



הלשכה המרכזית לסטטיסטיקה
Central Bureau of Statistics
دائرة الإحصاء المركزية

New indicators of Quality of Employment in Israel and COVID impacts on labour market

Mark Feldman

Deputy Director of the Senior Micro Economic Department
Central Bureau of Statistics, Israel

markf@cbs.gov.il

It's All in the Numbers

In this presentation:

1. The influence of the Covid-19 pandemic on the labour market in Israel
2. New indicators of quality of employment in Israel

The definitions of groups relevant to Covid-19 pandemic's influence.

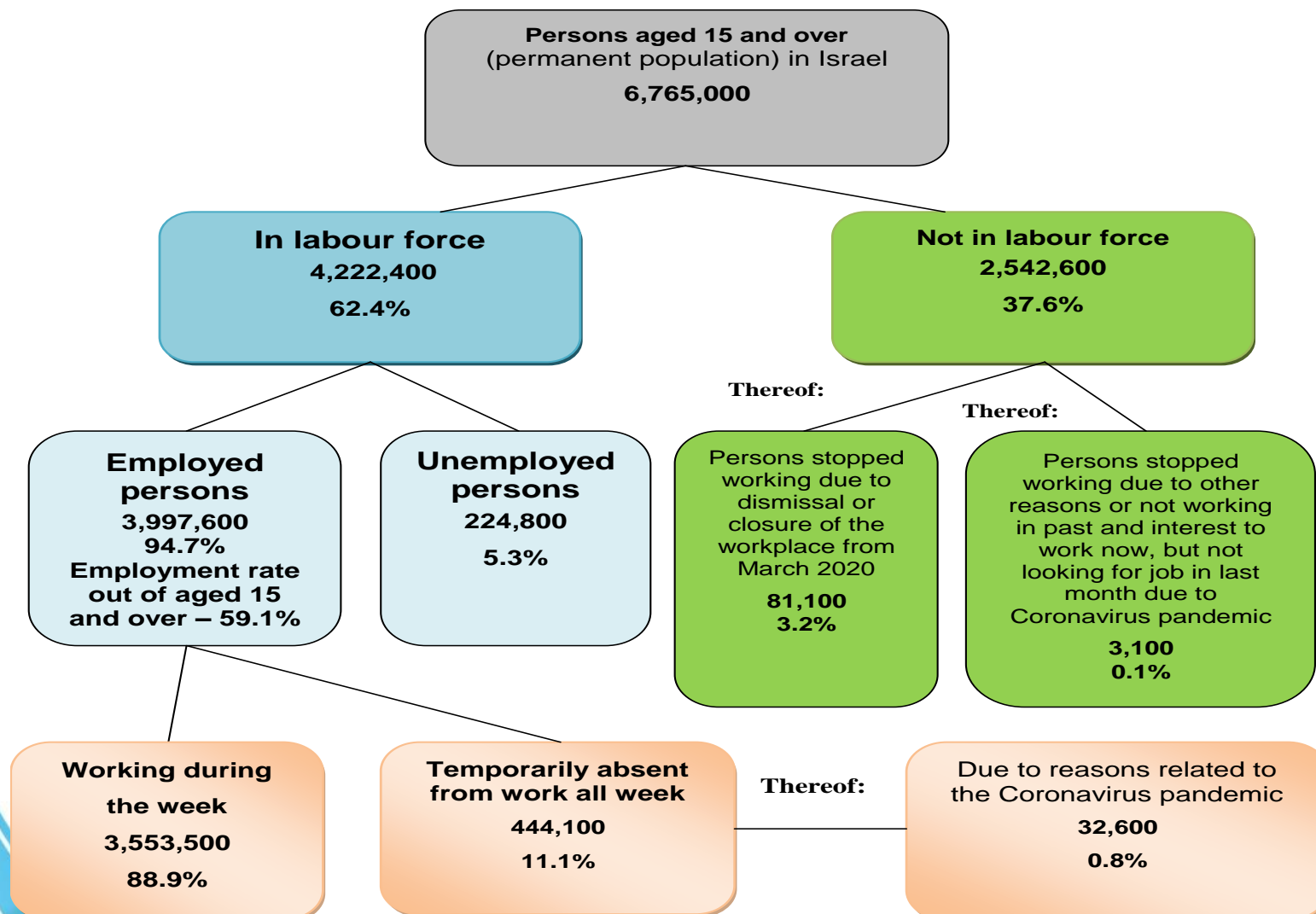
The definitions of groups relevant to this Media Release are as follows:

1. **Unemployed persons:** Persons aged 15 and over who did not work at all during the determinant week (even for one hour) and do not have work from which they were absent the entire determinant week, who actively sought work during the four weeks preceding the interview and were available to work during the determinant week.
 2. **Employed persons temporarily absent from work due to reasons related to the Coronavirus pandemic:** Employed persons aged 15 and over who were temporarily absent from work all week due to reduced workload, work stoppage and those who indicated in the response "Other" that they were absent due to the Coronavirus pandemic. Also includes employed persons who are not on unpaid leave, who have been absent due to the Coronavirus pandemic related reasons such as having to stay home with the children due to the closure of education systems. This includes employees who are on unpaid leave, if their return to the same employer is guaranteed, and excludes persons in isolation who are considered absent from work due to illness.
 3. **Non-participants in the labour force who stopped working due to dismissal or closure of the workplace from March 2020:** Persons aged 15 and over who did not work in the determinant week, and do not have work from which they were absent the entire determinant week and did not actively seek work during the four weeks preceding the interview and were dismissed from their work from March 2020.
 4. **Persons not in the labour force who stopped working due to other reasons or not working in past and are interested to work now, but did not look for job in last month due to Coronavirus pandemic:** Persons aged 15 and over who did not work in the determinant week, and do not have work from which they were absent the entire determinant week and did not actively seek work during the four weeks preceding the interview (were neither employed nor unemployed). They stopped working due to other reasons (except for getting fired from work) or didn't work in the past. They are interested to work now, but did not look for job in last month due to Coronavirus pandemic.
- **The percentage of the labour force of the three groups together (1-3) or 4 groups together (1-4)** is calculated from the labour force with the addition of the third or fourth group respectively to the labour force.

Labour Force Characteristics

September 2021 – original data

(included the influence of the Covid-19 pandemic)

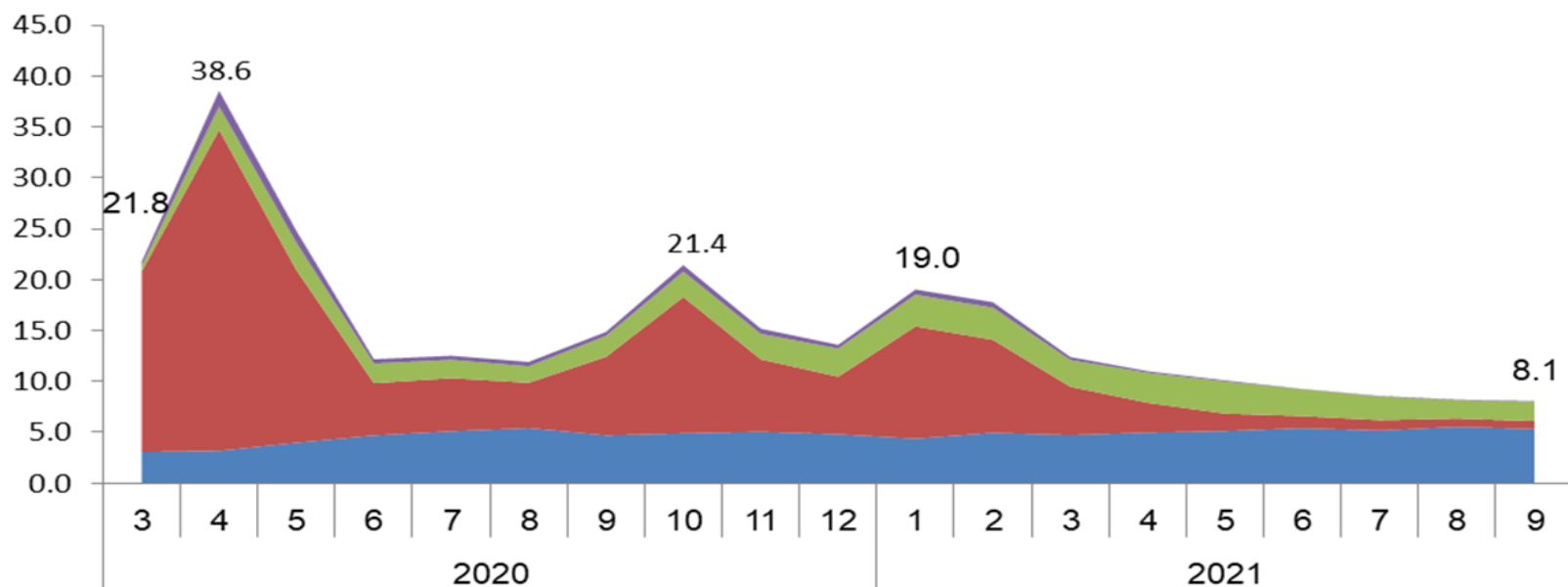


Background: The influence of the Covid-19 pandemic on the labour market in Israel

In Israel, the government imposed restrictions on the population to deal with the Covid-19 pandemic, the restrictions directly affected the labor market. The restrictions were imposed at the beginning of the pandemic-March 2020, September 2020, and on January 2021. Peaks of then impacts can be seen in these periods.

Relevant LF groups to Covid-19, percentages of labour force

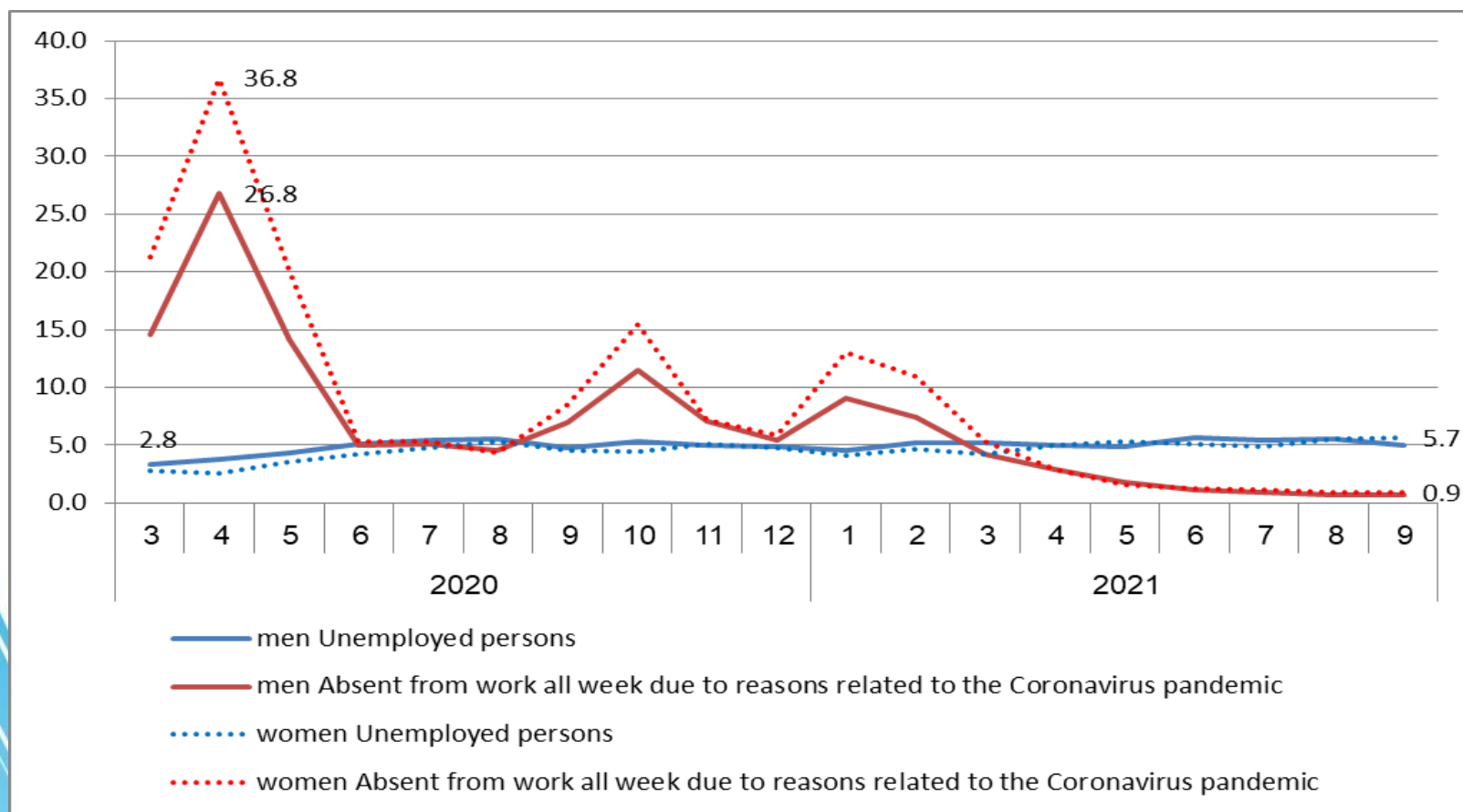
At the beginning of the period, about a third of the labor force in Israel was absent all week for reasons related to Covid-19. Over time, this percentage decreases, while the percentage of unemployed increases from 3.1% March 2020 to 5.3% September 2021.



