

Proposed Empirical Strategy and Definitions

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August 14, 2014

1 Proposed definitions

1.1 Number of hires via announced openings

- Ideally:

$$H_A(i, t) = \begin{cases} H(i, t) & \text{if } H(i, t) < O_A(I_t = 0, I_{t-1} = 1) \\ O_A(I_t = 1, I_{t-1} = 0) & \text{if } H(i, t) > O_A(I_t = 1, I_{t-1} = 0) \end{cases} \quad (1)$$

- Maybe more doable:

$$H_A(i, t) = \begin{cases} H(i, t) & \text{if } H(i, t) < O_a(i, t) \\ O_a(i, t) & \text{if } H(i, t) > O_a(i, t) \end{cases} \quad (2)$$

1.2 Number of hires via unannounced openings

$$H_U(i, t) = H(i, t) - H_A(i, t) \quad (3)$$

1.3 Stock of announced job openings

$$O_a(i, t) := \text{Observed} \quad (4)$$

1.4 Stock of unannounced job openings

$$O(i, t) = H_A(i, t) \quad (5)$$

- # Hires via unannounced vacancies

$$\# \text{ Hires via unannounced vacancies} = \# \text{ hires}(t) - \# \text{ vacancies}(t-1) \quad (6)$$

- # Hires via announced vacancies

$$\# \text{ Hires via announced vacancies} = \begin{cases} \# \text{ vacancies}(t-1) & \text{if } \# \text{ hires}(t) \geq \# \text{ vacancies}(t-1) \\ \# \text{ hires}(t) & \text{if } \# \text{ hires}(t) < \# \text{ vacancies}(t-1) \end{cases} \quad (7)$$

- Stock of unannounced vacancies

$$\text{Stock unannounced vacancies } (t-1) = \# \text{ Hires via unannounced vacancies}(t) \quad (8)$$

2 Planned descriptives

- Tabulate share of *unannounced vacancies* and *hires via unannounced vacancies* on *firm characteristics*¹
- Tabulate share of *hires via unannounced vacancies* on *job and worker characteristics*
 - Age
 - Sex
 - Wage decile
 - Sector
 - Position
 - Hiring channel
- A problem is that for some firm we cannot pinpoint

¹TBD: What can we do here?