, Isn't It?

Does that mean that employees' morning and afternoon coffee breaks should be discontinued? Does it mean that you should refuse an employee a few hours off to go to a relative's funeral? Does it mean you should resign from your club? Not at all. Study after study has shown that employees work better, faster and more efficiently following coffee break and lunch periods. And, the employee who needs a few hours off to attend a funeral will probably give them back to you in unpaid overtime work during the next few weeks or months. And your club membership, including the weekly luncheon, really *is* good business because it builds prestige and good will for your company besides being a welcome and pleasant diversion for you. No, these are not the time stealers of low production, high cost.

But do be alert to the real time losers. . .those five or ten minutes wasted daily over the year by yourself and your employees. They can add up. . .they *do* add up. . .to important amounts of *your* money.

And those are the cold, hard facts about time.

WHAT "ONLY FIVE MINUTES" LOST TIME EACH DAY COSTS EACH YEAR



Hourly Rate	5 Employees	10 Employees	25 Employees	50 Employees	100 Employees	500 Employees
2.90	616.35	1,232.67	3,081.68	6,163.35	12,326.70	61,633.50
3.35	711.96	1,423.92	3,559.80	7,119.60	14,239.20	71,196.20
4.25	903.12	1,806.24	4,515.62	9,031.24	18,062.49	90,312.49
5.00	1,062.49	2,124.99	5,312.49	10,624.99	21,249.99	106,249.99
6.00	1,275.00	2,550.00	6,375.00	12,750.00	25,500.00	127,500.00
7.00	1,487.49	2,974.99	7,437.49	14,874.99	29,749.99	148,749.99
8.50	1,806.24	3,612.50	9,031.24	18,062.49	36,124.90	180,624.50
10.00	2,124.99	4,249.98	10,624.75	21,249.50	42,499.00	212,495.00

Table I - Civilian Labor Force by Place of Residence

	Resident Civilian Labor Force 1/	Resident Unemployed	Percent Unemployed	Resident Total Employment 2/	Nonagricultural Wage and Salary 3/	Self-employed, Unpaid Family & Domestic Workers 4/	Agriculture
April 1979							
Iowa.....	1,427,900	54,600	3.8	1,373,300	1,067,900	139,900	165,500
Cedar Rapids.....	86,700	2,900	3.4	83,800	75,400	5,700	2,600
Council Bluffs.....	42,200	1,900	4.5	40,300	*	*	*
Davenport.....	69,800	2,500	3.6	67,300	*	*	*
Des Moines.....	180,400	6,700	3.7	173,700	157,300	13,200	3,200
Dubuque.....	45,300	2,500	5.4	42,900	37,400	3,000	2,500
Sioux City.....	56,200	3,600	6.3	52,600	44,800	5,200	2,600
Waterloo.....	69,800	3,200	4.6	66,600	59,600	5,100	1,800
March 1979							
Iowa.....	1,397,900	61,100	4.4	1,336,800	1,053,600	143,000	140,300
Cedar Rapids.....	86,300	3,400	3.9	82,900	74,900	5,900	2,200
Council Bluffs.....	41,900	2,000	4.9	39,900	*	*	*
Davenport.....	69,100	2,700	3.9	66,500	*	*	*
Des Moines.....	179,900	7,300	4.1	172,600	156,400	13,500	2,700
Dubuque.....	44,800	2,700	5.9	42,200	37,000	3,100	2,100
Sioux City.....	55,500	4,000	7.1	51,600	44,100	5,300	2,200
Waterloo.....	69,200	3,400	5.0	65,700	58,900	5,300	1,600
April 1978							
Iowa.....	1,421,900	57,300	4.0	1,364,700	1,046,900	148,600	169,200
Cedar Rapids.....	84,200	2,900	3.4	81,300	72,700	6,000	2,700
Council Bluffs.....	42,600	2,900	6.7	39,700	*	*	*
Davenport.....	68,200	3,400	5.0	64,700	*	*	*
Des Moines.....	180,200	7,200	4.0	173,000	155,700	14,100	3,300
Dubuque.....	44,600	2,500	5.5	42,100	36,400	3,200	2,600
Sioux City.....	58,100	3,000	5.2	55,100	46,700	5,800	2,300
Waterloo.....	66,800	3,300	4.9	63,500	56,400	5,300	1,900

Latest month's data is preliminary. Detail may not add up to total due to rounding. Council Bluffs and Davenport areas include Iowa portions only.
 *Data not available at time of publication. (March, 1978 benchmark levels)

- 1/ Includes unemployed and employed individuals. Establishment employment data is adjusted to commuting, multiple job holding, and unpaid absence patterns.
- 2/ Includes nonagricultural wage and salary, self-employed, unpaid family, domestic and agriculture workers.
- 3/ Includes all full and part-time wage and salary workers, excluding domestics, who were employed or involved in a labor-management dispute during the week including the 12th of the month.
- 4/ Includes nonagricultural self-employed persons, unpaid family workers and domestic workers in private households.
- 5/ Data for CETA programs in these areas based on a "BLS census share" method and not technically comparable to figures published here.

