

# Recruitment statistics from the Swedish Labour Force Surveys

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# Introduction/Background

- Based on the panel design of the LFS
- Since 1999 the Swedish LFS has been supplemented with questions to newly employed on how they obtained their new job
- In 2005 revision and integration with the regular questionnaire
- Results published since 2010, time series dating back to 2005

# The Swedish LFS

- Persons in the Swedish LFS are interviewed quarterly for a period of two years
- In LFS hirings can be measured by comparing LFS from two consecutive quarters.
- This somewhat underestimates the number of hirings with short durations.

# Types of recruitment

- External recruitment
  - Quite easily defined and measured in the LFS
    - Transitions from non-employment to employment
    - Employed persons who change employers
- Internal recruitment
  - Somewhat more difficult to measure
    - What is a job-change and what is reorganization?
    - Basic information provided in the Swedish LFS

# Recruitment forms

- *Direct recruitment* is a recruitment form associated with so-called “vacancies without application dates”
  - Contact initiated by applicant
  - No application date
  - Not necessarily announced
- *Passive recruitment*
  - *Employer has no prior intention to hire*

# Recruitment forms, cont.

- *Selective recruitment* is a recruitment form associated with “vacancies with application dates”
  - Contact initiated by applicant
  - Application date
  - Needs to be announced

# Recruitment forms, cont.

- Apart from direct recruitment and selective recruitment there are various forms of *offered recruitment*.
  - Contact initiated by employer
  - Vacancy is not announced
  - Recalls: offered recruitment aimed at former employees (measured since 2008)

# Recruitment channels

- In the recruitment tables measurement of how the applicants first became aware of the vacancy.
  - Contact with staff at the PES
  - Journals or other information from the PES
  - Private employment service
  - Ads in journals or on the internet
  - Information from relatives or friends not working at <employer>
  - Information from relatives or friends working at <employer>
  - The employer contacted you
  - You contacted the employer
  - You were contacted by a head hunter



# Questionnaire

- The questions are addressed to persons who have become employed or have changed employers between two quarters.
- Nine questions regarding external recruitment
- Exb1 – Exb5 concern recruitment form
- **EXB1. Did you contact the employer or did the employer contact you?**
  - The employer contacted you
  - You contacted the employer
  - Other (see Exb 4)
- **EXB2. Did you still have to apply for the job or did the employer offer the job to you directly?**
  - Had to apply for the job
  - Was offered the job
- **EXB3. Did you apply for this particular job or did you ask for a job in general with this employer?**
  - Applied for this job
  - Applied for a job with this employer

# Questionnaire, cont.

- **EXB4. In what way did you get the job?**
  - Through a school which arranged a trainee post
  - Trainee post turned into a job
  - New temporary job with former employer
  - Former job on the side turned into a job
  - Return to permanent employment
  - PES, employer, relative or other person arranged contact with employer
  - Training with employer turned into a job
  - Elected to a commission of trust
  - Subsidized employment
- **EXB5. Did this job have a set application date?**
  - Yes
  - No

# Questionnaire, cont.

- Recruitment channel is measured by Exb6.
- **EXB6. How did you first find out that the job was vacant?**
  - Contact with staff at the PES
  - Journals or other information from the PES
  - Private employment service
  - Ads in journals or on the internet
  - Information from relatives or friends not working at <employer>
  - Information from relatives or friends working at <employer>
  - The employer contacted you
  - You contacted the employer
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# Questionnaire, cont.

- Exb 7 measures passive recruitment
- **EXB 7. How was it when you contacted the employer?**
  - A vacant job existed already
  - The employer did not contemplate hiring before your contact
  - An agreement to start working with this employer already existed

# Questionnaire, cont.

- Exb 8 and Exb 9 measure reemployment also recalls
  - **Have you been employed before at <employer>?**
  - **When was the last time you worked there?**
    - Less than a year ago
    - 1-2 years ago
    - More than 2 years ago

# Internal recruitment

- Change of work content or work place with the same employer
- Change of job is asked of all persons in the sample with the **same employer** as in last quarter
- Need to distinguish clearly between change of job and change of terms of employment

# Internal recruitment, cont.

- **Inb 1/2. Does this mean that you have the same job but that employment now is temporary/permanent or have you also changed job or position?**
  - Same job but employment is now temporary
  - Changed job (within the same company)

