

MAIN FINDINGS

Civilian Labour Force

In 2008, the number of persons aged 15 and over in the civilian labour force rose by 2.2% compared with the previous year, and reached 2.957 million. The percentage of persons in the labour force was 56.5% in 2008, compared with 56.3% in 2007.

The percentage of women in the labour force increased from 51.1% to 51.3%, and the percentage of men in the labour force increased from 61.8% to 62.0%. It should be noted that among the men, up to 2003 there was a downward trend in the percentage of persons in the civilian labour force. In recent years, however, an upward trend is evident – especially among men aged 60-69 (from 41.6% in 2004 to 53.1% in 2008). Among women aged 55-64, there was a concomitant rise in labour force participation (from 44.3% in 2004 to 51.5% in 2008). The rate of participation in the civilian labour force among the main working age groups (25-54) was higher than among the total population – 78.1% (83.9% for men, and 72.4% for women).

The number of employed persons rose by about 95,000 in 2008, and reached 2.777 million – an increase of 3.5% compared with 2007, following an increase of 4.2% between 2006 and 2007. The number of employed women and men both increased by about 47,000 – an increase of 3.8% and 3.3% among women and men, respectively.

The increase in the number of employed persons was found among those who were usually employed full time as well as among those who were usually employed part time (4.1% and 2.1%, respectively).

The number of persons working part time involuntarily (i.e., those who had searched for additional or full-time work but did not find it) amounted to about 111,000 in 2008 (17.2% of all persons usually employed part time), compared with 113,000 in 2007 (17.8% of all persons usually employed part time). Despite the decline, this has remained one of prevalent reasons for usually working part-time. The most prevalent reason for part-time employment was studies (21.3% of those employed part-time cited that reason).

The percentage of unemployed persons reached 6.1% in 2008, compared with 7.3% in the previous year. The percentage of unemployed **men** dropped from 6.8% to 5.7%, whereas the percentage of unemployed **women** dropped from 7.9% to 6.5%.

Over the past five years (from 2004 to 2008), the percentage of participants in the civilian labour force increased in all of the districts, except for the Southern District. Concomitantly, the percentage of unemployed persons declined in all of the districts. The lowest percentage of unemployed persons in 2008 was in the Tel Aviv District (4.8%). Of all localities numbering 100,000+ residents, the percentage of unemployed persons in 2008 was lowest in Ramat Gan (4.3%), and highest in Ashqelon (8.1%). By comparison, the percentage of unemployed persons in Ashqelon reached a peak of 17.8% in 2004, compared with 5.7% that same year in Ramat Gan.

Of all unemployed persons, 20.9% **sought work for over a year** in 2008, compared with 23.1% in 2007.

Employed persons by industry

In 2008, the number of employed persons rose, as mentioned, by about 95,000. Of those, the largest number – approximately 20,000 – was added in **Wholesale and Retail Trade and Repairs**, an industry that has been growing steadily for several years, and in which the number of workers reached about 378,000. About 14,000 more employed persons were added to **Real Estate, Renting and Business Activities**. Growth has continued for several years in that industry as well, and the number of workers reached about 389,000 in 2008.

In **Manufacturing** and in **Public Administration**, there was a rise of approximately 10,000 employed persons in each industry, and their numbers reached approximately 432,000 and 131,000, respectively.

The average number of work hours per employed person per week in 2008 reached 36.5, compared with 36.6 in 2007.

Employed persons by occupations

The largest increase in the number of employed persons was among **Agents, Sales Workers and Service Workers**. About 25,000 persons were added in those occupations, and the total number of employed persons reached about 565,000. An addition of 22,000 employed persons was recorded among **Academic Professionals**, following an increase of 17,000 employed persons in those occupations between 2006 and 2007. In 2008, the number of persons in those occupations reached 397,000. Among **Clerical Workers**, the number of employed persons rose by 17,000 and reached a total of 443,000. The number of **Managers** rose by 14,000, and reached 188,000. Among skilled workers in **Manufacturing, Construction and Other Skilled Workers**, an addition of 13,000 employed persons was recorded, and their number reached 496,000.

Commuting

The proportion of employed persons who work outside their locality of residence has been rising continuously since the 1990s, and reached 51.3% in 2008. During the entire period, the proportion of men working outside their locality of residence was higher than that of women, and the difference between them remained stable: 57.0% of employed men worked outside their locality of residence in 2008, compared with 44.6% of employed women (in 1997, the ratios were 50.1% and 39.5% for men and women, respectively).

Among men, commuting was found to reach a peak of 60.2% between the ages of 35 and 44 years. Among women, commuting was found to reach a peak of 49.4% between the ages of 25 and 34 years.

The rate of commuting was particularly high among residents of the Judea and Samaria Area – 69.2%, where most of the commuters (86.1%) worked outside of their district of residence. In the Central District, 62.5% of all employed persons worked outside their locality of residence, and 47.2% worked outside their district of residence. In the Jerusalem District, the rate of commuting was lowest – only 18.4%; and 52.4% of those commuters worked within their sub-district of residence.