Table II - Hours and Earnings for Manufacturing Production Workers in Selected Iowa Areas 1/

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978
Cedar Rapids.....	\$309.26	\$303.46	\$291.38	41.4	41.4	42.6	\$7.47	\$7.33	\$6.84
Council Bluffs.....									
Davenport.....	384.72	397.81	349.45	42.0	43.1	41.9	9.16	9.23	8.34
Des Moines.....	292.47	314.81	271.49	37.4	39.9	38.4	7.82	7.89	7.07
Dubuque.....	341.11	352.48	323.20	38.5	40.1	40.4	8.86	8.79	8.00
Sioux City.....	253.16	257.79	240.86	38.3	39.0	39.1	6.61	6.61	6.16
Waterloo.....	371.73	394.17	343.15	39.8	41.8	40.9	9.34	9.43	8.39

1/ See footnote - Table III

*Data not available.

Table III - Hours and Earnings of Iowa Production or Nonsupervisory Workers 1/

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings			Average Weekly Overtime Hours 1/		
	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978
TOTAL PRIVATE.....	\$215.87	\$216.36	\$200.12	35.8	36.0	35.8	\$6.03	\$6.01	\$5.59	*	*	*
MANUFACTURING.....	297.04	301.50	272.28	39.5	40.2	40.1	7.52	7.50	6.79	2.8	3.4	2.9
Durable Goods.....	303.60	312.77	277.03	40.0	41.1	40.8	7.59	7.61	6.79	2.4	3.3	2.8
Lumber & furniture.....	229.90	229.74	228.57	37.2	37.6	40.1	6.18	6.11	5.70	1.0	1.1	2.5
Stone, clay & glass products.....	307.82	304.74	278.42	42.4	42.8	43.3	7.26	7.12	6.43	8.9	5.8	6.4
Primary metal industries.....	348.61	362.85	343.98	41.8	43.3	44.1	8.34	8.38	7.80	5.1	5.7	6.0
Fabricated metal products.....	255.92	260.34	241.79	38.6	40.3	40.5	6.63	6.46	5.97	1.8	2.0	2.3
Machinery except electrical.....	364.34	385.05	334.94	40.8	42.5	41.3	8.93	9.06	8.11	2.4	4.3	2.8
Farm machinery.....	381.00	398.74	353.17	41.1	42.6	41.5	9.27	9.36	8.51	2.7	5.3	3.7
Construction & related machinery.....	374.51	408.84	348.12	40.4	42.9	41.1	9.27	9.53	8.47	2.2	3.9	2.1
Electrical equipment & supplies.....	257.54	252.41	221.94	39.2	39.5	38.8	6.57	6.39	5.72	1.1	1.8	1.7
Transportation equipment.....	223.72	214.97	203.94	40.9	39.3	39.6	5.47	5.47	5.15	1.5	1.8	1.8
Other durable goods.....	206.39	214.09	194.04	37.8	39.5	39.6	5.46	5.42	4.90	1.1	1.7	1.8
Nondurable Goods.....	286.38	283.63	264.42	38.7	38.8	39.0	7.40	7.31	6.78	3.3	3.5	3.1
Food & kindred products.....	338.66	320.35	299.30	41.0	39.5	39.8	8.26	8.11	7.52	4.5	3.9	3.7
Meat products.....	372.28	344.45	325.70	41.0	38.4	39.1	9.08	8.97	8.33	4.9	3.5	3.5
Grain mill products.....	334.97	327.16	298.29	41.0	41.1	41.2	8.17	7.96	7.24	4.1	4.4	3.8
Apparel & other textile products.....	137.86	136.46	135.40	34.9	34.9	37.3	3.95	3.91	3.63	1.1	1.2	0.7
Paper & allied products.....	240.48	247.45	226.59	38.6	40.9	40.9	6.23	6.05	5.54	2.6	3.8	3.4
Printing & publishing.....	230.91	250.24	240.39	35.2	36.8	38.4	6.56	6.80	6.26	2.2	3.3	3.1
Newspapers.....	184.76	194.06	190.38	29.8	31.1	32.6	6.20	6.24	5.84	1.4	2.2	2.8
Chemicals & allied products.....	314.88	294.69	284.38	41.0	41.1	40.8	7.68	7.17	6.97	2.7	2.3	2.1
Rubber & plastics products, nec.....	261.73	284.10	239.76	36.1	38.6	36.0	7.25	7.36	6.66	2.5	4.1	2.5
Other nondurable goods.....	157.41	147.38	155.12	37.3	35.6	38.3	4.22	4.14	4.05	0.6	0.8	2.2
NONMANUFACTURING.....	188.92	186.30	176.13	34.6	34.5	34.4	5.46	5.40	5.12	*	*	*
Mining.....	286.56	278.48	278.01	46.9	44.7	47.2	6.11	6.23	5.89	*	*	*
Contract construction.....	364.04	369.60	343.28	38.0	38.5	38.1	9.58	9.60	9.01	*	*	*
Transportation & public utilities.....	315.52	317.38	299.39	40.4	40.9	40.9	7.81	7.76	7.32	*	*	*
Wholesale & retail trade.....	164.12	161.32	153.38	33.7	33.4	33.2	4.87	4.83	4.62	*	*	*
Finance, insurance & real estate.....	175.21	175.59	157.98	37.2	37.6	36.4	4.71	4.67	4.34	*	*	*
Services.....	145.15	144.38	134.23	32.4	32.3	32.5	4.48	4.47	4.13	*	*	*

