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Recruitment Statistics from the Swedish Labour Force Survey

2011:2

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Background Facts

Labour and Education Statistics 2011:2

Recruitment Statistics from the Swedish Labour Force Survey

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Preface

Recruitment statistics from the Swedish Labour Force Survey

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

After suggestions in a report by Ante Farm in 1997, LFS has since April 1999 been supplemented with questions to new employees on how they obtained their new jobs. The questions were revised and integrated with the ordinary questionnaire when LFS was adapted to EU demands in April 2005. During an introductory phase results have only been presented in special reports to the Public Employment Service (PES) and others, but since December 2010 they have been published on the web.

This report describes the background and the design of the new recruitment statistics using results from 2009. 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.

Ingrid Turtola och Solveig Thudin (Statistics Sweden) were responsible for the development of the questions about recruitment during the first phase. Gunborg Johansson (Statistics Sweden) was responsible for adapting the questions to the ordinary questionnaire in 2002–2004. During 2007 Anna Wilén (Statistics Sweden) contributed to the project with data and comments. This report was prepared by Ante Farm (SOFI, Stockholm University) and Katja Olofsson (Statistics Sweden).

Statistiska centralbyrån i September 2011

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Summary

Recruitment statistics from the Swedish LFS 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 focuses above all on external hirings, but some basic information on internal hirings is also provided.

For example, 283 000 persons per quarter were recruited externally on the average during 2009, including 198 500 persons aged 15–74 and 203 100 in the private sector. Out of the 283 000 hirings per quarter, 111 500 had been employed, 84 200 unemployed, and 87 300 out of the labour force before employment. Out of the 70 500 hirings per quarter in the public sector, 50 100 were women. The number of internal hirings (that is, persons changing jobs with the same employer) was 47 800 per quarter on the average during 2009, including 28 700 in the private sector.

The recruitment statistics also show that three recruitment forms account for 85 percent of all external hirings. The dominant recruitment form is direct recruitment (vacancies without application dates), with 38 percent of the hirings, while offered recruitment (recalls and head-hunting) accounts for 28 percent and selective recruitment (vacancies with application dates) accounts for 19 percent of all hirings. Selective recruitment is more common in the public sector (29 percent) than in the private sector (15 percent) and more common for recruitment to permanent employment (25 percent) than to temporary employment (16 percent).

On the average 23 100 new employees per quarter in 2009 first found out that the job was vacant from the PES. However, the dominant recruitment channels on the labour market are informal, like "relatives and friends", "the employer contacted the job applicant" and "the job applicant contacted the employer", with 69 percent of all external hirings in 2009.

The recruitment statistics also clarify the extent of reemployment on the labour market. It shows, for example, that 51 percent of hirings by offered recruitment and 25 percent of hirings by selective recruitment during 2009 were preceded by earlier employment with the employer.

Some hirings may occur not only without any ads but also without any original intention of hiring, for example when a job applicant contacts an employer who then decides to hire. This is an example of "passive recruitment", and such recruitment is also measured by the Swedish LFS. It amounted to approximately 8 500 persons per quarter on the average during 2009.

1 Introduction

Persons in the Swedish Labour Force Survey (LFS) are interviewed quarterly during 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.[1]

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 their new jobs.[2] The questions were revised and integrated with the ordinary questionnaire when the LFS was adapted to EU-demands in April 2005.[3] 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.

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 focuses above all on external hirings, but some basic information on internal hirings is also provided.

This report presents questions and variables related to external recruitment in Section 2 and questions and variables related to internal recruitment in Section 3. Variables are illustrated with yearly averages for 2009. Examples of recruitment tables are given in Appendix 1 and discussed in Section 4, while Section 5 concludes the report.

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[1] See e.g. Harkman (1993).

[2] See Turtola and Thudin (1999).

[3] The new design is documented in Johansson (2005).

2 External recruitment

Supply and demand in the labour market are connected by flows of hirings and separations. In firm surveys hirings can be measured directly.[4] In labour force surveys hirings can be measured indirectly as transitions from non-employment to employment plus employer changes.

In LFS hirings can be measured by comparing LFS from two consecutive quarters. This somewhat underestimates the number of hirings with short durations. For instance, a person who has been unemployed in January and April may have had a short employment in February or March.[5]

It is often useful to distinguish between *temporary* hirings (i.e. hirings to a job with a predetermined end) and *permanent* hirings. For it turns out that recruitment to permanent and temporary jobs are different in many important respects.

