

Media Release

info@cbs.gov.il; www.cbs.gov.il; Fax: 02-6521340

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Supply and Demand in the Labour Market in Israel in January-March 2024 based on a joint analysis of data from Labour Force Survey and Job Vacancy Survey

This press release presents findings from a joint analysis of data from Labour Force Survey and Job Vacancy Survey, in which a comparison was made between the labour supply and the labour demand.

Labour Supply - the number of persons who sought work in the last 12 months.

Including: employed persons looking for another job or a job with a larger number of working hours during the last four weeks, unemployed persons and those who are not in the labour force and sought work during the last 12 months.

Labour Demand - the number of job vacancies.

Supply to demand ratio - the ratio between the job seekers (applicants) and the number of job vacancies.

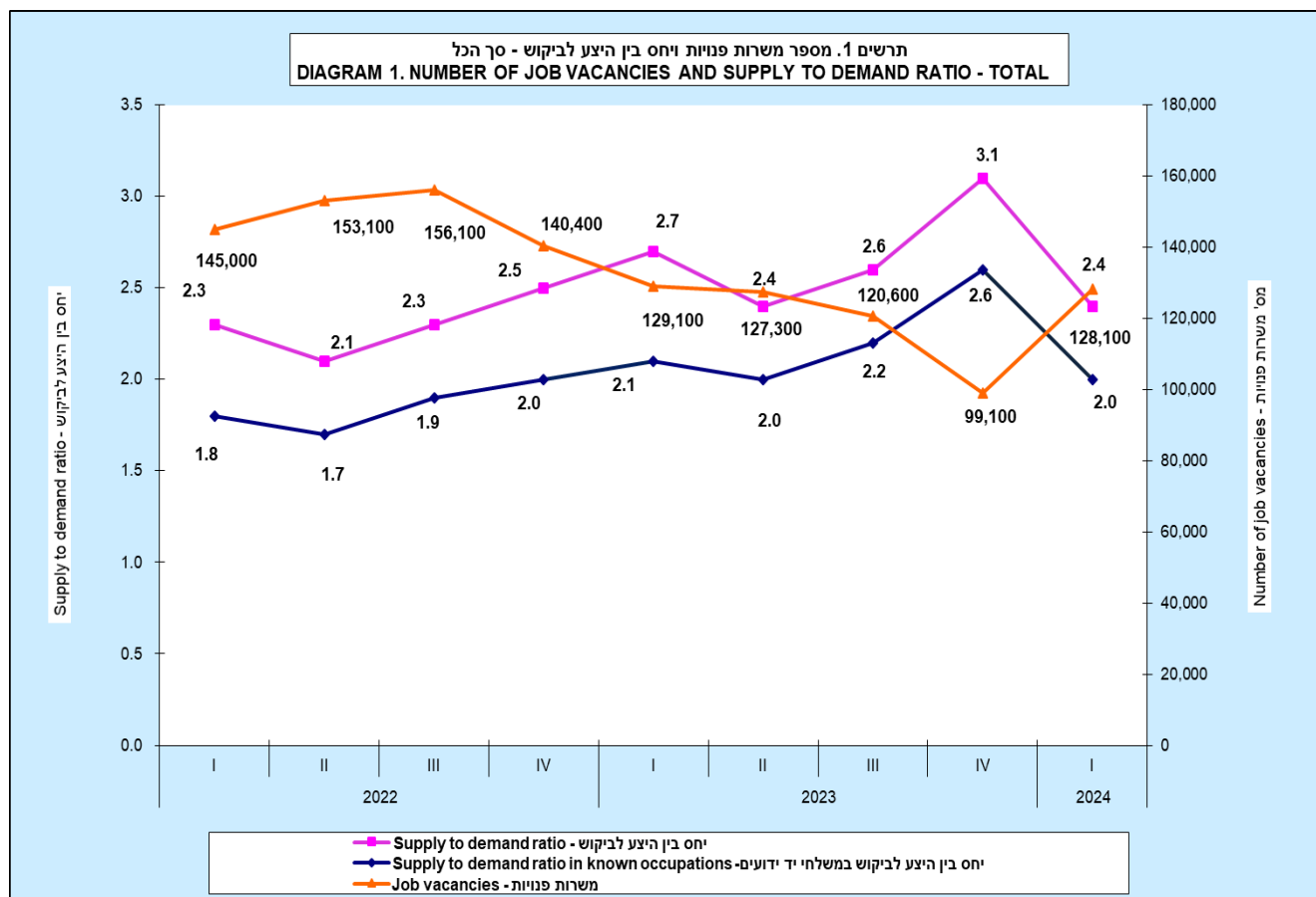
See detailed definitions at the end of this press release.

Written by Merav Pasternac, Director of Labour Sector (tel: 02-6592868), Anna Rakhmilevich, Labour Sector (tel: 02-6592814) and Daniel Roash, Director of Economic Indicators Sector (tel: 02-6592931).
For more details statistics center 02-6592666

In the first quarter of 2024

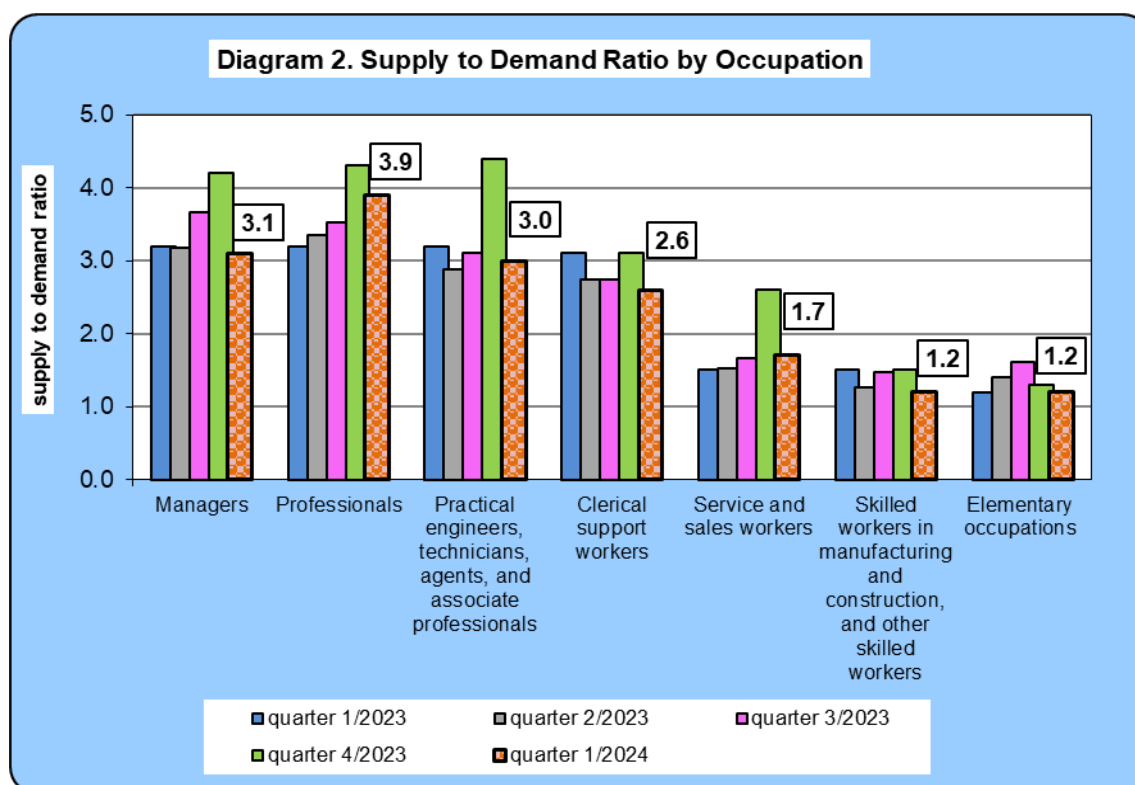
- **The number of job vacancies (average per month), increased to 128,100 (compared with 99,100 job vacancies in the fourth quarter of 2023).**
- **The supply to demand ratio (the ratio between applicants to work and job vacancies) decreased to 2.4 (compared with 3.1 in the previous quarter).**
- **The supply to demand ratio among known occupations decreased to 2.0 (compared with 2.6 in the previous quarter).**
- **The supply to demand ratio of less than 1 (i.e., the number of job vacancies surpasses supply) occurred among Software developers, Cooks, Waiters, Contact centre salespersons, among these occupational groups House builders, Bricklayers and related workers, Stonemasons, stone cutters, splitters and carvers, Concrete placers, concrete finishers and related workers, Building frame and related trades workers, Floor layers and tile setters and Plasterers, among Metal, machinery and related trades workers and among Cleaners and helpers. The supply to demand ratio of more than 4 (i.e., the number of applicants to work was 4 times higher than the number of job vacancies) occurred among Production and specialized services managers, Science and engineering professionals, Business and administration professionals, Legal, social and cultural professionals and among General and keyboard clerks.**

