

Recruitment statistics from the Swedish Labour force Surveys

Summary

Using the panels waves of the Swedish Labour Force Survey (LFS) it is possible to estimate quarterly flows showing transitions between different labour market states, including hirings.

The Swedish LFS has since April 1999 been supplemented with questions to newly employed on how they obtained their new jobs. The questions were revised and integrated with the regular questionnaire in April 2005. During an introductory phase results were only presented in special reports to the Public Employment Service (PES) and other national users, but since December 2010 they have been published on the web.

Hirings can more precisely be measured as job changes (change of employer and change of job with the same employer) plus entrants and re-entrants on the labour market (transitions from non-employment to employment). LFS measures above all external but also internal recruitments. Statistics on external recruitments distinguishes different recruitment forms, including direct recruitment (corresponding to "vacancies without application dates" in vacancy statistics produced by the PES) and selective recruitment (corresponding to "vacancies with application dates"). Recruitment channels and recalls are also measured.

Introduction/Background

Persons in the Swedish Labour Force Survey (LFS) are interviewed quarterly for a period of two years. Using this panel property, flows between consecutive quarters can be estimated, including hirings. Hirings can more precisely be measured as job changes (change of employer and change of job with the same employer) plus entrants and re-entrants on the labour market (transitions from non-employment to employment). The Public Employment Service (PES) has also used this possibility since the beginning of the 1990s to measure the total number of hirings in the economy.

After suggestions in a report by Ante Farm in 1997, the LFS has since April 1999 been supplemented with questions to new employees on how they obtained these jobs.



The questions were revised and integrated with the ordinary questionnaire when the LFS was adapted to EU-demands in April 2005. During an introductory phase results have only been presented in special reports to the PES and others, but since December 2010 they are published on the web.

External And Internal recruitment

Statistics on recruitment should distinguish between external and internal recruitment. A basic reason is that external recruitment can be defined and measured quite accurately (as transitions from non-employment to employment plus employer changes), while the dividing line between internal job changes and reorganization is somewhat fuzzy. The Swedish LFS focus above all on external hirings, but some basic information on internal hirings is also provided.

Recruitment forms and recruitment channels

Firms can recruit personnel externally in different ways. At least three different *recruitment forms* can be distinguished.

Direct recruitment is a recruitment form associated with so-called “vacancies without application dates” in vacancy statistics produced by the PES, for which the classical example is the hiring of workers at the factory gate. Suppose, for example, that a firm is so big that it has to hire 10 workers per month to replace a constant flow of 10 separations per month. Each month the firm then hires those ten applicants who contact the firm first, assuming they are properly qualified.

Sometimes firms with regular recruitment of a particular category of personnel do not have to *announce* vacancies. If the firm is well-known, information about available positions or new recruitment may circulate quickly, even if special ads may function as an important complement in order to increase the flow of job applicants when, for instance, the firm is dissatisfied with the qualifications of its applicants, or when it wants to signal an increase in its hiring rate. An ad with a large (or indefinite) number of vacancies is an example.

Some hirings may occur not only without ads but also without any original intention of hiring, for example when a job applicant contacts an employer who then decides to hire. With this special form of direct recruitment, one might say that “supply creates its own demand”. It has been called “passive recruitment” by the PES, and if prevalent, it can have important consequences for the functioning of the labour market.

Selective recruitment is a recruitment form associated with “vacancies with application dates” in vacancy statistics produced by the PES. The point of departure in this case is the announcement of a vacant job. Job advertising is consequently a necessary part of this

recruitment form. Only those persons applying for the job before a certain date are possible recruits, and after a process of screening the applicants the employer selects one of them for the job. The classical example for this recruitment form is the recruitment of (most) white collar workers.

Apart from direct recruitment and selective recruitment there are various forms of *offered recruitment*. In this case the point of departure is a vacant job which is *not* advertised. Instead the employer, after a period of search, offers the job to the most eligible person in a certain group, and this person is not necessarily a job searcher. Offered recruitment presupposes that the employer has access to a certain pool of candidates, whose qualifications are already known or can be researched. Examples are former employees, substitutes, or – when recruiting executives – executives who are well-known in the industry. Offered recruitment of former employees is often called *recalls*.

Obviously the need for advertising depends on the recruitment form. The following questions on recruitment therefore first clarify the recruitment form (direct recruitment, selective recruitment, or offered recruitment), before a question about the recruitment channel is asked (showing how the applicant found out that there was a vacant job).

Recruitment channel is measured in Exb 6 by asking how the newly employed first found out that the job was vacant. However, this question is not addressed to employed persons who in Exb 4 already have specified how they got the job.

Questionnaire on Recruitments

External recruitment

There are nine questions on external recruitment labeled Exb 1 – Exb 9 in the Swedish LFS questionnaire. The first five of these are designed to measure recruitment form (see the definitions after Exb 5). The questions are addressed to persons who have been employed or have changed employers between two quarters and are illustrated here with data from 2009.

