

Table of Contents

2. DEFINITIONS, CLASSIFICATIONS AND EXPLANATIONS	30
A. Population and Labour Force	30
B. Classification by Status at Work, Industry, Occupation	39
C. International Comparisons	43
D. Job Vacancies and Supply and Demand in the Labour Market (based on the <i>Job Vacancy Survey</i> and <i>Labour Force Surveys</i>)	44

2. DEFINITIONS, CLASSIFICATIONS AND EXPLANATIONS

A. Population and Labour Force

1. **Population** – the survey population is the permanent (de jure) population of Israel aged 15 and over.

The survey population **includes**:

1. Permanent residents living in Israel;
2. Permanent residents living abroad continuously for a period of one year or less;
3. New immigrants and potential immigrants, from the moment of their arrival in Israel;
4. Tourists, volunteers or temporary residents living in Israel continuously for more than a year;
5. As of 1968, residents of East Jerusalem;
6. As of 1972, the population of Israeli localities in the Golan Sub-District; as of 1982, all the residents in this sub-district;
7. From 1972 to 2005, the population of Israeli localities in the Judea and Samaria and Gaza Areas; as of 2006, not including the Gaza Area.

The survey population **does not include**:

1. Permanent residents living abroad continuously for more than a year;
2. Tourists, volunteers and temporary residents living in Israel continuously for a year or less;
3. Foreign diplomats and UN people.

2. **Population of households**: The tables refer to all households, with the exception of households in kibbutzim, institutions, student dormitories, and households of people living outside localities (Bedouins in the South). The tables relating to households by housing density do not include absorption centres and hotels populated by immigrants.

3. **Household**: One person or a group of persons living together in one dwelling on a permanent basis most of the week, who have a joint expense budget for food. They may be related or unrelated persons or a combination of persons both related and unrelated.
- a. A household consists of persons who belong to the survey population (including children), who usually sleep in the dwelling at least four nights a week. Of those who usually sleep in the dwelling less than four nights a week, household members also include those for whom the dwelling is their own permanent civilian address, such as: household members serving in the army (compulsory service or regular army); married persons who reside at another address due to work or studies, but their spouse lives in the dwelling; crew members of aircraft and ships; and household members staying abroad continuously for a year or less.

Households do not include children and youth at boarding schools, or persons living in student dormitories during the academic year; household members residing at a senior citizens' home; household members staying at a hospital, at institutions for people with disabilities, or in prison for more than a month; and household members staying on a kibbutz while serving in the Nahal ("Fighting Pioneer Youth" brigade) or engaging in volunteer service in a pre-military framework.

- b. The estimates of households based on the *Labour Force Surveys*, the *Household Expenditure Survey* and the *Income Survey* do not include Bedouins living outside of localities in the Southern District and residents of institutions (wards and others). The estimates of households based on *Labour Force Surveys* also do not include the population of kibbutzim. Further details about special populations included in the estimates of households based on these three household surveys are found in the Table of Populations Included in the Estimates of Households in Household Surveys.¹

4. Size of household: The number of persons in a household.

5. The determinant week is the week ending on the Saturday preceding the *Labour Force Survey* interview.

6. Characteristics of the weekly labour force

6.1. Weekly labour force: Persons aged 15 and over who were "employed" or "unemployed" during the determinant week.

6.1.1. Employed persons: Persons aged 15 and over who worked in Israel or abroad at any job for at least one hour for pay, profit, or other remuneration, during the determinant week. The group of employed persons also includes: all workers of kibbutzim (in services and other industries) during the determinant week; 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 or more during the determinant week; persons serving in the army (compulsory military service or permanent army) during the determinant week; persons temporarily absent from work during the determinant week.

Employed persons are divided into three sub-groups:

- a. **Full-time workers:** All those who worked 35 hours or more during the determinant week (including preparation hours).
- b. **Part-time workers:** Persons who worked 1–34 hours during the determinant week (including preparation hours).
- c. **Temporarily absent from work:** This group includes all those who were temporarily absent from their regular work during the entire determinant week, due to illness, vacation, reserve army service, decrease in the extent of work, labour dispute, temporary disruption of work (for up to 30 days), etc.

