Supply and Demand in the Labour Market in Israel in October-December 2014 and summary of 2014
Based on a Joint Analysis of Data from Labour Force Survey and Job Vacancy Survey

### 4th quarter of 2014
- In the 4th quarter of 2014 the number of job vacancies (average per month), increased to approximately 69,500 (compared with approximately 65,300 job vacancies in the 3rd quarter of 2014).
- The supply to demand ratio decreased to 5.3 (compared with 5.8 in the previous quarter). The ratio refers to the ratio between applicants to work and job vacancies.
- The supply to demand ratio among known occupations decreased to 3.5 (compared with 3.8 in the previous quarter).
- Supply to demand ratio of less than 1 (i.e., in these occupations the number of job vacancies surpasses supply) occurred among Software developers, Electrotechnology engineers, Physical and engineering science - practical engineers and technicians and Contact centre salespersons.
- The supply to demand ratio of more than 7 (i.e., in these occupations the number of applicants to work was 7 times higher than the number of job vacancies) was among General and keyboard clerks, Labourers in mining, construction, manufacturing and transport and Refuse workers and other elementary workers.

### Summary of 2014
- In 2014 the number of job vacancies rose to approximately 66,100 jobs (average per month) (compared with approximately 63,100 job vacancies in 2013).
- In 2014 the supply to demand ratio declined to 5.6 (compared with 5.8 in 2013).
- In 2014 the supply to demand ratio among known occupations remained unchanged compared with 2013 and was 3.7.
- Data on supply components in the 2014: employed persons seeking work – 22.9%, unemployed persons – 53.9% and those who didn't participate in the weekly labour force and sought work in the last year – 23.2%.

### Tables

From 2013 data of employed persons by new classifications of Industry and Occupation are being published. Therefore one should be careful when comparing data of the 1st quarter of 2013 by Industry and Occupation, to 2012 data. ([For explanation on new classification of Industry](#), [for explanation on new classification of Occupation](#)).

In this press release we show findings from a joint analysis of data from Job Vacancy Survey and Labour Force Survey. We compare the labour supply and the labour demand.
Labour Supply – employees (including members of cooperatives) who worked in the last 12 months and sought work. Including: those who work part-time involuntarily, unemployed persons and those not in the labour force.

Labour Demand – the number of job vacancies.

Supply to demand ratio - refers to the ratio between applicants to work in a specific occupation and job vacancies in this occupation.

See detailed definitions at the end of this press release.

For data of diagram 1
The number of job vacancies (average per month) increased in the 4th quarter of 2014 to approximately 69,500 jobs (compared with 65,300 job vacancies in the 3rd quarter of 2014). The supply to demand ratio decreased in the 4th quarter of 2014 to 5.3 (compared with 5.8 in the 3rd quarter of 2014), while the supply to demand ratio among known occupations decreased in the 4th quarter of 2014 to 3.5 (compared with 3.8 in the 3rd quarter of 2014). It should be noted that among persons seeking work (labour supply), there are those whose occupation is unknown. Persons seeking work with a known occupation account for approximately 65% of the total supply in the 4th quarter of 2014.
The supply to demand ratio decreased in all major groups in the 4th quarter of 2014 compared with the previous quarter among except Skilled workers in manufacturing and construction, and other skilled workers where the supply to demand ratio rose.

**Main Findings by Occupations for the 4th Quarter of 2014 (October-December):**

**Managers**

For data of diagram 3
In the 4th quarter of 2014 the number of job vacancies (average per month) among Managers increased to approximately 1,500 jobs (compared with approximately 1,300 jobs in the 3rd quarter of 2014). The supply to demand ratio declined to 5.0 (compared with 8.9 in the previous quarter).

In the 4th quarter of 2014 the demand for Administrative and commercial managers (code 12) accounted for approximately 36% of the demand for Managers, and the supply to demand ratio in this group decreased to 4.3 (compared with 9.6 in the previous quarter).

The demand for Production and specialized services managers (code 13) accounted for approximately 34% of the demand for Managers, and the supply to demand ratio decreased to 3.8 (compared with 6.3 in the previous quarter).

The demand for Hospitality, shop and related services managers (code 14) accounted for approximately 24% of the demand for Managers, and the supply to demand ratio decreased to 5.3 (compared with 7.7 in the previous quarter).