2.1 Recruitment forms

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 any 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.

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[4] As in quarterly statistics by SCB on short-term employment (KS), which since 1989 register accessions (and separations) in different industries.

[5] KS registers even short employment spells, since the sample is divided between months and SCB asks for hirings during a month.

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 who apply for the job before a certain date are possible recruits, and after a process of screening 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 about 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).

2.2 Questions on external recruitment

There are nine questions on external recruitment labelled Exb 1 – Exb 9 in the Swedish 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 we ask some questions about how you got your employment with <employer>.

Exb 1. Did you contact the employer or did the employer contact you? Thousands per quarter. Yearly averages 2009

1 The employer contacted you	91.2
2 You contacted the employer	153.7
3 Other (see Exb 4)	37.1
8 Don't know	0.8
9 Non-response	0.2
Total	283.0

If Exb 1 = 1:

Exb 2. Did you have to apply for the job anyway or did the employer offer the job to you directly? Thousands per quarter. Yearly averages 2009

1 Had to apply for the job	12.3
2 Was offered the job	78.8
8 Don't know	0.1
Total	91.2

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? Thousands per quarter. Yearly averages 2009

1 Applied for this job	94.1
2 Applied for a job with this employer	59.5
8 Don't know	0.2
Total	153.7

If Exb 1 = 3:

Exb 4. In what way did you get the job? Thousands per quarter. Yearly averages 2009

1 Through a school which arranged a trainee post	3.3
2 Trainee post turned into a job	3.0
3 New temporary job with former employer	4.8
4 Former job on the side turned into a job	1.6
5 Return to permanent employment	1.2
6 PES, employer, relative or other person arranged contact with employer	12.9
7 Training with employer turned into a job	..
8 Elected to a commission of trust	..
9 Subsidized employment	..
88 Don't know	0.4
98 Other (describe)	9.0
99 Non-response	0.1
Total	37.1

Note: .. means that estimates are small but too uncertain to be reported

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

Exb 5. Did this job have a determinate application date? Thousands per quarter. Yearly averages 2009

1 Yes	52.8
2 No	108.1
8 Don't know	5.1
Total	166.1

The variable recruitment form (RekForm) is defined operationally in the following way with the help of answers to questions Exb1 – Exb5:

RekForm = direct if Exb5 = 2,

RekForm = selection if Exb5 = 1,

RekForm = offer if Exb 1 = 1 and Exb 2 = 2,

RekForm = other if Exb1 = 3,

RekForm = unknown if else

The meaning of "other" recruitment is clarified by Exb 4, which follows after Exb1 = 3. This alternative has the following explanation.

The purpose of Exb 1 is to find out whether it was the employer or the applicant who initiated the first contact. Sooner or later a process of job matching leads to a contact between an employer and an applicant and we want to know who initiated this first contact. Even if there are only two possibilities, it may be difficult for the applicant to remember which it is, or Exb 1 can perhaps be misinterpreted. And this may lead to Exb 1 being answered by "other".

One possibility is that the applicant doesn't remember who initiated the first contact. If, for example, a trainee post is turned into a job, the applicant does not necessarily remember who first brought this up. And then "other" may be expected as an answer to Exb 1.

Another possibility is that Exb 1 is interpreted as a question about who initiated the contact between the employer and the applicant before the job match. And this may in some cases have been, for example, a relative or a friend or an official at the PES. And then "other" may also be expected as an answer to Exb 1.

Exb 3 gives further information on the character of the job search when the first contact was initiated by the applicant and not the employer. But Exb 3 is also used to measure passive recruitment (see below).

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.

To all except persons with Exb1 = 3:

Exb 6. How did you first find out that the job was vacant? Thousands per quarter. Yearly averages 2009

1 Contact with staff at the PES	5.6
2 Journals or other information from the PES	17.5
3 Private employment service	1.7
4 Ads in journals or on the internet	18.8
5 Information from relatives or friends not working at <employer>	16.1
6 Information from relatives or friends working at <employer>	41.9
7 The employer contacted you	73.0
8 You contacted the employer	63.8
9 You were contacted by a head hunter	1.8
88 Don't know	1.4
98 Other(describe)	4.1
99 Non-response	0.2
Total	245.9

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? Thousands per quarter. Yearly averages 2009

1 A vacant job existed already	16.1
2 The employer did not contemplate hiring before your contact	8.5
3 An agreement to start working with this employer already existed	3.1
8 Don't know	0.7
Total	28.5

Exb 7 measures passive recruitment. The number of passive recruitments is always at most equal to the number of recruitments with Exb3 = 2 and Exb5 = 2 and Exb6 = 8. When this upper bound is large, it is valuable to be able to distinguish between passive recruitment and other forms of direct recruitment. To do this is of course not easy in a LFS, since it involves asking an employee about an employer's plans, but this is what Exb 7 does.