1/ Estimates based upon a sample of full and part-time production and related employees, who worked during or received pay for the payroll period which includes the 12th of the month. Besides changes in basic hourly and incentive wage rates, average hourly earnings reflect such variable factors as overtime premium pay, late shift work, and changes in output of workers paid on an incentive basis. They also reflect changing employment of workers between relatively high-paid and low-paid work, and full-time and part-time status. Revised to most current information available at publication. (March, 1978 benchmark levels) *Data not available

Table IV - Iowans Receiving Job Insurance 1/

	Total			Women			Unemployed 5 Weeks or Longer		
	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978
Total.....	28,094	31,224	25,845	9,011	8,000	8,609	18,886	23,965	18,705
Contract Construction.....	7,576	10,667	5,747	193*	209*	150*	5,908	8,726	4,447
Manufacturing.....	8,932	8,341	9,124	4,020	3,160	3,640	5,331	6,146	6,319
Durable Goods.....	4,841	5,132	5,621	2,168	1,911	2,144	3,427	4,006	3,922
Nondurable Goods.....	4,091	3,208	3,503	1,852	1,249*	1,496	1,904	2,140	2,397
Trade.....	5,231	5,866	5,468	2,232	2,336	2,327	3,659	4,335	4,101
Services.....	2,606	2,610	2,752	1,549	1,397	1,519	1,698	1,873	1,882
All Other Industries.....	3,749	3,739	2,755	1,016*	898*	975*	2,291	2,886	1,956

1/ Insured unemployed counted during the week including the 12th and based on a survey of claims filed during the week including the 19th.
*Less than 5 per cent of total insured unemployed.