- Stopped working due to other reasons or not worked in the past, interest to work now and did not looking for job during last month due to Coronavirus pandemic
- Stopped working due to dismissal or closure of the workplace from March 2020
- Absent from work all week due to reasons related to the Coronavirus pandemic
- Unemployed persons

Relevant LF groups to Covid-19, by sex, percentages of labour force

Women were absent all week for reasons related to Covid-19 more than men, in April 2020 the gap was about 10 percentage points, the gap between women and men decreased over the period. The unemployment rate among men and women is quite similar in most months.



Working from home - from the Questionnaire

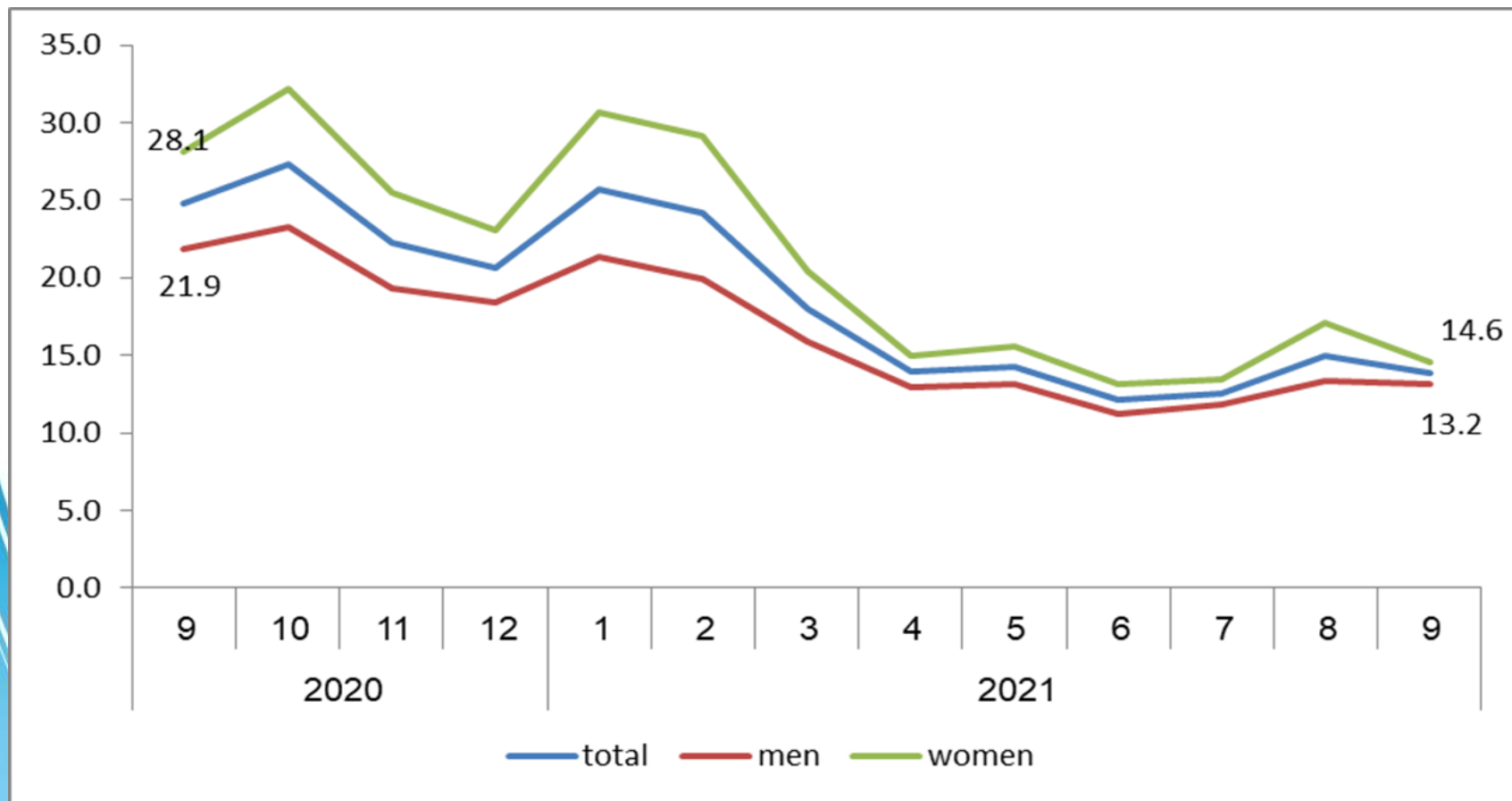
4.220.1 Do you usually work most of the week from home at your main job?

4.220.2 Did you work during the last week from home at your main job for at least one paid hour?

4.220.3 How many hours did you work from home at your main job during the last week?

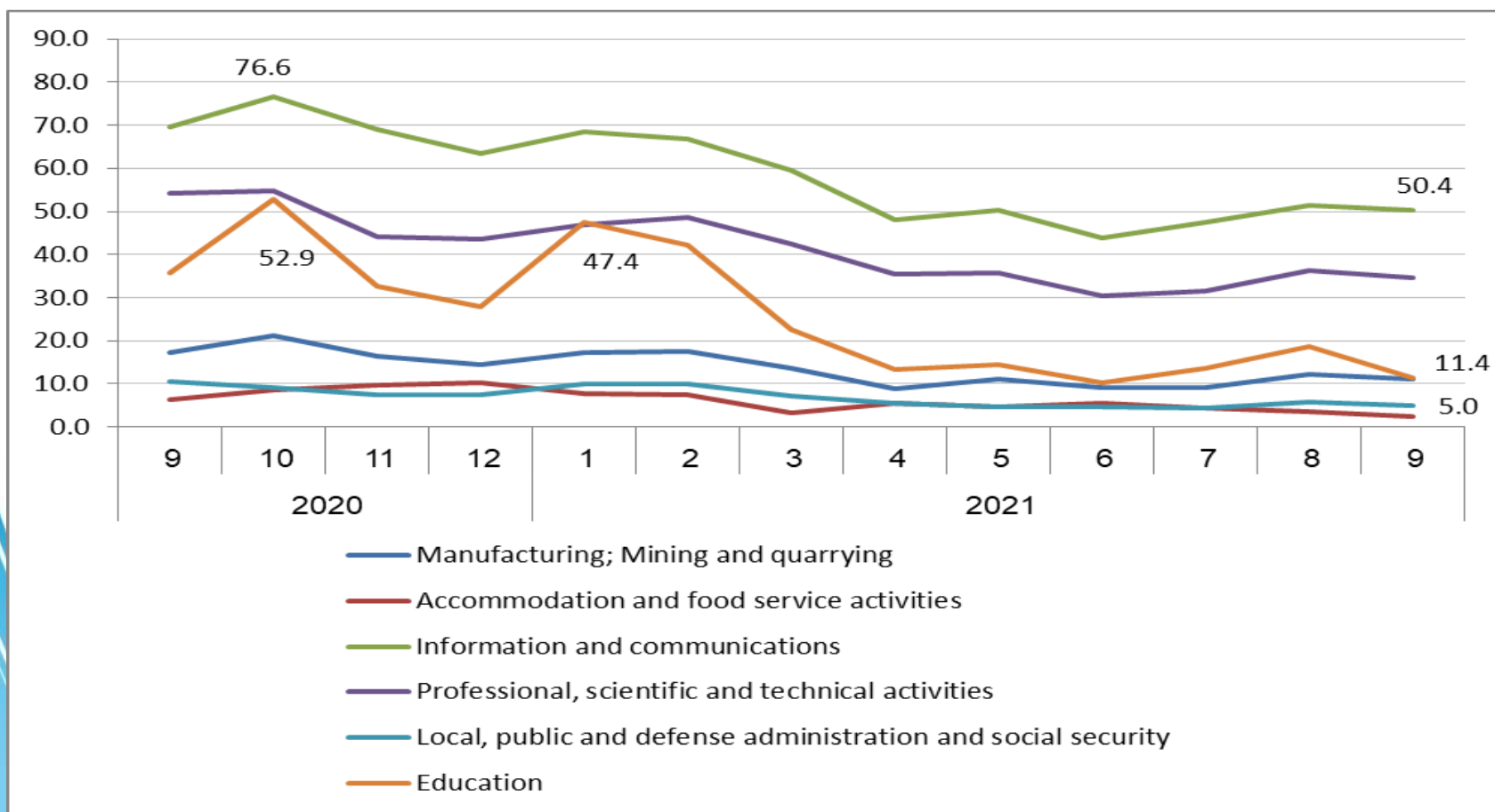
Percentage working from home of employed persons (excluded persons temporarily absent from work all the week), by sex

The percentage of women who worked from home was higher than the percentage of men who worked from home, the gap that was at September 2020 about 6 percentage points, decreased and reached 1.5 percentage points at September 2021.



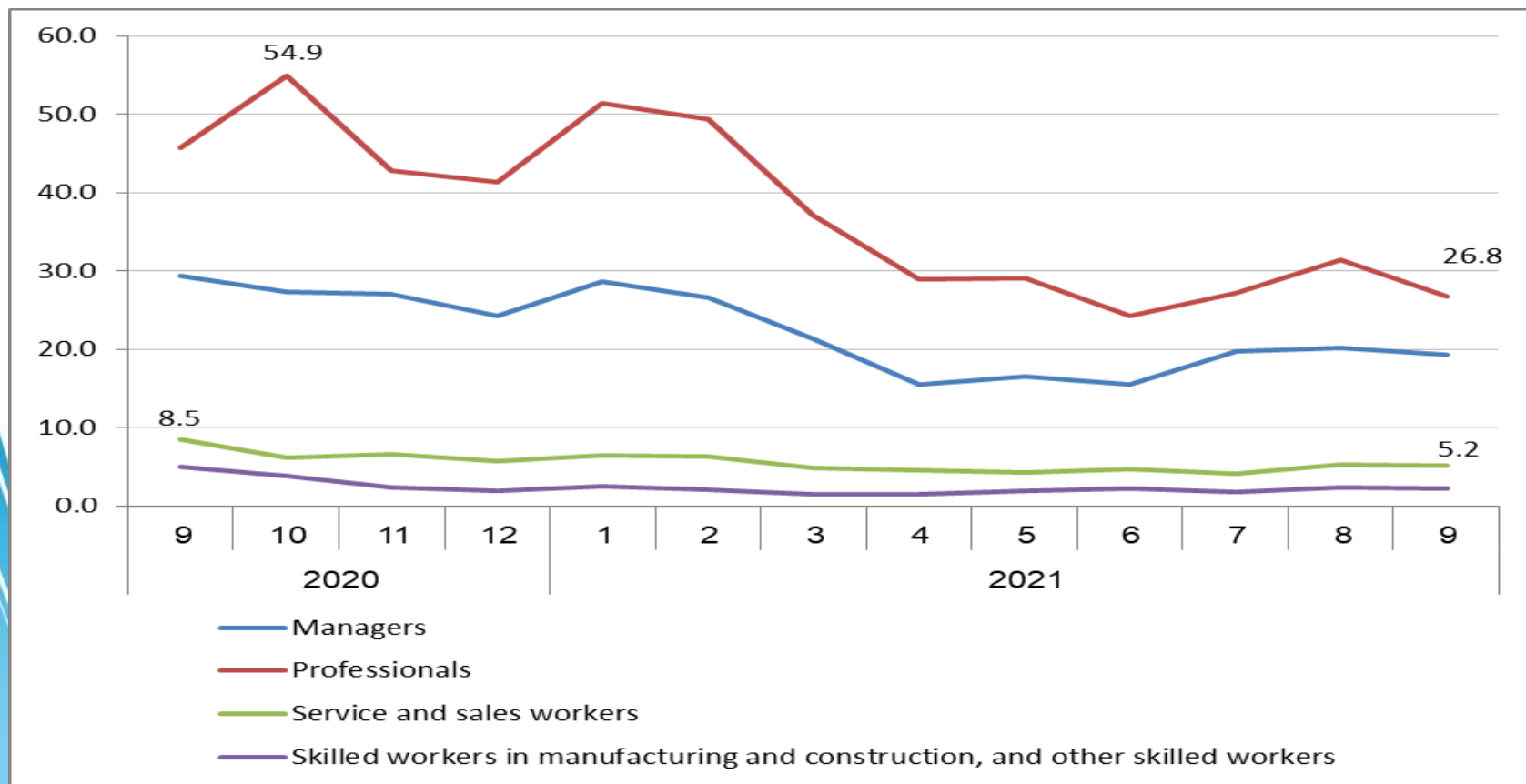
Percentage working from home of employed persons (excluded persons temporarily absent from work all the week), by selected industries

The highest percentage of employees from home was in the “Information and communication” industry, especially in October 2020. The percentage of working from home in the “Education” industry was affected by government restrictions. In contrast, there are industries in which almost no one worked from home, for example: “Accommodation and food service activities” and “Local, public and defense administration and social security”



Percentage working from home of employed persons (excluded persons temporarily absent from work all the week), by selected occupations

The percentage of employed persons who worked from home was highest among Professionals workers, 55% in October 2020 compare to 27% in September 2021. “Service and sales workers” and “Skilled workers in manufacturing and construction, and other skilled workers” hardly worked from home.

