



הלשכה המרכזית לסטטיסטיקה  
Central Bureau of Statistics  
دائرة الإحصاء المركزية

# Matching between Education, Qualifications and Job

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***It's All in the Numbers***

# Introduction

- The issue of matching between Education, Qualifications and Job is very important for labour market analysis. This issue was discussed at the last ILO conference of Labour Statisticians, 20 ICLS, in October 2018.
- In Israel LFS new set of questions was added from January 2018.
- One of the questions was about matching between Education, Qualifications and Job.
- LFS is a “proxy” survey: a representative of household answer about himself and about other members of household. There is no evidence of “proxy” influence in this question.

# In the presentation

## Subjective definition

- The version of the question.
- Analysis of findings by other variables.  
(Index= the percentages of those who answer “yes” to the matching’s question)

## Objective definition

- Definition
- Analysis of findings by other variables.

# The version of the question

➤ **For all employed persons:**

4.170

Is your job matching with your education and qualifications?

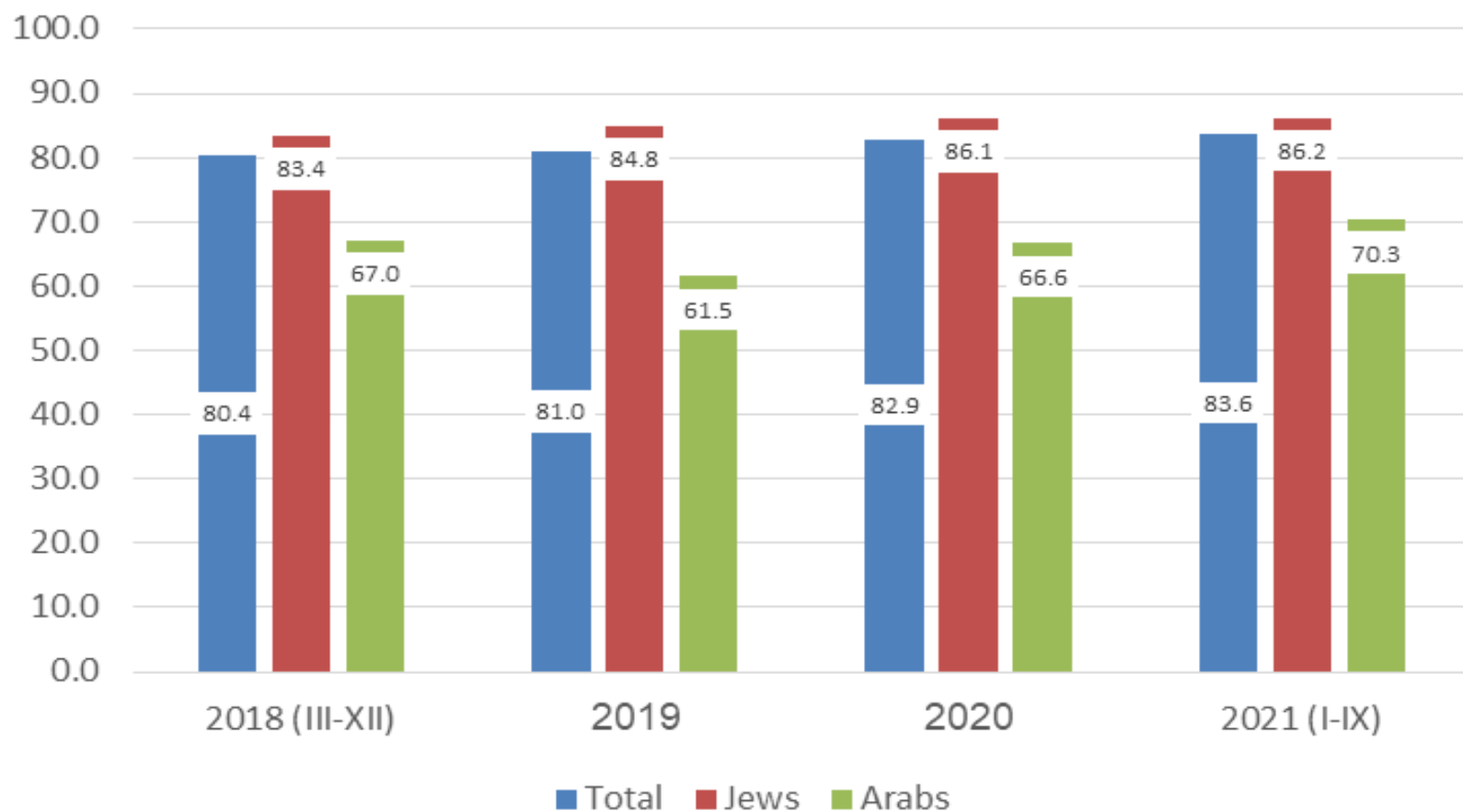
1 Yes

2 No

# Findings

## Population groups

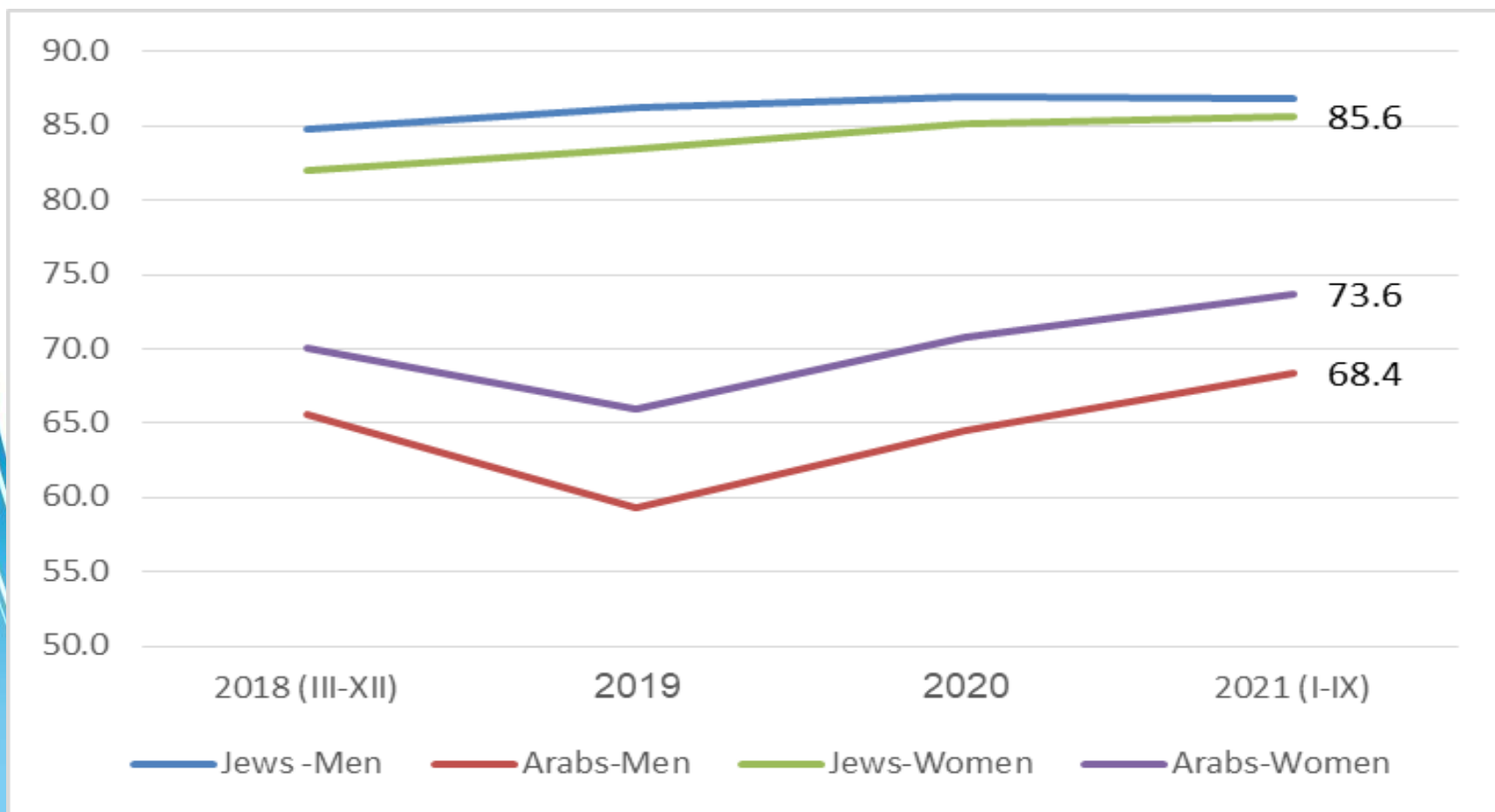
In 2018, 80.4% of the employed persons answered that their education matched their current job, this percentage has increased and in 2021 reached 83.6%. In 2021 only 70.3% among Arabs answered that their education matched their job, compared to 86.2% among Jews.