¹ See Central Bureau of Statistics (2017). *Statistical Abstract of Israel, Annual Data 2016*, Introduction to Chapter 5. Jerusalem: Author.

With regard to the duration of absence from work, persons who were absent for less than one month are included in this definition. Those who were absent from work for one month to a year are also included in this group if they had a formal affiliation to a place of work, i.e., if it is guaranteed that they will return to the same employer after the period of absence.

Note: The usual extent of employment – full or partial – is determined by the worker's usual number of work hours (not in the determinant week).

6.1.2. Unemployed persons: Persons aged 15 and over who did not work at all during the determinant week (even for one hour) and who actively sought work during the four weeks preceding the interview by registering with the Labour Exchanges of the Employment Service or by application to employers in person or in writing, or in any of the other ways mentioned below, and who would have been available to start work in the determinant week had suitable work been offered ("availability to work"), including those who were promised employment within 30 days.

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

Unemployed persons are divided into two sub-groups:

- a. Those who worked in Israel or abroad for an Israeli institution or company during the 12 months preceding the survey interview.
- b. Those who did not work in Israel or abroad for an Israeli institution or company during the 12 months preceding the survey interview.

Ways of actively seeking work:

- Labour Exchange of the Employment Service
- Employment agencies as well as other labour exchanges
- Advertisements in newspapers, on the Internet, etc.
- Personal or written application to employer
- Friends or relatives
- Attempt to establish a business
- Sought work in other way

Note: Since unemployed persons may seek employment in more than one way, they are asked about each of the above possibilities.

6.2. Not in the weekly labour force: Persons aged 15 and over who were neither "employed" nor "unemployed" during the determinant week. This group includes:

1. Students who did not work even one hour during the determinant week;
2. Persons employed in voluntary work without pay during the determinant week;

3. Persons who cared for children/family members/the household and did not work even one hour outside of the household during the determinant week;
4. Persons unable to work;
5. Persons living on an allowance, pension, reparations from Germany, etc., who did not work even one hour during the determinant week;
6. Family members who worked without pay in a family business for less than 14 hours during the determinant week;
7. Persons staying in institutions who worked for less than 14 hours during the determinant week.
8. Persons working overseas for a non-Israeli institution or company.

6.2.1. Discouraged workers: All persons aged 15 and over who were not in the weekly labour force but were interested in working, and could have started to work during the determinant week had they been offered suitable work (“availability to work”) and sought work during the 12 months preceding the survey but not over the four weeks preceding the survey for the following reasons: they believed there are no appropriate jobs for them in their field or in their area of residence in terms of wages, work hours, or interesting work; lack of appropriate experience or training; language difficulties or inappropriate age (too young or too old).

7. Characteristics of the Annual Labour Force

- 7.1. **Annual labour force:** All persons aged 15 and over who were in the weekly labour force, as well as those who worked in Israel or worked for an Israeli institution or company abroad during the year but were not in the weekly labour force.
- 7.2. **Employed during the year:** All persons aged 15 and over who worked in Israel or abroad for an Israeli institution or company for **at least one day** during the 12 months preceding the interview. People who worked less than one month are considered as those who worked for one month.
- 7.3. **Not in the annual labour force:** Not in the weekly labour force, and did not work at all in Israel, or who worked abroad for a non-Israeli institution or company during the 12 months preceding the interview.

8. **Working age:** Men aged 15–66
Women aged 15–61

Until 2008: Men aged 15–64; women aged 15–59

Household with persons of working age: A household with at least one person of working age.

Household with persons not of working age only: A household with persons not of working age only.

- 9. Children in household:** Includes all children up to age 17 (inclusive) in the household. Does not include those aged 15–17 who have a spouse or partner and who have children of their own in the household.

Note: in the Labour Force Surveys of 1998–2001, according to the weighting method that was used in the survey, Israeli-born children of immigrants who arrived in Israel in 1990 and after were included in the weighting strata as “non-immigrants”. Therefore the estimate obtained for immigrant children was lower than their actual number. As of 2001, processing was conducted in new weighting groups.²

- 10. Number of rooms in dwelling:** All rooms used by the household as living quarters. The following are excluded: kitchens, bathrooms, toilets, balconies, and rooms used for business or work only, as well as rooms rented to tenants. Until 1979, half a room was counted as a room; since 1980, a full record has been made of rooms and half-rooms. Therefore, data for 1980 were processed twice.