Professionals

For data of diagram 4

In the 4th quarter of 2014 the number of job vacancies (average per month) among Professionals increased to approximately 12,000 jobs (compared with approximately 10,300 jobs in the 3rd quarter of 2014). The supply to demand ratio in this group decreased to 2.4 (compared with 2.8 in the previous quarter).
The demand for **Science and engineering professionals** (code 21) accounted for approximately 23% of job vacancies among Professionals and the supply to demand ratio in this group declined to 1.5 (compared with 1.6 in the previous quarter).

The demand for **Health professionals** (code 22) accounted for approximately 13% of job vacancies among Professionals. The supply to demand ratio declined to 1.5 (compared with 2.2 in the previous quarter).

The demand for **Information and communications technology professionals** (code 25) accounted for approximately 35% of job vacancies among Professionals, and the supply to demand ratio was 0.9, unchanged compared with the previous quarter. Out of Information and communications technology professionals the highest demand (approximately 58%) was for **Software developers** (code 2512). The supply to demand ratio for this occupation declined to 0.5 (compared with 0.6 in the previous quarter) – in other words the number of job vacancies surpasses supply.

**Practical Engineers, Technicians, Agents and Associate Professionals**

![Diagram 5. Number of job vacancies and supply to demand ratio - Practical Engineers, Technicians, Agents and Associate Professionals](image)

**For data of diagram 5**

In the 4th quarter of 2014 the number of job vacancies (average per month) among **Practical engineers, technicians, agents and associate professionals** increased to approximately 6,400 jobs (compared with approximately 5,700 jobs in the 3rd quarter of 2014). The supply to demand ratio declined to 4.6 (compared with 5.0 in the previous quarter).
The demand for **Science and engineering associate professionals** (code 31) accounted for approximately 18% of job vacancies among Practical engineers, technicians, agents and associate professionals, and the supply to demand ratio in this group was 1.2 unchanged compared with the previous quarter.

The demand for **Business and administration associate professionals** (code 33) accounted for approximately 43% of job vacancies among Practical engineers, technicians, agents and associate professionals, and the supply to demand ratio in this group decreased to 5.4 (compared with 5.6 in the previous quarter).

The demand for **Legal, social, cultural and related associate professionals** (code 34) accounted for approximately 17% of job vacancies among Practical engineers, technicians, agents and associate professionals, and the supply to demand ratio among these occupations decreased to 7.0 (compared with 8.3 in the previous quarter).

The demand for **Information and communications practical engineers and technicians** (code 35) accounted for approximately 16% of job vacancies among Practical engineers, technicians, agents and associate professionals, and the supply to demand ratio decreased to 1.7 (compared with 1.9 in the previous quarter).

**Clerical Support Workers**

For data of diagram 6
In the 4th quarter of 2014 the number of job vacancies (average per month) among Clerical support workers increased to approximately 4,900 jobs (compared with approximately 4,200 jobs in the 3rd quarter of 2014). The supply to demand ratio decreased to 4.7 (compared with 5.2 in the previous quarter).

The demand for General and keyboard clerks (code 41) accounted for approximately 22% of job vacancies among Clerical support workers. The supply to demand ratio rose to 7.4 (compared with 6.8 in the previous quarter).

The demand for Customer services clerks (code 42) accounted for approximately 38% of job vacancies among Clerical support workers. The supply to demand ratio decreased to 4.0 (compared with 4.2 in the previous quarter). Out of this occupational group, the highest demand - approximately 91% was for Client information workers (code 422) and the supply to demand ratio in this occupation decreased to 3.3 (compared with 3.4 in the previous quarter).

The demand for Numerical and material recording clerks (code 43) accounted for approximately 22% of job vacancies among Clerical support workers. The supply to demand ratio was 3.7 unchanged compared with the previous quarter.

The demand for Other clerical support workers (code 44) accounted for approximately 17% of job vacancies among Clerical support workers. The supply to demand ratio decreased to 3.5 (compared with 7.2 in the previous quarter).

Service and Sales Workers

For data of diagram 7
In the 4th quarter of 2014 the number of job vacancies (average per month) among Service and sales workers rose to approximately 23,500 jobs (compared with approximately 22,700 jobs in the 3rd quarter of 2014). The supply to demand ratio decreased to 3.2 (compared with 3.3 in the previous quarter).