# Findings

## Population groups and sex

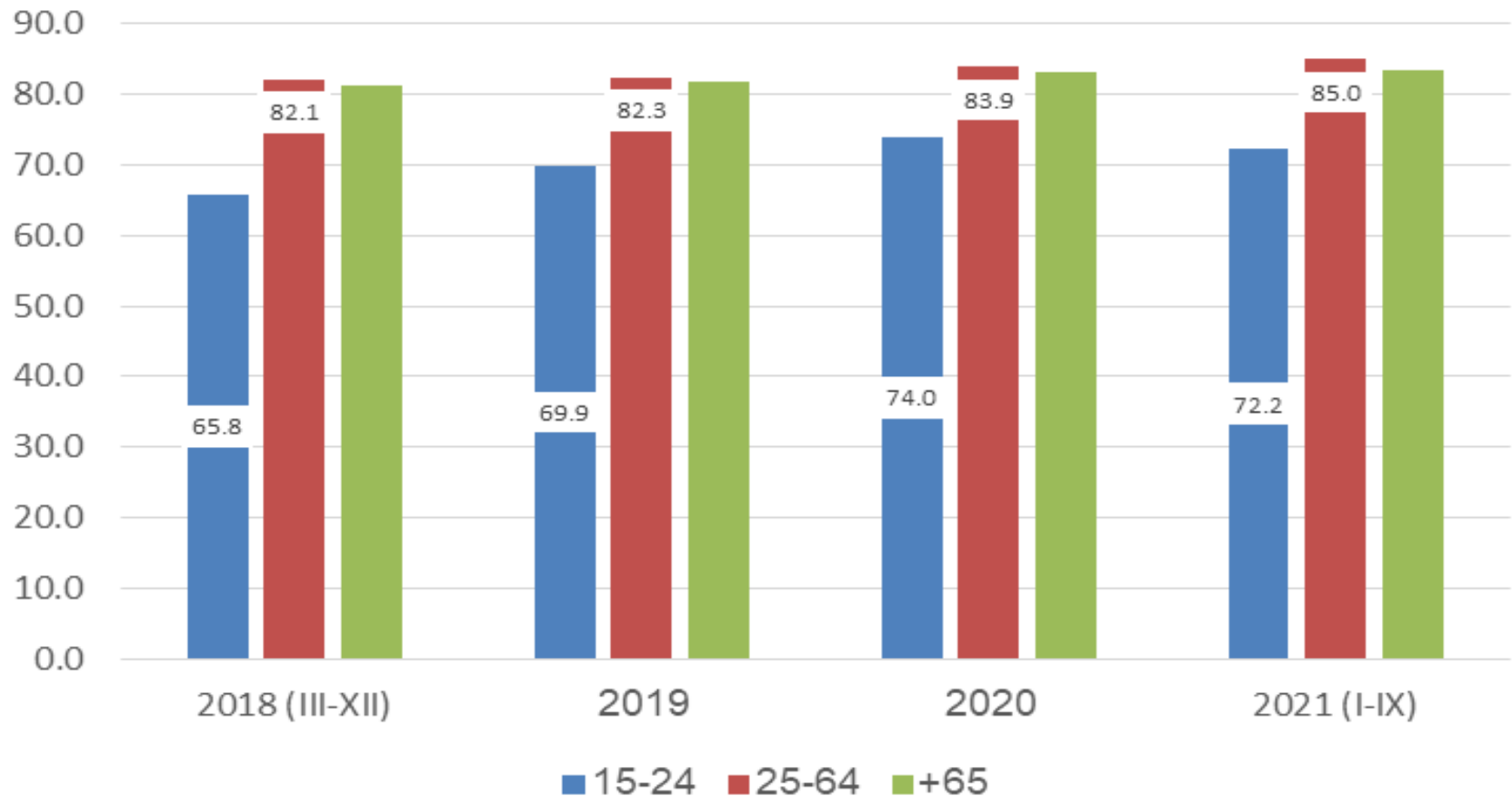
In total employed, there is no difference between men and women. Among Jews - the percentage of men who answered that education matched for their current job is slightly higher than women, but among Arabs, the percentage of women who answered the question in this way is higher than among men.



# Findings

## Age groups

There is a gap between youngsters (15-24) relate to elders (25-64), in 2021, 72.2% among youngsters answered that their education match current job, compared to 85% among elders.

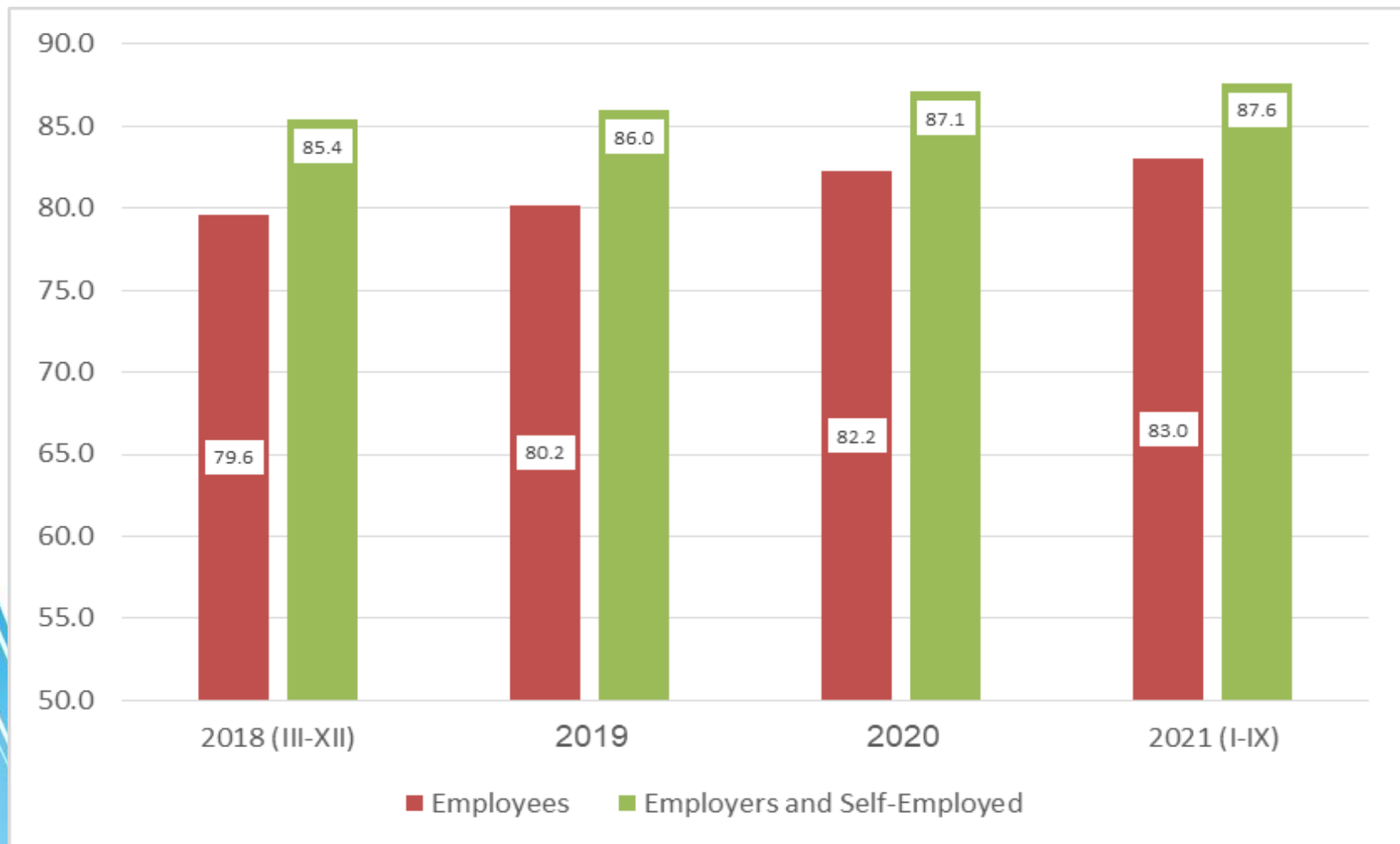




# Findings

## Status at Employment

In 2021, 87.6% among employers and self-employed answered that their education match current job, higher than among employees 83.0% in 2021.