In the first quarter of 2024 the number of job vacancies (average per month) increased to 128,100 jobs (compared with 99,100 job vacancies in the fourth quarter of 2023). The supply to demand ratio in the first quarter of 2024 decreased to 2.4 (compared with 3.1 in the fourth quarter of 2023). The supply to demand ratio among known occupations in the first quarter of 2024 decreased to 2.0 (compared with 2.6 in the fourth quarter of 2023). It should be noted that among the job seekers (labour supply) there are 16% of those, whose occupation in which they wish to work is unknown.



Occupations for first quarter of 2024 (January-March)

In the first quarter of 2024 the supply to demand ratio decreased compared with the fourth quarter of 2023 among the all major groups.



Managers

In the first quarter of 2024 the number of job vacancies (average per month) among **Managers** increased to 2,200 jobs (compared 1,600 in the fourth quarter of 2023). The supply to demand ratio decreased to 3.1 (compared with 4.2 in the previous quarter).

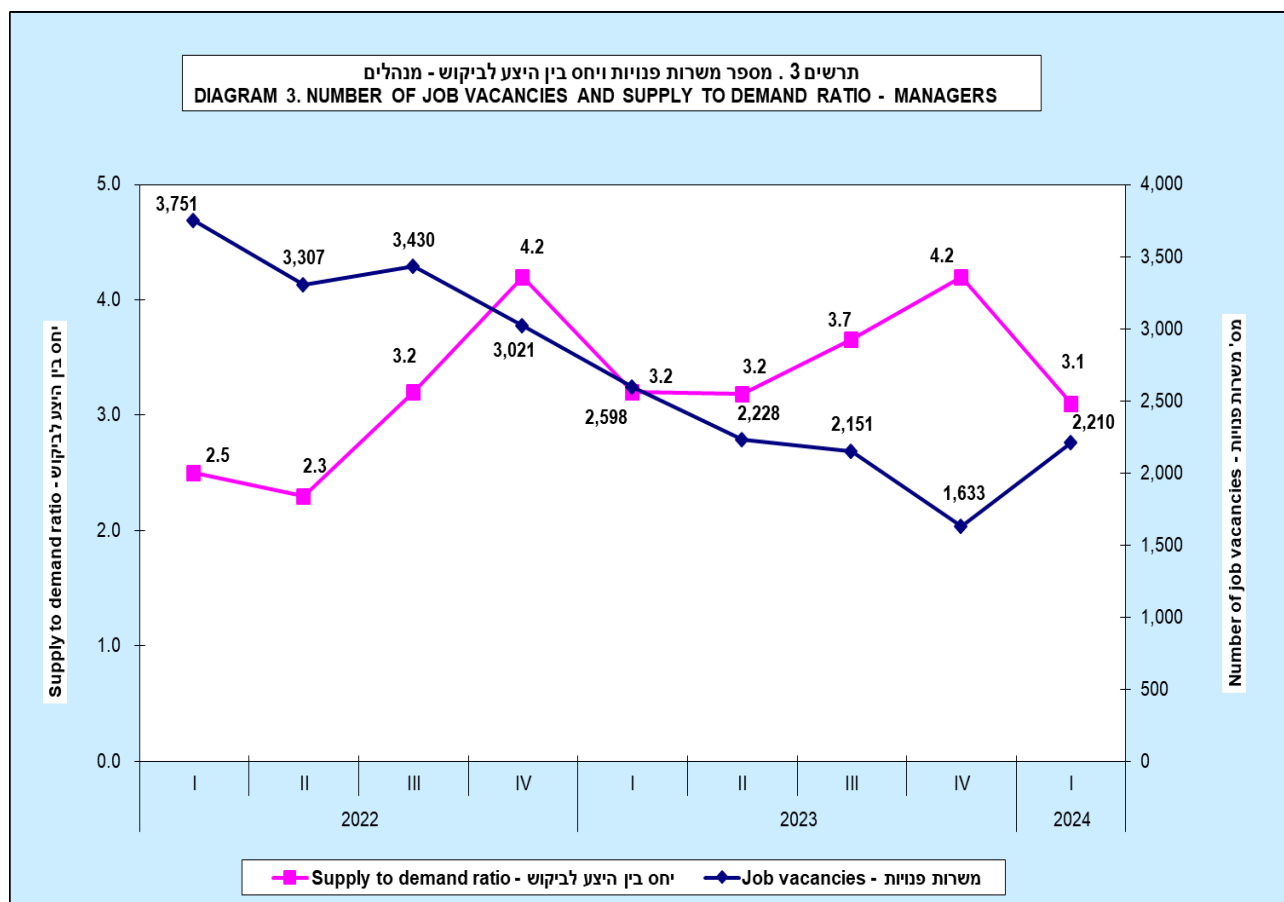
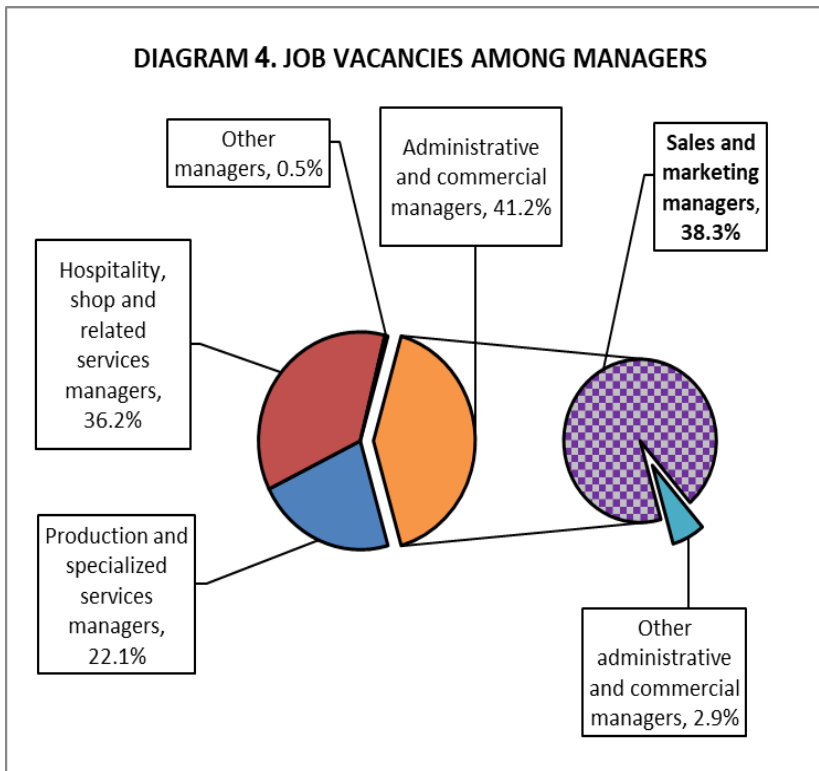


Table A- Supply to demand ratio among Managers

Group code	Group name	Supply to demand ratio Quarter IV 2023	Supply to demand ratio Quarter I 2024
12	Administrative and commercial managers	4.5	..
13	Production and specialized services managers	4.5	6.3

The highest demand of Managers was for **Administrative and commercial managers** (code 12) and accounted for approximately 41% of the demand for Managers. Out of them the highest demand was for **Sales and marketing managers** (code 1221). There is a noticeable demand for **Hospitality, shop and related services managers** (code 14) which accounted for approximately 36% of the demand for Managers.