Introduction:

Now some questions about how you got your employment at <employer>.

Exb 1. Did you contact the employer or did the employer contact you?

If Exb 1 = 1:

Exb 2. Did you still have to apply for the job or did the employer offer the job to you directly?

If Exb 1 = 2:

Exb 3. Did you apply for this particular job or did you ask for a job in general with this employer?

If Exb 1 = 3:

Exb 4. In what way did you get the job?

If Exb 1 = 2 or (Exb 1 = 1 and Exb 2 = 1):

Exb 5. Did this job have a set application date?

To all except persons with Exb1 = 3:

Exb 6. How did you first find out that the job was vacant?

If Exb 3 = 2 and Exb 5 = 2 and Exb 6 = 8:

Introduction: When you contact an employer looking for work perhaps the employer already has a vacant job, even if it has not yet been advertised, or else the employer does not start thinking about hiring until a properly qualified person shows up.

Exb 7. How was it when you contacted the employer?

Exb 8. Have you been employed before at <employer>?

If Exb 8 = 1

Exb 9. When was the last time you worked there?

Internal recruitment

Internal recruitment means an internal change of job, that is, change of work content or work place with the *same employer*. A question on change of job is in the Swedish LFS is asked of all persons in the sample with the same employer as in last quarter in order to detect internal recruitment. To be able to distinguish clearly between change of job and change of terms of employment (permanent or temporary), the question on change of job is adjusted to the terms of employment.

If PE last time and TE now:

If PE last time and PT now:

Inb 1. Does this mean that you have the same job but that employment now is temporary or have you also changed job or position?

If TE last time and PE now:

If PT last time and PE now:

Inb 2. Does this mean that you have the same job but that employment now is permanent or have you also changed jobs or position?

If TE last time and TE now:

If TE last time and PT now:

If PT last time and PT now:

If PT last time and TE now:

Inb 3. Is this the same job or position or have you changed job internally?

If PE last time and PE now:

Inb 4. Is this the same job or position or have you changed job internally?

Output/results

During an introductory phase the results were only presented in special reports to the Public Employment Service (PES) and other central users, but since December 2010 they have been published on the web. Data are published in quarterly- as well as yearly 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

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

Recruitment 2005 – 2016

Below are some examples of results using the recruitment tables published by statistics Sweden.

Figure 1. Externally recruited by sex, 2006-2016. Average per quarter. Thousands.

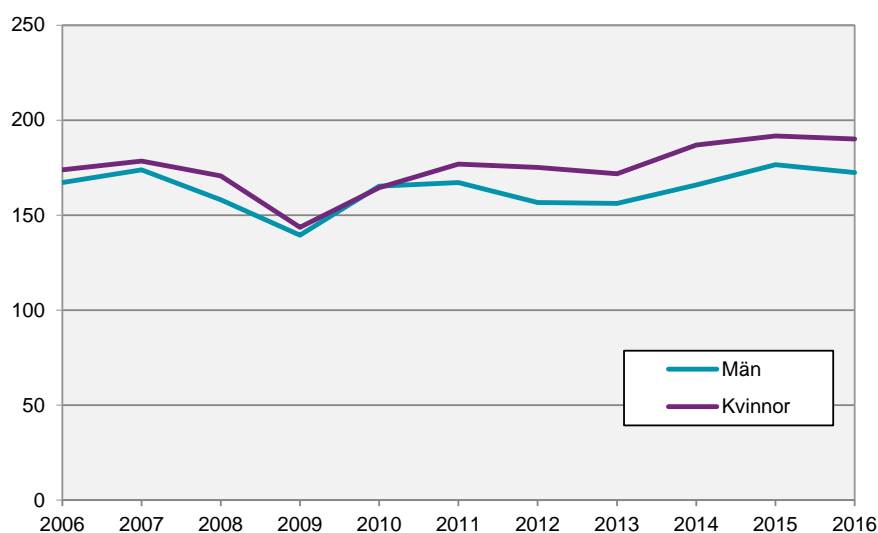


Figure 1 shows the broad development of external recruitments during the period of 2006 to 2016. In 2006 the number of external recruitments amounted to 341 000 per quarter and in 2016 the number was 362 000. The effect of the economic crisis can be clearly seen in the data for 2009. Since 2010 there has been a steady increase in the number of external recruitments, and the number has been larger among women compared to men.

Figure 2. Externally recruited by recruitment form, 2006-2016.
Average per quarter. Thousands.

