

## *Employers' recruitment behaviour and vacancy duration: an empirical analysis for the Dutch labour market*

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The functioning of labour markets from a demand-side perspective is examined. In particular, the determinants of vacancy duration are studied in the context of a model of employers' search behaviour. A model for the choice of the recruitment strategy at the start of the search process and the corresponding recruitment duration is developed in which allowance is made for different patterns of duration dependence for each recruitment strategy. This model is applied to data on employers' search behaviour in the Dutch labour market. It is found that employers prefer advertisements as the first recruitment channel when applicants are required to have work experience. Moreover, employers prefer to start searching via the labour exchange office when jobs in the secondary segment of the labour market have to be filled. It is also found that – when advertisements are used as the first recruitment strategy – employers need some time to acquire a pool of applicants and to select candidates from this pool. It is interesting as a contrast that applicants seem to be evaluated rather quickly if employers start searching via informal contacts.

### 1. INTRODUCTION

Since the beginning of the 1980s unemployment has shown dramatic growth in the Netherlands. Even though there has been a remarkable rise in the number of jobs (starting in the mid-1980s), the reduction of unemployment is still modest. Paradoxically, employers' associations complain about vacancies that are hard to fill. Apparently, there is an increasing mismatch of demand and supply in the Dutch labour market.

At the micro level, imbalances in the labour market have, in a large number of studies, often been analysed on the basis of supply side indicators, such as the duration of unemployment (see, e.g. the pioneering studies of Lancaster, 1979; Nickell, 1979). These studies are usually based on the theory of job search (for an overview see Mortensen, 1986). Much less attention has been paid to demand side indicators of the functioning of the labour market, such as vacancy duration (see for example, Beaumont, 1978; Roper, 1988; Renes, 1989; van Ours, 1989 and 1990; and Gorter, 1991). This is not surprising since

data on vacancies in most countries are rather poor or absent.

The aim is to study employers' recruitment behaviour and vacancy duration by using micro data on filled vacancies in the Dutch labour market. A careful identification of the determinants of the duration of a vacancy may provide a better insight into the potential of employers in the labour market to fill different kinds of jobs. Jobs with a short duration of vacancy tend to occur when there is a surplus of workers suitable to fill these jobs, while vacancies which are hard to fill suggest that there is a shortage of workers for them. One should realize, however, that differences in vacancy duration may also reflect differences in the duration of recruitment procedures for different jobs. It has been argued by van Ours and Ridder (1992) that 'vacancy durations in the Dutch labour market are mainly selection periods and not search periods for applicants', because they found that 'almost all applicants arrive shortly after the vacancy has been announced'. Hence, they concluded that 'employer search is mostly non-sequential', which means that 'employers advertise a vacancy and thereby

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