The demand for **Personal service workers** (code 51) accounted for approximately 34% of job vacancies among Service and sales workers, and the supply to demand ratio declined to 2.7 (compared with 3.0 in the previous quarter). Out of this occupational group, the highest demand - approximately 59%, was for **Waiters** (code 5131), and the supply to demand ratio in this group decreased to 2.9 (compared with 3.4 in the previous quarter).

The demand for **Sales workers** (code 52) accounted for approximately 39% of job vacancies among Service and sales workers, and the supply to demand ratio among this group declined to 3.5 (compared with 3.7 in the previous quarter). Out of this occupational group, the highest demand - approximately 37%, was for **Contact centre salespersons** (code 5244), and the supply to demand ratio in this group rose to 0.8 (compared with 0.7 in the previous quarter) – in other words the number of job vacancies surpasses supply.

The demand for **Personal care workers** (code 53) accounted for approximately 18% of job vacancies among Service and sales workers, and the supply to demand ratio declined to 3.7 (compared with 3.8 in the previous quarter). Out of this occupational group, the highest demand - approximately 91%, was for **Personal care workers in health services** (code 532) and the supply to demand ratio for this occupation rose to 3.0 (compared with 2.9 in the previous quarter).

**Skilled Workers in Manufacturing and Construction, and other Skilled Workers**

For data of diagram 8
In the 4\textsuperscript{th} quarter of 2014 the number of job vacancies (average per month) among \textbf{Skilled workers in manufacturing and construction, and other skilled workers} increased approximately to 13,900 jobs, (compared with approximately 13,700 jobs in the 3\textsuperscript{rd} quarter of 2014). The supply to demand ratio rose to 2.3 (compared with 2.1 in the previous quarter).

The demand for \textbf{Building and related trades workers, excluding electricians} (code 71) accounted for approximately 27\% of job vacancies among Skilled workers in manufacturing and construction, and other skilled workers, and the supply to demand ratio in this group rose to 2.6 (compared with 1.8 in the previous quarter). Out of this occupational group the demand, approximately 55\%, was for the following occupations: \textbf{House builders} (code 7111), \textbf{Bricklayers and related workers} (code 7112), \textbf{Stonemasons, stone cutters, splitters and carvers} (code 7113), \textbf{Concrete placers, concrete finishers and related workers} (code 7114), \textbf{Building frame and related trades workers not elsewhere classified} (code 7119), \textbf{Floor layers and tile setters} (code 7122) and \textbf{Plasterers} (code 7123). The supply to demand ratio in this group of occupations rose to 3.0 (compared with 1.5 in the previous quarter).

The demand for \textbf{Metal, machinery and related trades workers} (code 72) accounted for approximately 20\% of job vacancies among Skilled workers in manufacturing and construction, and other skilled workers, and the supply to demand ratio decreased to 1.4 (compared with 2.4 in the previous quarter).

The demand for \textbf{Drivers and mobile plant operators} (code 83) accounted for approximately 26\% of job vacancies among Skilled workers in manufacturing and construction, and other skilled workers, and the supply to demand ratio rose to 1.9 (compared with 1.7 in the previous quarter).

**Elementary Occupations**

![Diagram 9: Number of Job Vacancies and Supply to Demand Ratio - Elementary Occupations](image)

*For data of diagram 9*
In the 4th quarter of 2014 the number of job vacancies (average per month) among **Elementary occupations** decreased to approximately 6,300 jobs (compared with approximately 6,600 jobs in the 3rd quarter of 2014). The supply to demand ratio decreased to 4.9 (compared with 5.0 in the previous quarter). The demand for **Cleaners and helpers** (code 91) accounted for approximately 50% of job vacancies among Elementary occupations, and the supply to demand ratio decreased to 2.0 (compared with 2.8 in the previous quarter). Out of this occupational group the highest demand was for **Cleaners and helpers in offices, hotels and other establishments** (code 9112) - accounting for approximately 61% out of the total demand for Cleaners and helpers and the supply to demand ratio decreased to 2.8 (compared with 4.5 in the previous quarter).