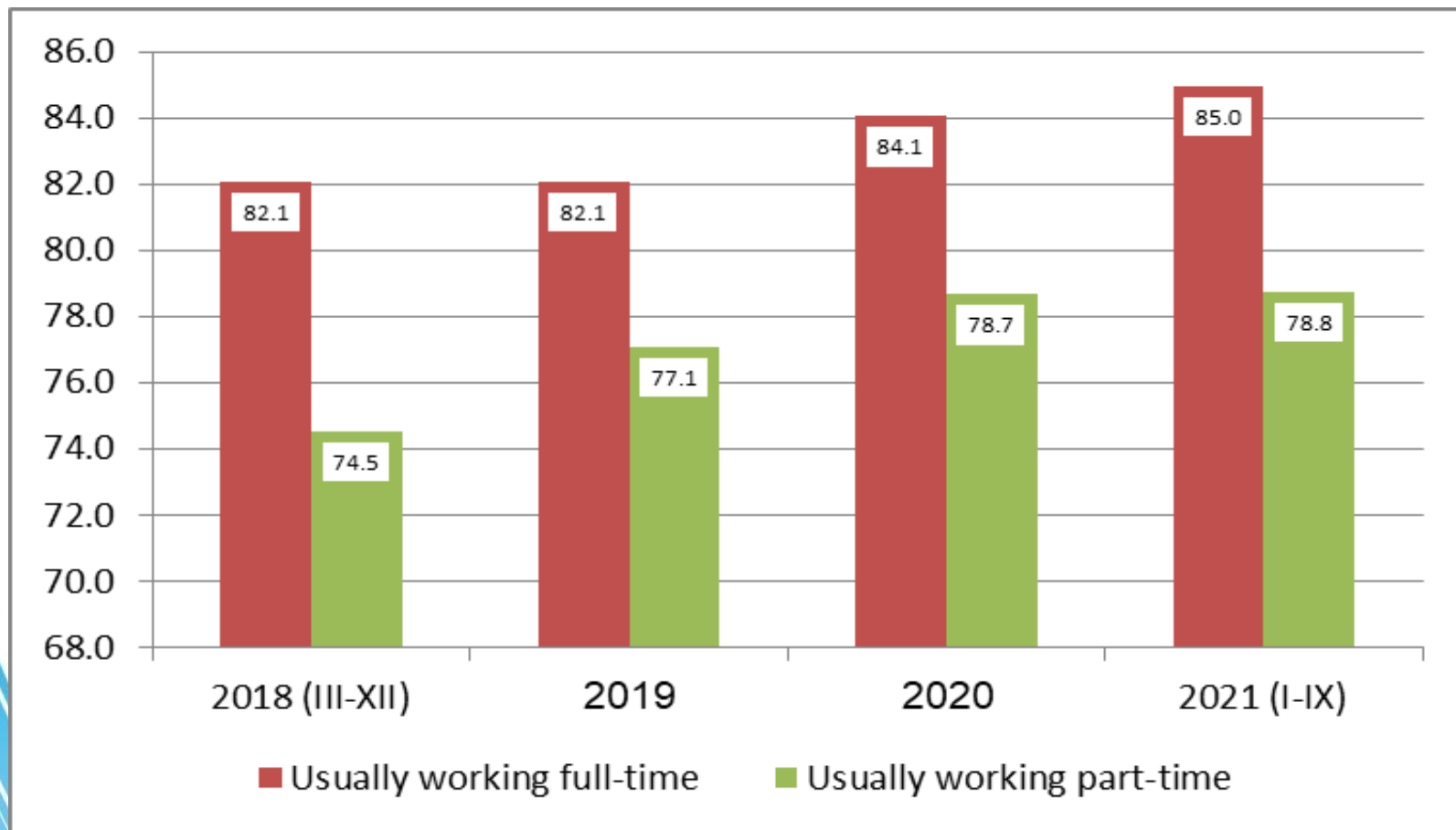




# Findings

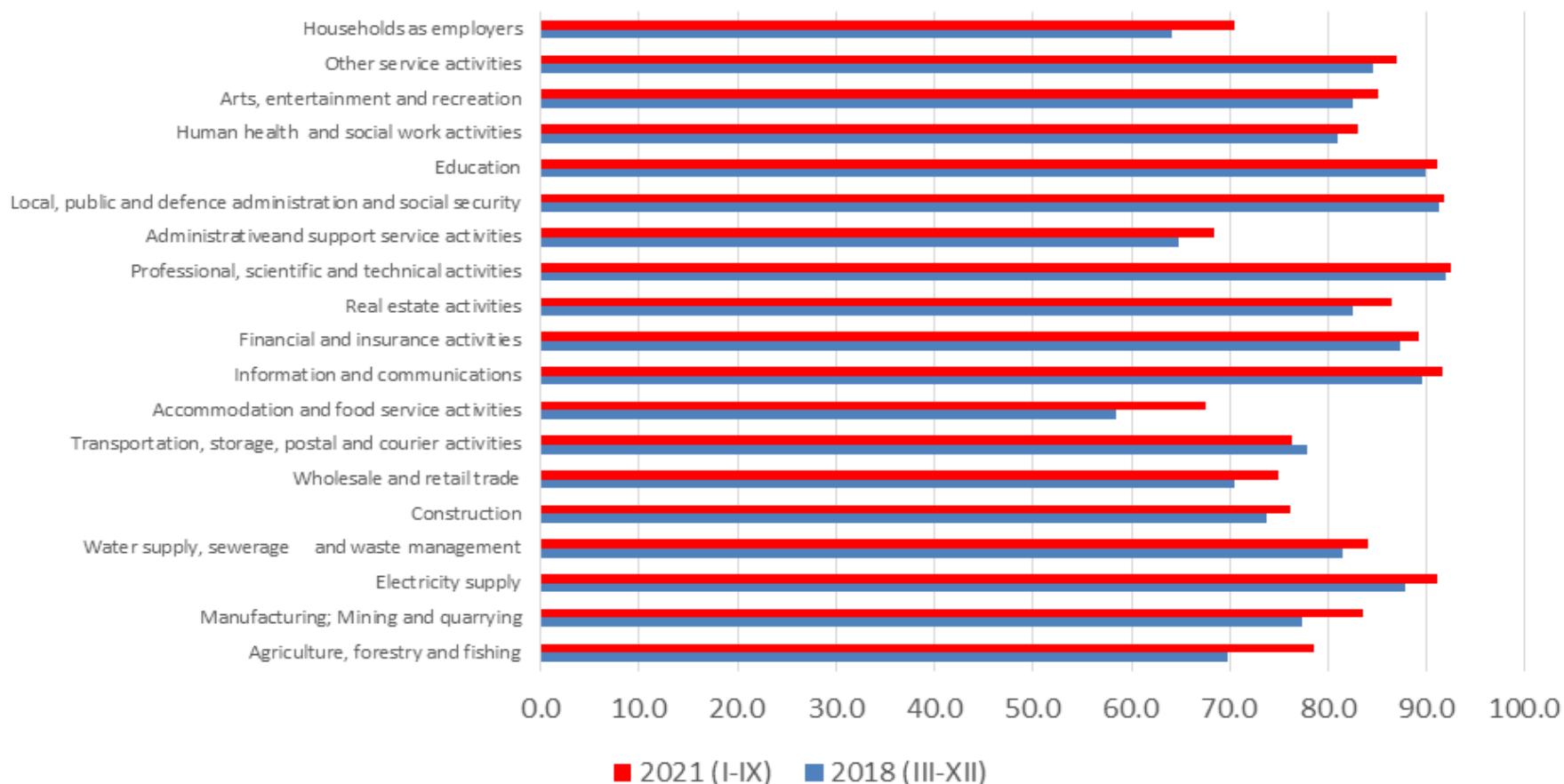
## Extent of work

In 2021, 85.0% among usually working full time employed persons answered that their education match current job, higher than among part time employed persons 78.8% in 2021.