# Internal recruitment, cont.

- **Inc 3/4. Is this the same job or position or have you changed job internally?**
  - Same job/position/work
  - New job with the same employer



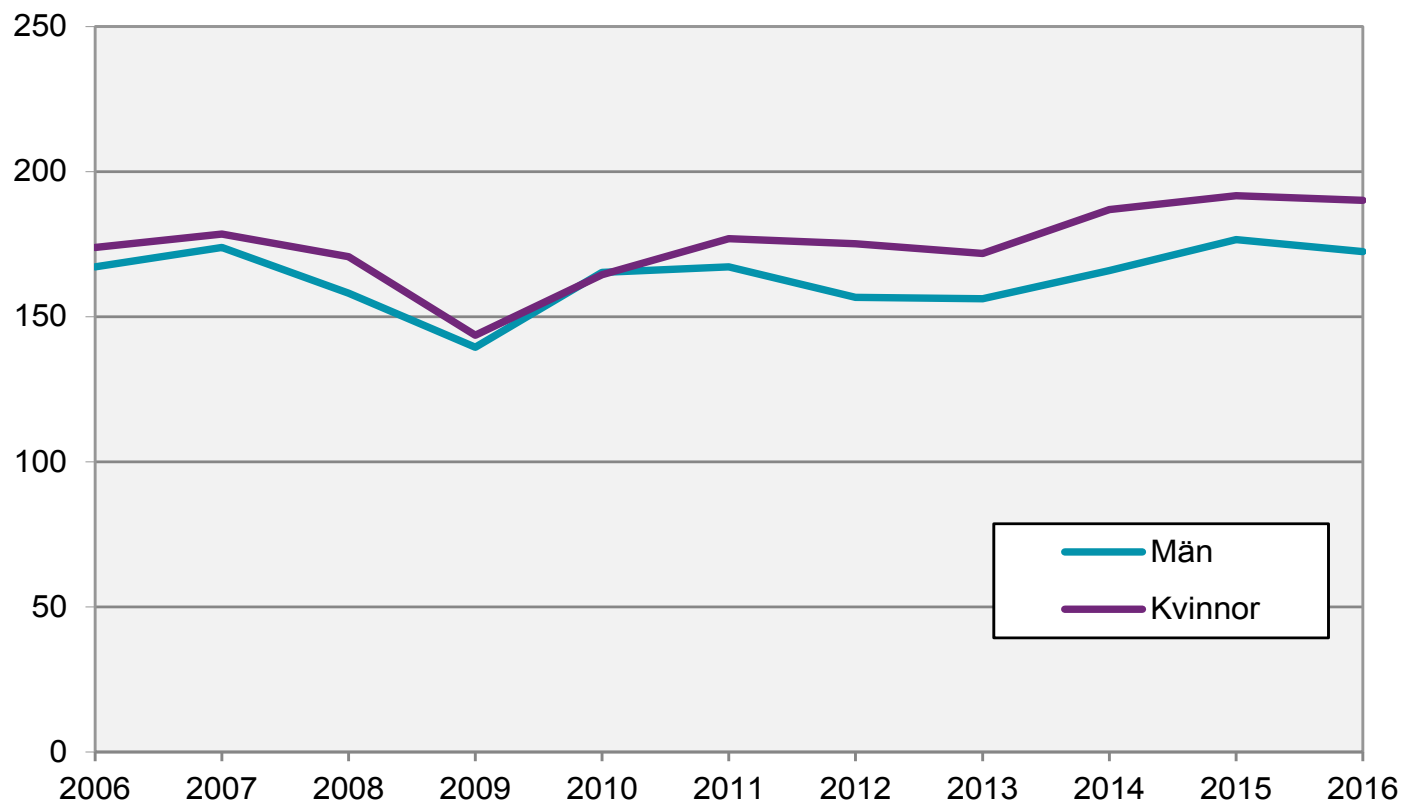
# Published tables

- ***Quarterly Tables***
- The quarterly tables are all concerning external recruitment, in total 7 tables are published.
- Table 1. Externally Recruited by sex and Age
- Table 2. Externally Recruited by labour force status in the previous quarter and sector of the job found, sex
- Table 3. Externally Recruited by labour force status in the previous quarter and recruitment form
- Table 4. Externally Recruited by recruitment form and sector of the job found, sex
- Table 5a. Externally Recruited by recruitment form and professional status, sex
- Table 6a. Externally Recruited by recruitment channel and professional status, sex
- Table 7. Externally Recruited by recruitment form and previous work experience at the current employer, sex