- 11. Number of persons per room (housing density):** Calculated by dividing the total number of persons living in the household by the number of rooms occupied by members of the household.

- 12. Average number of persons per household:** Calculated by dividing the total number of persons in all households by the number of households.

- 13. Religion and population group:** The first person in the list of household members in the questionnaire is the only household member who is asked about religion. The religion of the first person in the list is registered as the religion of all household members who have an Israeli identity card. Household members who do not have an Israeli identity card are asked about their religion. The classification according to religion includes: Jews, Moslems, Christians, Druze and other religions (other religions also include no religion or religion unknown). The classification according to population group includes: Jews, Arabs, and Others.

Until 2001 there were two population groups: "Jews" and "Other Religions." The group "Other Religions" included all those who replied that they are not Jews. Until the beginning of the 1990s, "Other Religions" mainly included Arabs. Following the wave of immigration in the 1990s, "Others" was added to this group (see below). As of 2002, the group "Other Religions" was divided into two population groups:

- Arabs:
 - a. Live in non-Jewish localities; or
 - b. Live in Jewish or mixed localities, were born in Israel or arrived in Israel before 1990.
- Others: Live in Jewish or mixed localities, and arrived in Israel in 1990 or after.

² See: Central Bureau of Statistics (2003). *Labour Force Surveys 2002, Current Statistics 9/2003*. Jerusalem: Author.

- 14. Years of schooling:** The number of years spent in regular studies in school, including the current school year (if the person is studying). Studying on one's own or attending irregular courses are not included.
- 15. Type of school last attended:** The type of school last attended by the participant, even without completing studies there.
- 16. Highest diploma (degree) received:** The highest diploma that a person received from a school or from official educational settings.
- 17. Head of household:** In the tables of the *Labour Force Surveys*, the head of household is the economic head of household, i.e., the main wage earner of the household.

As of 1995, the definition of head of household was changed, and is now determined by extent of participation in the labour force and extent of employment, irrespective of age, sex, or income.

The head of household is the employed person who usually works 35 hours or more a week (first preference), an employed person who works up to 34 hours a week (second preference); an unemployed person (last preference).

If more than one person in the household fits the definition of head of household, or if no household member fits the definition, the head of household is determined by the interviewee.

Notes:

- The head of household is a person aged 18 and over (except households where the only wage earner is aged 15–17, and households with persons aged 15–17 only).
- A caregiver living in the dwelling will not be defined as the head of the household, except in households with one person.

18. Number of children, by age group: Information is obtained on the number of children of each female in the household and the total number of children in the household, by the children's ages.

19. Work hours per week: The number of hours that employed persons actually worked during the determinant week, including: overtime in the same workplace or in other workplaces, preparation hours (for teachers and artists), and waiting hours (e.g., for drivers or porters), as well as work hours of a non-paid family member in the family business or farm (if the person worked 15 hours or more that week).

Average work hours per week is obtained by dividing the total number of weekly work hours of all employed persons by the number of employed persons. This average is calculated both for all employed persons (including those temporarily absent from work) and for employed persons, excluding those temporarily absent from work.

20. Type of locality: The data by type of locality are presented for the year of the survey on the basis of population estimates of localities as per the previous year.

Localities are divided into two main groups, which are distinguished according to the size of the locality (number of residents):

- a. **Urban localities**, in which there are 2,000 or more residents. These localities are classified into sub-groups by size;
- b. **Rural localities**, in which there are less than 2,000 residents, which are classified into three types of localities:
 1. Kibbutzim;
 2. Moshavim and collective moshavim;
 3. Other rural localities.³

21. District and sub-district: The districts and sub-districts are defined according to the official administrative distribution of the country, according to which there are 6 districts and 15 sub-districts.

Includes Israeli localities in the Judea and Samaria Area.

In 1972, the Judea and Samaria and Gaza Areas were added, in order to characterize the Israeli localities and their population found in these areas. The data for 2005 relate to the residents of the Judea and Samaria Area, and do not reflect changes in the population following the evacuation of the Israeli localities in the Gaza Area and northern Samaria, under the Disengagement Plan Law 2005.