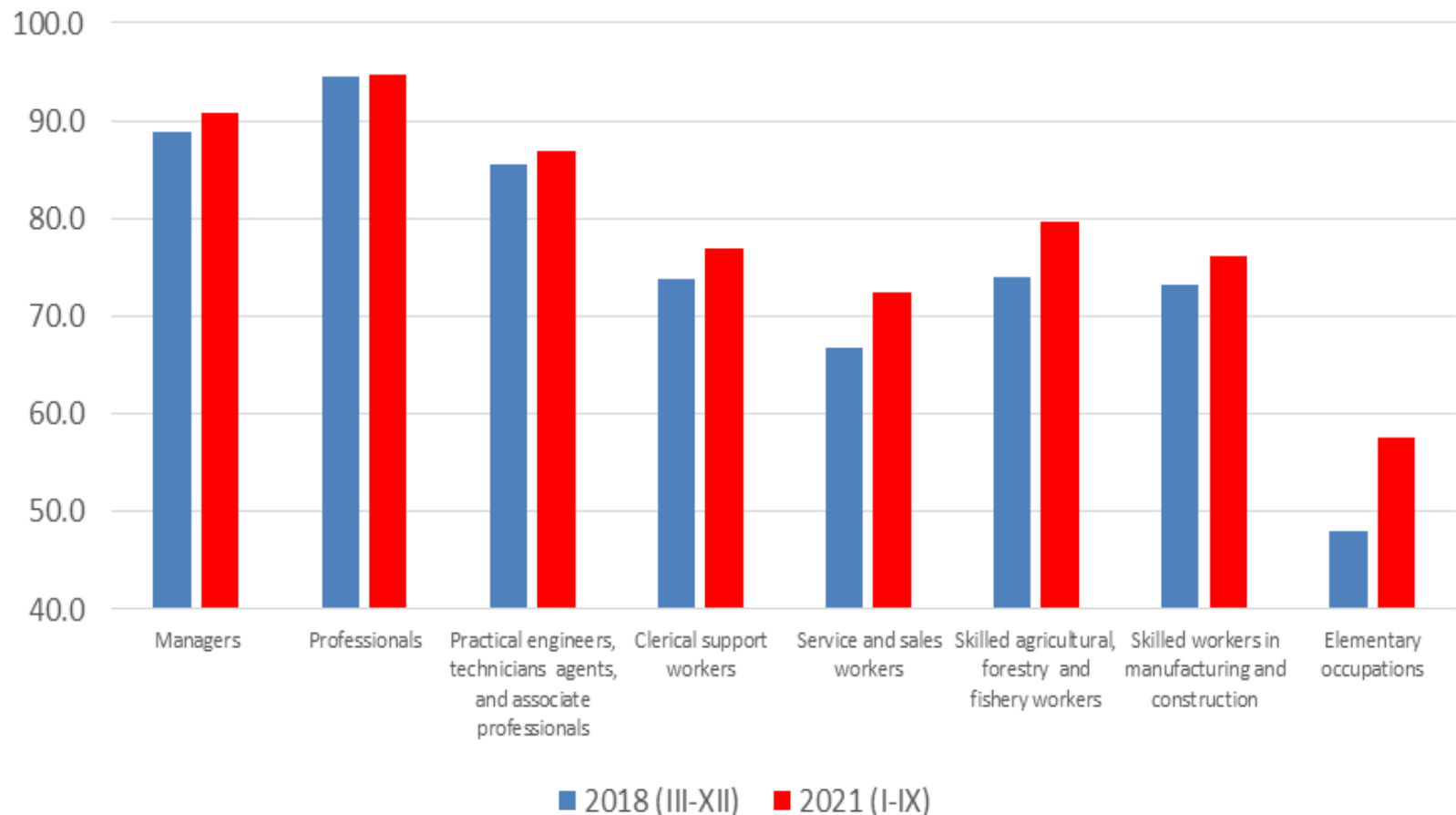
# Findings Industries

In 2021, in the following industries the percentage of employed persons who answered that their education matched for their current job is higher than in others: “Professional, scientific and technical activities” (92.4%), “Local, public and defense administration and social security” (91.9%), “Information and communications” (91.6%). And the lowest values (less than 70%) were in “Administrative and support service activities” and in “Accommodation and food service activities”.



# Findings Occupations

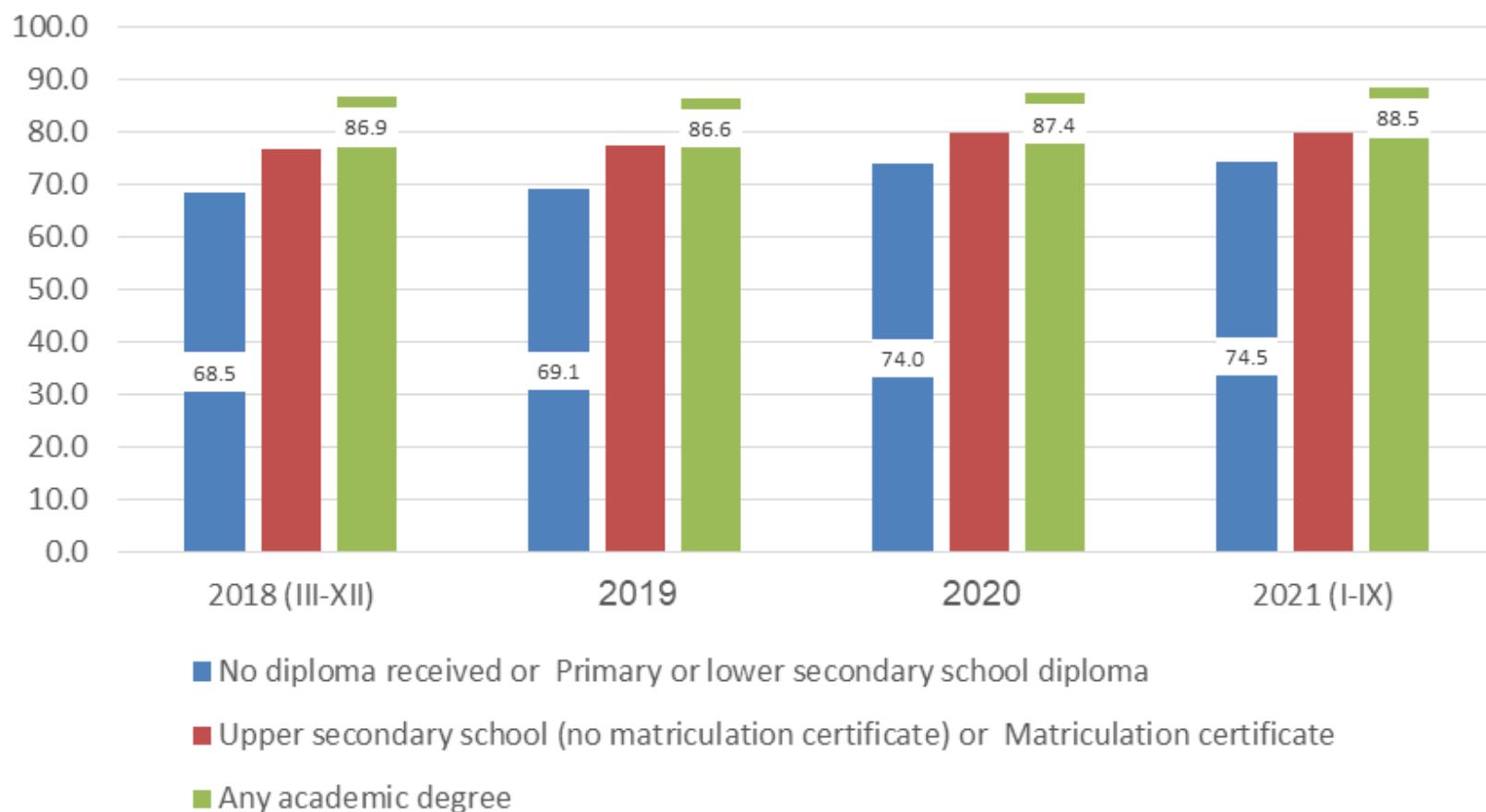
In 2021, in the following occupations the percentage of employed persons who answered that their education matched for their current job is higher than in others: “Professionals” (94.0%), “Managers” (90.8%). Compare to “Elementary occupations” (57.5%).