The answers to Exb 7 show that about 8 500 hirings per quarter on the average during 2009 were passive recruitments. And you can reach this conclusion not only directly – because 8 500 persons have answered that the employer did not contemplate hiring before contact – but also indirectly, because the other respondents answered that there already existed a vacant job or an agreement to start working.

Since 2008 the following questions (Exb 8 and Exb 9) have been answered by all externally recruited people:

Exb 8. Have you been employed before by \<employer\>? Thousands per quarter. Yearly averages 2009

1 Yes	107.8
2 No	174.6
8 Don't know	0.4
9 Non-response	0.2
Total	283.0

If Exb 8 = 1

Exb 9. When was the last time you worked there? Thousands per quarter. Yearly averages 2009

1 Less than a year ago	72.6
2 1-2 years ago	19.9
3 More than 2 years ago	15.0
8 Don't know	0.3
Total	107.8

Exb 8 and Exb 9 give information on reemployment for all recruitments. But Exb 8 and Exb 9 are also needed to measure recalls. The number of recruitments with RekForm = offer and Exb 8 = 1 is the simplest measure, but Exb 9 also allows a restriction to employment less than 1 or 2 years ago.

3 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 asked all persons in the sample with the same employer as in last quarter. 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.

3.1 Recruitment mode

Job changes can be related to changes in terms of employment using the variable mode of job change (ArbBytForm), defined as follows by means of the questions in Section 3.2.

ArbBytForm = 1 (F→T) if InB 1 = 2 (from permanent to temporary employment),

ArbBytForm = 2 (T→F) if InB 2 = 2 (from temporary to permanent employment),

ArbBytForm = 3 (T→T) if InB 3 = 2 (temporary employment both quarters),

ArbBytForm = 4 (F→F) if InB 4 = 2 (permanent employment both quarters).

3.2 Questions on internal recruitment

The following questions on internal job changes (labelled Inb 1 – Inb 4 in the Swedish questionnaire) are asked all employees with the same employer both quarters. In the introductions the following abbreviations are used: TE = temporary employment, PE = permanent employment, PT = temporary employment while on leave from permanent employment

Introduction:
Now we ask some questions about what happened when you changed your job.

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? Thousands per quarter. Yearly averages 2009

1 Same job but employment is now temporary	10.2
2 Changed job (within the same company)	1.7
8 Don't know	0.1
Total	11.9

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? Thousands per quarter. Yearly averages 2009

1 Same job but employment is now permanent	47.4
2 Changed job (within the same company)	2.6
8 Don't know	0.0
Total	50.0

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? Thousands per quarter. Yearly averages 2009

1 Same job/position/work	328.0
2 New job with the same employer	8.3
8 Don't know	0.3
Total	336.6

If PE last time and PE now:

Inb 4. Is this the same job or position or have you changed job internally? Thousands per quarter. Yearly averages 2009

1 Same job/position/work	3210.2
2 New job with the same employer	35.3
8 Don't know	0.0
Total	3245.5

4 Recruitment tables

Examples of recruitment tables are given in Appendix 1. Tables 1 and 2 give basic information on external recruitment, including distribution by sex and age as well as sector (private and public) and labour force status before recruitment.

Tables 3 – 5 give an overview of the *recruitment forms* which dominate the Swedish labour market. Table 3 also shows how recruitment of unemployed, employed and others differ, while Table 4 shows differences between the private and the public sector. Table 5 shows differences in recruitment forms between permanent and temporary hirings, Table 5A for all hirings and Table 5B for hirings of unemployed persons.

Table 6 reports *recruitment channels* according to answers to the question on how new employees first found out that the job was vacant, Table 6A for all hirings and Table 6B for hirings of unemployed persons. The tables also show differences between recruitment to permanent and temporary employment.

Table 7 reports *reemployment* in the Swedish labour market, that is, recruitment of persons who have been employed earlier by the recruiting employer. The table also shows how reemployment differs between recruitment forms.

Table 8 gives an overview of *internal recruitment*, including the distribution between private and public sector.

Note finally that the number of *passive recruitments* seems to be too small at present (less than 10 000 per quarter on the average) to warrant reporting in a separate table.