Professionals

In the first quarter of 2024 the number of job vacancies (average per month) among **Professionals** increased to 19,700 jobs (compared with 17,400 in the fourth quarter of 2023). The supply to demand ratio decreased to 3.9 (compared with 4.3 in the previous quarter).

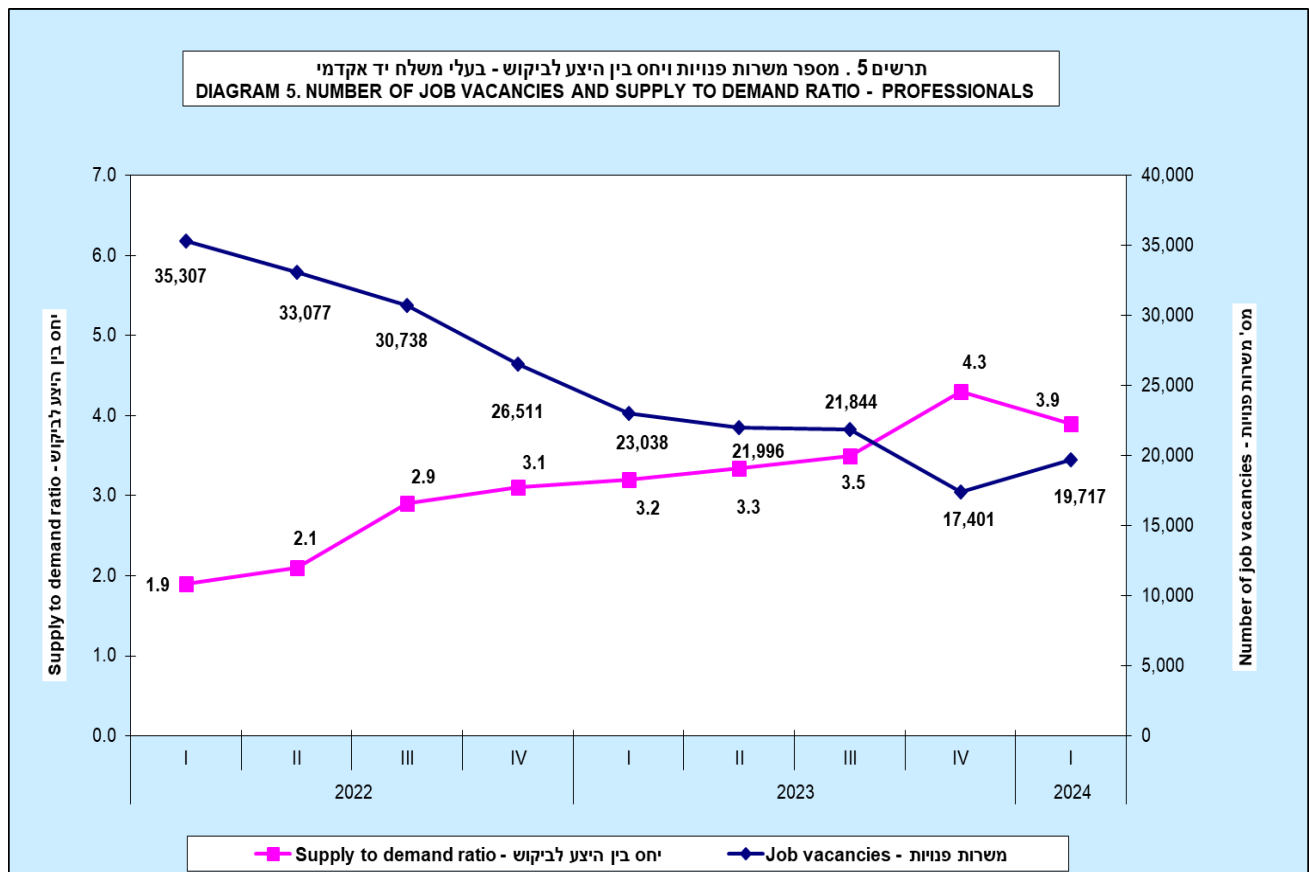
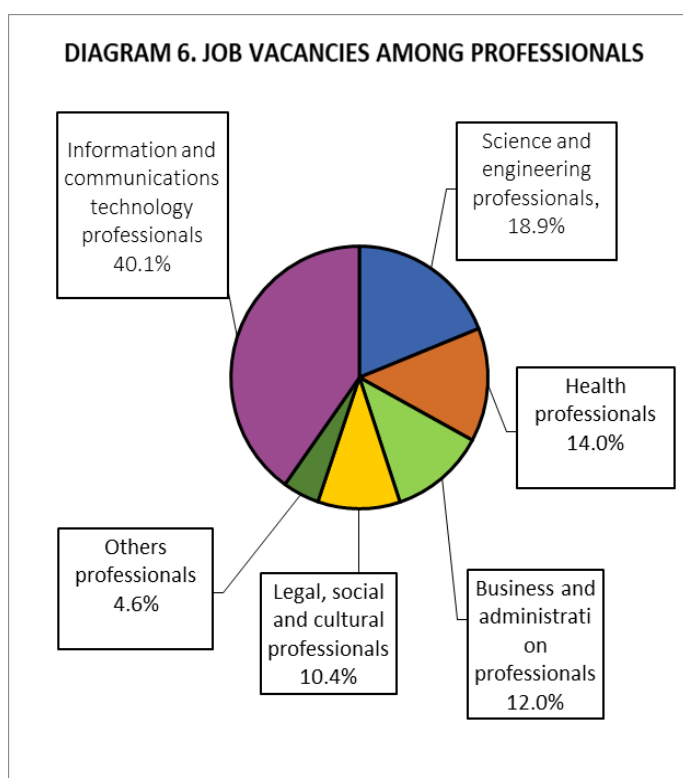


Table B- Supply to demand ratio among Professionals

Group code	Group name	Supply - to - demand ratio Quarter IV 2023	Supply - to - demand ratio Quarter I 2024
21	Science and engineering professionals	3.8	4.4
22	Health professionals	2.0	2.3
24	Business and administration professionals	6.7	4.3
25	Information and communications technology professionals	2.0	2.3
2512	Software developers	0.9	0.9
26	Legal, social and cultural professionals	9.0	6.0

The highest demand of Professionals was for **Information and communications technology professionals** (code 25) and accounted for approximately 40% of the demand for Professionals. Out of the occupational group of Information and communications technology professionals the highest demand was for **Software developers** (code 2512). The supply to demand ratio in this occupational group was 0.9, in other words the number of job vacancies surpasses supply. The demand for **Science and engineering professionals** (code 21) was accounted for approximately 19% of the demand for Professionals.



Practical engineers, technicians, agents and associate professionals

In the first quarter of 2024 the number of job vacancies (average per month) among **Practical engineers, technicians, agents and associate professionals** increased to 10,000 jobs (compared with 7,800 jobs vacancies in the fourth quarter of 2023). The supply to demand ratio decreased to 3.0 (compared with the 4.4 in the previous quarter).