Table V - Iowa Labor Force Summary

April 1979

Data based on place of residence

County - Labor Area	1/Labor Force	Unemployed	Unadjusted Rate	2/Employment	3/Nonag Wage and Salary	4/Self-Employed, Unpaid Family, Domestic	Agriculture
Iowa - Statewide	1,427,900	54,600	3.8	1,373,300	1,067,900	139,900	165,500
Cedar Rapids SMSA	86,700	2,900	3.4	83,800	75,400	5,700	2,600
Davenport - RI - Moline SMSA							
Des Moines SMSA	180,400	6,700	3.7	173,700	157,300	13,200	3,200
Dubuque SMSA	45,300	2,500	5.4	42,900	37,400	3,000	2,500
Omaha - Council Bluffs SMSA							
Sioux City SMSA	56,200	3,600	6.3	52,600	44,800	5,200	2,600
Waterloo - Cedar Falls SMSA	69,800	3,200	4.6	66,600	59,600	5,100	1,800
Adair - Greenfield	4,680	170	3.6	4,510	2,190	490	1,840
Adams - Corning	2,660	110	4.1	2,550	1,280	360	910
Allamakee - Waukon	7,350	520	7.0	6,830	3,960	1,030	1,840
Appanoose - Centerville	5,960	440	7.4	5,520	3,740	860	920
Audubon - Audubon	4,260	90	2.0	4,170	2,170	600	1,410
Benton - Vinton	10,990	320	2.9	10,670	7,190	1,230	2,250
Black Hawk							
(Waterloo - Cedar Falls SMSA)	69,800	3,200	4.6	66,600	59,600	5,100	1,800
Boone - Boone	12,150	350	2.9	11,800	9,130	1,180	1,500
Bremer - Waverly	10,930	340	3.1	10,590	7,890	1,020	1,680
Buchanan - Independence	10,790	360	3.3	10,430	7,360	1,060	2,010
Buena Vista - Storm Lake	10,110	220	2.1	9,890	7,050	1,070	1,770
Butler - Allison	8,260	200	2.4	8,050	5,170	1,050	1,840
Calhoun - Rockwell City	5,940	140	2.4	5,800	3,590	750	1,460
Carroll - Carroll	11,380	360	3.2	11,020	6,940	1,920	2,170
Cass - Atlantic	9,110	270	2.9	8,840	5,580	1,330	1,940
Cedar - Tipton	8,590	170	2.0	8,420	5,350	1,110	1,950
Cerro Gordo - Mason City	24,890	1,200	4.8	23,690	20,310	2,060	1,330
Cherokee - Cherokee	7,630	190	2.5	7,440	4,870	890	1,680
Chickasaw - New Hampton	7,110	290	4.0	6,820	4,170	970	1,690
Clarke - Osceola	4,510	220	4.9	4,290	2,570	530	1,190
Clay - Spencer	10,210	280	2.8	9,920	7,260	1,160	1,510
Clayton - Guttenberg	10,700	450	4.2	10,250	5,760	1,690	2,800
Clinton - Clinton	26,490	900	3.4	25,590	20,890	2,280	2,420
Crawford - Denison	10,060	610	6.0	9,460	6,020	1,130	2,300
Dallas - Perry	13,260	450	3.4	12,810	9,880	1,260	1,680
Davis - Bloomfield	3,620	150	4.0	3,470	2,040	580	860
Decatur - Leon	4,340	190	4.3	4,160	2,710	500	950
Delaware - Manchester	8,880	270	3.0	8,610	5,030	1,320	2,270
Des Moines - Burlington	19,900	1,020	5.1	18,890	16,470	1,420	990
Dickinson - Spirit Lake	7,150	310	4.3	6,840	4,630	1,050	1,160
Dubuque - Dubuque SMSA	45,300	2,500	5.4	42,900	37,400	3,000	2,500
Emmet - Estherville	6,420	200	3.2	6,220	4,610	700	910
Fayette - Oelwein	12,200	610	5.0	11,600	7,790	1,410	2,400
Floyd - Charles City	8,490	400	4.7	8,090	5,880	940	1,270
Franklin - Hampton	6,490	180	2.7	6,320	3,440	860	2,030
Fremont - Sidney	4,870	70	1.5	4,790	2,780	590	1,420
Greene - Jefferson	5,720	130	2.3	5,590	3,320	800	1,470
Grundy - Grundy Center	6,350	140	2.2	6,210	3,890	540	1,780
Guthrie - Guthrie Center	5,490	170	3.1	5,330	2,980	730	1,620
Hamilton - Webster City	8,230	360	4.4	7,870	5,160	1,050	1,660
Hancock - Garner	7,210	170	2.4	7,040	4,560	830	1,650
Hardin - Iowa Falls	10,750	220	2.1	10,520	7,450	1,330	1,740
Harrison - Missouri Valley	7,170	250	3.5	6,920	4,200	990	1,730
Henry - Mount Pleasant	10,580	410	3.9	10,170	7,780	1,190	1,190
Howard - Cresco	5,360	220	4.1	5,140	2,800	800	1,540
Humboldt - Humboldt	5,610	220	3.9	5,390	3,420	730	1,240

Note: Footnotes identical to Table I.