4.1 External recruitment 2009

Recruitment statistics are illustrated in Appendix 1 with yearly averages for 2009. Note, for example, the following facts:

According to Tables 1 and 2 an average of 283 000 persons per quarter were hired during 2009, including 198 500 aged 15-34 and 203 100 in the private sector. Before hiring, 111 500 had been employed, 84 200 unemployed and 87 300 out of the labour force. Out of 70 500 new employees in the public sector 50 100 were women.

Tables 3 – 5 show that 85 percent of all recruitment refers to the three basic recruitment forms. The dominant recruitment form is direct recruitment ("vacancies without application dates"), with 38 percent of all recruitments, followed by offered recruitment (including recalls) with 28 percent and selective recruitment (vacancies with application dates) with 19 percent of all recruitments. Selective recruitment is more common in the public sector (29 percent) than in the private sector (15 percent), and more common when recruiting to permanent employment (25 percent) than when recruiting to temporary employment (16 percent).

Table 6 shows that on the average 23 100 new employees per quarter during 2009 first found out that the job was vacant through the PES (its staff, journals or website etc). However, the dominant recruitment channels are the informal ones, that is, "relatives and friends", "employer contacted" and "applicant contacted", with 69 percent of all external hirings in 2009, while "PES", "ads" and "other channels" (including private agencies) accounted for 17 percent. Note that the remaining 14 percent did not answer Exb 6 since they had already answered Exb 4.

Table 7 shows that 38 percent of all externally recruited persons had worked before with the employer. However, reemployment was higher for offered recruitment (51 percent) and lower for selective recruitment (25 percent).

4.2 Internal recruitment 2009

Table 8 shows that the number of persons who changed jobs with the same employer was 47 800 per quarter on the average during 2009, including 28 700 in the private sector.

5 Conclusions

While business surveys on employment and vacancies since July 2000 give basic information on recruitment times and job vacancies in Sweden, the Swedish LFS gives basic information on recruitment forms and recruitment channels since April 2005.

Since December 2010 recruitment tables based on the LFS have been published for both quarters (from the second quarter of 2005) and years (from 2006). Yearly averages of quarterly flows refer to averages *to* the year's quarters and not to averages of flows *from* the year's quarters.

Examples of recruitment tables are given in Appendix 1, but the tables cannot always be as detailed as here, since the number of observations can sometimes be too low in some cells, particularly in quarterly statistics.

Frequency tables according to Sections 2 and 3 facilitate the interpretation of LFS-based recruitment statistics, and also make it possible for users to define new variables, for instance when ordering other tables from Statistics Sweden.

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Appendix 1

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 1 (15-74 years)
External hirings by age and sex. Thousands per quarter. Yearly averages 2009

	Men (1)	Women (2)	Total (3)
15–24 years	61.4	66.5	127.9
25–34	35.6	35.0	70.6
35–44	20.2	19.9	40.1
45–54	12.0	12.9	24.9
55–64	8.4	7.2	15.5
65–74	2.0	2.0	4.0
15–74	139.4	143.6	283.0

Table 2 (15-74 years)
External hirings by labour force status before recruitment and sector of new employment. Thousands per quarter. Yearly averages 2009

	Public (1)	Private (2)	Unknown (3)	Total (3)
Both sexes				
Employed	26.9	80.2	4.4	111.5
Unemployed	20.8	60.2	3.2	84.2
Not in the labour force	22.8	62.7	1.8	87.3
Total	70.5	203.1	9.4	283.0
Men				
Employed	8.0	47.4	2.4	57.8
Unemployed	5.8	34.1	2.2	42.2
Not in the labour force	6.6	32.2	0.7	39.5
Total	20.4	113.7	5.3	139.4
Women				
Employed	18.9	32.8	2.0	53.8
Unemployed	14.9	26.1	0.9	42.0
Not in the labour force	16.2	30.5	1.1	47.8
Total	50.1	89.4	4.1	143.6

Table 3 (15-74 years)
External hirings by labour force status before recruitment and recruitment
form. Thousands per quarter. Yearly averages 2009