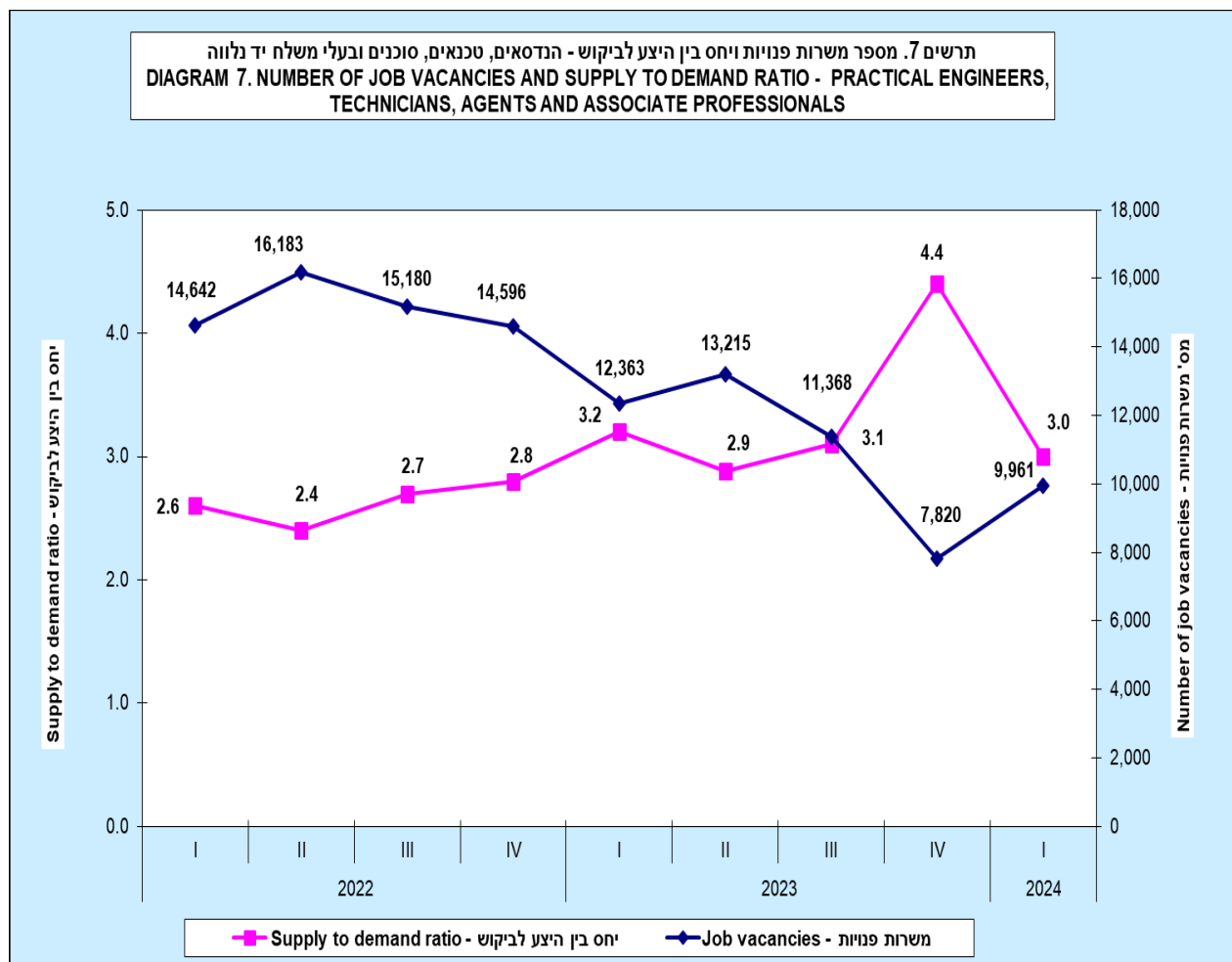
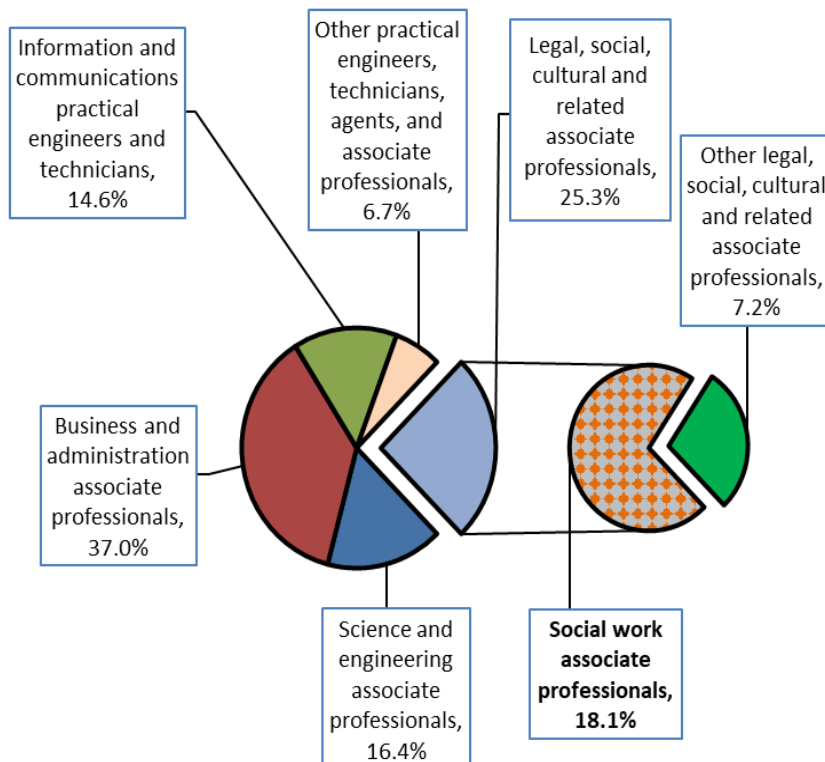


Table C- Supply to demand ratio among Practical engineers, technicians, agents and associate professionals

Group code	Group name	Supply to demand ratio Quarter IV 2023	Supply to demand ratio Quarter I 2024
31	Science and engineering associate professionals	3.3	1.6
33	Business and administration associate professionals	5.8	4.0
34	Legal, social, cultural and related associate professionals	3.2	2.8
3412	Social work associate professionals	..	1.5
35	Information and communications practical engineers and technicians	2.5	1.3

The highest demand of Practical engineers, technicians, agents and associate professionals was for **Business and administration associate professionals** (code 33) and accounted for approximately 37% of the demand for Practical engineers, technicians, agents and associate professionals. The demand for **Legal, social, cultural and related associate professionals** (code 34) was accounted for approximately 25% of the demand for Practical engineers, technicians, agents and associate professionals. Out of them, the highest demand was for **Social work associate professionals** (code 3412).

DIAGRAM 8. JOB VACANCIES AMONG PRACTICAL ENGINEERS, TECHNICIANS, AGENTS AND ASSOCIATE PROFESSIONALS



Clerical support workers

In the first quarter of 2024 the number of job vacancies (average per month) among **Clerical support workers** increased to 6,200 jobs (compared with 5,200 jobs in the fourth quarter of 2023). The supply to demand ratio decreased to 2.6 (compared with 3.1 in the previous quarter).