The demand for **Labourers in mining, construction, manufacturing and transport** (code 93) accounted for approximately 26% of job vacancies among Elementary occupations. The supply to demand ratio rose to 8.0 (compared with 6.6 in the previous quarter). Out of this occupational group the highest demand was for **Shelf fillers** (code 9334) - accounting for approximately 51% out of the total demand for Labourers in mining, construction, manufacturing and transport and the supply to demand ratio declined to 5.1 (compared with 5.2 in the previous quarter).

**Main Findings by Occupations – 2014 Average**

**Managers**

In 2014 the number of job vacancies (average per month) among **Managers** decreased to approximately 1,300 jobs (compared with approximately 1,600 jobs in 2013). The supply to demand ratio increased to 7.6 (compared with 5.1 in 2013).

**Professionals**

In 2014 the number of job vacancies (average per month) among **Professionals** rose to approximately 10,700 jobs (compared with approximately 10,400 jobs in 2013). The supply to demand ratio was 2.7 (unchanged compared with 2013).

**Practical Engineers, Technicians, Agents and Associate Professionals**

In 2014 the number of job vacancies (average per month) among **Practical Engineers, Technicians, Agents and Associate Professionals** declined to approximately 5,900 jobs (compared with approximately 6,600 jobs in 2013). The supply to demand ratio rose to 4.8 (compared with 3.9 in 2013).
Clerical Support Workers

In 2014 the number of job vacancies (average per month) among **Clerical Support Workers** rose to approximately 4,500 jobs (compared with approximately 3,800 jobs in 2013). The supply to demand ratio declined to 5.1 (compared with 6.6 in 2013).

Service and Sales Workers

In 2014 the number of job vacancies (average per month) among **Service and Sales Workers** rose to approximately 22,300 jobs (compared with approximately 19,400 jobs in 2013). The supply to demand ratio declined to 3.3 (compared with 3.6 in 2013).

Skilled Workers in Manufacturing and Construction, and other Skilled Workers

In 2014 the number of job vacancies (average per month) among **Skilled Workers in Manufacturing and Construction, and other Skilled Workers** decreased to approximately 13,800 jobs (compared with approximately 13,900 jobs in 2013). The supply to demand ratio declined to 2.1 (compared with 2.2 in 2013).

Elementary Occupations

In 2014 the number of job vacancies (average per month) among **Elementary Occupations** rose to approximately 6,300 jobs (compared with approximately 5,600 jobs in 2013). The supply to demand ratio rose to 5.0 (compared with 4.8 in 2013).

**Supply Components – 2014 Average**

![Diagram 10. Supply Components](image)

For data of diagram 10
Labour supply (defined as those seeking work) includes three components: employed persons who usually worked part-time involuntarily, unemployed persons, and those not in the weekly labour force and sought work in the last year (22.9%, 53.9% and 23.2% of total supply in 2014 respectively). Due to the structure of the Labour Force Survey, these numbers include those who sought work who’s occupation is unknown, where the number of those who sought work who’s occupation is known accounts for approximately 65% of total labour supply in 2014.

In 2014 the number of those who sought work reached approximately 369,400. The number of those who sought work who’s occupation is known accounted for approximately 238,600. The main component of labour supply is unemployed persons (53.9% in 2014).
DEFINITIONS AND OTHER EXPLANATIONS

Definitions:

Labour supply – (according to the Labour Force Survey): employees (including members of cooperatives) who worked in the last 12 months and sought work. Including: those who work part-time involuntarily (sought full-time or additional work and did not find), unemployed persons, and those not in the labour force, by the relevant occupations.

Labour demand – the number of job vacancies, by the relevant occupations.

Supply to demand ratio – a ratio of employees (including members of cooperatives) who worked in the last 12 months and sought work, to the number of job vacancies, by the relevant occupations.

To be noted –

- The labour supply by occupations is underestimated. Among the population of employees who are looking for work (labour supply), those with a known occupation accounted for approximately 65% of total supply in the 4th quarter of 2014. That estimate does not cover the following:
  1. Persons who worked in the past (before the last 12 months) or did not work in Israel at all (immigrants, housewives, students who recently finished school, etc.) and sought work.
  2. Employed persons who usually work in a full-time job and sought other work.