As of 2006, as indicated in Section 1, only the Judea and Samaria Area is included.

22. District and sub-district of work: Employed persons were classified according to the locality in which they worked. Employed persons working in the Judea and Samaria Area were classified as a separate group.

23. Metropolitan area: A large number of urban localities (municipalities and local councils) and rural localities in regional councils, which are adjacent to one another and constitute one functional entity that integrates economic, social, and cultural relations.

The metropolitan areas were divided according to their internal structure:

Core: The territory of the primary city serving as the focus of activity for the population of the metropolitan area.

Inner Ring: The area containing the localities surrounding the Core.

Middle Ring (in the Tel Aviv and Be'er Sheva Metropolitan Areas): The area containing the localities surrounding the Inner Ring.

Outer Ring: The area containing the localities surrounding the Middle Ring.

³ For further details, see: Central Bureau of Statistics (2014). *Statistical Abstract of Israel 2014, No. 65*, Introduction to Chapter 2. Jerusalem: Author.

Sections (Northern, Eastern, Southern, Western): Sub-divisions of the metropolitan rings.

As of 1999, the Labour Force Survey has used a new definition of metropolitan area, which replaced the former definition of conurbation. Two metropolitan areas were defined: the Tel Aviv Metropolitan Area, and the Haifa Metropolitan Area.

In 2001, the borders of the metropolitan areas were re-examined and, as a result, the borders of the Haifa Metropolitan Area were changed. **The changes in the Haifa Metropolitan Area** were made in the localities included in its outer ring: In the south the locality of Jisr Az-Zarqa was removed, and in the north it was decided to include all localities up to the Nahariyya line (inclusive). In the North-East of the outer ring, it was decided to include all localities in the Karmiel natural area and, in addition, the localities of the Misgav Regional Council. The borders of the **Tel Aviv Metropolitan Area** were not changed.

Be'er Sheva Metropolitan Area: In 2001, a plan was approved that defines the borders of a metropolitan area in the South which is developing around the city of Be'er Sheva. The Be'er Sheva Metropolitan plan is similar to the contours of the other metropolitan areas, in that it is also divided into rings with sections in them. The rings are defined by their distance from the centre of the metropolitan area (the "core"), which is the city of Be'er Sheva. The borders of the Be'er Sheva Metropolitan Area include the Northern Negev: from the border of the Be'er Sheva Sub-District in the north, up to Mitzpeh Ramon in the south; and from the border of the Gaza Strip and Egypt in the west, up to the Dead Sea and the Jordanian border in the east.

In 2013, the Central Bureau of Statistics, in accordance with a recommendation by the Municipal Statistics and Geographic Classifications Committee, decided to update the borders of the existing metropolitan areas (Tel Aviv, Haifa, and Be'er Sheva) and to define a fourth metropolitan area: the Jerusalem Metropolitan Area. Data for 2012 by metropolitan area (Tables 1.31, 2.41, and 2.42 in the publication *Labour Force Surveys 2013*) were recalculated to enable data comparisons.

Tel Aviv Metropolitan Area: In the outer ring, a new section was defined for the Israeli localities in the Judea and Samaria Area. In accordance with the recommendations of the Committee, this addition was marked as points only, rather than as contiguous territory between localities.

Haifa Metropolitan Area: Addition of a small number of localities, and the removal of many other localities, from the metropolitan area.

Be'er Sheva Metropolitan Area: Definition of one outer ring only (compared to the previous division in which an inner ring, a middle ring, and an outer ring were defined). The new division greatly minimized the number of localities included in the Metropolitan Area.

Jerusalem Metropolitan Area: The fourth metropolitan area, which was added in 2013, consists of a core (the city of Jerusalem) and an outer ring. The outer ring consists of two sections: Eastern and Western. The Eastern Section includes the Israeli localities in the Judea and Samaria Area that are within the Metropolitan Area, which are marked as points, rather than as contiguous territory between localities.

24. Commuter/non-commuter to work:

- a. **Commuter:** Employed person working outside his locality of residence.

There are four levels of commuting to work:

1. Work in the sub-district of residence;
2. Work outside the sub-district of residence but within the district of residence;
3. Work outside the district of residence in one locality;
4. Work outside the district of residence in two or more localities.