# Findings

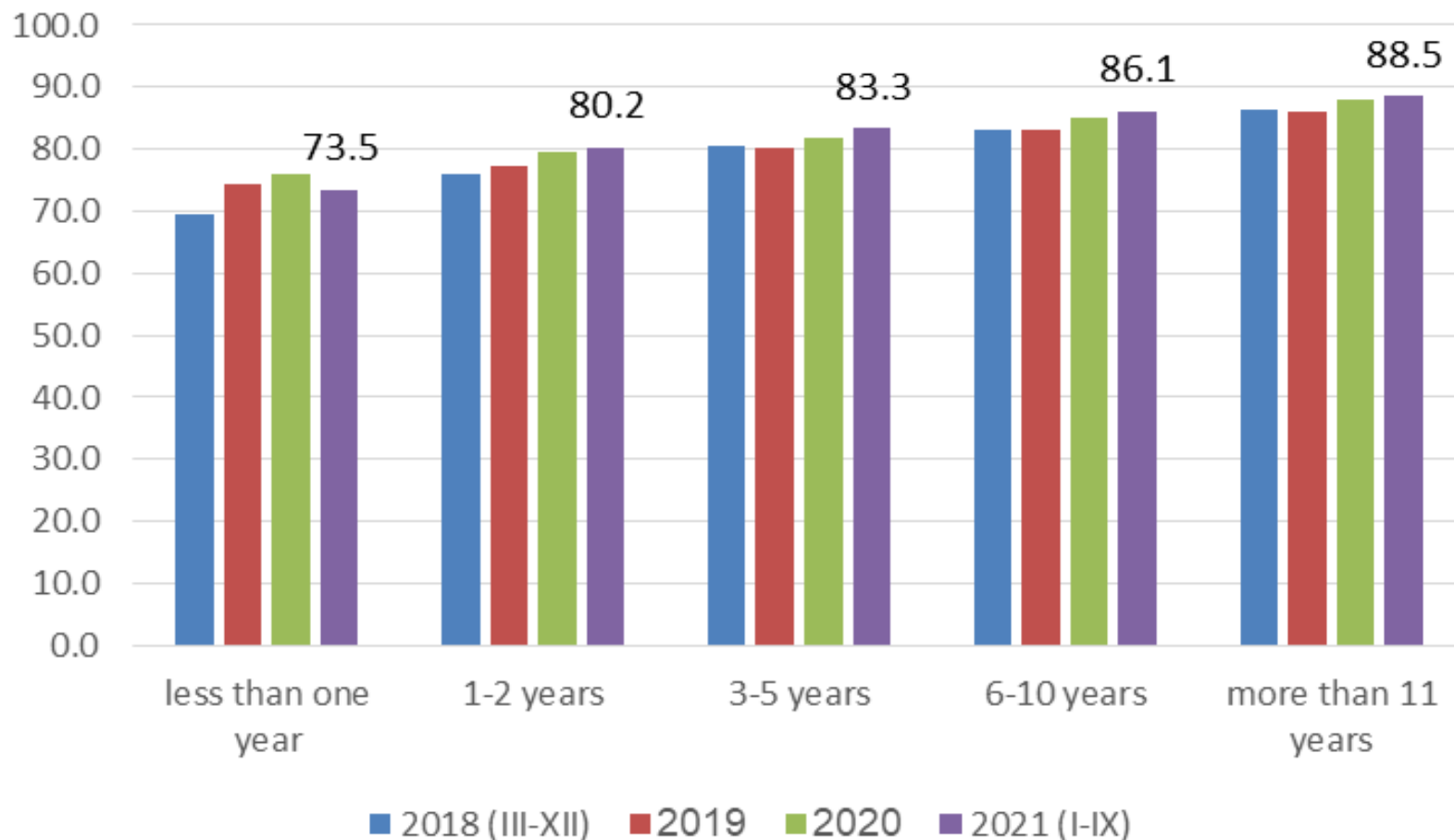
## Highest diploma received

The percentage of employed persons who answered that their education matched the current job higher with higher the level of education, among employed persons with an academic degree the percentage was 88.5% in 2021 and among those without a diploma the percentage was 74.5%.



## Findings – current job tenure

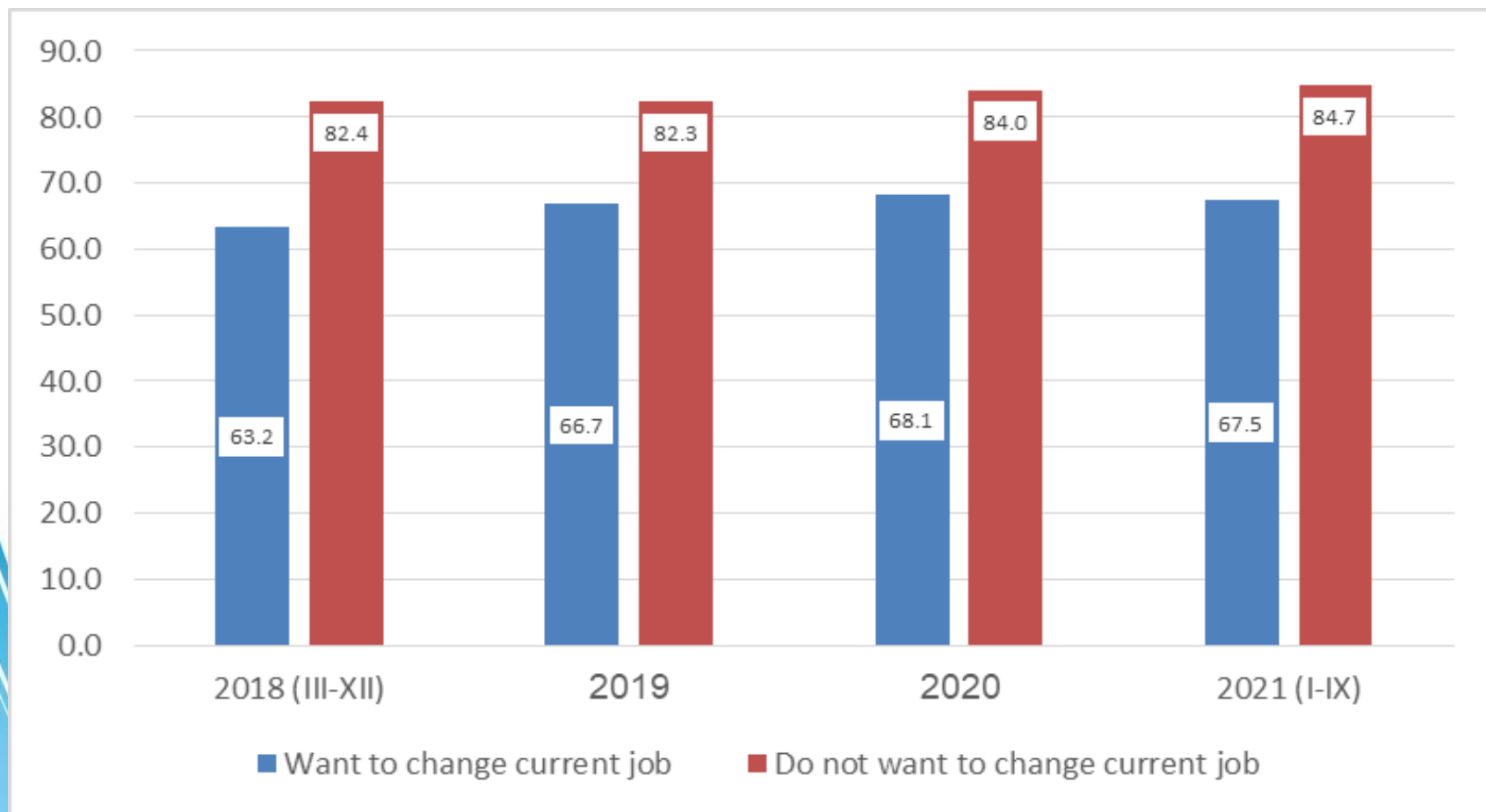
In 2021, employed persons with high tenure answered that their education matched their current job more than those with less tenure (88.5% compared with 73.5%).



# Findings

## Want/don't want to change current job

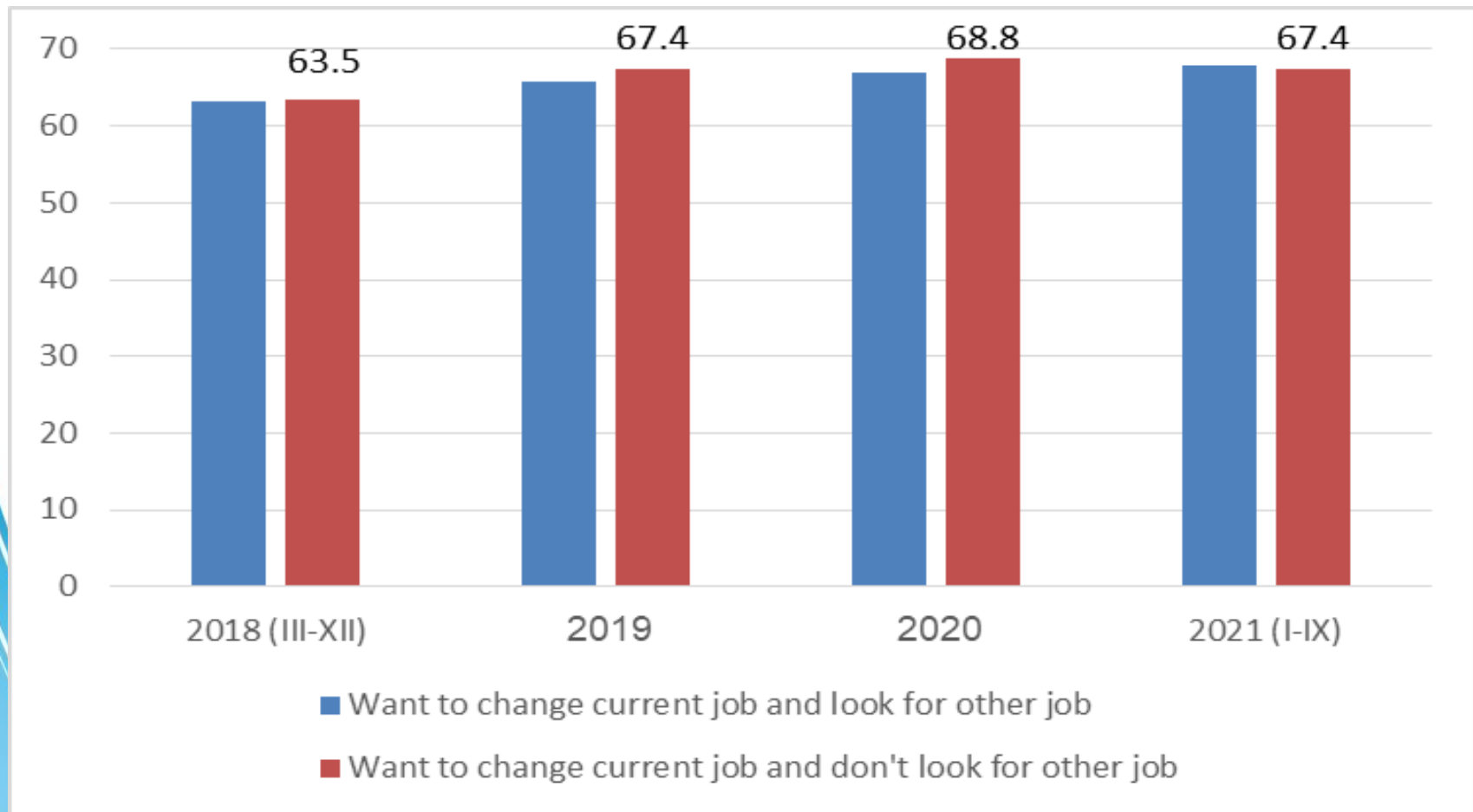
The percentages of employed persons that don't want to change current work answered that their education match their job higher than those who want to change, 84.7% compared to 67.5% in 2021.