	Direct recruit-ment (1)	Selective recruit-ment (2)	Offer recruit-ment (3)	Other recruit-ment (4)	Unknown (5)	Total (6)
Both sexes						
Employed	38.3	25.4	33.3	12.2	2.3	111.5
Unemployed	33.0	16.2	22.4	10.4	2.2	84.2
Not in the labour force	36.8	11.2	23.1	14.6	1.7	87.3
Total	108.1	52.8	78.8	37.1	6.2	283.0
Men						
Employed	19.4	10.9	19.9	6.2	1.3	57.8
Unemployed	16.7	6.8	11.8	5.8	1.0	42.2
Not in the labour force	16.4	3.9	10.5	8.1	0.6	39.5
Total	52.5	21.7	42.2	20.0	2.9	139.4
Women						
Employed	18.9	14.5	13.3	6.0	1.1	53.8
Unemployed	16.3	9.3	10.6	4.6	1.2	42.0
Not in the labour force	20.4	7.3	12.6	6.5	1.0	47.8
Total	55.6	31.1	36.5	17.1	3.3	143.6

Table 4 (15-74 years)
External hirings by recruitment form and sector of new employment.
Thousands per quarter. Yearly averages 2009

	Public (1)	Private (2)	Unknown (3)	Total (4)
Both sexes				
Direct recruitment	24.6	79.1	4.4	108.1
Selective recruitment	20.3	30.9	1.6	52.8
Offered recruitment	16.5	60.3	2.0	78.8
Other recruitment	8.0	28.2	0.9	37.1
Unknown	1.1	4.5	0.6	6.2
Total	70.5	203.1	9.4	283.0
Men				
Direct recruitment	6.2	44.0	2.4	52.5
Selective recruitment	5.8	15.2	0.8	21.7
Offered recruitment	5.2	35.8	1.2	42.2
Other recruitment	3.0	16.6	0.5	20.0
Unknown	0.3	2.2	0.4	2.9
Total	20.4	113.7	5.3	139.4
Women				
Direct recruitment	18.5	35.2	2.0	55.6
Selective recruitment	14.5	15.8	0.8	31.1
Offered recruitment	11.3	24.5	0.7	36.5
Other recruitment	5.0	11.6	0.4	17.1
Unknown	0.8	2.3	0.2	3.3
Total	50.1	89.4	4.1	143.6

Table 5A (15-74 years)
External hirings by recruitment form and terms of employment. Thousands
per quarter. Yearly averages 2009

	Permanent employ-ment (1)	Temporary employ-ment (2)	Total (3)
Both sexes			
Direct recruitment	20.8	87.4	108.1
Selective recruitment	18.4	34.4	52.8
Offered recruitment	21.2	57.6	78.8
Other recruitment	10.6	26.5	37.1
Unknown	1.4	4.8	6.2
Total	72.4	210.6	283.0
Men			
Direct recruitment	12.1	40.5	52.5
Selective recruitment	8.0	13.7	21.7
Offered recruitment	14.1	28.1	42.2
Other recruitment	5.9	14.1	20.0
Unknown	0.6	2.3	2.9
Total	40.7	98.8	139.4
Women			
Direct recruitment	8.7	46.9	55.6
Selective recruitment	10.4	20.7	31.1
Offered recruitment	7.1	29.4	36.5
Other recruitment	4.7	12.4	17.1
Unknown	0.9	2.5	3.3
Total	31.7	111.9	143.6

Table 5B (15-74 years)
External hirings of unemployed persons by recruitment form and terms of employment. Thousands per quarter. Yearly averages 2009

	Permanent employ- ment (1)	Temporary employ- ment (2)	Total (3)
Both sexes			
Direct recruitment	4.8	28.2	33.0
Selective recruitment	3.7	12.5	16.2
Offered recruitment	3.8	18.7	22.4
Other recruitment	1.9	8.5	10.4
Unknown	0.2	2.1	2.2
Total	14.3	69.8	84.2
Men			
Direct recruitment	2.7	14.1	16.7
Selective recruitment	1.9	5.0	6.8
Offered recruitment	2.5	9.3	11.8
Other recruitment	1.1	4.7	5.8
Unknown	0.0	1.0	1.0
Total	8.2	34.0	42.2
Women			
Direct recruitment	2.2	14.1	16.3
Selective recruitment	1.8	7.5	9.3
Offered recruitment	1.3	9.4	10.6
Other recruitment	0.7	3.8	4.6
Unknown	0.2	1.1	1.2
Total	6.1	35.9	42.0

Table 6A (15-74 years)
External hirings by recruitment form and terms of employment. Thousands
per quarter. Yearly averages 2009