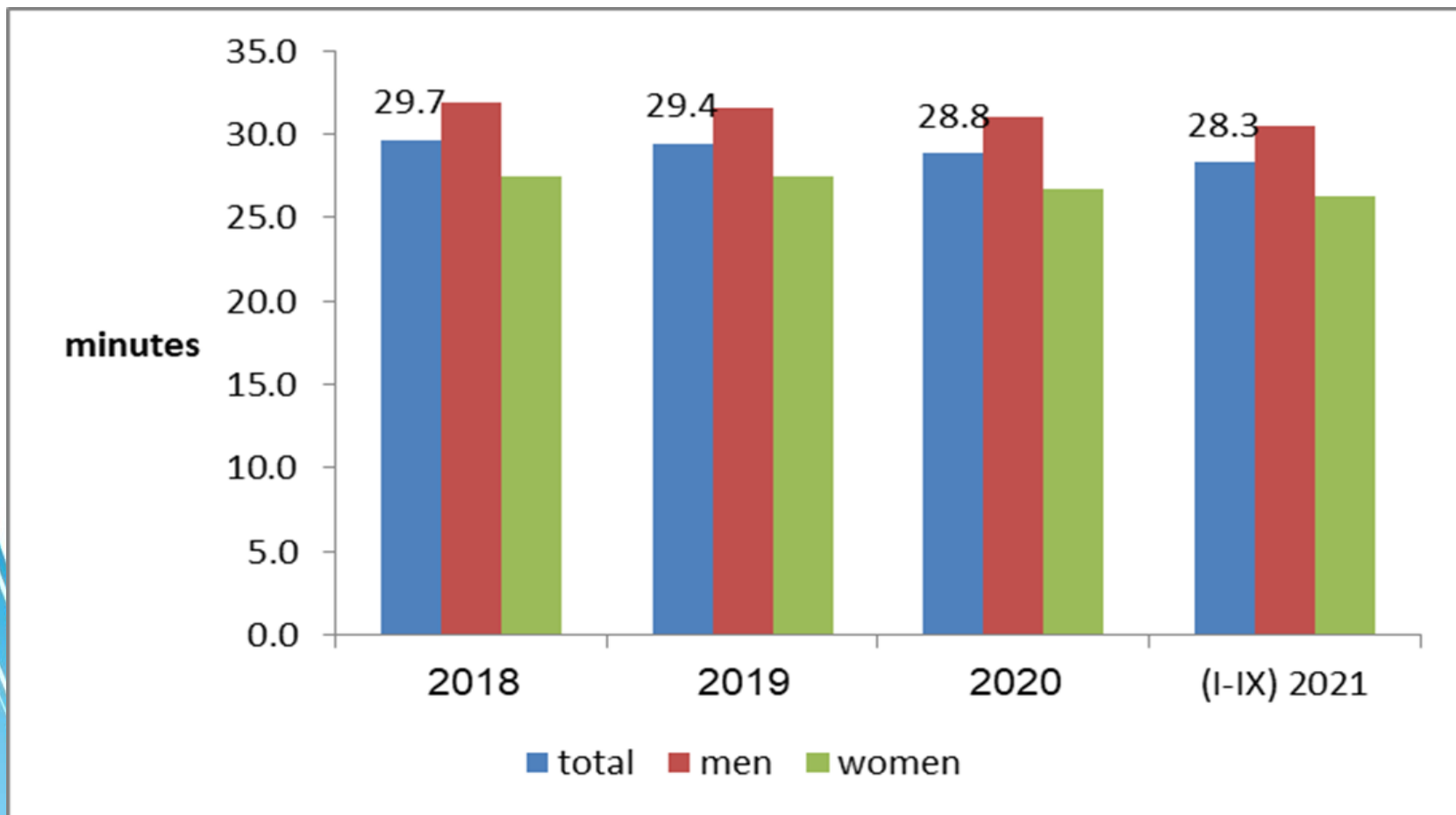


Commuting time – from the Questionnaire

4.140 How long, in minutes, does it typically take you to travel to your main workplace? _____

Commuting time – by sex, mean (minutes)

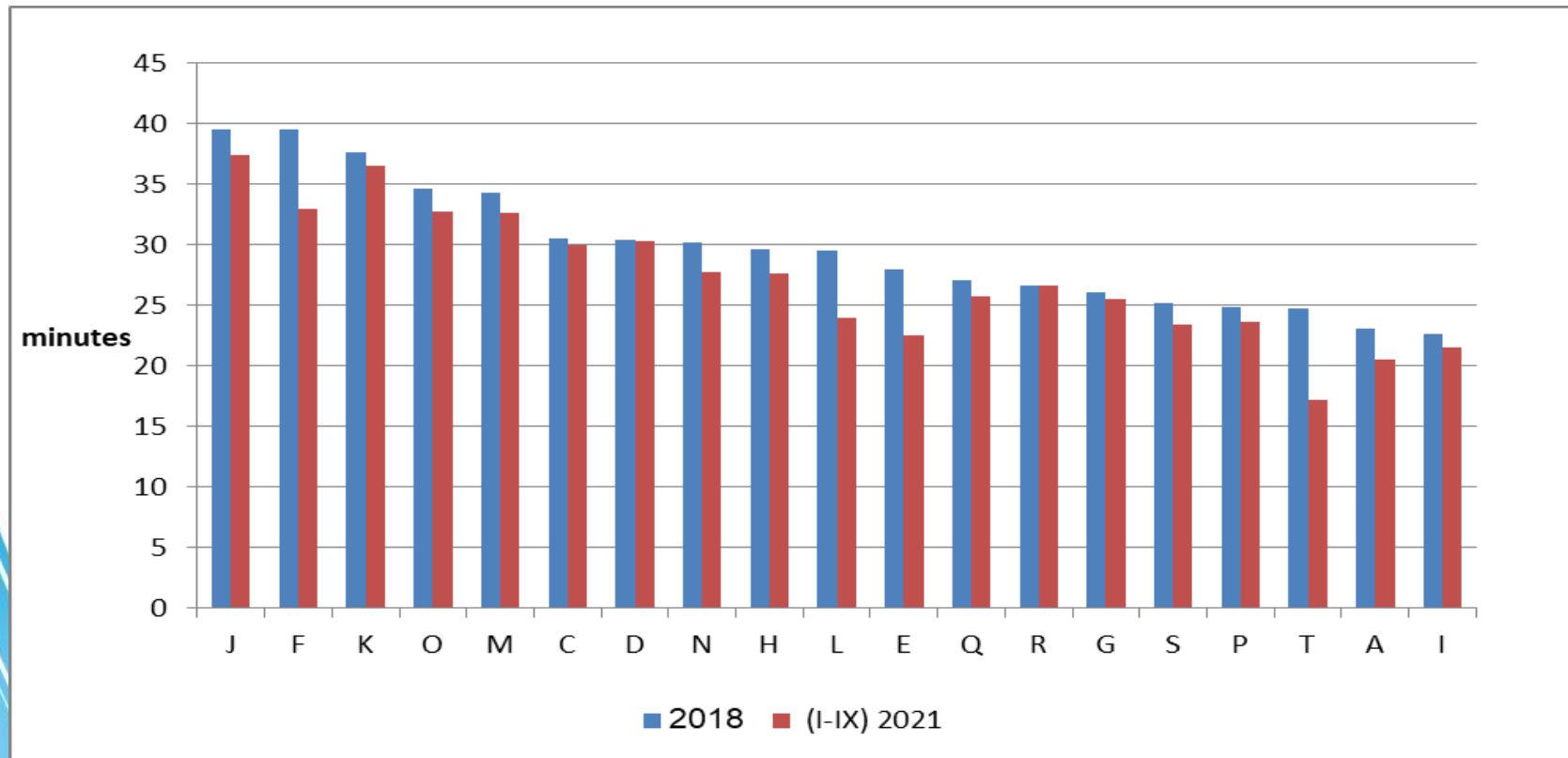
The Commuting time decreased slightly between the years 2018-2021. The commuting time of men was higher than women by about 4 minutes.



Commuting time – by industries, mean (minutes)

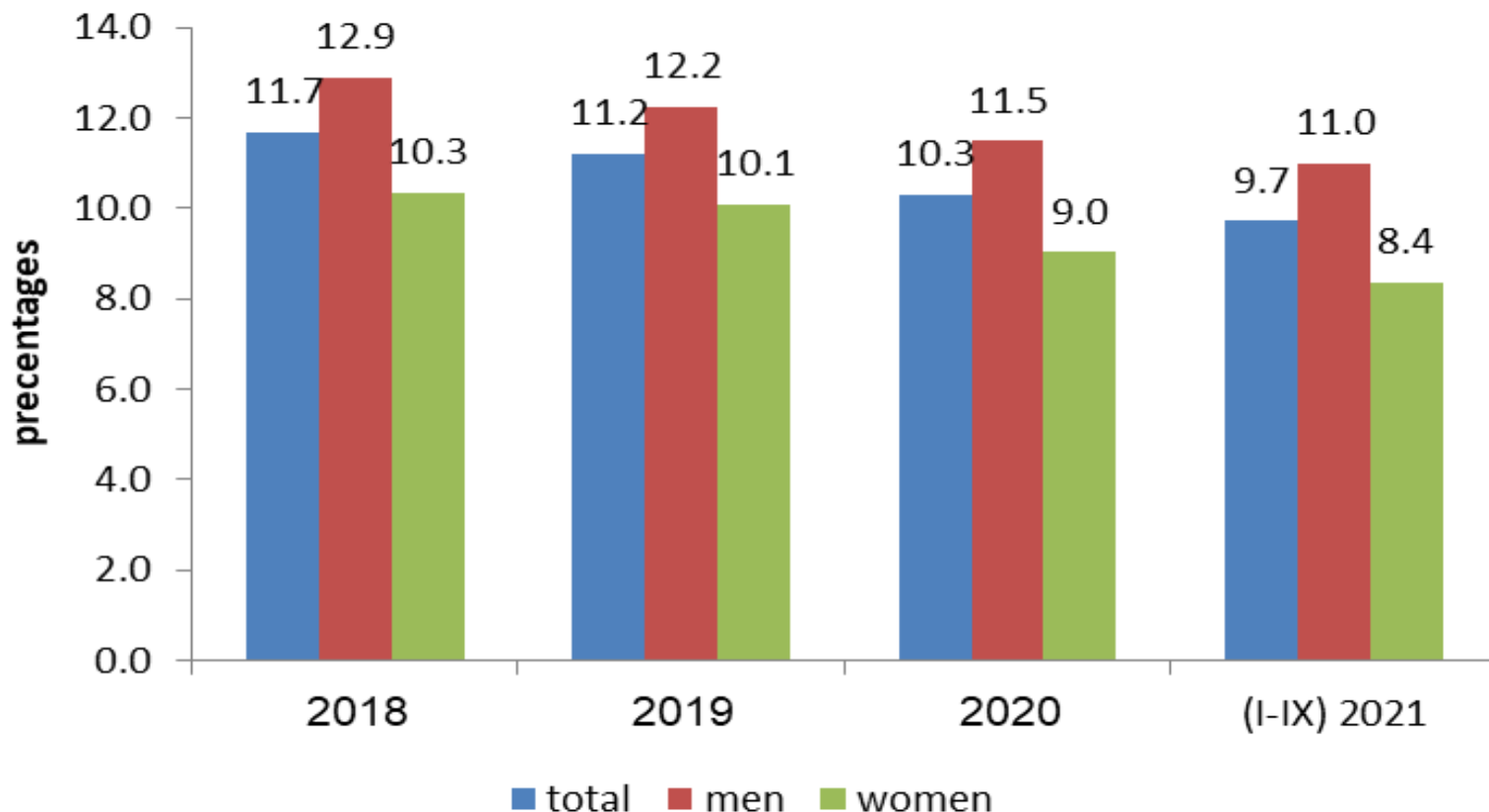
The average commuting time of employed persons in “Information And Communication”, “Financial And Insurance Activities” and “Construction” was higher than in other industries, almost 40 minutes in 2018.