Table V Continued

County - Labor Area	1/Labor Force	Unemployed	Unadjusted Rate	2/Employment	3/Nonag Wage and Salary	4/Self-Employed, Unpaid Family, Domestic	Agriculture
Ida - Ida Grove	4,380	110	2.5	4,270	2,170	700	1,400
Iowa - Marengo	9,240	220	2.3	9,030	6,010	1,130	1,890
Jackson - Maquoketa	10,260	580	5.6	9,680	6,310	1,180	2,190
Jasper - Newton	16,260	700	4.3	15,550	11,710	1,690	2,150
Jefferson - Fairfield	7,450	250	3.4	7,200	5,260	920	1,020
Johnson - Iowa City	43,980	980	2.2	43,000	37,810	3,090	2,110
Jones - Anamosa	10,060	300	3.0	9,770	6,580	1,190	1,990
Keokuk - Sigourney	5,450	230	4.3	5,210	2,780	650	1,790
Kossuth - Algona	11,390	380	3.3	11,010	6,430	1,680	2,900
Lee - Ft. Madison - Keokuk	21,830	1,030	4.7	20,790	17,620	2,080	1,090
Linn - Cedar Rapids SMSA	86,700	2,900	3.4	83,800	75,400	5,700	2,600
Louisa - Wapello	4,410	240	5.4	4,170	3,030	380	750
Lucas - Chariton	4,660	240	5.2	4,420	3,050	500	870
Lyon - Rock Rapids	6,390	140	2.1	6,250	3,440	900	1,910
Madison - Winterset	5,980	220	3.7	5,760	3,760	630	1,370
Mahaska - Oskaloosa	10,590	300	2.8	10,300	7,340	1,330	1,620
Marion - Knoxville	15,480	380	2.5	15,090	12,160	1,540	1,390
Marshall - Marshalltown	19,800	710	3.6	19,090	15,140	2,020	1,930
Mills - Glenwood	6,430	210	3.2	6,220	4,510	540	1,160
Mitchell - Osage	5,910	290	4.9	5,630	3,160	850	1,610
Monona - Onawa	5,200	300	5.7	4,900	2,760	730	1,420
Monroe - Albia	4,850	320	6.5	4,530	3,340	560	630
Montgomery - Red Oak	6,690	150	2.3	6,540	4,460	810	1,270
Muscatine - Muscatine	20,010	910	4.6	19,100	16,030	1,690	1,370
O'Brien - Sheldon	7,860	180	2.3	7,680	4,740	1,230	1,720
Osceola - Sibley	3,510	120	3.3	3,400	1,820	500	1,080
Page - Shenandoah	10,200	190	1.8	10,010	6,910	1,120	1,980
Palo Alto - Emmetsburg	5,360	200	3.7	5,160	3,060	790	1,310
Plymouth - Le Mars	11,510	460	4.0	11,050	7,180	1,070	2,800
Pocahontas - Pocahontas	4,860	100	2.0	4,760	2,600	640	1,530
Polk - (Part of Des Moines SMSA)	163,200	6,200	3.8	156,900			
Pottawattamie - (Part - Omaha SMSA)5/	42,200	1,900	4.5	40,300			
Poweshiek - Grinnell	10,360	300	2.9	10,060	7,080	1,060	1,920
Ringgold - Mount Ayr	3,300	110	3.3	3,190	1,450	450	1,280
Sac - Sac City	6,690	310	4.6	6,390	3,410	870	2,100
Scott - (Part of DRIM SMSA)	69,800	2,500	3.6	67,300			
Shelby - Harlan	6,440	310	4.8	6,130	3,440	840	1,850
Sioux - Orange City	15,470	430	2.8	15,040	9,670	2,120	3,250
Story - Ames	39,540	780	2.0	38,760	32,870	3,350	2,540
Tama - Tama-Toledo	9,820	240	2.4	9,590	6,010	1,220	2,360
Taylor - Bedford	3,550	130	3.6	3,420	1,480	500	1,450
Union - Creston	7,410	270	3.6	7,140	5,260	950	940
Van Buren - Keosauqua	3,830	130	3.4	3,700	2,380	500	830
Wapello - Ottumwa	16,860	1,040	6.2	15,810	13,510	1,470	840
Warren - (Part of Des Moines SMSA)	17,300	500	3.0	16,700			
Washington - Washington	10,510	340	3.3	10,170	7,060	1,450	1,650
Wayne - Corydon	3,860	150	3.9	3,700	2,020	490	1,200
Webster - Fort Dodge	23,040	940	4.1	22,100	18,310	2,070	1,730
Winnebago - Forest City	7,490	190	2.6	7,300	5,230	1,010	1,060
Winneshiek - Decorah	11,210	660	5.9	10,550	6,450	1,300	2,810
Woodbury - (Part of Sioux City SMSA)	49,800	3,400	6.8	46,400			
Worth - Northwood	3,880	170	4.4	3,710	2,260	370	1,090
Wright - Clarion	7,740	200	2.6	7,540	4,920	960	1,650

See footnote No. 5 table I.

Table VI Selected Characteristics of the Insured Unemployed by Industry and Occupation in Iowa 1/

April 1979

Industry and Occupation	Total	Nonwhite	Male	Age Group		Weeks Claimed	
				Under 25	Over 54	Under 5	Over 15
Industry							
Total.....	22,809	490	15,824	7,931	2,429	4,332	7,494
Mining.....	210	2	193	53	54	13	92
Contract Construction.....	6,703	140	6,517	2,283	774	750	2,285
Manufacturing.....	7,283	152	4,050	2,524	615	1,968	2,392
Durable Goods.....	3,986	84	2,174	1,399	324	600	1,711
Nondurable Goods.....	3,297	68	1,876	1,125	291	1,368	681
Public Utilities.....	1,368	21	1,175	267	133	265	369
Wholesale and Retail Trade.....	3,659	58	2,014	1,509	435	664	1,159
Finance, Insurance and Real Estate.....	333	10	132	112	43	65	121
Services.....	1,755	50	648	557	238	413	501
State and Local Government.....	184	3	100	44	25	26	67
Information Not Available.....	1,314	54	995	582	112	168	508
Occupation							
Prof./Tech./Managerial.....	334	10	193	59	42	57	116
Clerical/Sales.....	687	15	190	259	79	145	218
Service.....	396	19	172	145	64	73	120
Farming/Fishing/Forestry.....	69	0	65	36	9	6	31
Industrial Categories:							
By Type of Work							
Processing.....	272	6	188	100	22	52	82
Machine Trades.....	296	7	248	117	19	50	114
Bench Work.....	489	4	142	135	54	61	271
Structural Work.....	938	11	913	337	116	93	365
Miscellaneous.....	713	10	627	292	72	98	259
By Complexity							
High.....	179	2	153	58	14	28	76
Medium.....	283	5	221	94	25	34	99
Low.....	1,922	26	1,464	666	222	241	797
Information Not Available.....	18,615	408	13,086	6,451	1,952	3,697	5,918

1/ Data covers individuals claiming benefits for the week including the 12th of the month. Compiled as part of a cooperative program with the Employment and Training Administration, U.S. Department of Labor.