- b. **Non-commuter:** Employed person working in his own locality of residence.

25. Vacant dwelling: A dwelling that is not occupied permanently for various reasons, such as: construction or renovations are being carried out; the dwelling is new or renovated and has not yet been occupied; the dwelling is demolished, sealed, or abandoned; the tenant passed away or moved to an institution; the dwelling is a holiday dwelling; the dwelling is only used occasionally.

26. Religious lifestyle of persons residing in the dwelling: A representative of the household provides information regarding the religious lifestyle of all the persons residing in the dwelling. The response options are: secular, traditional, religious, very religious, ultra-religious (for Jewish households only), and mixed household (in households with more than one person, and there is more than one religious lifestyle).

27. Ownership of dwelling: The persons living in the dwelling are asked whether the dwelling they live in is:

1. Own dwelling
2. Rented dwelling
3. Assisted living
4. Rent-free dwelling owned by others (including relatives)
5. Key money.

Those who answer that the dwelling is rented are asked from whom it is rented.

B. Classification by Status at Work, Industry, Occupation

Employed persons (including those temporarily absent from work) are classified by their status at work, industry and occupation, according to their main work during the determinant week. For unemployed persons and persons not participating in the labour force who worked in Israel or worked abroad for an Israeli institution or company during the 12 months preceding the survey, the data relate to their last work.

1. **Status at work:** Since 1995, status at work is based on the classification of the International Labour Organization 1993.⁴

Employees: Persons working for another party in return for daily wages, monthly salary, piece work or work for any other kind of remuneration. Self-employed persons who are registered as a company and receive their wages from that company are classified as employees.

Recipients of wages from employment agencies or employment contractors: Employees placed in jobs and receiving their wages from the employment agency or employment contractor, even though the workplace in which they were placed is responsible for implementation of the work.

The following are not included in this definition:

- Employees on the staff of the employment agency;
- Employees hired through a subcontractor, because in these cases, the subcontractor bears responsibility for the implementation and quality of the work. These employees work mainly in the following industries (according to the 2011 Classifications): Security activities (Class 8010), Combined facilities support activities (Group 811), Cleaning activities (Group 812), and Home-care services (Group 882).

Employers: Persons employing other persons for payment or any other remuneration, or business partners employing others, including a farm owner employing workers for wages.

Self-employed: Persons working in their own business or farm, who do not employ others in return for wages or any other remuneration.

Members of cooperatives: Persons who, in addition to their salary, share in the profits of cooperatives or cooperative societies, including members of collective moshavim.

Members of kibbutzim: Persons living on kibbutzim and working there **without pay**, including candidates for membership, relatives of members who reside permanently in the kibbutz, and training groups.

⁴ International Labour Organization (1993, January). *Resolution Concerning the International Classification of Status in Employment: ICSE-93*. Adopted by the Fifteenth International Conference of Labour Statisticians, Geneva, Switzerland.

Retrieved from:

www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087562/lang—en/index.htm

The classification does not include “volunteers”, i.e., people who are not kibbutz members but live and work there for wages or other remuneration. Kibbutz members who work for pay in or outside the kibbutz are classified as employees.

Unpaid family members: Family members or other relatives working in the family business 15 hours or more during the determinant week without any kind of remuneration. A family member receiving wages is considered an employee.

- 2. Industry:** Industry is determined by the nature of the establishment or institution (the “classification unit”) where the person is employed. The industry is determined by the economic activity of the classification unit.

If an establishment covers more than one industry and the various activities can be separated according to “classification units” (e.g., a textile business that engages in spinning, weaving and sewing, or an institution such as a municipality), the industry is determined by the type of activity of the unit in which the employed person works.

A subsidiary unit that only serves the needs of the establishment and does not have an accounts department of its own is not considered a separate classification unit.

If the establishment is engaged in several types of economic activities that cannot be separated according to departments, the industry of the establishment is determined by its main economic activity.

Persons employed in kibbutzim were classified according to the industry of their activity.