The average commuting time of workers in “Accommodation And Food Service Activities”, “Agriculture” and “Activities Of Households As Employers” was the lowest.



Commuting time – by sex, % with 60 minutes or more, from employed persons

In 2018, 11.7% of employed persons were with commuting time more than 60 minutes compared to 9.7% in 2021. The share of men with higher commuting time, was higher than women.



Inappropriate work - from the Questionnaire

Inappropriate Work (All Employed Persons Reach This Section, Except Those In Compulsory Army Service)

4.300 Are you interested in changing your main job for a different one?

- 1 Yes
- 2 No - Skip to Question 4.370

4.310 Why are you interested in changing jobs?

- 1 Interested in higher wages
- 2 Desire for work that better suits my education and training
- 3 Desire for work that is more interesting with more self-fulfilment
- 4 Desire to work closer to home
- 5 Desire for better working conditions
- 6 Other. State: _____

4.320 Did you actively seek other work during the past 4 weeks?

- 1 Yes - Continue to Question 4.330
- 2 No - Skip to Question 4.370

4.330 What methods did you use to seek work?

4.331 Uploaded c.v. documents to social media or professional sites on the Internet, or updated such documents	1 – Yes	2 - No
4.332 Contacted the employer, either personally, in writing, or using some other method	1 – Yes	2 - No
4.333 Attempt to start a private business	1 – Yes	2 - No
4.334 Through friends, relatives, or others	1 – Yes	2 - No
4.335 Through an employment and/or a placement agency	1 – Yes	2 - No
4.336 Through signing up at the Employment Bureau	1 – Yes	2 - No
4.337 By answering a want ad in the newspaper or on the Internet	1 – Yes	2 - No
4.338 Another method. Specify: _____	1 – Yes	2 - No

4.340 If you were offered another job, could you start it within the next two months?

- 1 Yes
- 2 No

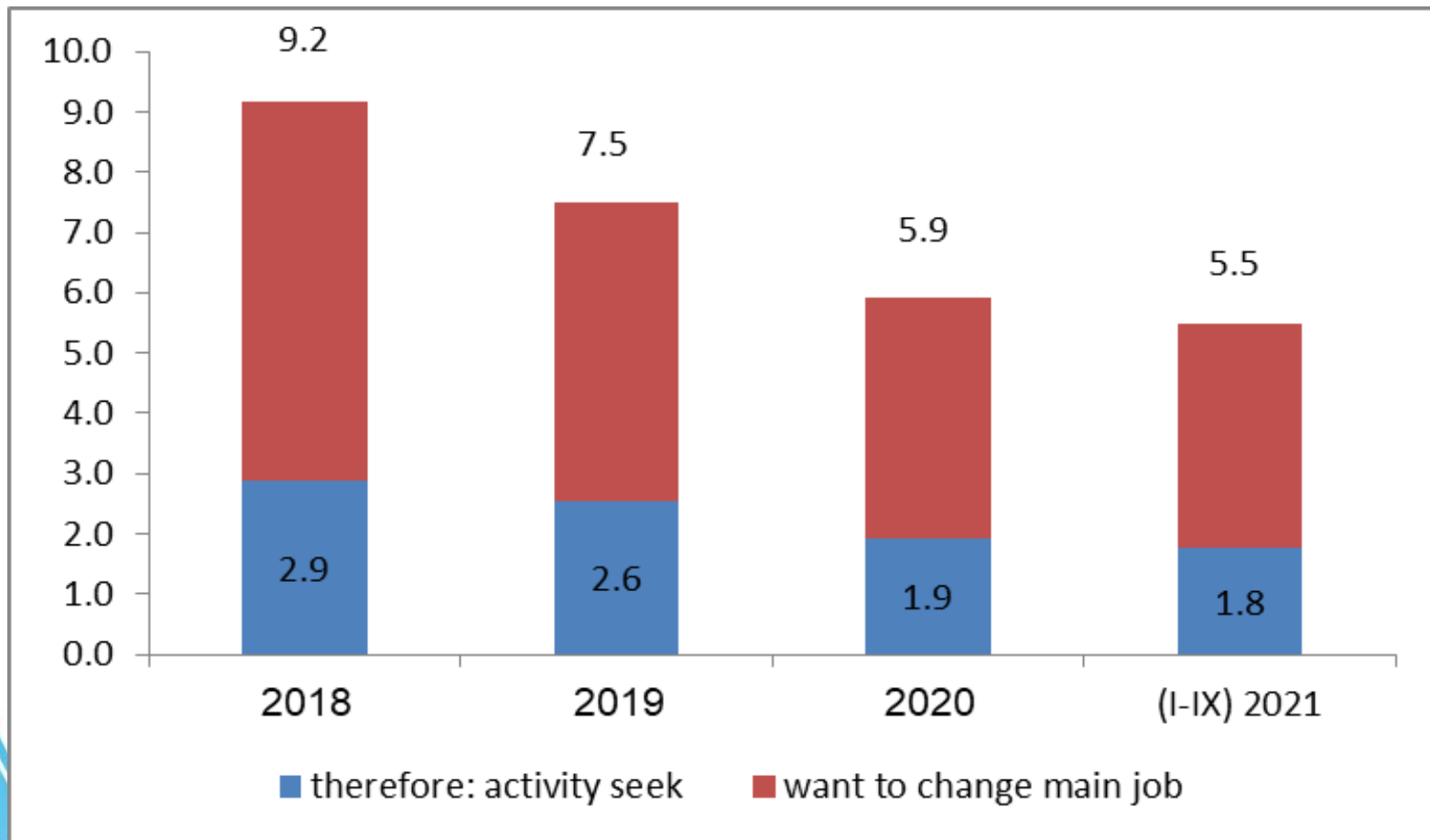
4.350 Did you seek work in the same field in which you currently work?

- 1 Yes - Skip to Question 4.370
- 2 No - Continue to Question 4.360

4.360 In what field did you seek work? _____

Employed Persons interested in changing main job for a different one, percentages

In 2018, 9.2% of employed persons want to change main job for a different one compared to 5.5% in 2021. About a third of them were actively looking for work.



Matching between Education and Qualifications -from the Questionnaire

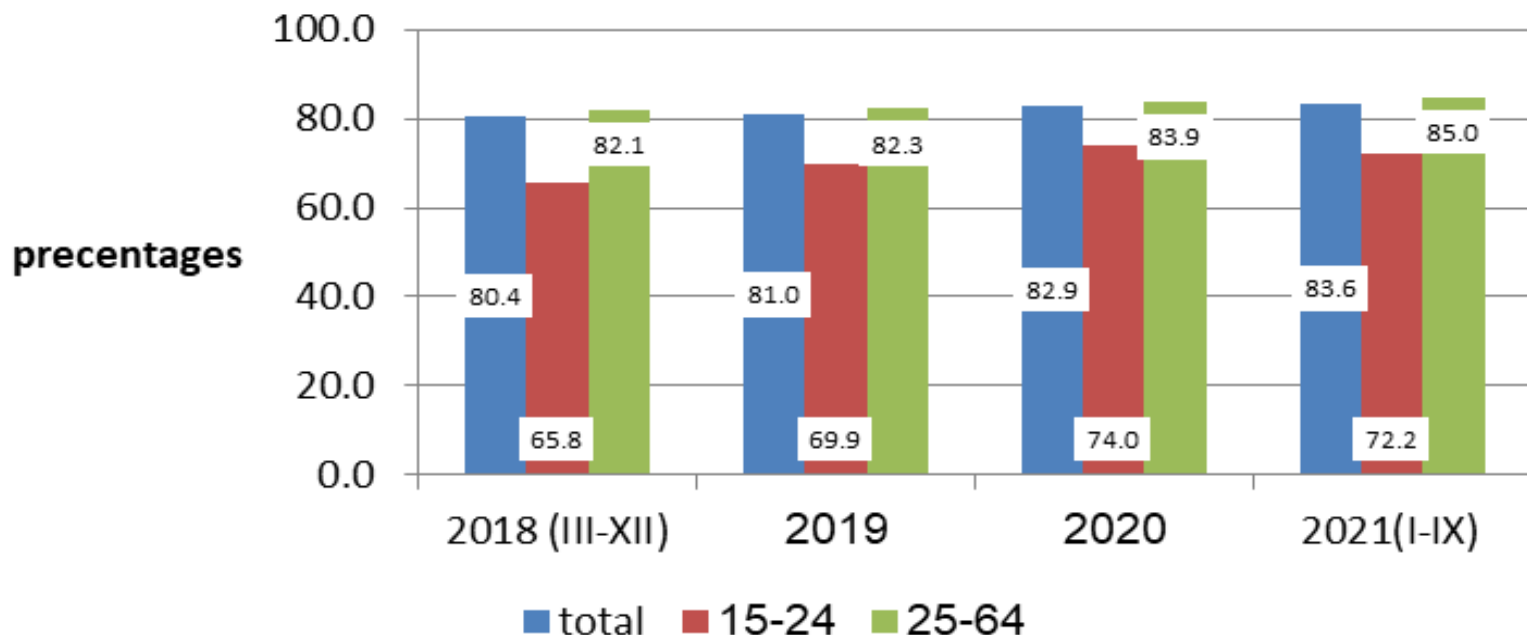
**4.170 Is your job matching with your
education and qualifications?**

- 1 Yes
 - 2 No
-

Matching between Education and Qualifications

More than 80% (among employed persons) answer that the “job matching with your education and qualifications”, higher among aged 25-64 than aged 15-24.

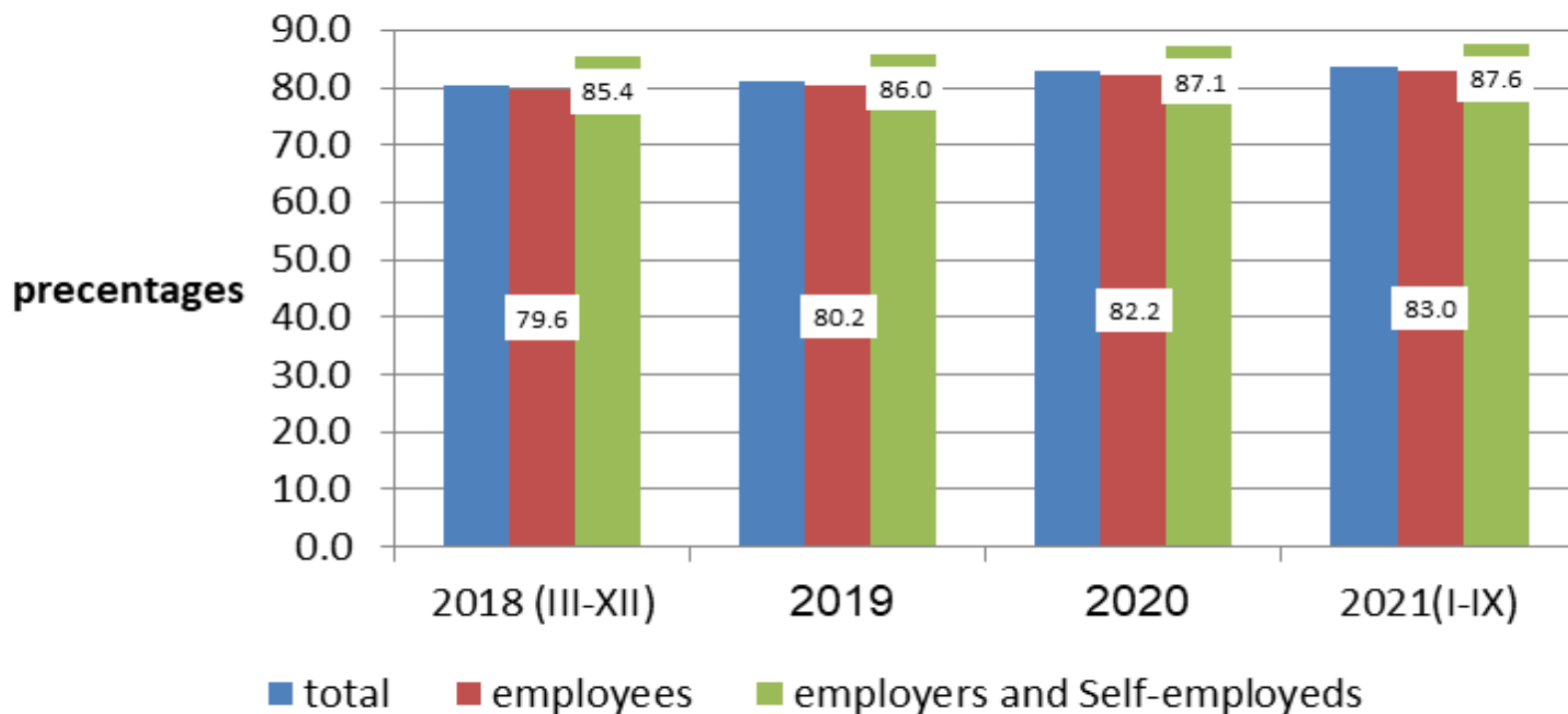
Matching between Education and Qualifications, by age



Matching between Education and Qualifications

More than 85% among employers and self-employed persons answer that the “job matching with your education and qualifications”, higher than among employees.