Table VII - Gross and Spendable Average Weekly Earnings of Iowa Production or Nonsupervisory Workers

	Gross Average Weekly Earnings			Spendable Average Weekly Earnings					
				Worker With No Dependents			Married Worker With Three Dependents		
	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978
TOTAL PRIVATE.....	\$215.87	\$216.36	\$200.12	\$168.83	\$169.16	\$157.31	\$185.02	\$185.38	\$172.38
MANUFACTURING.....	297.04	301.50	272.28	221.04	223.84	203.77	242.08	245.21	222.75
Durable Goods.....	303.60	312.77	277.03	225.16	230.72	206.71	246.68	252.92	226.02
Nondurable Goods.....	286.38	283.63	264.42	214.36	212.64	198.91	234.61	232.68	217.16
NONMANUFACTURING.....	188.92	186.30	176.13	150.34	148.54	141.06	165.89	164.29	155.05
Mining.....	286.56	278.48	278.01	214.47	209.41	207.31	234.73	229.07	226.69
Contract Construction.....	364.04	369.60	343.28	260.95	264.21	246.49	287.27	290.97	270.53
Transportation & Public Utilities	315.52	317.38	299.39	232.34	233.44	220.31	254.77	256.02	241.16
Wholesale & Retail Trade.....	164.12	161.32	153.38	132.95	130.96	125.01	149.98	147.48	138.37
Finance & Real Estate.....	175.21	175.59	157.98	140.80	141.06	128.29	157.40	157.64	141.73
Services.....	145.15	144.38	134.23	119.44	118.89	111.35	133.01	133.21	123.34

Table VIII Iowa Nonagricultural Employment 1/

(By Place of Work)

	Apr. 1979	Mar. 1979	Apr. 1978	Change From:	
				Mar. 1979 to Apr. 1979	Apr. 1978 to Apr. 1979
TOTAL NONAGRICULTURAL	1,129,900	1,114,900	1,103,100	15,000	26,800
MANUFACTURING	258,200	257,900	248,100	300	10,100
DURABLE GOODS	164,800	163,600	154,600	1,200	10,200
Lumber & furniture.....	10,300*	10,200	9,700	100	600
Stone, clay & glass products.....	7,300	6,800	7,200*	500	100
Primary metal industries.....	9,900	9,800	8,900	100	1,000
Fabricated metal products.....	20,400	20,300	20,300*	100	100
Machinery except electrical.....	69,900	69,300	62,900	600	7,000
Farm machinery.....	29,900	29,400	26,000	500	3,900
Construction & related machinery.....	23,700*	23,700	21,700	0	2,000
Electrical equipment & supplies.....	25,600	25,700	25,100	- 100	500
Transportation equipment.....	11,100	11,000	10,400*	100	700
Other durable goods 2/.....	10,300	10,500	10,200	- 200	100
NONDURABLE GOODS	93,400	94,300	93,400	- 900	0
Food & kindred products.....	45,300	46,100	46,800	- 800	- 1,500
Meat products.....	22,600	23,400	23,900	- 800	- 1,300
Grain mill products.....	10,600	10,700	10,500	- 100	100
Bakery products.....	2,400	2,400	2,600	0	- 200
Apparel & other textile products.....	4,200	4,300	4,400	- 100	- 200
Paper & allied products.....	4,200*	4,200	4,100	0	100
Printing & publishing.....	17,700	17,500	17,000	200	700
Newspapers.....	7,800	7,800	7,300	0	500
Chemicals & allied products.....	8,100	8,100	7,900	0	200
Rubber & plastics products, nec.....	11,600	11,700	10,800	- 100	800
Other nondurable goods 3/.....	2,300	2,400	2,300	- 100	0
NONMANUFACTURING	871,700	857,100	855,100	14,600	16,600
Nonmetallic mining.....	2,200	2,000	2,300*	200	- 100
Contract construction.....	54,900	48,600	54,900	6,300	0
Transportation & public utilities.....	56,200*	56,100	55,500	100	700
Railroad transportation.....	8,300	8,300	8,300	0	0
Communication.....	14,200	14,100	13,400	100	800
Electric, gas & sanitary services.....	10,200	10,200	10,100	0	100
Wholesale & retail trade.....	288,200	282,200	280,300	6,000	7,900
Wholesale trade.....	73,700	72,600	72,300	1,100	1,400
Retail trade.....	214,400	209,500	208,000*	4,900	6,400
Retail, general merchandise.....	27,700	27,400	28,200	300	- 500
Finance, insurance & real estate.....	56,700	56,300	54,200	400	2,500
Banking.....	17,700	17,600	16,900	100	800
Insurance carriers & agents.....	22,400	22,400	21,400	0	1,000
Services.....	201,200	199,300	195,500	1,900	5,700
Medical & other health services.....	73,800	73,700	70,500	100	3,300
Government.....	212,300	212,600	212,300	- 300	0
Federal government.....	19,700	19,700	19,700	0	0
State government.....	54,000	54,500	53,500	- 500	500
Local government.....	138,600	138,400	139,100	200	- 500
Persons Involved in Labor-Management Disputes.....	500	0	400	500	100