# Findings

## Want to change current job by look for an other job

There is no difference in the percentage of employed persons who answered that their education is matched for their current job, among employed persons who want to change their job and were looking for another job or did not look for another job.





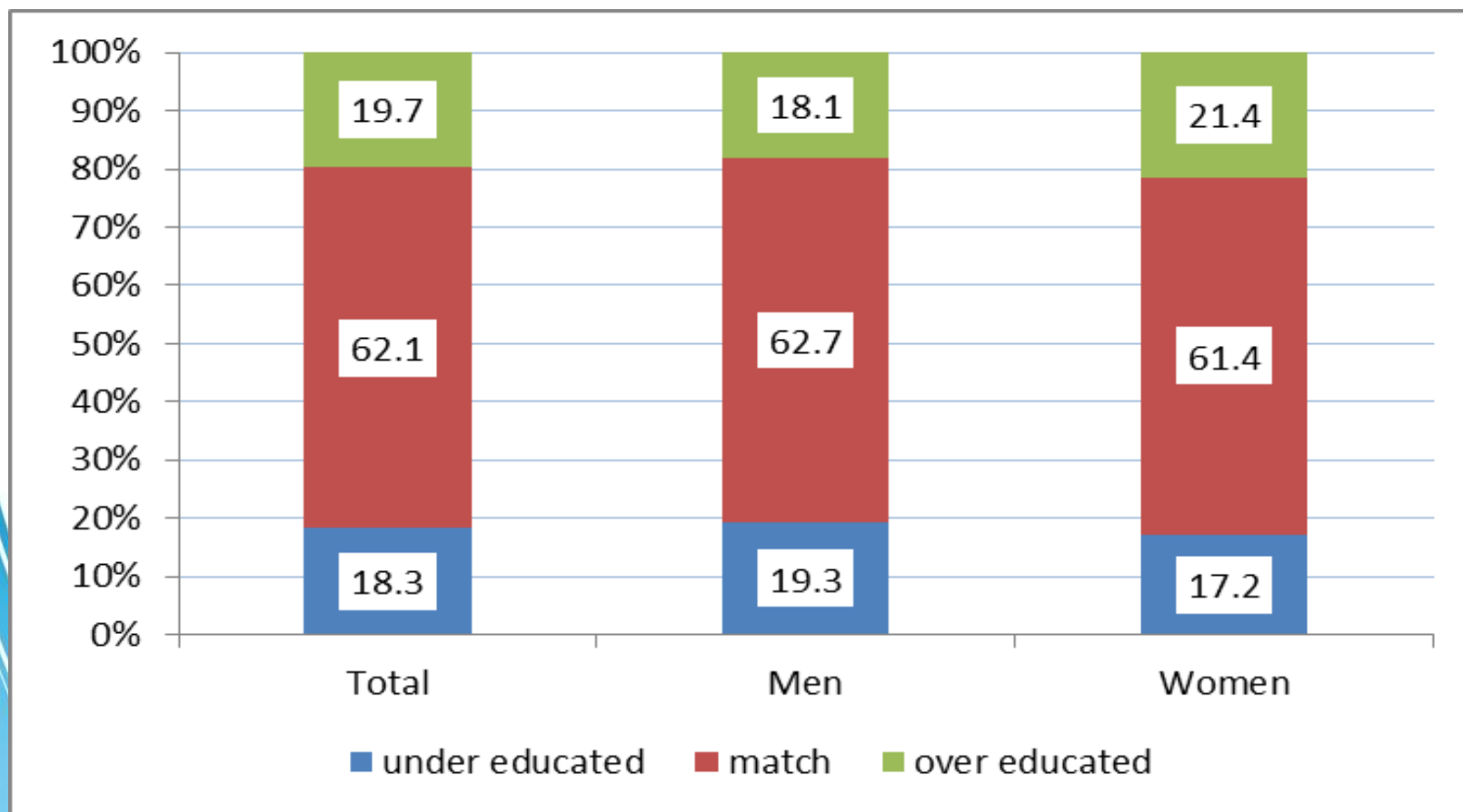
# Alternative definition objective definition

## Normative approach (based on ISCO requirement by 1-digit group)

		Matched	Overeducated	Undereducated
	ISCO 08 Occupation	ISCED 2011	ISCED 2011	ISCED 2011
1	Managers	5, 6, 7, 8		0, 1, 2, 3, 4
2	Professionals	6, 7, 8		0, 1, 2, 3, 4, 5
3	Technical and associate professionals	5	6, 7, 8	0, 1, 2, 3, 4
4	Clerical support workers	2, 3, 4	5, 6, 7, 8	0, 1,
5	Service and sales workers	2, 3, 4	5, 6, 7, 8	0, 1,
6	Skilled agricultural, forestry and fishery worker	2, 3, 4	5, 6, 7, 8	0, 1,
7	Craft and related trades workers	2, 3, 4	5, 6, 7, 8	0, 1,
8	Plant and machine operators and assemblers	2, 3, 4	5, 6, 7, 8	0, 1,
9	Elementary Occupation	1	2, 3, 4, 5, 6, 7, 8	0

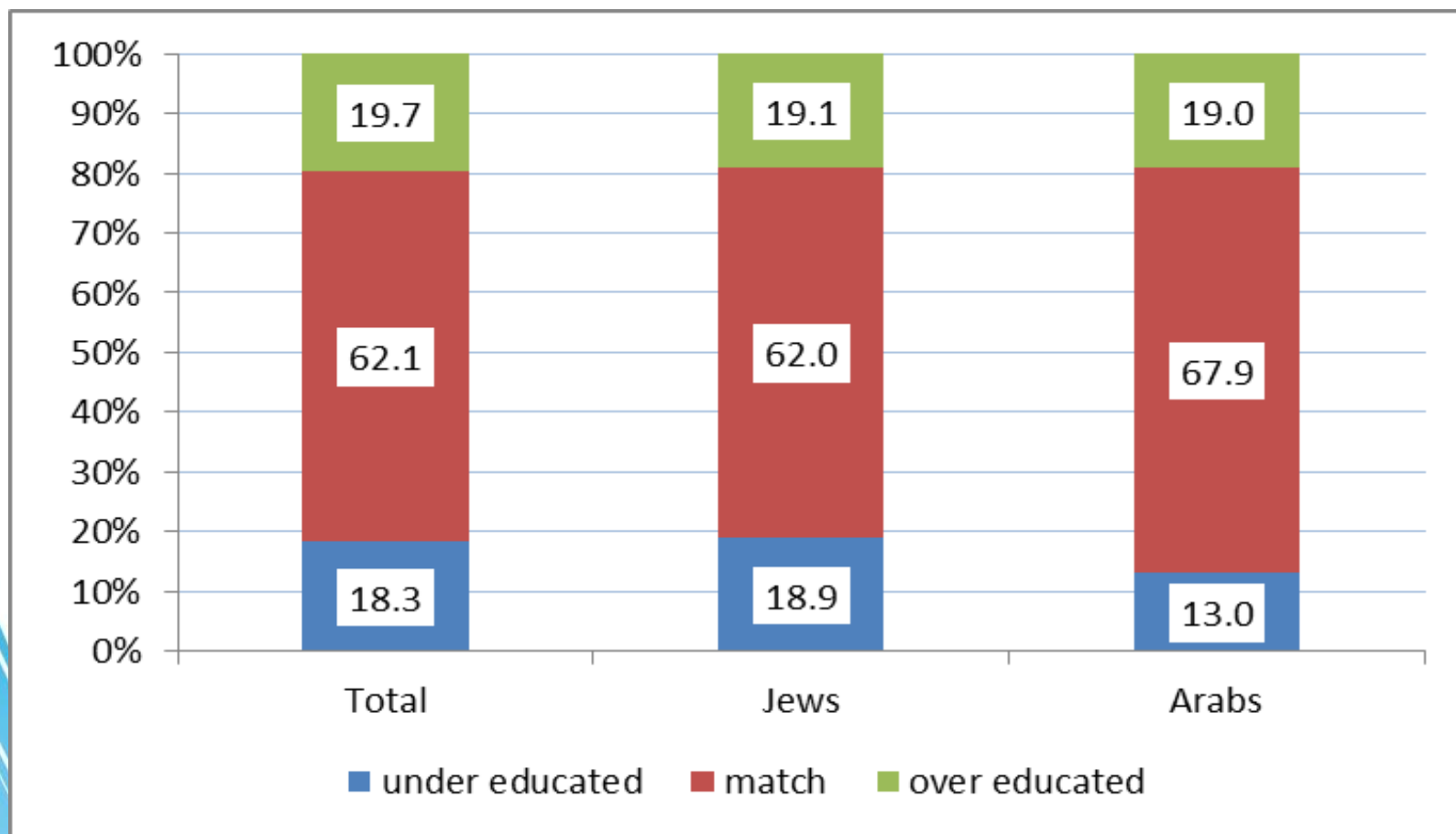
## Normative approach –findings - 2020

In 2020, 62.1% of the employed persons their education matched for their work, 19.7% were over educate, and 18.3% under educated. More men than women were under educated (19.3% compare to 17.2%).