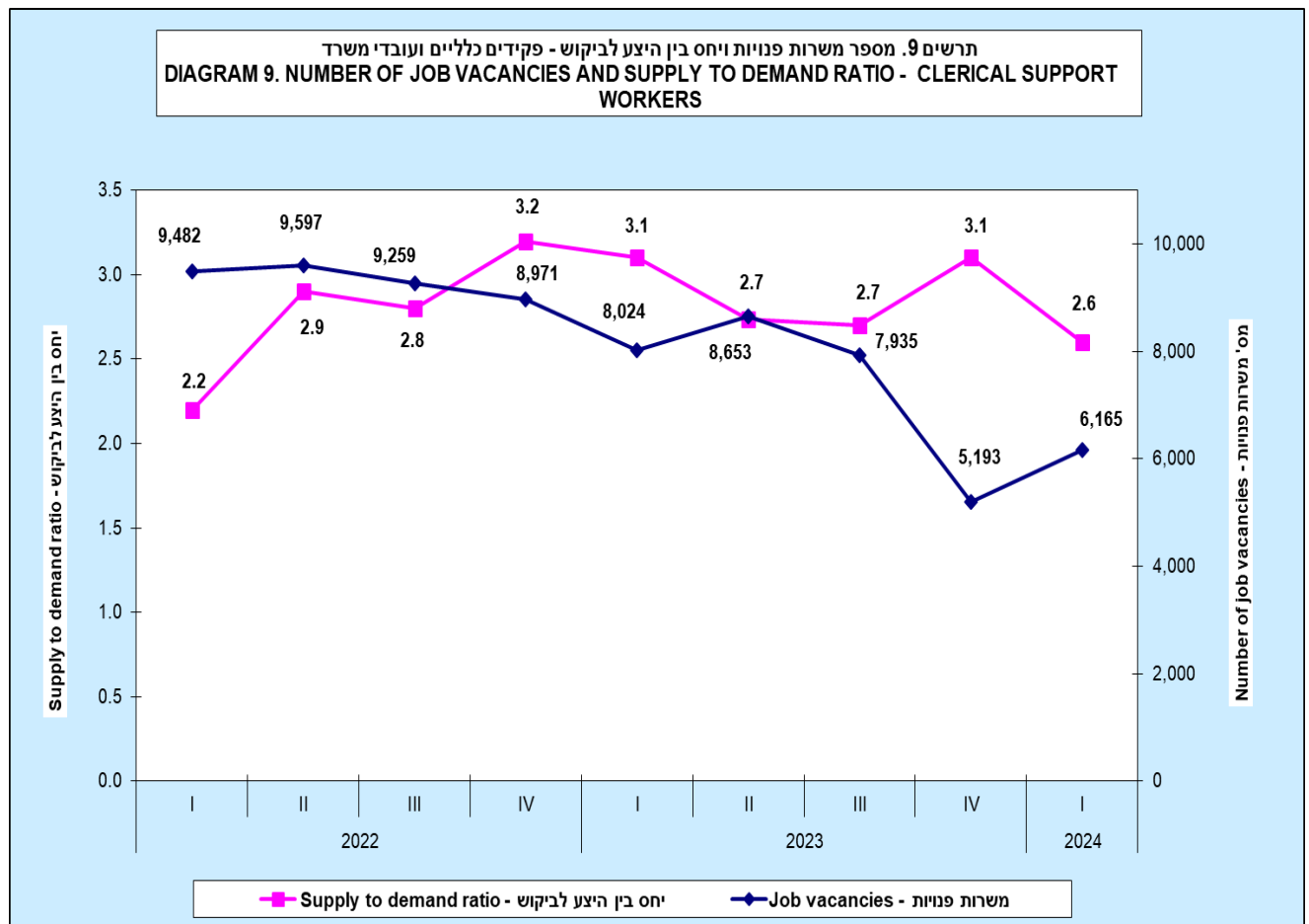
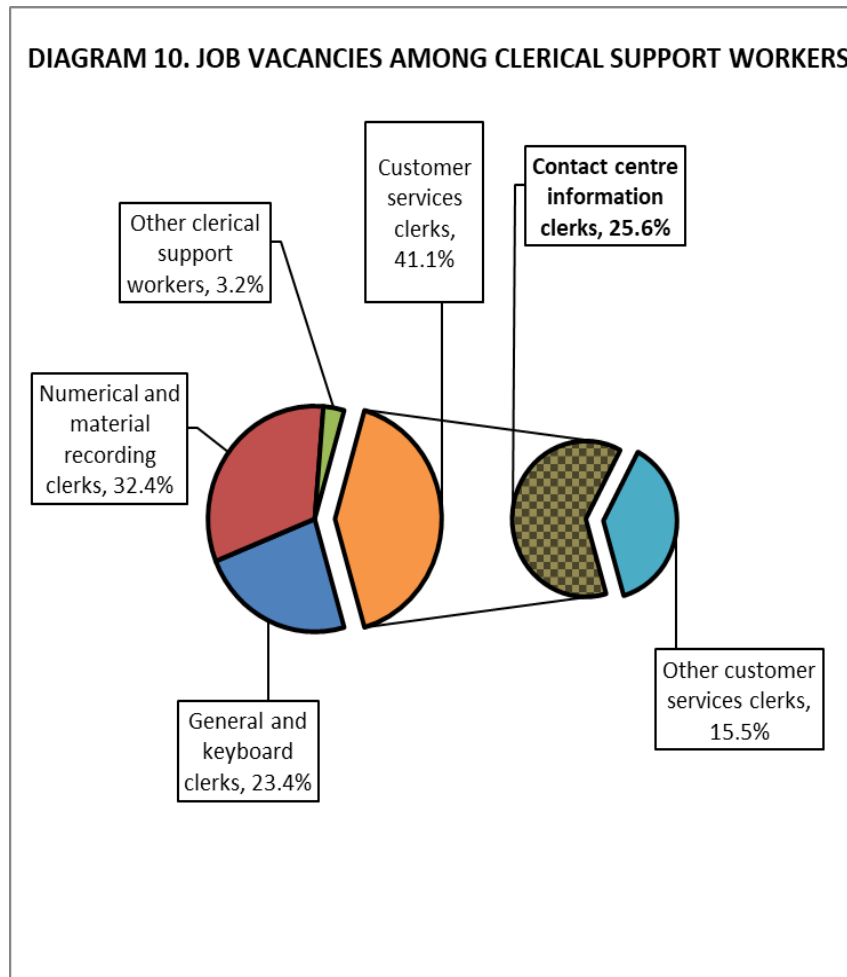


Table D - Supply to demand ratio among Clerical support workers

Group code	Group name	Supply to demand ratio Quarter IV 2023	Supply to demand ratio Quarter I 2024
41	General and keyboard clerks	6.0	5.0
42	Customer services clerks	2.5	1.5
4222	Contact centre information clerks	1.7	..
43	Numerical and material recording clerks	2.2	1.8

The highest demand of Clerical support workers was for **Customer services clerks** (code 42) and accounted for approximately 41% of the demand for Clerical support workers. Out of them, the highest demand was for **Contact centre information clerks** (code 4222). The demand for **Numerical and material recording clerks** (code 43) accounted for approximately 32% of the demand for Clerical support workers.



Service and sales workers

In the first quarter of 2024 the number of job vacancies (average per month) among **Service and sales workers** increased to 36,400 jobs (compared with 24,700 jobs in the fourth quarter of 2023). The supply to demand ratio decreased to 1.7 (compared with 2.6 in the previous quarter).