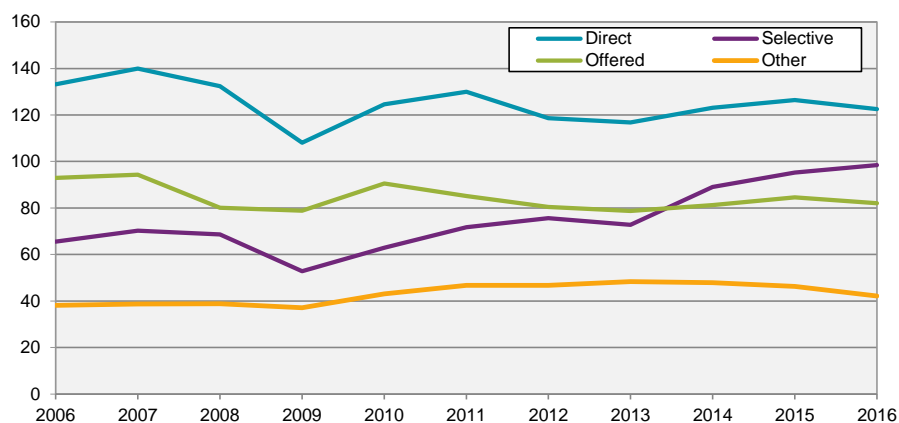


Figure 2 shows persons externally recruited by recruitment form. For the entire period direct recruitment is the most common recruitment form. However the only recruitment form which show an increase during the period is selective recruitment.

Figure 3. Share of externally recruited who were unemployed the previous quarter with permanent employment in the current quarter. 2006-2016. Percent.

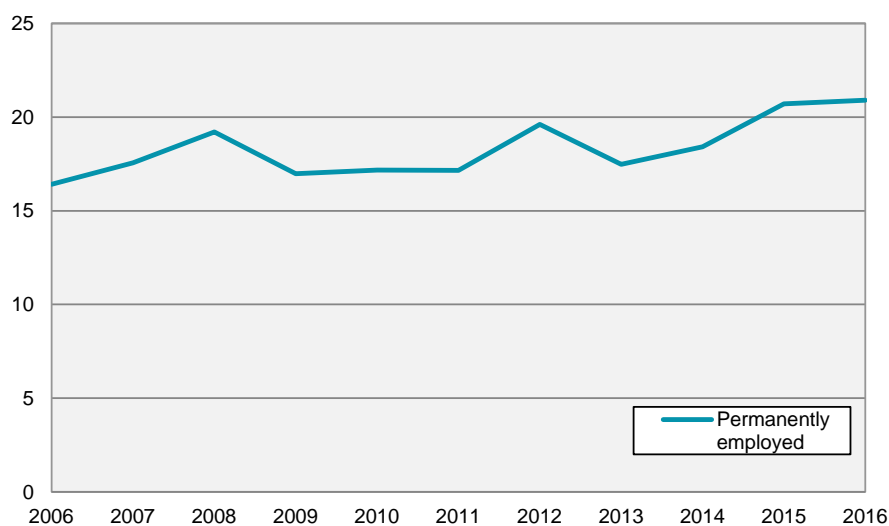


Figure 3 shows the share of those unemployed the previous quarter who received a permanent job. During the period 2006 - 2016 this share increased from 16 % to 21 %.

Figure 4. Share of externally recruited by recruitment channel and sex. 2016. Percent.

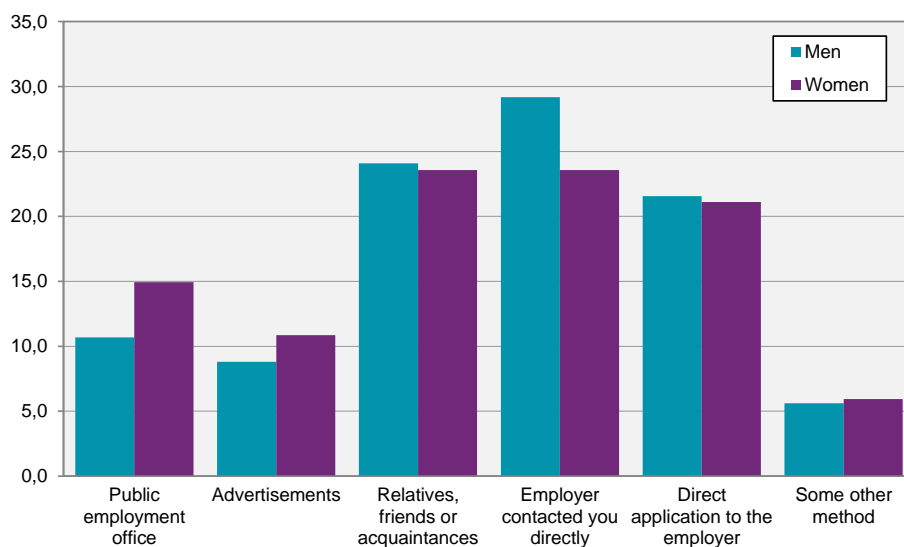


Figure 4 show the share of externally recruited by recruitment channel and sex. The most common channel among men is to be contacted directly by an employer, this recruitment channel was used for 29 % of external recruitment among men. Among women the most common channels were either direct contact from employer or relatives, friends and acquaintances. In 2016 it was more common among women to have had contact with the public employment office compared to men.