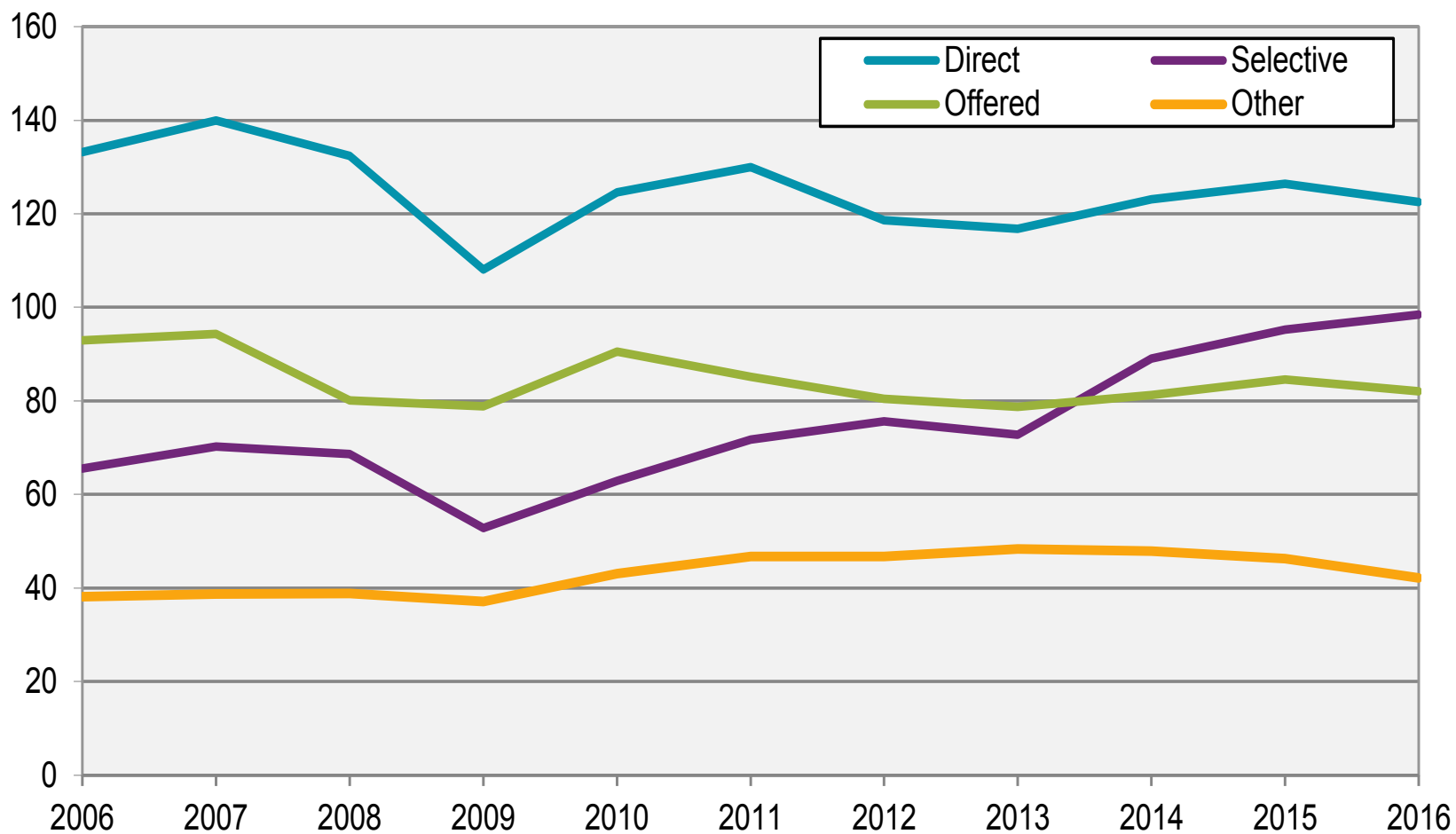
# Published tables, cont.