1/ Revised to most current information available at publication. Data includes all full and part-time wage and salary workers employed during the week containing the 12th of the month. Proprietors, self-employed, domestic workers and the armed forces are excluded. Detail may not add up to total due to rounding. (March, 1978 benchmark levels)

2/ Includes ordnance & accessories, instruments & related products and miscellaneous manufacturing.

3/ Includes textile mill products, petroleum & coal products and leather & leather products.

*Strike

Table IX - Job Service of Iowa Activities

	April 1979		March 1979		April 1978	
	Total	Women	Total	Women	Total	Women
JOB PLACEMENT						
New applicants and Renewals.....	18,030	8,718	18,838	8,936	15,232	7,296
Total placements.....	9,975	3,576	8,748	3,376	8,347	2,556
Nonagricultural.....	9,665	3,522	8,613	3,353	8,123	2,525
Agricultural.....	310	54	135	23	224	31
New job openings 1/.....	14,123	*	13,294	*	12,666	*
Active applicants..(End of Month).	68,178	35,164	64,980	34,110	61,582	30,945
JOB INSURANCE						
Initial claims.....	15,189	4,480	10,566	2,534	9,673	2,932
Continued claims.....	106,571	31,436	118,629	28,452	99,865	30,269
First payments issued.....	6,620	2,673	5,783	1,682	5,110	1,951
Total weeks paid.....	100,381	29,610	123,404	29,597	100,438	30,443
Total payments.....	\$10,883,164	\$2,652,756	\$13,600,635	\$2,645,694	\$10,071,664	\$2,521,957
Average weekly payment.....	\$108.42	\$89.59	\$110.21	\$89.39	\$100.28	\$82.84
Average weekly payment - total unemployment.....	\$111.28	\$92.64	\$112.43	\$92.09	\$103.65	\$85.28

1/ Limited to nonagricultural activities.

*Data not available.

Table X - Iowa Manufacturing Labor Turnover Rates 1/

	ACCESSION RATES									SEPARATION RATES								
	Total			New Hires			Recalls			Total			Quits			Layoffs		
	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978	Apr. 1979	Mar. 1979	Apr. 1978
MANUFACTURING.....	3.2	3.5	3.0	2.4	2.0	1.9	2.4	1.2	0.9	5.5	3.3	3.1	1.8	1.5	1.6	3.0	0.9	0.9
Durable Goods.....	3.2	3.0	3.0	2.4	2.1	2.0	2.4	0.7	0.8	4.2	2.9	2.8	1.7	1.6	1.4	1.8	0.8	0.8
Stone, clay & glass products.....	7.4	4.4	5.1	2.5	1.6	3.2	2.5	2.8	1.9	3.1	3.1	2.9	2.6	1.1	2.0	0.2	1.2	*
Primary metal industries.....	3.0	3.3	3.0	2.6	3.1	2.5	2.6	*	0.3	3.2	2.9	2.5	2.1	1.8	1.5	0.6	0.1	0.2
Fabricated metal products.....	3.9	3.7	2.0	2.6	2.3	1.1	2.6	1.3	0.6	3.0	3.4	2.3	2.3	2.5	0.8	0.4	0.1	0.9
Machinery except electrical.....	3.0	2.0	2.0	2.4	1.6	1.1	2.4	0.1	0.6	2.6	1.9	2.3	1.6	0.8	0.8	0.1	0.5	0.9
Electrical equipment & supplies.....	2.6	2.2	2.3	2.4	2.1	1.0	2.4	0.1	1.1	9.0	1.9	1.9	1.2	1.5	0.8	7.4	*	0.2
Other durable goods.....	2.8	4.9	4.7	2.2	2.7	4.3	2.2	2.1	0.3	5.2	5.7	3.6	1.8	2.8	2.8	2.8	2.4	0.2
Nondurable Goods.....	7.8	4.3	3.1	2.4	1.7	1.5	0.5	2.1	1.0	7.8	3.9	3.5	2.0	1.5	1.8	5.1	1.2	1.1
Food & kindred products.....	8.5	5.2	3.2	2.5	1.9	1.7	0.5	3.0	1.2	8.5	4.0	3.8	1.8	1.3	1.6	6.1	1.6	1.7
Meat products.....	14.8	7.7	4.5	3.1	1.9	1.9	0.8	5.3	2.0	14.8	4.6	4.3	2.0	1.2	1.5	12.1	2.6	2.4
Printing & publishing.....	3.0	4.8	2.8	2.4	1.3	1.9	0.8	2.5	0.7	3.0	3.6	2.4	2.2	1.2	2.0	0.3	0.3	0.1
Rubber, plastics & leather prod.....	10.8	2.3	3.9	1.7	1.6	0.9	0.1	0.1	2.1	10.8	3.5	3.8	1.7	1.9	1.5	7.7	0.4	0.9
Other nondurable goods.....	8.8	2.8	2.5	2.8	2.0	2.2	0.5	0.6	0.1	8.8	4.4	3.7	2.6	1.9	2.5	5.3	1.9	0.5