From 1995 to 2012, employed persons were classified according to the 1993 classification of industries,⁵ which is based on the United Nations International Standard Classification 1990.⁶

Following the transition to the second edition of the 1993 classification of industries,⁷ it was found necessary to adjust some coding rules, primarily in the case of establishments engaging in more than one activity. As a result, the industries were recoded.⁸

⁵ Central Bureau of Statistics (1993). *Standard Industrial Classification of All Economic Activities 1993*. Technical Publication No. 63. Jerusalem: Author.

⁶ United Nations (1990). *International Standard Industrial Classification of All Economic Activities*. Statistical Papers Series M No. 4, Rev. 3. New York, NY: Author.

⁷ Central Bureau of Statistics (2003). *Standard Industrial Classification of All Economic Activities 1993* (2nd ed.). Technical Publication No. 63. Jerusalem: Author.

⁸ For a detailed explanation, see: Central Bureau of Statistics (2010). *Labour Force Surveys 2009*. Publication No. 1417, Introduction, Chapter E. Jerusalem: Author.

Since 2013, employed persons have been classified according to the 2011 classification of industries,⁹ which is based on the United Nations International Standard Classification 2008.¹⁰

High technology industries: The definition of high technology industries is based on the *Standard Industrial Classification of All Economic Activities 2011*,⁸ as well as on the definitions of OECD and Eurostat.¹¹ Until 2012, the definition of high technology industries was based on the 1993 classification.

High Technology Industries in Israel, 1993 Standard Industrial Classification

Code	Name of Industry
Manufacturing in the High-Tech Sector (High-Tech Industry)	
245	Manufacture of pharmaceutical products for human and veterinary uses
30	Manufacture of office and accounting machinery and computers
32	Manufacture of electronic components
33	Manufacture of electronic communication equipment
34	Manufacture of industrial equipment for control and supervision, medical and scientific equipment
355	Manufacture of aircraft
Services in the High-Tech Sector (Knowledge-Intensive High-Tech Services)	
66	Telecommunications
72	Computer and related services
730	Research and development in natural sciences

⁹ Central Bureau of Statistics (2012). *Standard Industrial Classification of All Economic Activities 2011* (updated edition). Technical Publication No. 80. Jerusalem: Author.

¹⁰ United Nations (2008). *International Standard Industrial Classification of All Economic Activities*. Statistical Papers Series M No. 4, Rev. 4. New York, NY: Author.

¹¹ See "Recommendations of the Subcommittee for Official Classification of High Technology Industries in Israel – Definition of High Technology Industries." www.cbs.gov.il/publications/hitech/hi_class_heb.pdf

High Technology Industries in Israel, 2011 Standard Industrial Classification

Code	Name of Industry
Manufacturing in the High Tech Sector (Manufacturing)	
21	Manufacture of pharmaceutical products and homeopathic pharmaceutical preparations
26	Manufacture of computer, electronic and optical products
303	Manufacture of air and spacecraft and related machinery
Services in the High-Tech Sector (Knowledge Intensive High-Tech Services)	
61	Telecommunications
62	Computer programming, consultancy and related activities
631	Data processing, hosting and related activities, web portals
720	Research and development centres
721	Research and development in engineering and natural sciences

3. Occupation: Activities carried out by the employed person at the workplace, regardless of any trade that the person learned, if the person does not practice it.

From 1995 to 2012, interviewed persons were classified according to the 1994 classification of occupations,¹² which is based on the 1988 classification of the International Labour Office (ILO).¹³

As of 2013, employed persons are classified according to the 2011 classification of occupations,¹⁴ which is based on the 2008 International Standard Classification of the ILO.¹⁵

¹² Central Bureau of Statistics (1994). *The Standard Classification of Occupations 1994*. Technical Publication No. 64. Jerusalem: Author.

¹³ International Labour Office (1990). *International Standard Classification of Occupations: ISCO-88*. Geneva, Switzerland: Author.

¹⁴ Central Bureau of Statistics (2015). *Standard Classification of Occupations 2011*. Technical Publication No. 81. Jerusalem: Author.

¹⁵ International Labour Office (2012). *International Standard Classification of Occupations: ISCO-08*. Geneva, Switzerland: Author.

C. International Comparisons

Chapter 11 of the Tables in *Labour Force Surveys 2016* presents comparative data on participants in the labour force, unemployed persons, employment rate (the percentage of employed persons out of the total population), and on persons employed in the high-technology industries.