- ***Yearly Tables***
- Yearly averages of quarterly flows refer to averages to the year's quarters and not to averages of flows from the year's quarters.
- Table 5b. Externally Recruited who were unemployed previous quarter, by recruitment form and professional status, sex
- Table 6b. Externally Recruited who were unemployed previous quarter, by recruitment channel and professional status, sex
- Table 8. Externally Recruited who were unemployed previous quarter, by recruitment form and previous work experience at the current employer, sex

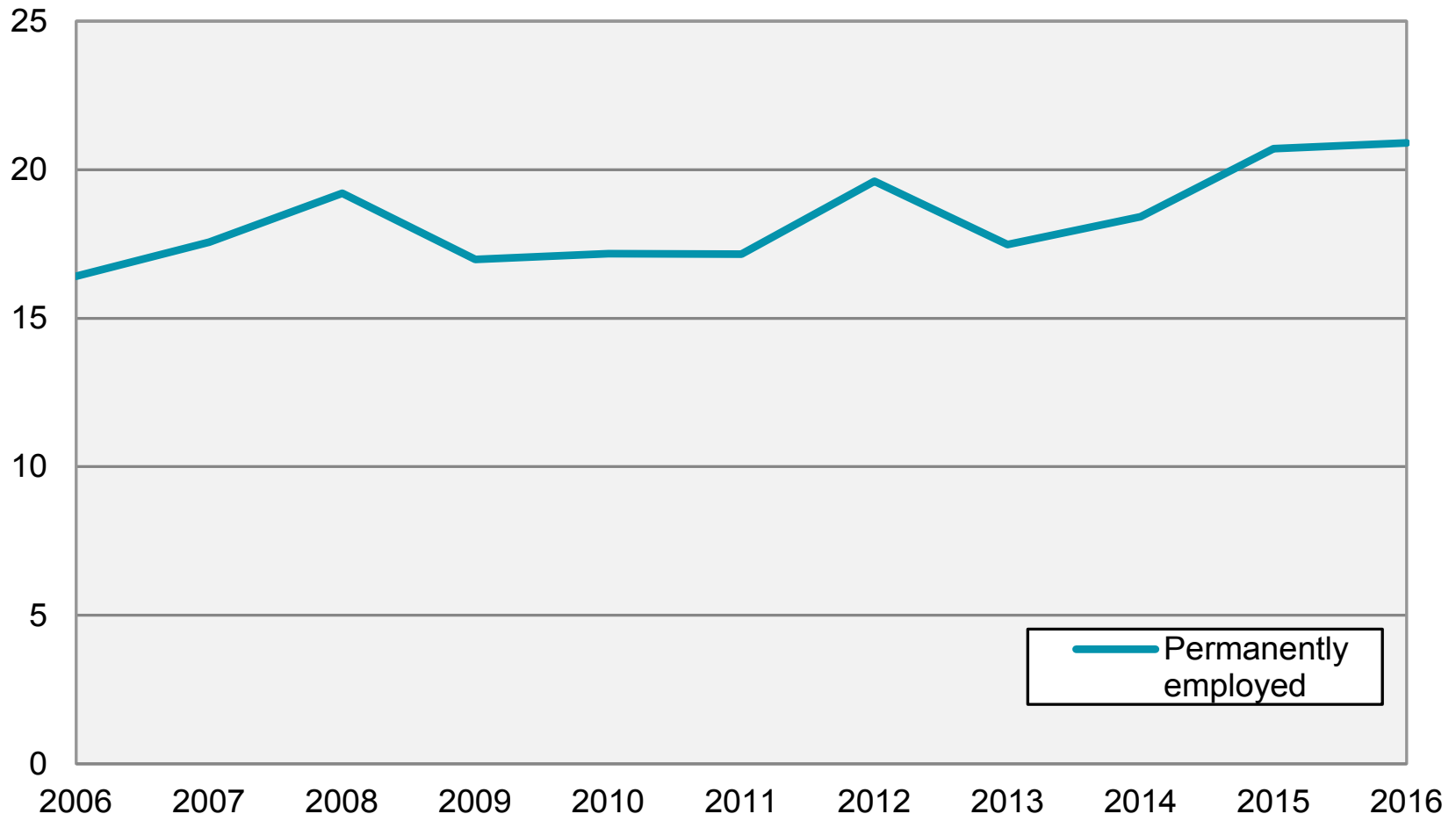
Externally recruited by sex, 2006-2016. Average per quarter. Thousands.