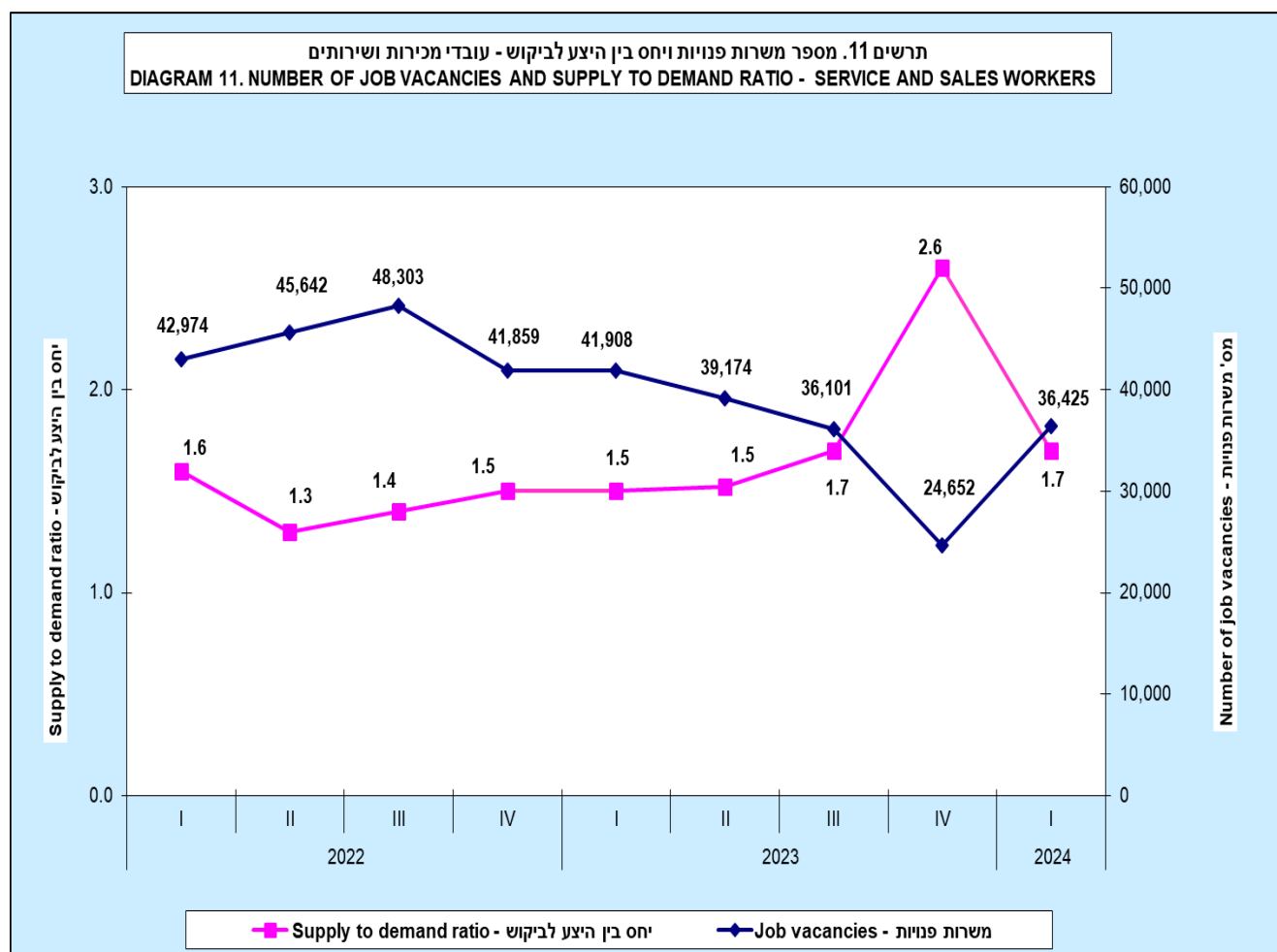
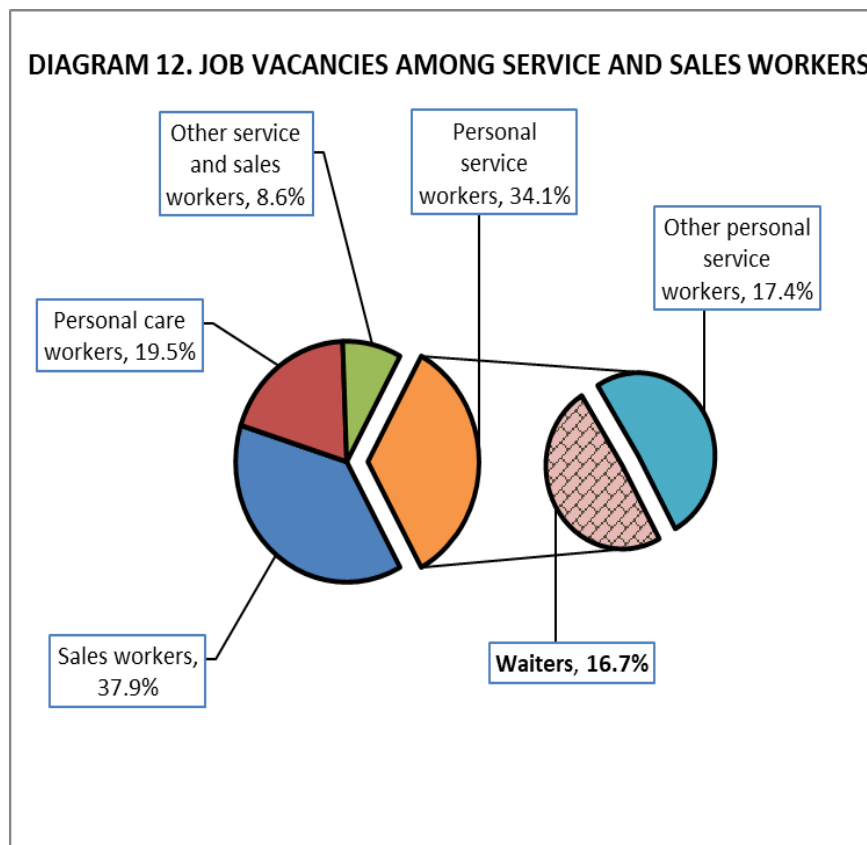


Table E - Supply to demand ratio among Service and sales workers

Group code	Group name	Supply to demand ratio Quarter IV 2023	Supply to demand ratio Quarter I 2024
51	Personal service workers	3.1	1.5
5131	Waiters	3.7	0.9
52	Sales workers	2.8	1.6
53	Personal care workers	2.4	1.9

The highest demand of Service and sales workers was for **Sales workers** (code 52) and accounted for approximately 38% of the demand for Service and sales workers. There is a noticeable demand for **Personal service workers** (code 51) which accounted for approximately 34% of the demand for Service and sales workers. Out of them, about half of demand was for **Waiters** (code 5131). The supply to demand ratio in this occupational group was 0.9, in other words the number of job vacancies surpasses supply.



Skilled workers in manufacturing and construction and other skilled workers

In the first quarter of 2024 the number of job vacancies (average per month) among **Skilled workers in manufacturing and construction and other skilled workers** increased to 37,100 jobs (compared with 28,200 jobs in the fourth quarter of 2023). The supply to demand ratio decreased to 1.2 (compared with 1.5 in the previous quarter).