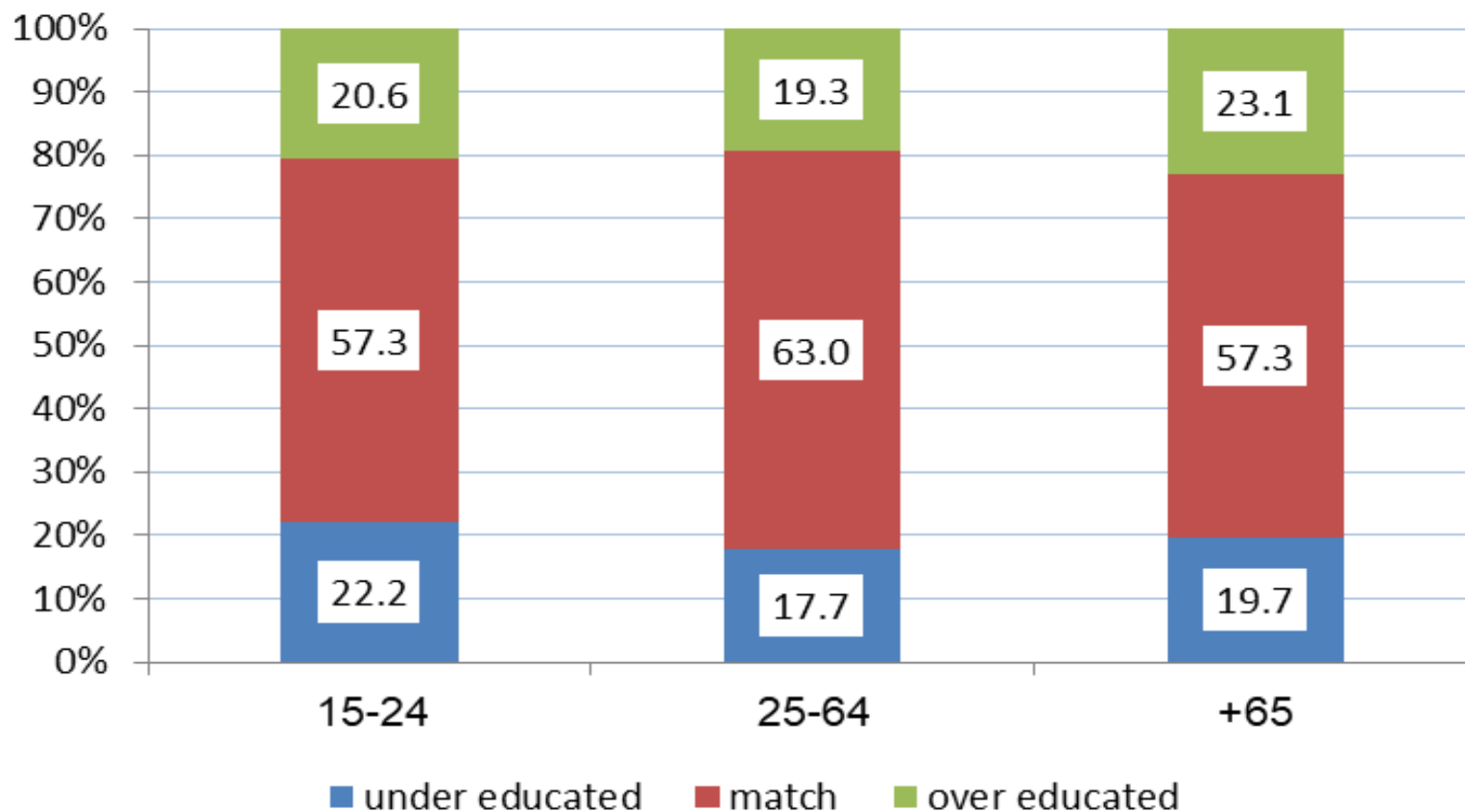
## Normative approach –findings - 2020

In 2020, 62.0% of the Jewish employed persons, their education matched for their work, 18.9% were over educate, and 19.1% under educated. Among Arabs – 67.9% matched education , 13.0% were under educated and 19.0% (similar to Jews) were over educated



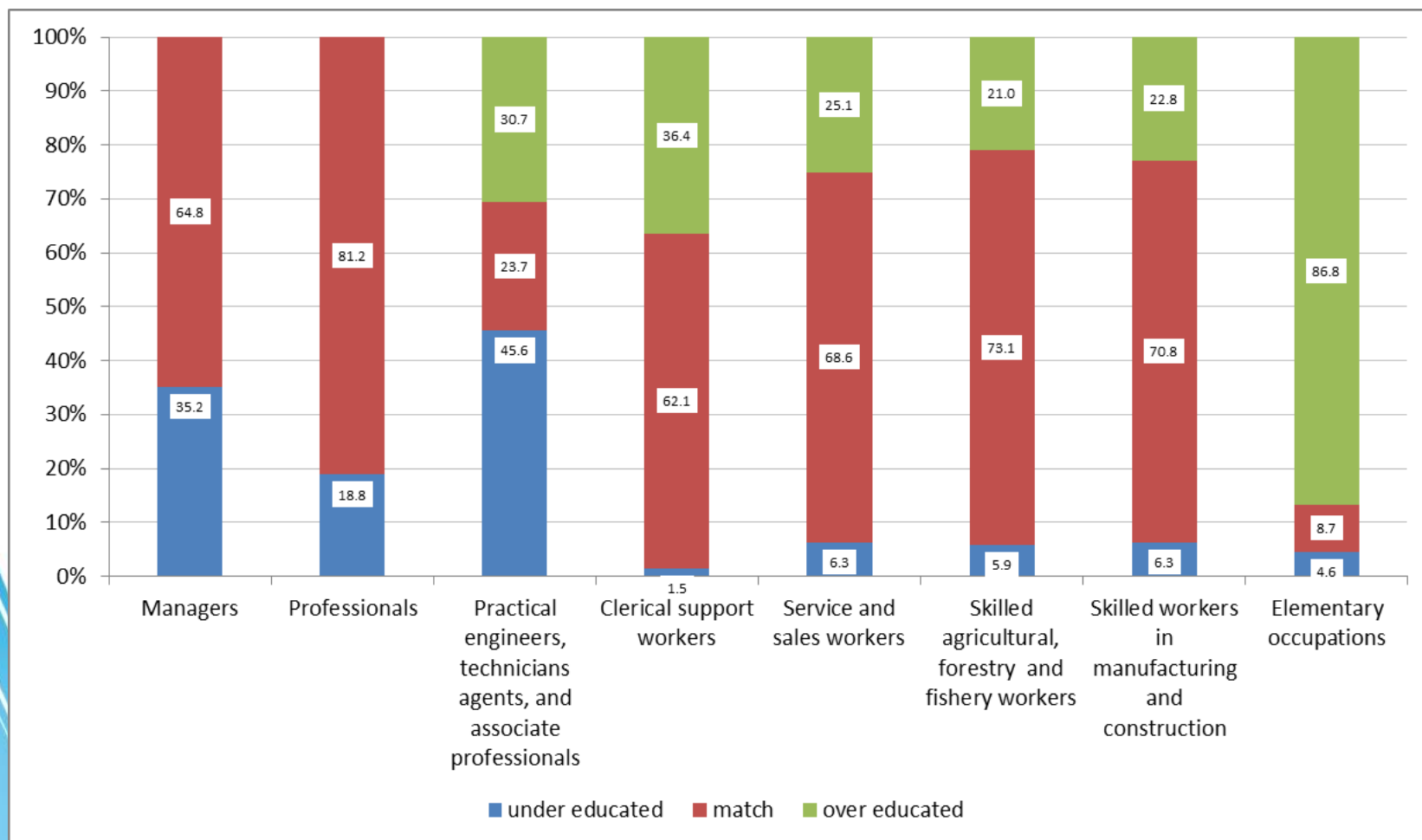
# Normative approach –findings -2020

Elders (65+) and youngers (15-24) match less than employed persons aged 25-64( working-age), 57.3% compared to 63.0%, youngers were more under educated than others, and elders were more over educated than others.