	Permanent employ- ment (1)	Temporary employ- ment (2)	Total (3)
Both sexes			
Public employment service	5.8	17.3	23.1
Ads in journals. on the Internet etc.	7.1	11.7	18.8
Relatives or friends	12.5	45.5	58.0
Employer contacted applicant	21.8	51.1	73.0
Applicant contacted employer	11.2	52.7	63.8
Other channels	2.6	5.0	7.6
Unknown	11.4	27.3	38.7
Total	72.4	210.6	283.0
Men			
Public employment service	2.2	6.5	8.7
Ads in journals, on the Internet etc.	2.8	4.8	7.6
Relatives or friends	7.2	23.5	30.7
Employer contacted applicant	14.6	24.0	38.6
Applicant contacted employer	6.3	23.2	29.5
Other channels	1.4	2.4	3.8
Unknown	6.2	14.3	20.5
Total	40.7	98.8	139.4
Women			
Public employment service	3.6	10.8	14.4
Ads in journals. on the Internet etc.	4.3	6.9	11.2
Relatives or friends	5.3	22.0	27.3
Employer contacted applicant	7.3	27.1	34.4
Applicant contacted employer	4.9	29.5	34.4
Other channels	1.2	2.6	3.8
Unknown	5.2	13.0	18.2
Total	31.7	111.9	143.6

Notes. "Recruitment channel" is measured by asking how newly employed persons first found out that the job was vacant (Exb 6). "Unknown" here include persons who answered Exb 4 but not Exb 6.

Table 6B (15-74 years)
External hirings of unemployed persons by recruitment channel and terms of employment. Thousands per quarter. Yearly averages 2009

	Permanent employ-ment (1)	Temporary employ-ment (2)	Total (3)
Both sexes			
Public employment service	1.9	8.5	10.4
Ads in journals,on the Internet etc.	1.1	4.4	5.5
Relatives or friends	3.0	14.5	17.6
Employer contacted applicant	3.7	15.9	19.7
Applicant contacted employer	2.2	16.1	18.4
Other channels	0.4	1.7	2.1
Unknown	1.9	8.7	10.6
Total	14.3	69.8	84.2
Men			
Public employment service	0.8	3.3	4.1
Ads in journals, on the Internet etc.	0.4	1.8	2.2
Relatives or friends	1.8	8.1	10.0
Employer contacted applicant	2.5	7.4	10.0
Applicant contacted employer	1.2	7.7	9.0
Other channels	0.3	0.8	1.0
Unknown	1.2	4.7	5.9
Total	8.2	34.0	42.2
Women			
Public employment service	1.1	5.2	6.3
Ads in journals, on the Internet etc.	0.7	2.5	3.3
Relatives or friends	1.2	6.4	7.6
Employer contacted applicant	1.2	8.5	9.7
Applicant contacted employer	1.0	8.4	9.4
Other channels	0.1	0.9	1.0
Unknown	0.7	4.0	4.7
Total	6.1	35.9	42.0

Notes. "Recruitment channel" is measured by asking how newly employed persons first found out that the job was vacant (Exb 6). "Unknown" here include persons who answered Exb 4 but not Exb 6.

Table 7 (15-74 years)
External hirings by recruitment form and reemployment. Thousands per quarter. Yearly averages 2009

	Direct recruit-ment (1)	Selective recruit-ment (2)	Offer recruit-ment (3)	Other recruit-ment (4)	Unknown (5)	Total (6)
Both sexes						
Worked before with employer	38.5	13.0	40.1	14.8	1.4	107.8
Not worked before	69.5	39.8	38.6	22.1	4.5	174.6
Unknown	0.1	0.0	0.1	0.1	0.4	0.6
Total	108.1	52.8	78.8	37.1	6.2	283.0
Men						
Worked before with employer	17.3	4.7	20.1	7.0	0.9	50.0
Not worked before	35.2	17.0	22.1	13.0	1.9	89.2
Unknown	0.0	0.0	0.1	0.1	0.1	0.3
Total	52.5	21.7	42.2	20.0	2.9	139.4
Women						
Worked before with employer	21.2	8.3	20.0	7.9	0.5	57.9
Not worked before	34.3	22.8	16.5	9.2	2.6	85.4
Unknown	0.1	0.0	0.0	0.0	0.3	0.4
Total	55.6	31.1	36.5	17.1	3.3	143.6

Table 8 (15-74 years)
Internal hirings by sector and sex. Thousands per quarter. Yearly averages 2009

	Public (1)	Private (2)	Unknown (3)	Total (4)
Men	5.1	17.0	0.5	22.5
Women	13.6	11.7	0.0	25.3
Total	18.7	28.7	0.5	47.8

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