Employed persons who receive their salary through an employment agency

In 2008, 51,700 employed persons who worked during the 12 months preceding the survey received their salary through an employment agency (compared with 62,200 in 2007). Of those, 41,800 i.e., 1.5% of all employed persons in the country, were employed in the

determinant week. The proportion of women who received their salary through employment agencies rose in 2008 to 51.7%, whereas their proportion out of the total number of employed persons was 46.4%. About 30.0% of the employed persons who receive their salary through an employment agency worked in **Manufacturing**. The breakdown by occupations reveals that about 26% of the employed who received their salary through an employment agency were **clerical workers**, and another 26% were **skilled agricultural workers, skilled workers in Manufacturing, Construction, and in other occupations, or unskilled workers**. In addition, about 119,000 employed persons worked through sub-contractors in **Security and Cleaning Activities** (Group 750), and in **Home-Care Services** (Group 862).

Employment of single mothers

In 2008, there were 94,400 single mothers in Israel (compared with 91,400 in 2007): 73.1% of all single mothers belonged to the civilian labour force in 2008, compared with 67.3% of all mothers and 79.8% of all Jewish mothers. Notably, most of the single mothers were Jewish.

Of the single mothers, 52.8% had one child, and the highest rate of participation in the labour force was among single women with one or two children (75.5% and 79.4%, respectively).

The percentage of employed single mothers was also higher than that of all mothers with children (66.2% versus 63.5%), but lower than the percentage of all employed Jewish mothers (75.3%).

The percentage of women who usually work full time (35 hours or more) out of all employed women was 62.5% among the single mothers, compared with 62.8% among all mothers and 64.7% among all Jewish mothers.

Employees and Average Wages per Employee Job in High-Tech Industries

The percentage of employees in high-tech industries has grown over the years. In 2001, the percentage of all employees working in high-tech sector reached a peak of 10.6%. In 2002 there was a decline, but since 2004 there has been a recovery. By 2007, the percentage of all employees working in high-tech industries was 10.6%. In 2008, the percentage of high-tech employees increased slightly to 10.7%, and reached about 259,500 (171,200 men, and 88,300 women).

Of the employees in the high-tech sector, 117,100 back to worked in high-tech **Manufacturing**, and 142,400 worked in high-tech **Services**.

In 2008, the average wages per employee job in the high-tech sector reached NIS 15,746.

Overtime

In this publication, a table with data on overtime for employed persons in 2006-2008 is presented for the first time (Table 2.54).

In 2008, 82,100 people (about 3.0% of all employed persons) worked overtime. This percentage is lower than the percentages in 2007 and 2006 (3.5% and 3.6%, respectively). In 2008, there was a decline not only in the percentage of employed persons who worked overtime, but also in the average number of overtime hours they worked. The average number of overtime hours in 2008 was 7.6, compared with 8.1 hours in 2007, and 7.9 hours in 2006. In 2008, the percentage of men who worked overtime was similar to the percentage of women, although the average number of overtime hours was greater for men than for women

(8.1 hours versus 7.1 hours, respectively). In previous years, the percentage of men who worked overtime was greater – in 2006, 3.8% of all employed men worked overtime, compared with 3.3% of all employed women, and in 2007 the percentages were 3.6% and 3.3%, respectively. In 2008, the main industries in which employed persons worked overtime were: **Public Administration** – 4.8% of all employed persons in that industry; **Banking, Insurance and Other Financial Institutions** – 4.7%; and **Manufacturing** – only 4.0%. With regard to occupations, the highest percentage of employed persons who worked overtime in 2008 was among **Academic Professionals and Managers** – 4.1% and 4.0%, respectively.

In 2006, the average number of overtime hours was highest in **Accommodation Services and Restaurants** – 9.7 hours. In 2007, the highest average number of overtime hours was in **Community, Social, Personal and Other Services** and in **Accommodation Services and Restaurants** - 10.2 hours. In 2008, the highest average number of overtime hours was in **Agriculture** – 10.0 hours, as well as in **Community, Social Personal and Other Services** – 9.5 hours, and in **Public Administration** – 9.0 hours.

Notably, owing to differences in the overall number of employed persons in the different industries and occupations, most of those who worked overtime were skilled workers in Manufacturing.

Discouraged workers

In 2008, 42,500 persons in Israel were “discouraged workers”, compared with 46,900 in 2007: 52.0% were men, and 48.0% were women. The share of Jews out of all discouraged workers rose to 29.9% in 2008, compared with 34.5% in 2007.

Of the discouraged workers, 53.1% claimed “there is no suitable work in their area of residence”. Among the Jews, this reason was less frequently cited than among members of Other Religions (20.2% versus 67.2%, respectively). The most common reason among the Jews is “no suitable job in the profession” (31.7%).