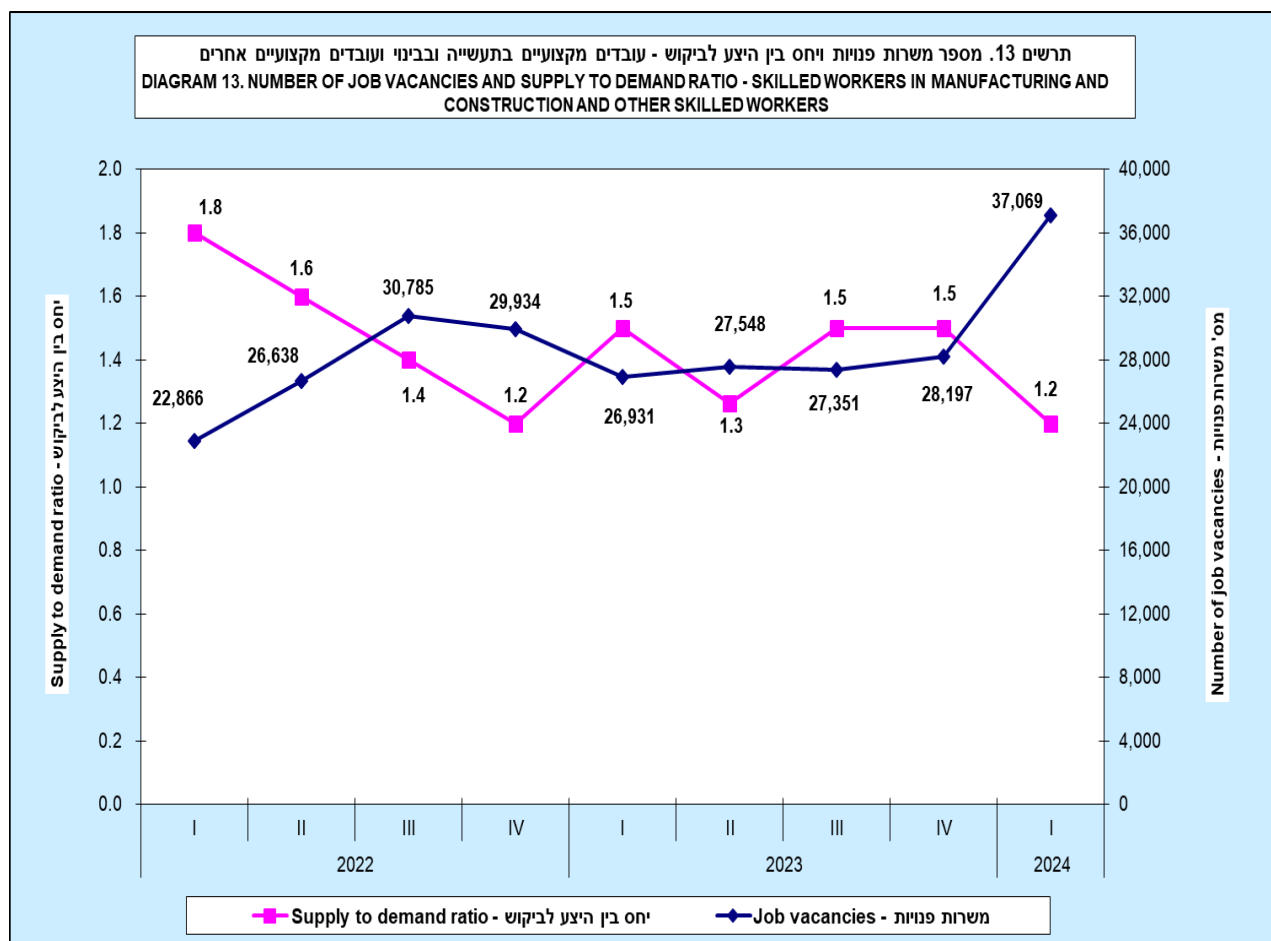
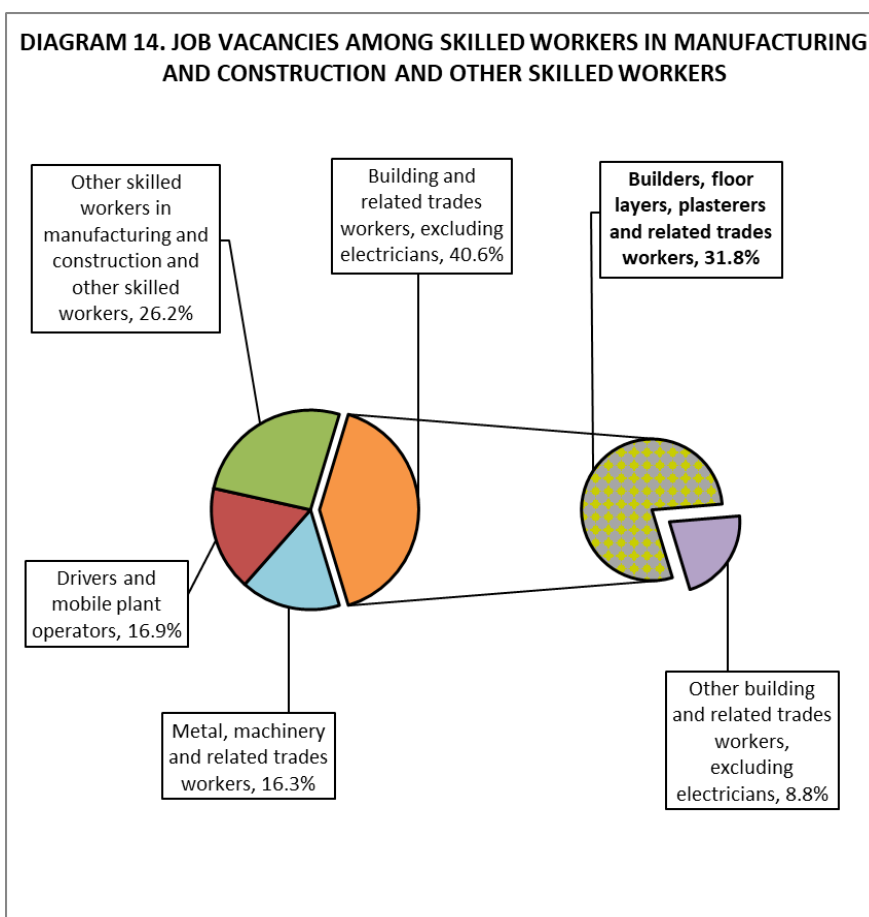


Table F - Supply to demand ratio among Skilled workers in manufacturing and construction and other skilled workers

Group code	Group name	Supply to demand ratio Quarter IV 2023	Supply to demand ratio Quarter I 2024
71	Building and related trades workers, excluding electricians	1.1	0.8
711-712*	Builders, floor layers, plasterers and related trades workers	0.9	0.6
72	Metal, machinery and related trades workers	1.1	0.6
83	Drivers and mobile plant operators	3.1	2.5

The supply to demand ratio in occupational groups **Building and related trades workers, excluding electricians** (code 71), **Builders, floor layers, plasterers and related trades workers** (711-712*) and **Metal, machinery and related trades workers** (code 72) was low than 1, i.e. the number of job vacancies in these groups surpasses supply.

The highest demand out for Skilled workers in manufacturing and construction and other skilled workers was for **Building and related trades workers, excluding electricians** (code 71) and accounted for approximately 41% of the demand for Skilled workers in manufacturing and construction and other skilled workers. Out of this occupational group the highest demand was for the following occupations: **House builders** (7111), **Bricklayers and related workers** (7112), **Stonemasons, stone cutters, splitters and carvers** (7113), **Concrete placers, concrete finishers and related workers** (7114), **Building frame and related trades workers n.e.c.**(7119), **Floor layers and tile setters** (7122) and **Plasterers** (7123).



* Includes the following occupations: House builders (7111), Bricklayers and related workers (7112), Stonemasons, stone cutters, splitters and carvers (7113), Concrete placers, concrete finishers and related workers (7114), Building frame and related trades workers n.e.c.(7119), Floor layers and tile setters (7122) and Plasterers (7123).

Elementary occupations

In the first quarter of 2024 the number of job vacancies (average per month) among **Elementary occupations** increased to 15,600 jobs (compared with 12,400 jobs in the fourth quarter of 2023). The supply to demand ratio decreased to 1.2 (compared with 1.3 in the previous quarter).