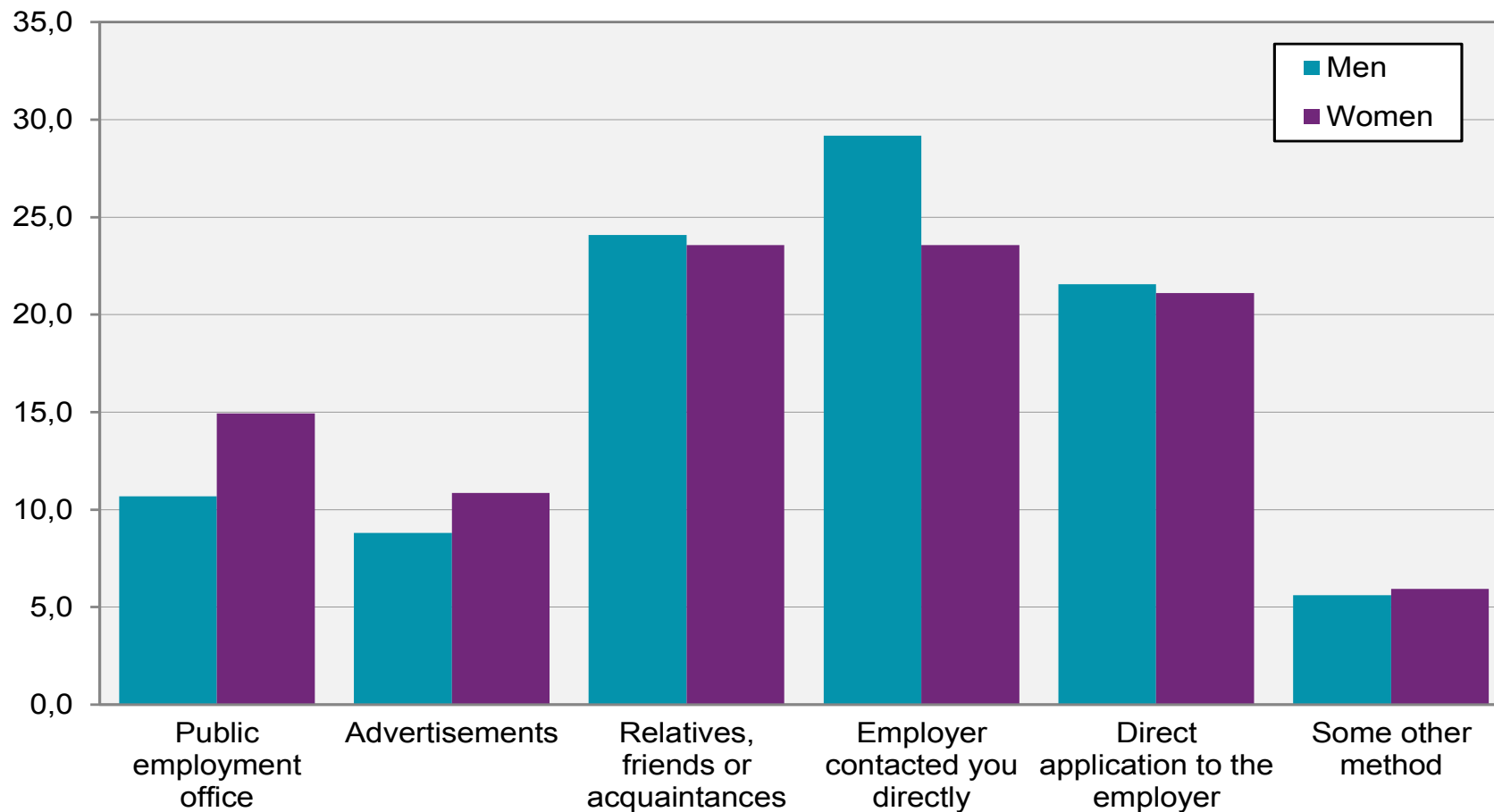
Externally recruited by recruitment form, 2006-2016. Average per quarter.  
Thousands.



Share of externally recruited who were unemployed the previous quarter with a permanent employment in the current quarter. 2006-2016. Percent



Share of externally recruited by recruitment channel and sex. 2016. Percent.



# Information available

- Recruitment tables
  - [Quarterly](#)
  - [Yearly](#)
- Report – background facts
  - [http://www.scb.se/statistik/\\_publikationer/AM0401\\_2011A01\\_BR\\_AM76BR1102.pdf](http://www.scb.se/statistik/_publikationer/AM0401_2011A01_BR_AM76BR1102.pdf)
- Thank you for listening!