Matching between Education and Qualifications, by status of work



Evening work / Night work / Weekend work - from the Questionnaire

4.220 At your main workplace, during which hours do you usually work?

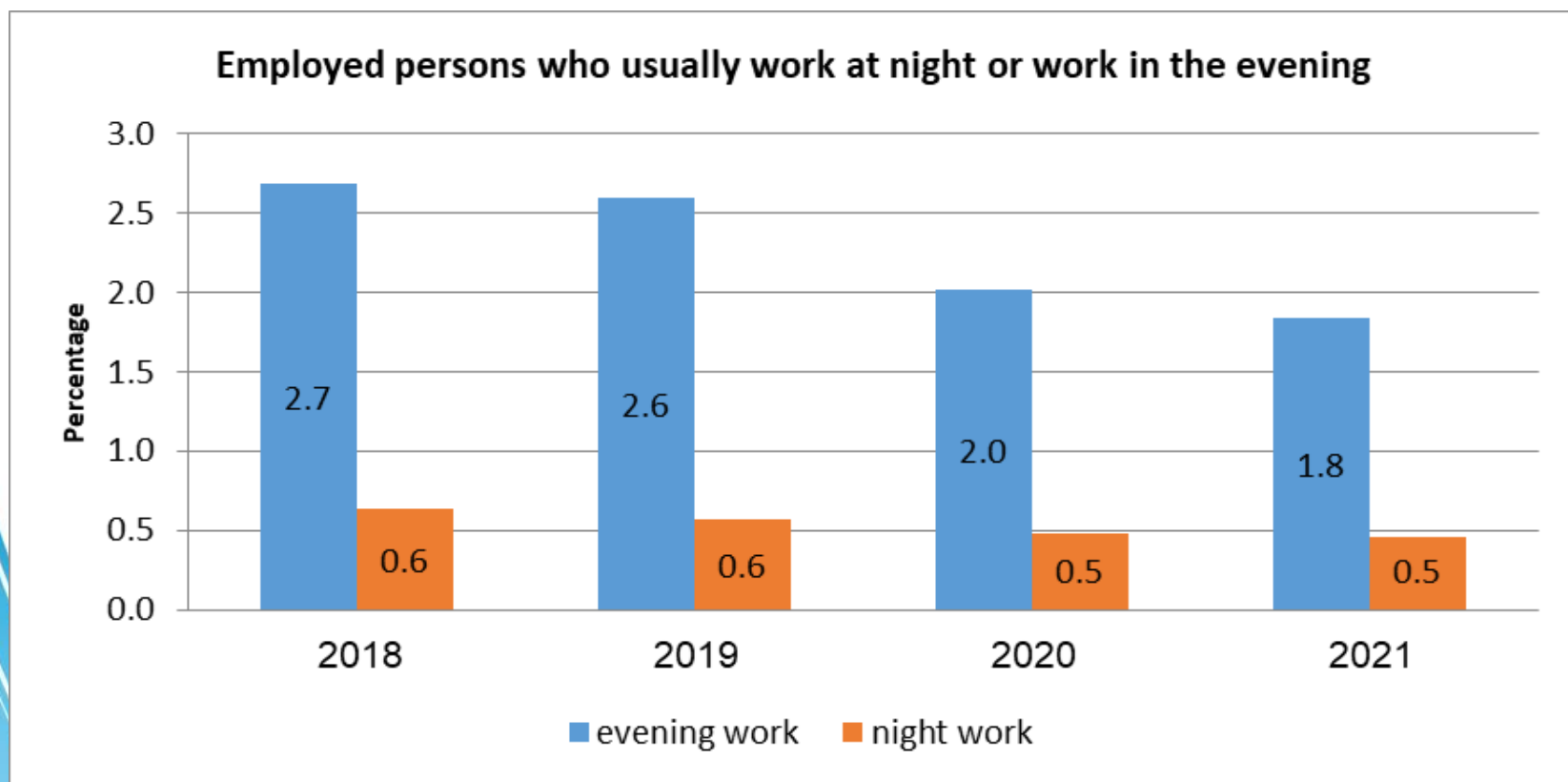
- 1 Usually during the day
- 2 Usually during the evening
- 3 Usually at night
- 4 Shifts
- 5 Split shifts
- 6 Irregular hours
- 7 Other

4.240 Did you work during the past weekend?

- 1 Yes, on Friday
 - 2 Yes, on Saturday
 - 3 Yes, on Friday and Saturday
 - 4 No
-

Evening work / Night work

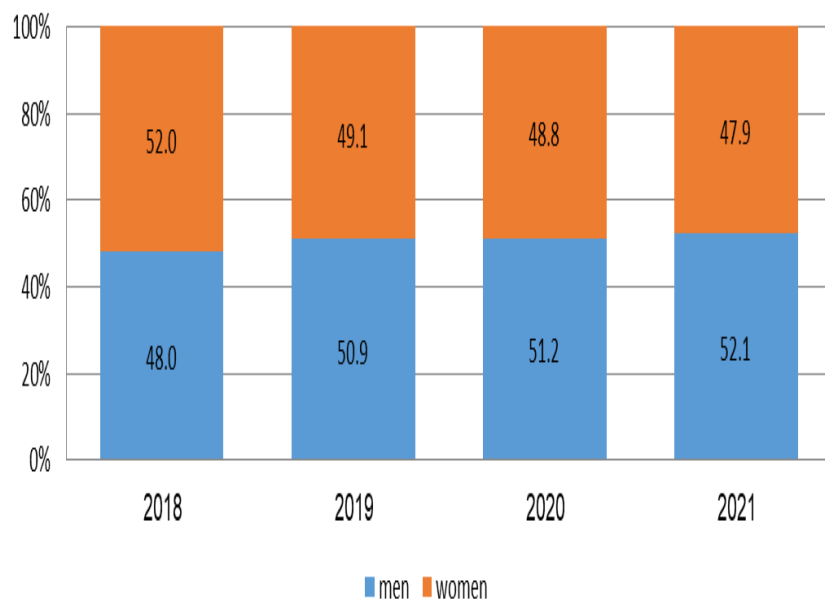
In 2018, 102.6 thousands employed persons usually work in the evening, and 24.3 thousands at night. In 2021, 70.5 thousands employed persons usually work in the evening, and 17.4 thousands at night.



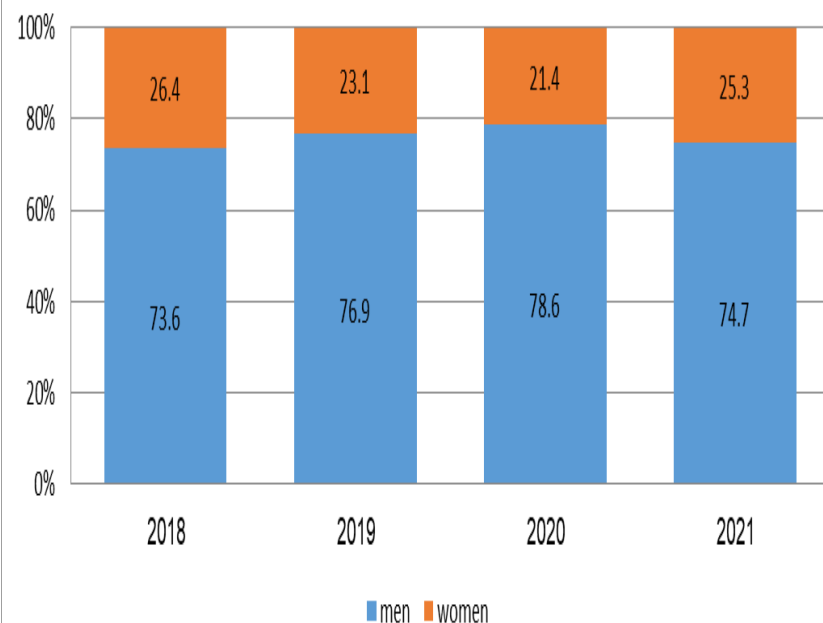
Evening work / Night work

Men worked in the evening and at night more than women. In 2021 52.1% among those who work in the evening were men and 74.7% among those who worked at night were men.

Employed persons who usually work in the evening, by sex



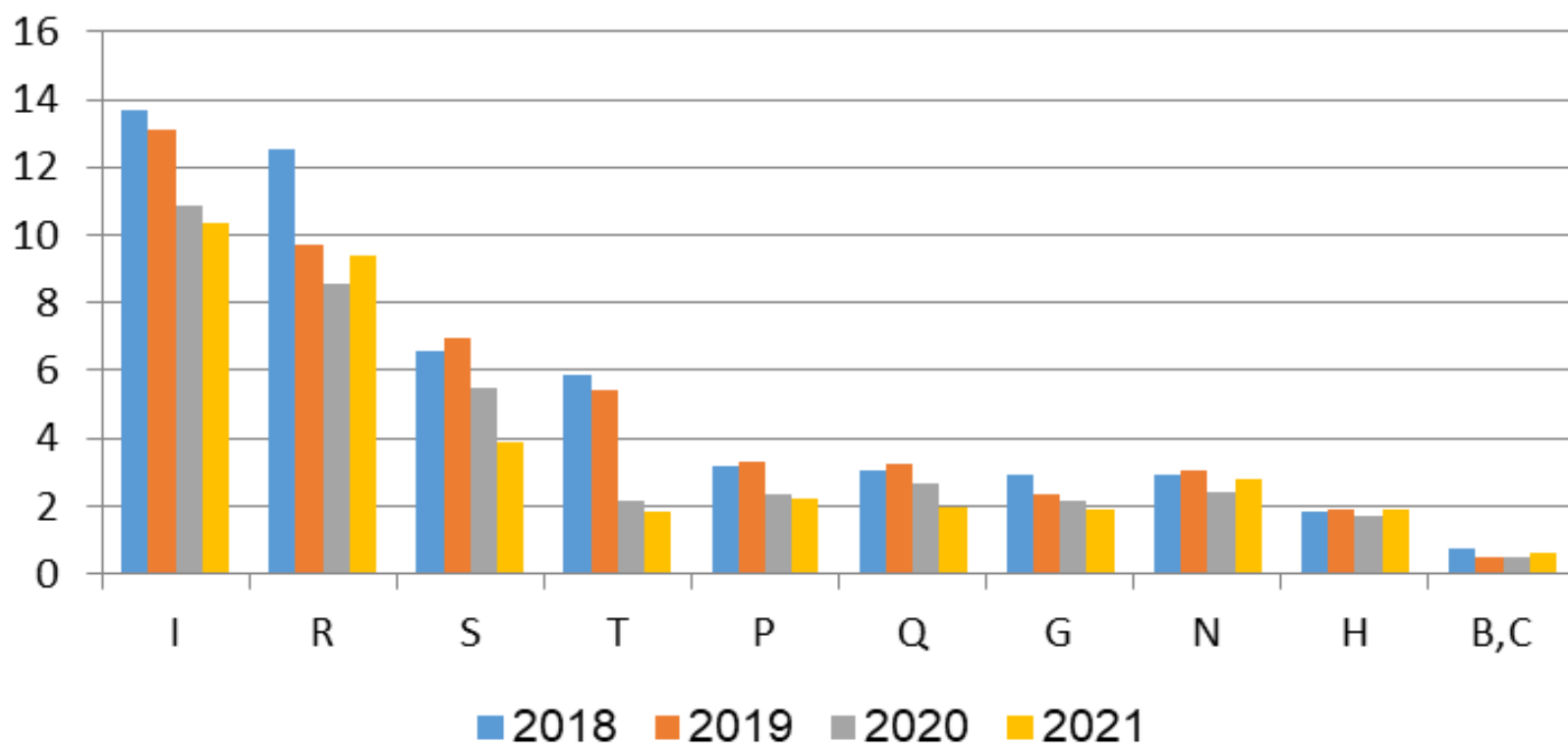
Employed persons who usually work at night, by sex