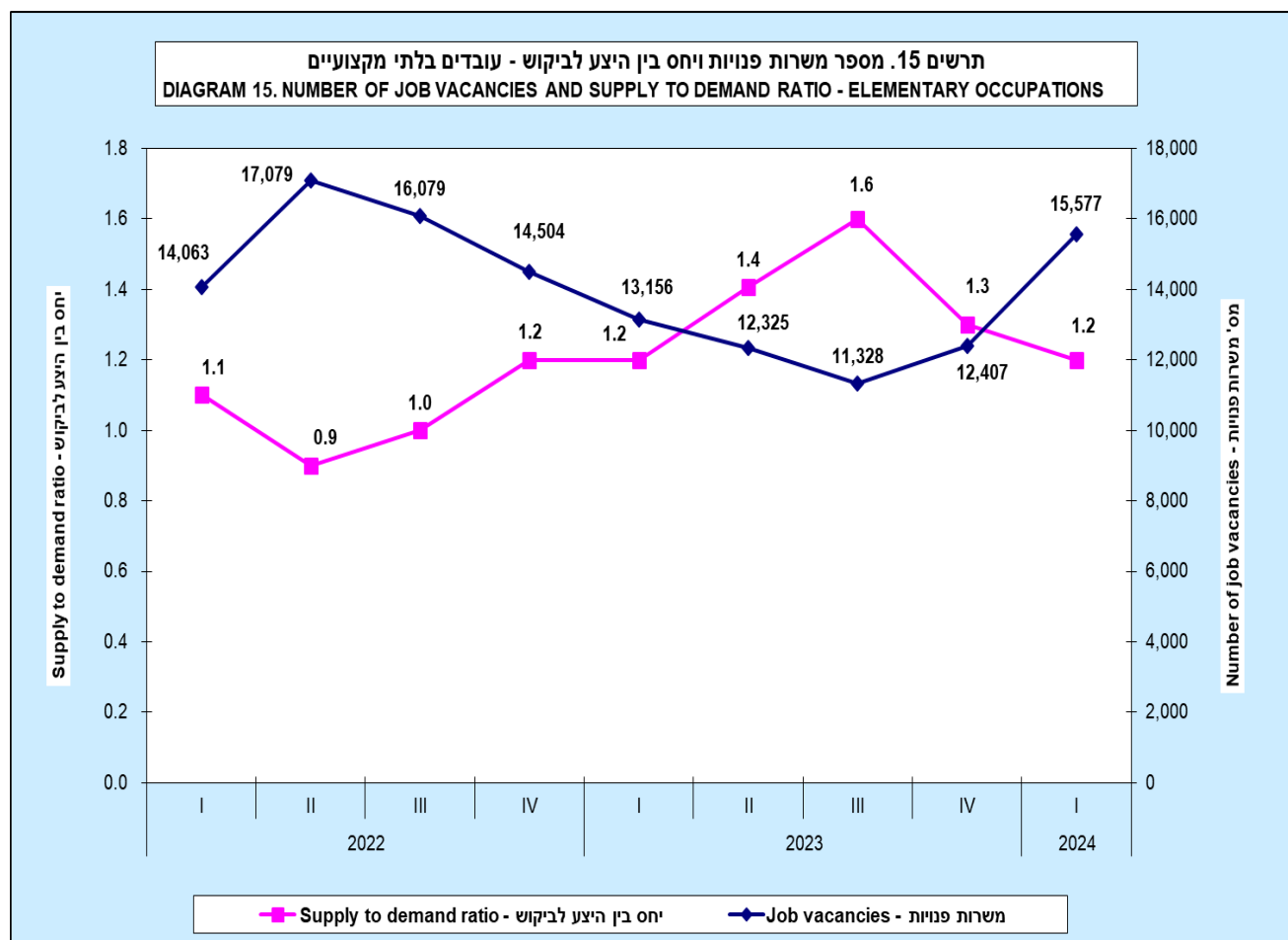
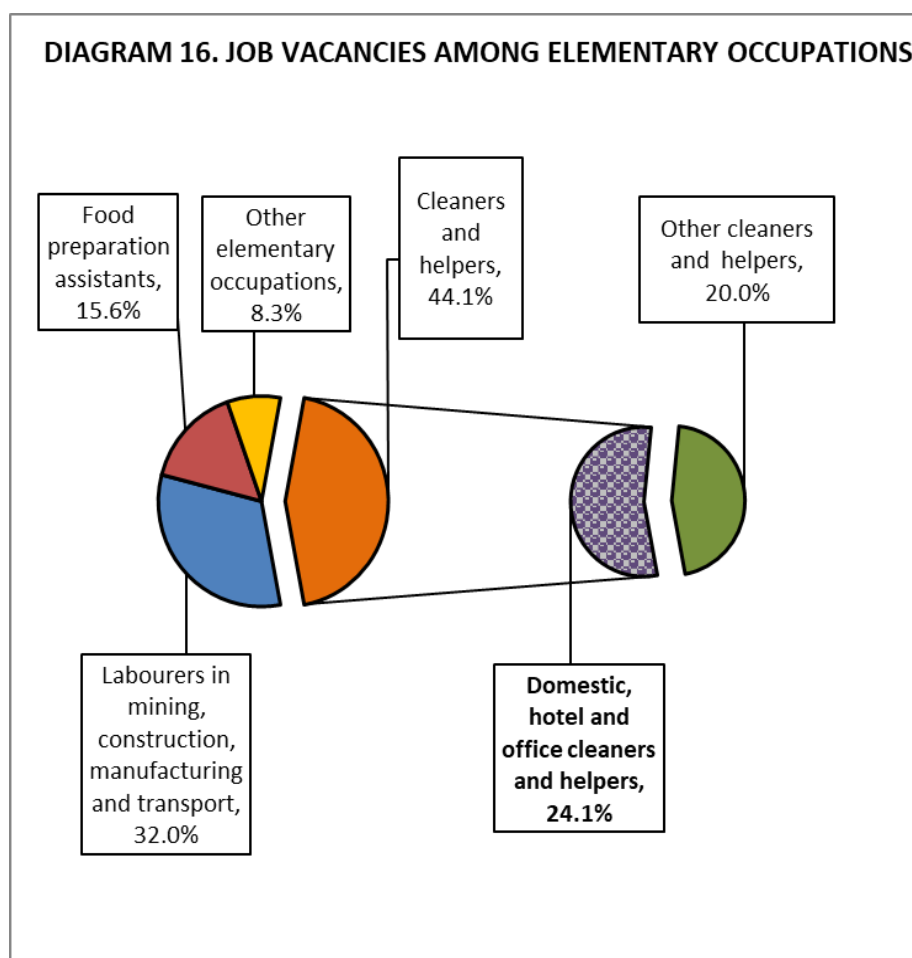


Table H - Supply to demand ratio among Elementary occupations

Group code	Group name	Supply to demand ratio Quarter IV 2023	Supply to demand ratio Quarter I 2024
91	Cleaners and helpers	1.0	0.8
911	Domestic, hotel and office cleaners and helpers	1.5	1.3
93	Labourers in mining, construction, manufacturing and transport	1.0	1.7
94	Food preparation assistants	..	1.2

The highest demand of Elementary occupations was for **Cleaners and helpers** (code 91) and accounted for approximately 44% of the demand for Elementary occupations. The supply to demand ratio in this occupational group was low than 1, i.e. the number of job vacancies in these groups surpasses supply. Out of this occupational group the highest demand was for **Domestic, hotel and office cleaners and helpers** (code 911). The demand for **Labourers in mining, construction, manufacturing and transport** (code 93) accounted for approximately 32% of the demand for Elementary occupations.



Definitions and Additional Explanations

Definitions

Labour supply - (according to the Labour Force Survey): persons, who sought work during the last 12 months. Including: employed persons looking for another job or a job with a larger number of hours during the last four weeks, unemployed persons, and those, who are not in the labour force, who sought work during the last 12 months.

Labour demand - the number of job vacancies (according to the Job Vacancy Survey).

Supply to demand ratio - a ratio between the persons who sought work (job seekers) to the number of the job vacancies.

To be noted -

- Among the population of persons who are looking for work (labour supply), those with an unknown occupation in which they wish to work accounted for approximately 16% of total supply in the first quarter of 2024.
- 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. 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.
- For more depth, see the Metadata webpage (Definitions and Explanations) on the topic of Labour Force Survey and Job Vacancy Survey ([Labour Force Survey](#) and [Job Vacancies](#))

Adjustments of definitions between Labour Force Survey and Job Vacancy Survey:

In order to perform a suitable comparison between the two surveys, the definition of employed persons and labour supply was adjusted to the population of the Job Vacancy Survey as much as possible (in tables: "adjusted definition"). Below are listed the clauses in which an adjustment of Labour Force Survey population was not possible:

- 1 Data on employed persons and labour supply include those who work or worked in businesses with less than 5 employee jobs, even though these businesses were not included in the demand side.
- 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.