- There might be an overestimate in the quarterly analysis of labour supply data. Not in all populations, searching for a work is limited to a specific quarter.

- The Job Vacancy Survey population does not include small businesses (less than 5 employee jobs), the Public Sector, the Agriculture industry and other units as described in "Job Vacancy Survey population" below. According to an evaluation survey which was conducted in June-July of 2008, the number of job vacancies in small businesses was approximately 17% of all job vacancies in the Business sector, and the number of job vacancies in the Agriculture industry was less than 3% of all job vacancies in the Business sector. Therefore, job vacancies data is an underestimate to labour force demand in the Business sector.

- Labour supply estimates relate to the entire economy, whereas the labour demand is estimated only for the Business sector, excluding the populations mentioned above.

- The data is not seasonality adjusted and is not adjusted to festival and trading day factors.

- The quarterly data in this press release are presented for occupations in which there were 10,000 employed persons and over (in the last quarter) according to the Labour Force Survey estimates, and for which the vacancies constituted at least 10% out of all job vacancies at the level of Major Group (one digit) in the last quarter. The annual data are presented for occupations in which there were 5,000 employed persons and over (in the last year) according to the Labour Force Survey estimates,
and for which the vacancies constituted at least 5% out of all job vacancies at the level of Major Group (one digit) in the last year presented in the table according to the Job Vacancy Survey.

- In uncommon occupations (less than 500 job vacancies) there may be fluctuations over time, which will affect the supply to demand ratio.
- The data published in the table cover over 95% of all job vacancies in most Major Groups.

**Labour Force Survey**

**Characteristics of the labour force**

As of 2012 is beyond measuring general job characteristics instead of the civilian labor force. Serving in the (required or permanent) were added to the labor force employed full-time. See Explanation of major changes to the Labour Force Surveys from January 2012.

**Weekly labour force**: persons aged 15 and over who were “employed” or “unemployed” during the "determinant week", according to the definitions given below:

The "determinant week": is the week ending on the Saturday preceding the visit of the interviewer to the household in the Labour Force Survey.

**Employed persons**: worked in Israel or abroad by an Israeli institutions or company at any job for at least one hour pay, profit, or other remuneration, during the determinant week, at any type of work, for pay, profit or other remuneration, during the determinant week; all workers in kibbutzim (whether in services or any other industry); family members who worked in a family business 15 hours or more without pay in the determinant week; persons staying in institutions who worked 15 hours a the week or more; persons serving in the army (compulsory military service or permanent army); persons temporarily absent from work.

Employed persons are divided into three sub-groups:

a. **Full-time workers** – All persons who worked 35 hours or more during the determinant week. Included are all hours during which the worker actually worked, including overtime – paid or unpaid, and waiting hours (for example, the hours spent by a taxi, driver or porter in line for work, etc.) and hours of preparation related to work, even if not performed at the work place, (e.g., correction and preparation of assignments, rehearsals, etc.).

b. **Part-time workers** - All persons who worked from one to 34 hours during the determinant week.

c. **Temporarily absent from work** throughout the determinant week due to illness, vacation, army reserve duty, decline in the extent of work, labour dispute, temporary work stoppage (up to 30 days), or other reasons. The definition includes workers who were temporarily absent from work only if they are formally affiliated with a workplace, i.e. if they are ensured of work with same employer after the period of absence. Those who were absent form work for over a year are not included in this group.
Another division into groups is made according to the number of hours that the worker is usually employed. The groups are: employed persons who usually work full time, and employed persons who usually work part time.

**Unemployed:** Persons who did not work at all during the determinant week (even for a single hour), and actively sought work during the last four weeks preceding their enumeration in the survey by registering at the Labour Exchange of the Employment Service or by application to employers or by other ways, and would have been available to start work during the determinant week had suitable work been offered (“availability to work”). Includes those who were promised employment within 30 days.

**Note:** A person who was not available to work during the determinant week due to illness/reserve duty is considered unemployed.

Unemployed persons are divided into two sub-groups:

a. Unemployed persons who did work in Israel during the twelve months preceding the determinant week.

b. Unemployed persons who did not work in Israel during the twelve months preceding the determinant week.