Evening work / Night work

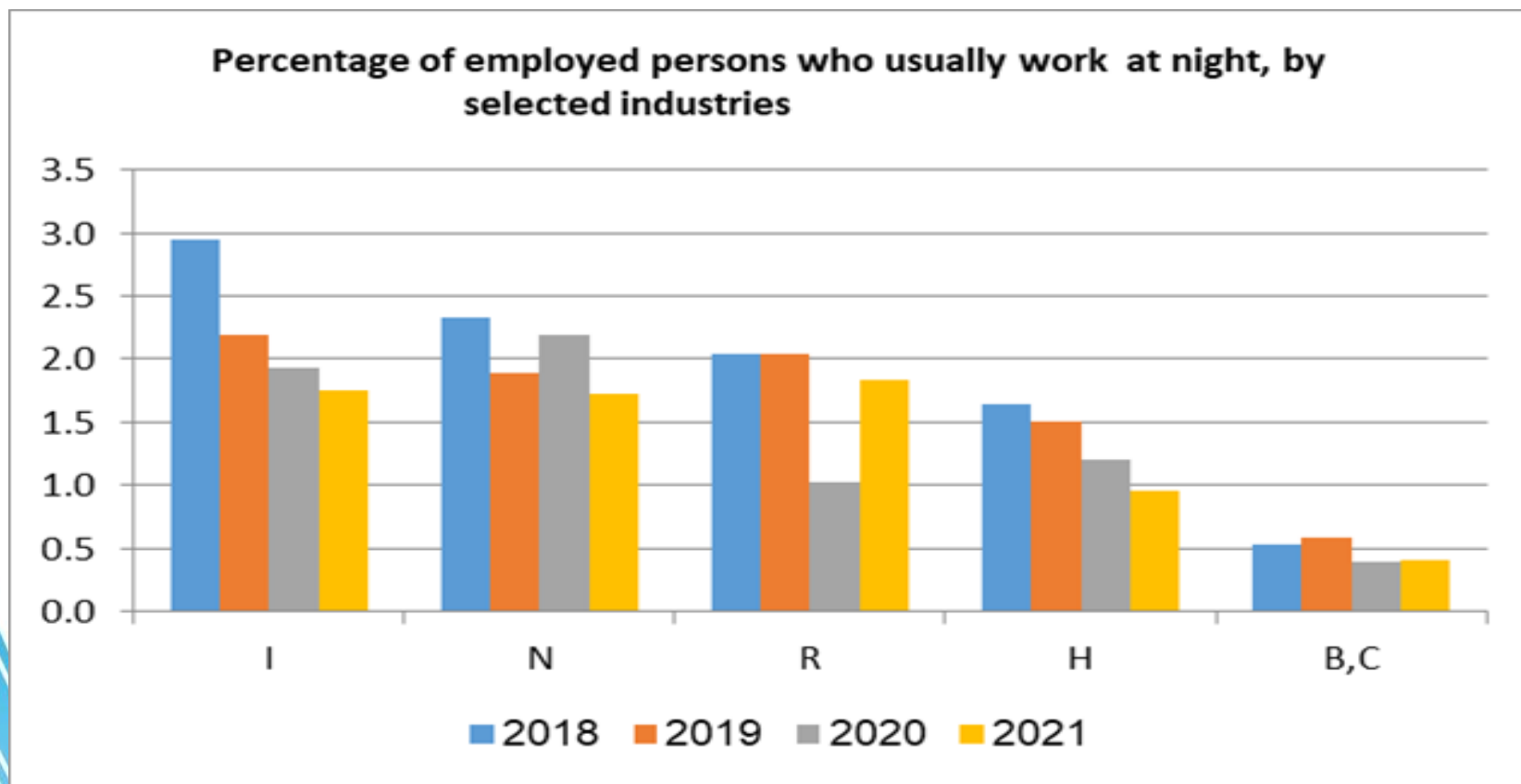
More than 10% of employed persons worked in the evening among “Accommodation And Food Service Activities”, and 9.4% (in 2021) among “Arts, Entertainment And Recreation”. Only 0.5% among “Manufacturing” worked at evening.

Percentage of employed persons who usually work in the evening, by selected industries



Evening work / Night work

2% of employed persons among “Accommodation And Food Service Activities”, “Administrative And Support Service Activities”, “Arts, Entertainment And Recreation” worked at night. Only 0.5% among “Manufacturing” worked at night.

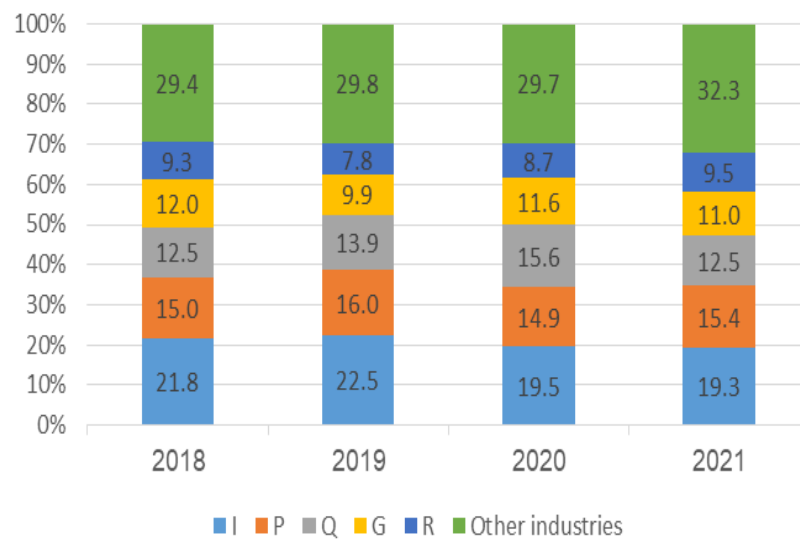


Evening work / Night work

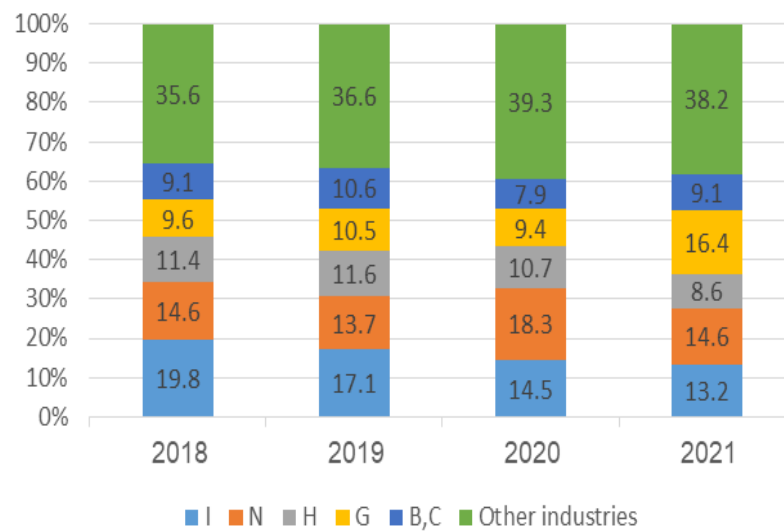
In 2021, most of employed persons usually work in the evening were in the following industries: “Accommodation and food service activities” (19%), “Education” (15%), “Human health and social work activities” (13%), “Wholesale and retail trade; repair of motor vehicles and motorcycles” (11%), “Arts, entertainment and recreation” (10%).

In 2021, most of employed persons usually work at night were in the following industries: “Wholesale and retail trade; repair of motor vehicles and motorcycles” (16%), “Administrative and support service activities” (15%), “Accommodation and food service activities” (13%), “Manufacturing” (9%), “Transportation and storage, postal and courier activities”(9%).

Employed persons who usually work in the evening, by industry

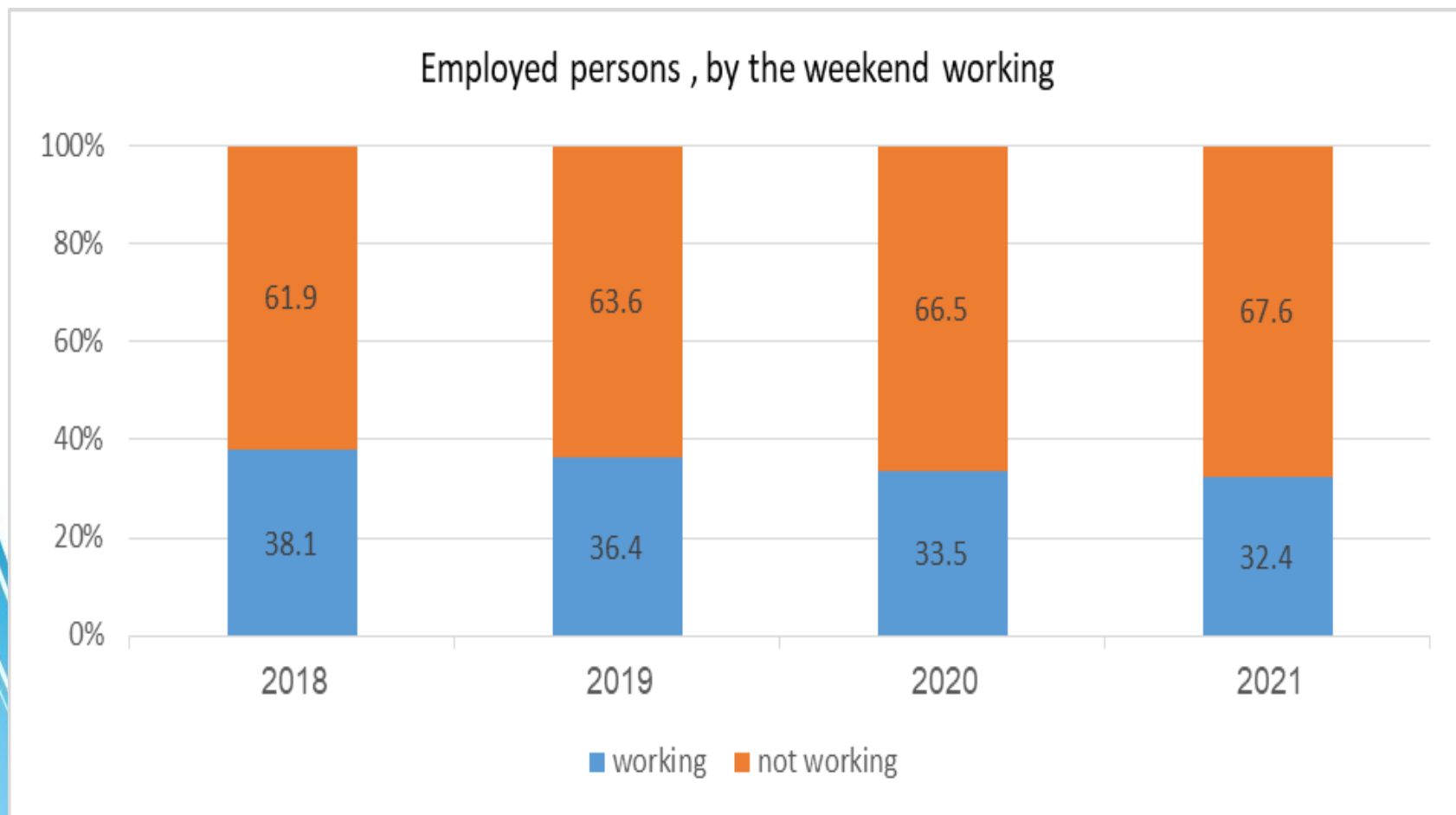


Employed persons who usually work at night, by industry



Weekend work

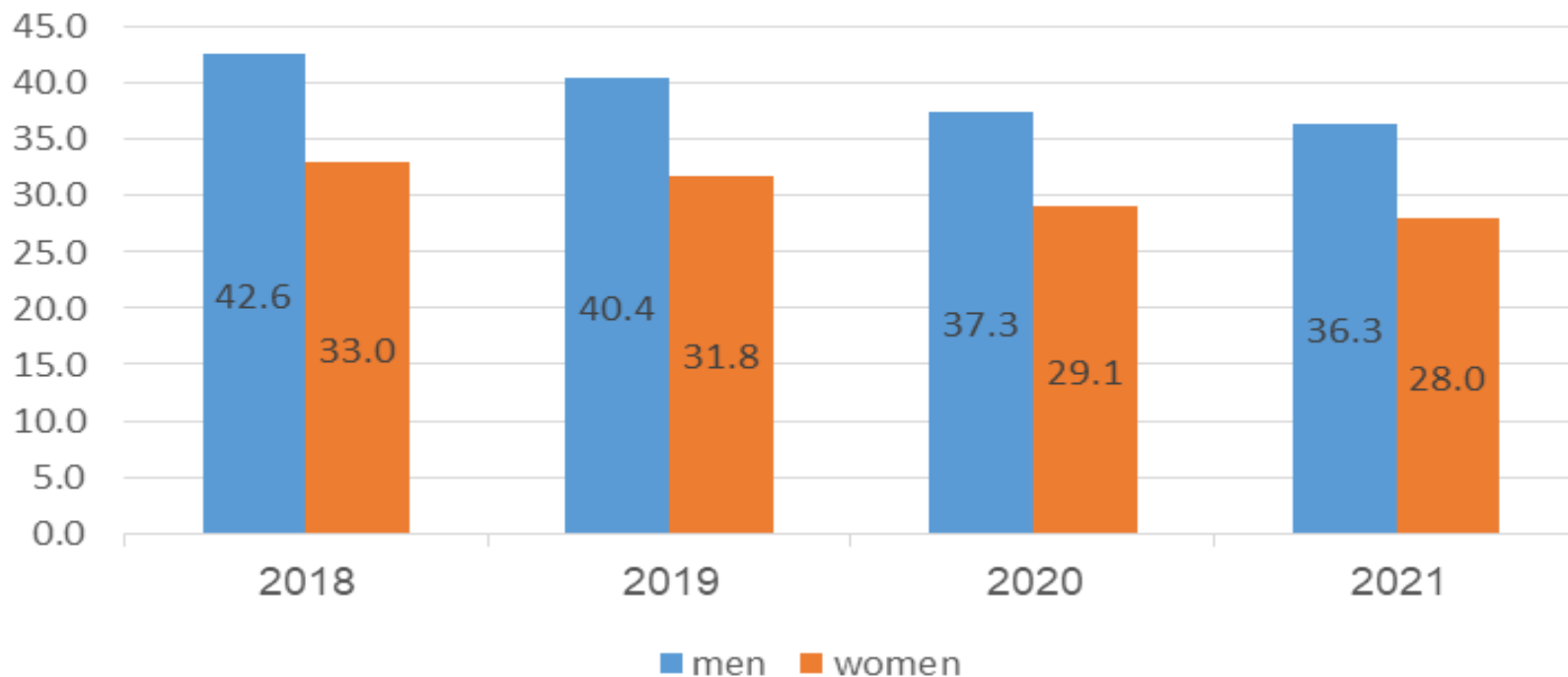
In 2018, 1.304 million employed persons usually work on the weekend compare to 1.082 million in 2021.