The data for Tables 11.1, 11.2, and 11.3 in *Labour Force Surveys 2016* were obtained from the database of the International Labour Organization (ILO).

Owing to minor differences in the survey populations examined in different countries, the comparisons are not exact. The differences derive from two main sources: inclusion or exclusion of persons serving in the army (compulsory and permanent) in the labour force; and age boundaries (e.g., in Israel, the survey population consisted of persons aged 15 and over, and in the US it consisted of persons aged 16 and over). The tables include precise notes relating to the population covered in each country, as indicated in the ILO publication.

The definition of unemployed persons conforms to ILO definitions. The estimates are adjusted using a method based on a common and precise definition of unemployed persons. Once a year, member countries supply data based on identical questions that appear in labour force survey questionnaires. As of 1995, the definitions in Israel conform to those of the ILO.

The data for Table 11.4 in *Labour Force Surveys 2015* were taken from the EuroStat database.

D. Job Vacancies and Supply and Demand in the Labour Market (based on the *Job Vacancy Survey*¹⁶ and *Labour Force Surveys*)

1. Job vacancies

Job vacancy: A job that is unoccupied, including a job that is newly created. Also includes a currently occupied job that is about to become vacant following retirement, resignation or promotion of the worker currently occupying the position, which is open to candidates outside the organization, and for which the employer is taking active steps to find a suitable candidate (through want ads, through employment agencies, or through direct recruitment).

Includes:

- A full-time or part-time job;
- A temporary job, for which the person occupying the position is intended to temporarily replace the current worker due to absence (e.g., maternity leave, prolonged illness);
- A job for workers hired through employment agencies.

Does not include:

- A job that has remained vacant due to the temporary absence of the current worker, until that person returns to work.
- A vacant job that is open only to internal candidates from the organization.
- A job that is unpaid, without profit, or without any other compensation (volunteer work).
- A job vacancy for subcontractors or consultants.
- A job vacancy abroad.

Workers hired through employment agencies are reported by their place of work and not by the employment agency.

Senior staff members of the employment agency are reported by the agency (their actual place of work).

Workers employed by a subcontractor are reported by the subcontractor and not by their actual place of work.

Permanent job: A job that is not seasonal or temporary, and that is not expected to be eliminated within the next six months.

Full-time job: As determined in accordance with the company's job definition.

Job vacancy rate: The ratio of total jobs in the economy to the overall volume of employment in the economy, that is, the number of job vacancies divided by the total number of occupied employee jobs plus the number of job vacancies.

¹⁶ Central Bureau of Statistics (2017). *Statistical Abstract of Israel 2017, Annual Data 2016*, Introduction to Chapter 12. Jerusalem: Author.

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 division into industries is determined in accordance with the *Standard Industrial Classification of All Economic Activities 2011*. The industry refers to the industry that the business belongs to. If the business engages in several economic activities, the industrial classification is determined according to the main activity defined by the employer.

Units **not belonging** to the survey population are as follows:

- Small businesses that consistently employ less than five employee jobs;
- Agriculture, forestry and fishing (Section A);
- Local, public and defence administration, and social security (Section O);
- Governmental agencies that do not belong to Section O;
- The government sector (financial corporations for the development of local authorities, etc.);
- Working of diamonds (Division 34);
- Education (Section P): Pre-primary education Institutions (kindergartens) – Group 850; Primary education institutions and secondary education institutions (lower and upper secondary education) – Groups 851 and 852. The survey did include tertiary - type B and higher education institutions (academic institutions);
- Child day-care activities (Class 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” (Category 6 in the **Standard Classification of Occupations**) was not included.

2. Supply and demand in the labour market

Labour demand: The number of job vacancies.

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 work or additional work and did not find), unemployed persons, and those not in the labour force who sought work.

Supply to demand ratio: The ratio of employees (including members of cooperatives) who worked in the last 12 months and sought work, to the number of job vacancies.

It is important to note that:

- 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 59% of total supply in 2015. That estimate does not cover the following: 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; and employed persons who usually work in a full-time job and sought other work.
- 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 according to the Standard Classification of Occupations) 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 Tables 5.8–5.10 in this publication cover over 95% of all job vacancies in most major groups.