1/ Figures presented are expressed as a rate per 100 employees. * Less than .05.

Attention: Iowa Employers

Employment Tax Credits are Available to You !

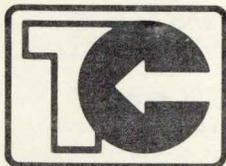
WHAT THEY ARE--A new law allows employers to claim a Federal income tax credit amounting to half the wages paid to certain workers for the first full year on the job. By selecting their employees from specified groups, employers can claim the Targeted Jobs Tax Credit, or they can take advantage of either Work Incentive (WIN) or welfare credit provisions, which now permit greater tax savings over a 2-year period and have fewer limitations than earlier laws allowed.

The maximum amount of all three credits is \$3,000 for each worker paid \$6,000 or more for the first year. Since the employer's normal deduction for wages is reduced by the amount of the credit, however, the actual tax savings can range from \$900 to \$2,580 per worker, depending on the taxpayer's tax bracket. For the second year of employment, the credit is 25 percent of wages, up to \$1,500 for each worker paid \$6,000 or more, with comparable reductions.

The new law applies to wages earned or paid after December 31, 1978, in tax years ending after that date. The targeted credit is available on wages paid through December 31, 1980, to workers hired after September 26, 1978. The WIN and welfare credits are continuing tax breaks, with no expiration dates; earlier laws set these credits at 20 percent of wages in the first year of employment only.

WHO ARE SERVED--All private employers engaged in a trade or business. In addition, private household employers can claim the WIN or welfare credit. This credit is 35 percent of wages paid during the first year of employment, up to \$2,100 for each worker paid \$6,000 or more per year, with a ceiling of \$4,200 credit on \$12,000 in wages. No credit is allowed for the second year of private household work.

DETAILS UPON REQUEST--You can get complete information concerning both tax credit opportunities by contacting your nearest Job Service of Iowa office. If you prefer, just fill in the coupon below and mail. Be sure to check the box if you would like an employer service representative to call on you.



**Targeted
Jobs
Tax
Credit**

To: *Job Service of Iowa
1000 East Grand Avenue
Des Moines, Iowa 50319
Attention: Max Allender, Job Service Coordinator*

I would like to take advantage of the new tax credits available to employers through Targeted Jobs Tax Credits or the Work Incentive Program Tax Credits. Please send me complete information.

I would like to discuss tax credit provisions with an employer service representative.

Name _____

Address _____

City _____ Zip _____

generally, factors which determined the obtaining of a job appeared largely independent of those which controlled separation from a job.

Fluctuations in the business cycle seemed to have varying effects on individuals in the labor market groups, but generally the older groups, particularly the men, did not tend to feel the results as much as the younger groups. The authors suggested that the effects of cyclical changes, as well as the overall rate of the younger groups, might be due to the fact that a portion of this group is used as a buffer by employers to satisfy changing employment needs. And in the older

group, particularly in the case of the men, a larger proportion are protected from unemployment by tenure and seniority.

The conclusions derived from the research of Frank and Freeman represent new approaches and new instruments and processes for examining and evaluating unemployment. In some cases, they served to substantiate previous findings; in others they produced new results and developed into new interpretations and theories. The significance of the research lies in the fact that a new and different dimension was added to the many efforts to understand, predict and remedy the dilemma which is unemployment.

Tables in this publication prepared in cooperation with U.S. Department of Labor



IOWA DEPARTMENT OF JOB SERVICE
Job Placement/Job Insurance
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