Weekend work

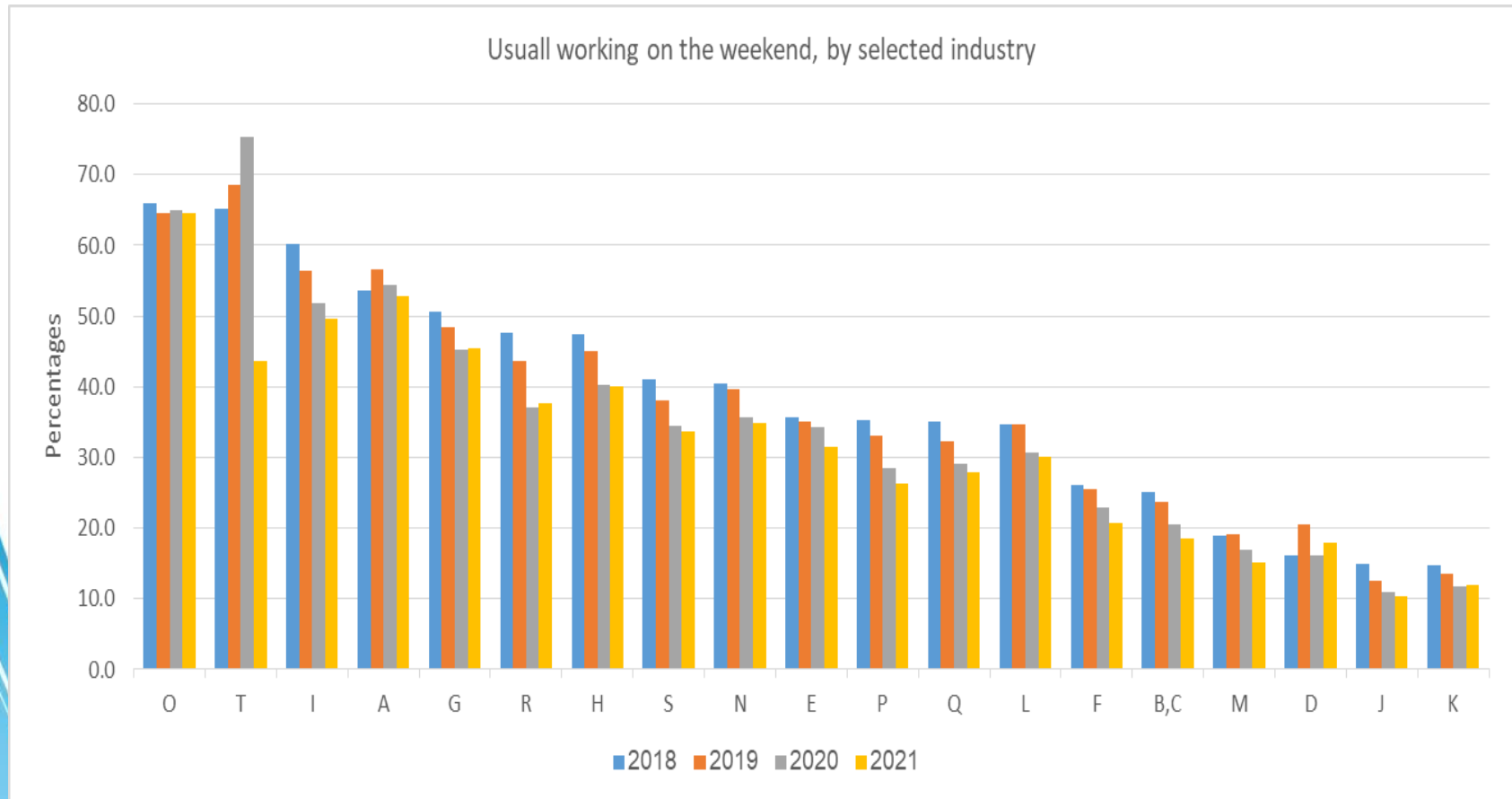
In 2021, among employed persons, 36.3% of men worked on weekend compared to 28.% among women.

Employed persons who usually work on the weekend, by sex



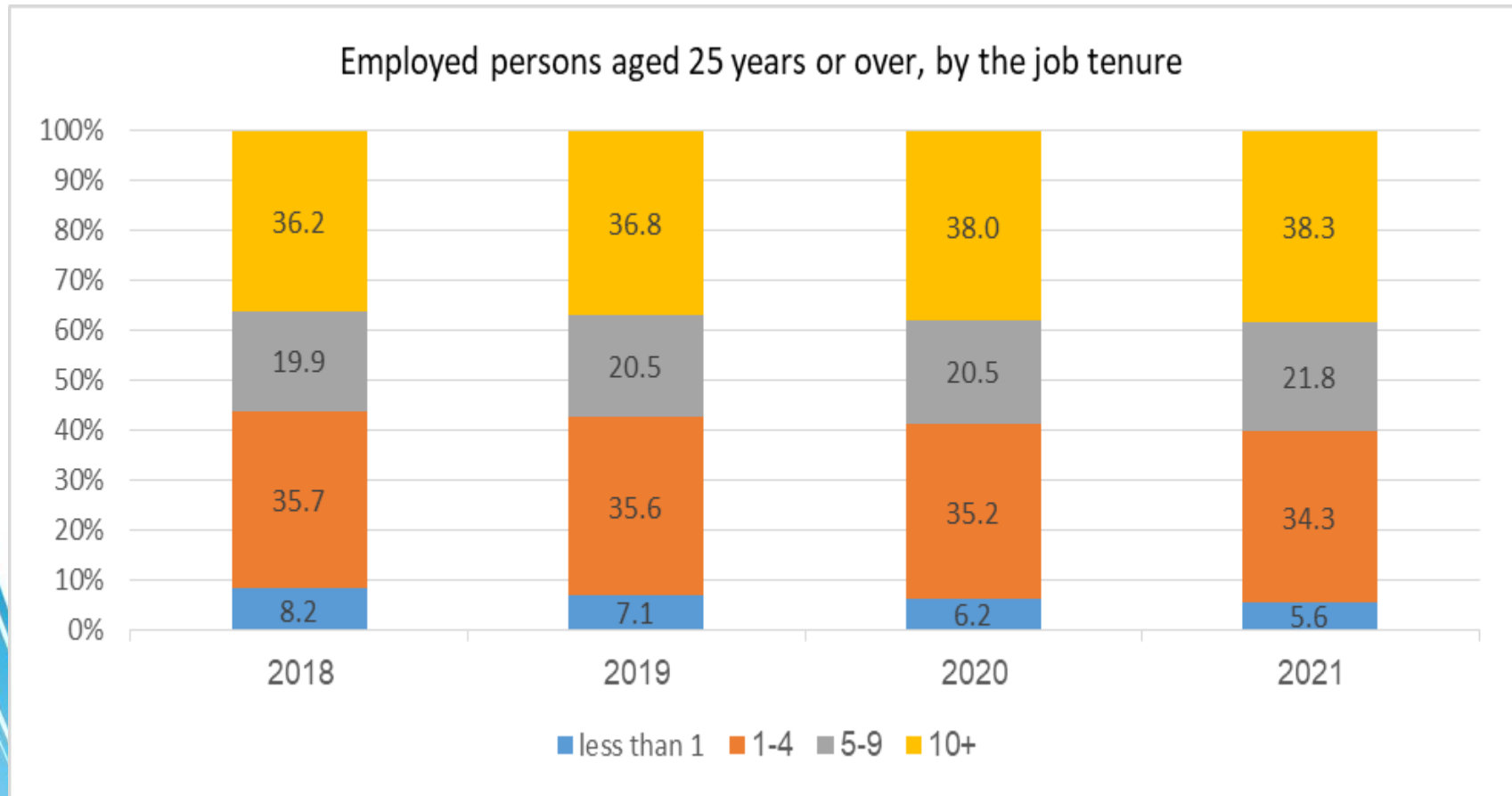
Weekend work

More than 60% of employed persons among “Local Administration, Public Administration And Defence; Compulsory Social Security” (soldiers and policemen) and “Activities Of Households As Employers” worked on weekends, and only 12% among “Financial and insurance activities” worked on weekends.



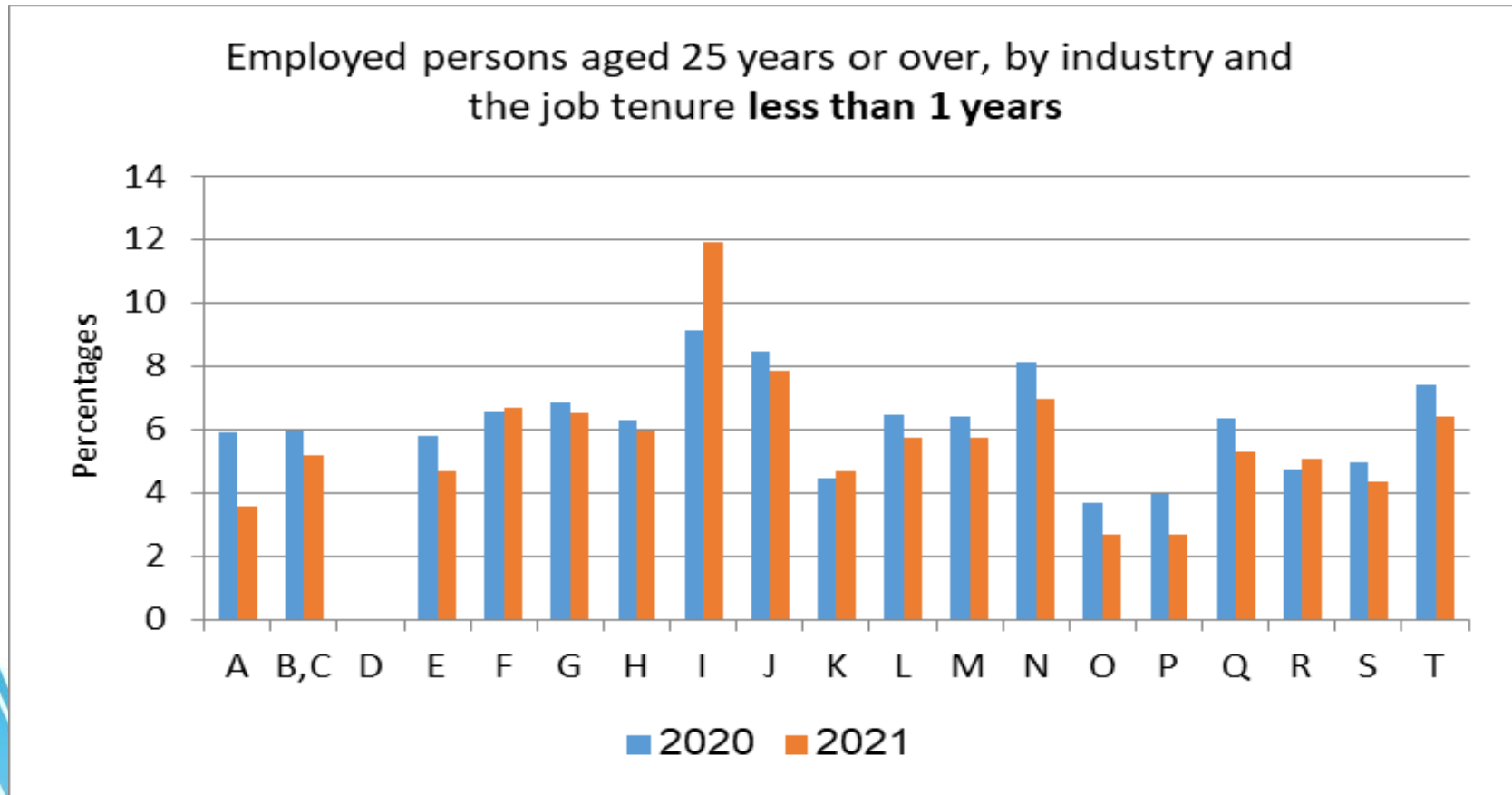
Job tenure

In 2021, 38% of employed persons aged 25 years and over had tenure of 10 years or more, 22% of 5-9 years, 34% of 1-4 years and 6% had tenure less than one year.