**Not in the weekly labour force:** all persons aged 15 and over who were neither “employed” nor “unemployed” during the determinant week. This group includes: students; non-paid volunteers; persons who cared for children, family members, or the household and did not work for even one hour outside of the home; persons not fit to work, and persons living off their pensions or other income and who did not work for even one hour during the determinant week. Also included in this group are family members who worked without pay less than 15 hours per week, persons in institutions who worked less than 15 hours during the determinant week.

**Characteristics of the annual labour force**

**Annual labour force (during the year):** all persons aged 15 and over who were in the weekly labour force, as well as those who worked during the year, but were not in the weekly labour force.

**Employed during the year (annually employed):** all persons aged 15 and over who worked in Israel for at least one day during the 12 months preceding the survey. People who worked less than one month are considered as those who worked for one month.

**Not in the annual labour force:** not in the weekly labour force, and did not work at all during the 12 months preceding the survey.
Job Vacancy Survey population

The survey includes a sample of businesses that represent most of the industries in the economy. The size range of the businesses varies, from small businesses (with 5+ employee jobs) to leading companies in the economy.

The groups of industries are determined in accordance with the Standard Industrial Classification of All Economic Activities 2011.

Units not belonging to the definition of the survey population:
- Small businesses that consistently have less than five employee jobs.
- Agriculture, forestry and fishing (Section A).
- Local administration, public administration and defence, compulsory social security (Section O).
- Government agencies that do not belong to Section O.
- Government sector (Financial Companies for the Development of Local Authorities, etc.).
- Working of diamonds (code 34).
- Education (Section P): Pre-primary education institutions (kindergartens) – code 850, Primary education institutions and Secondary education institutions (lower and upper secondary education) – codes 851 and 852. The survey includes Tertiary-Type B and higher education institutions (academic institutions).
- Child day-care activities (code 8891).
- Activities of households as employers; undifferentiated goods- and service-producing activities of households for own use (Section T).
- Activities of extraterritorial organizations and bodies (Section U).

In addition, the occupation "Professional workers in agriculture, forestry and fishing" (Occupation category 6) was not included.
In January 2013 the Classification of Industries was modified, and the publication groups were changed accordingly. Therefore, there is a fracture in the series starting this month, and one should notice comparing data starting January 2013 with past data.

**Job Vacancy Survey population by publication groups by 2011 new Classification of Industries:**

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<thead>
<tr>
<th>Section</th>
<th>Publication group</th>
<th>Description</th>
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<tr>
<td>B</td>
<td>B+C</td>
<td>Mining and quarrying</td>
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<td>C</td>
<td></td>
<td>Manufacturing</td>
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<td>D</td>
<td>D+E</td>
<td>Electricity, gas, steam and air conditioning supply</td>
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<td>E</td>
<td></td>
<td>Water supply; sewerage, waste management and remediation activities</td>
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<td>F</td>
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<td>Construction</td>
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<td>G</td>
<td></td>
<td>Wholesale and retail trade; repair of motor vehicles and motorcycles</td>
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<td>H</td>
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<td>Transportation and storage, postal and courier activities</td>
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<td>Accommodation and food service activities</td>
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<td>Information and communication</td>
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<td>Financial and insurance activities</td>
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<td>Real estate activities</td>
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<td>M</td>
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<td>Professional, scientific and technical activities</td>
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<td>Arts, entertainment and recreation</td>
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<td>S</td>
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<td>Other service activities</td>
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**Adjustments of definitions between Labour Force Survey and Job Vacancy Survey:**

In order to perform a suitable comparison between the two surveys, there is a need to adjust the definitions of the surveys populations as possible. Below are listed the clauses in which an adjustment of Labour Force Survey population was not possible:

1. Labour supply data relate to the entire economy, whereas demand estimates relate only to the Business sector, in accordance with the definition of the Job Vacancy Survey population, and particularly to employers of 5 employee jobs and over.
2. Division 72 – ‘Scientific research and development’ is included entirely in the supply side, even though research and development institutions classified in the Public Sector were not included in the demand side.
3. Division 78 – ‘Employment activities’ is included entirely in the supply side, even though labour recruiting and provision of personnel agencies classified in the Public Sector were not included in the demand side.
4. Data analysis did not restrict the age of the employed person, not in the Job Vacancy Survey and not in the Labour Force Survey.