Job tenure

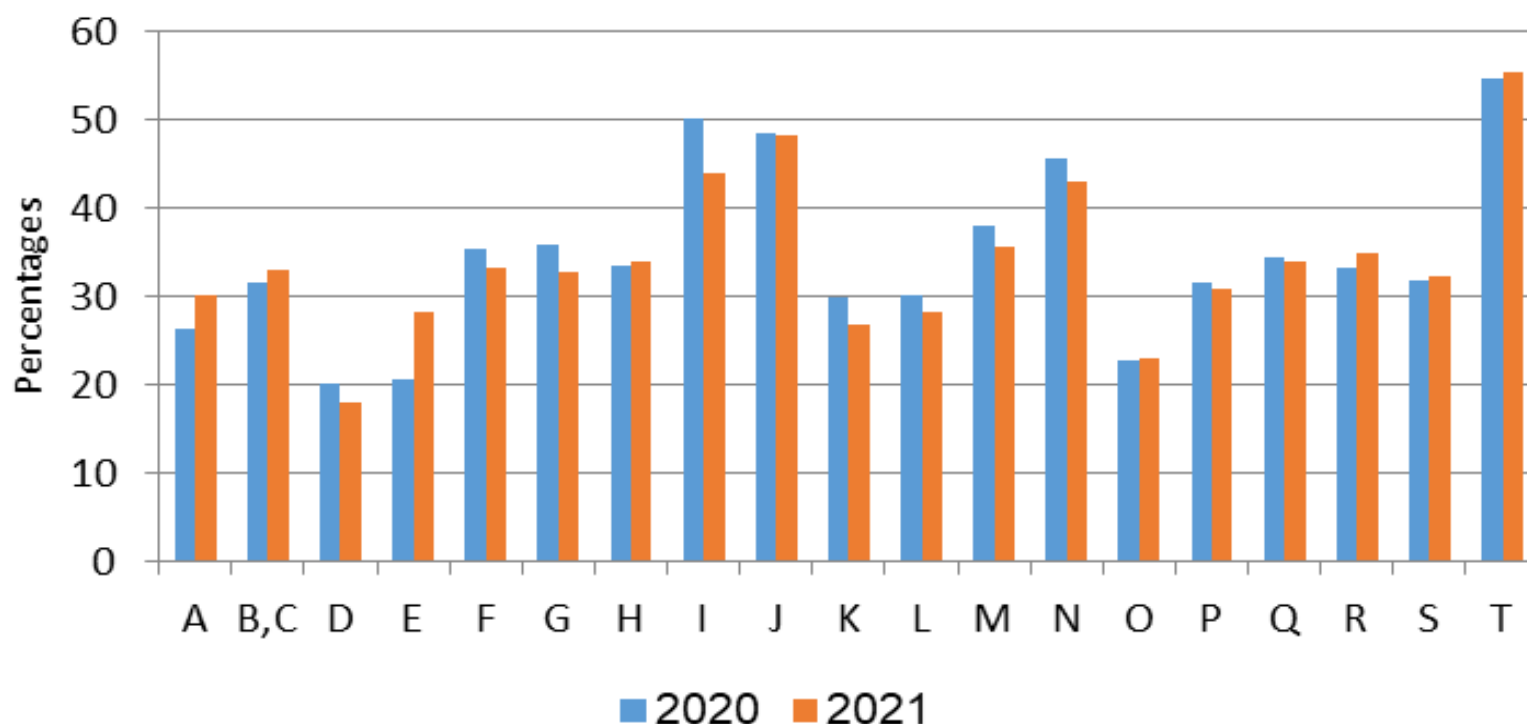
In 2021, the main industry in which the workers were with a tenure of less than a year was “Accommodation And Food Service Activities” (12%).



Job tenure

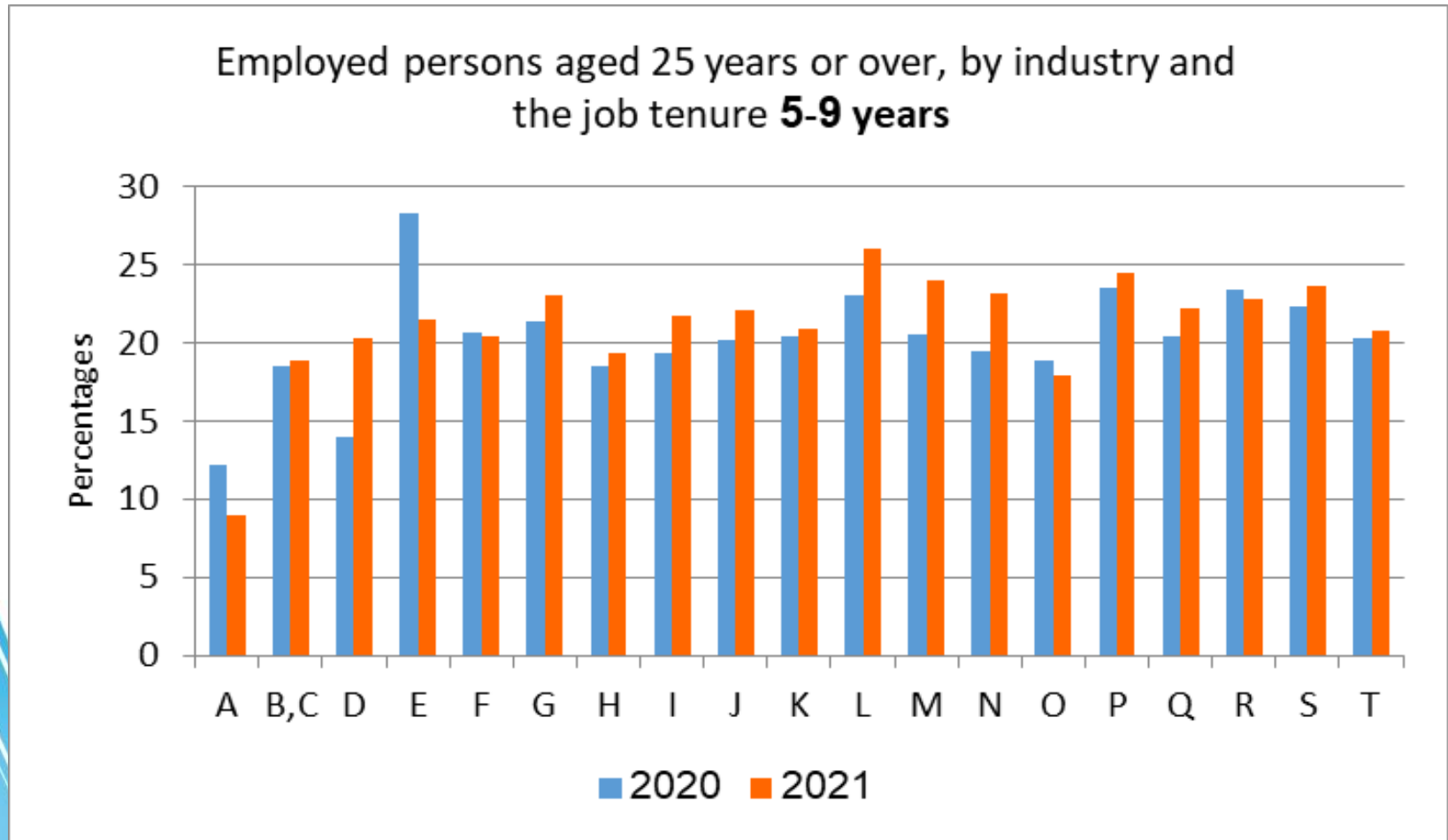
In 2021, the main industries in which the workers were with a tenure of 1-4 years were “Activities Of Households As Employers”(55%), “ Information And Communication”(48%) and “Accommodation And Food Service Activities”(44%).

Employed persons aged 25 years or over, by industry and the job tenure **1-4 years**



Job tenure

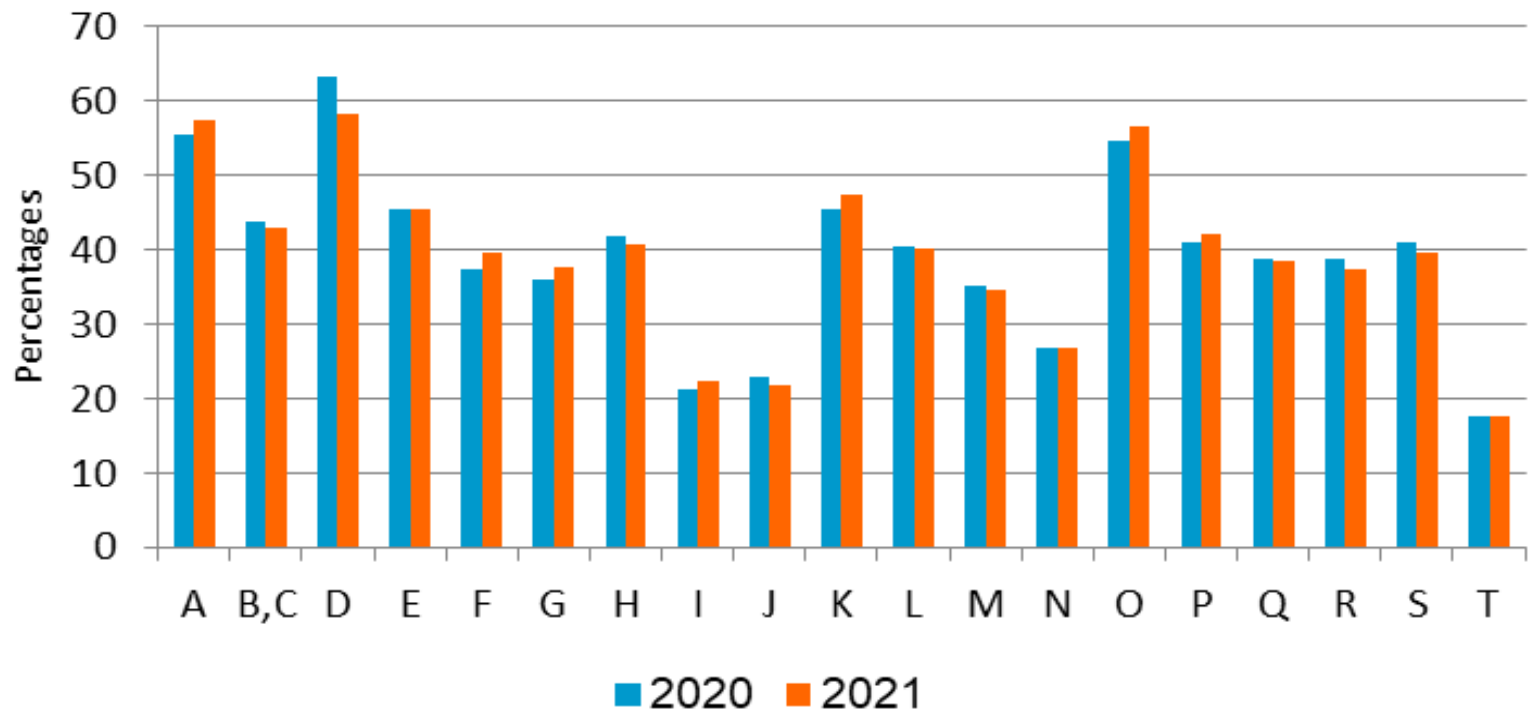
In 2021, the main industries in which the workers were with a tenure of 5-9 years were “Real Estate Activities”(26%), “Education”(25%) and “ Professional, Scientific And Technical Activities” (24%).



Job tenure

In 2021, the main industries in which the workers were with a tenure of 10 and more years were “Electricity, Gas, Steam And Air Conditioning Supply”(58%), “Agriculture” (57%) and “ Local Administration, Public Administration And Defence; Compulsory Social Security” (57%).

Employed persons aged 25 years or over, by industry and the job tenure **10+ years**



Thank you for your attention!