# Normative approach –findings - 2020

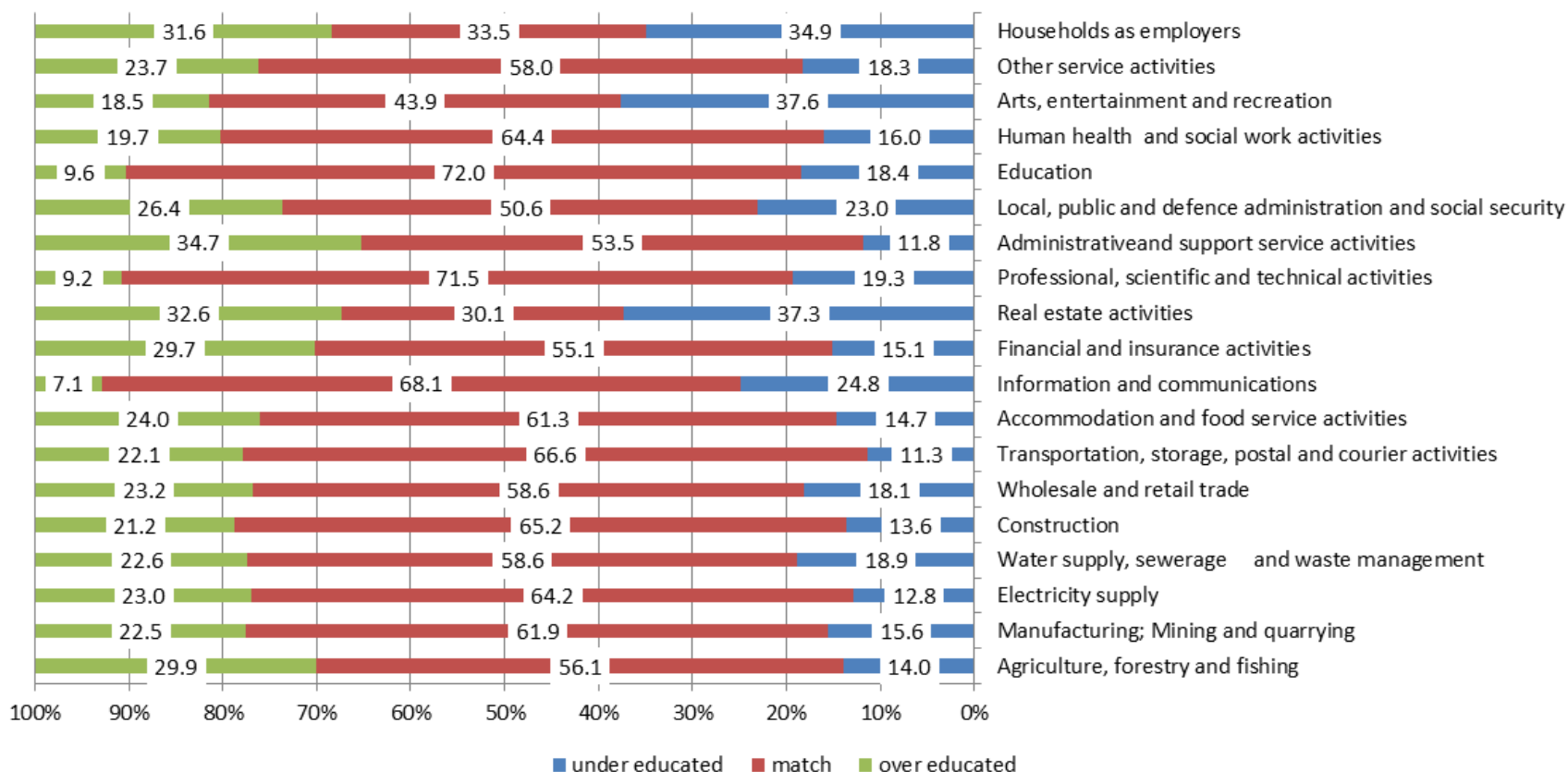
Match between education and job varies by occupations, although the definition of the variable is related to occupations. 81.2% of professionals were matched. 86.6% of elementary occupations were over educated.



# Normative approach –findings - 2020

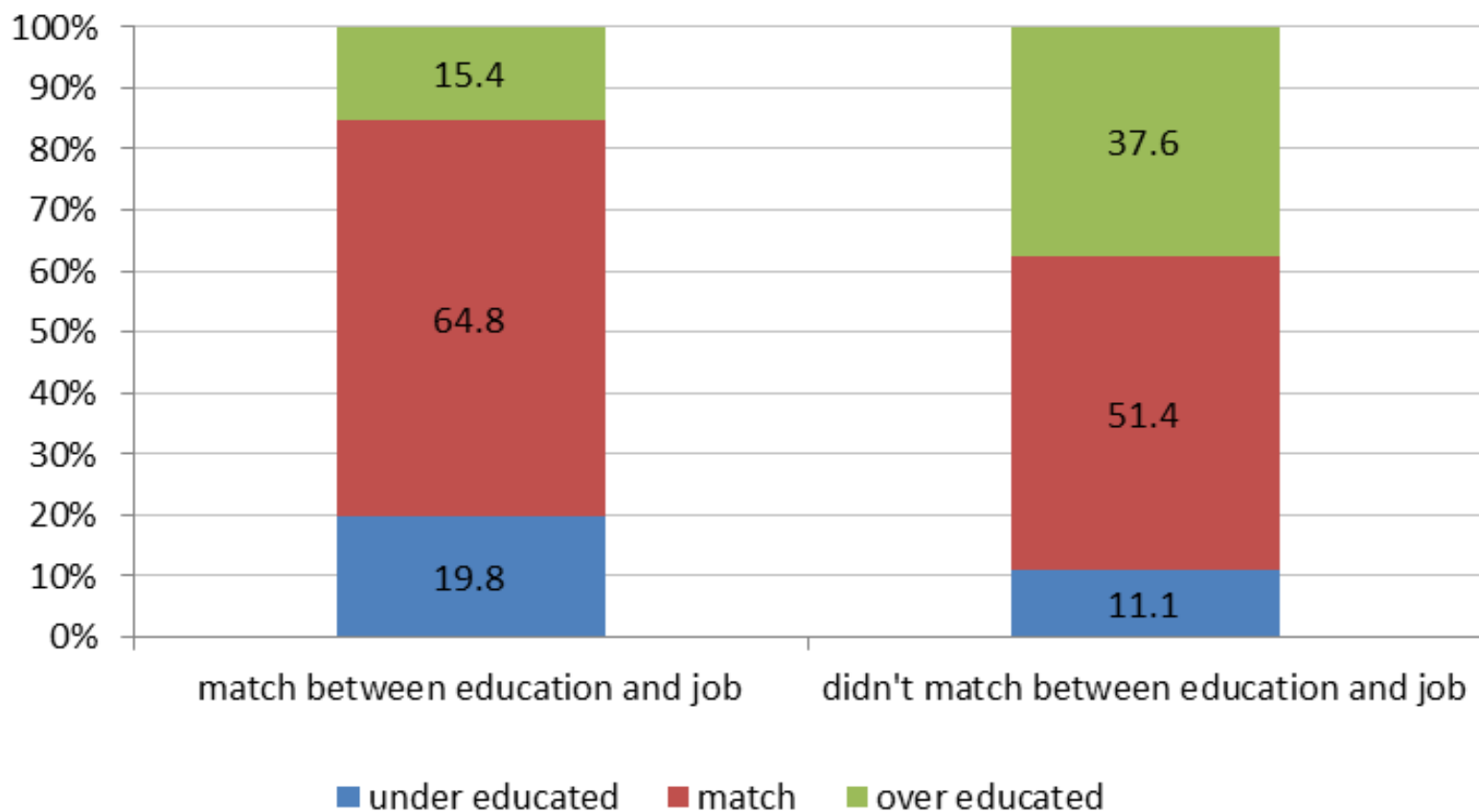
Match between education and job varies by industries, the highest percentage of “matched” employed persons was in “Education” (72.0%) and in “Professional, scientific and technical activities” (71.5%). 35% and more of “under educated” employed persons were in “Real estate activities”, “Arts, entertainment and recreation” and “Households as employers”.

7.1% only in “Information and communications” were over educated, compare to 34.7% in “Administrative and support service activities”



# Normative approach –compare between two definitions -2020

64.8% among employed persons that answered that their education matched their job (subjective definition), “match” by the normative approach (objective definition), 15.4% over educated and 19.8% under educated.

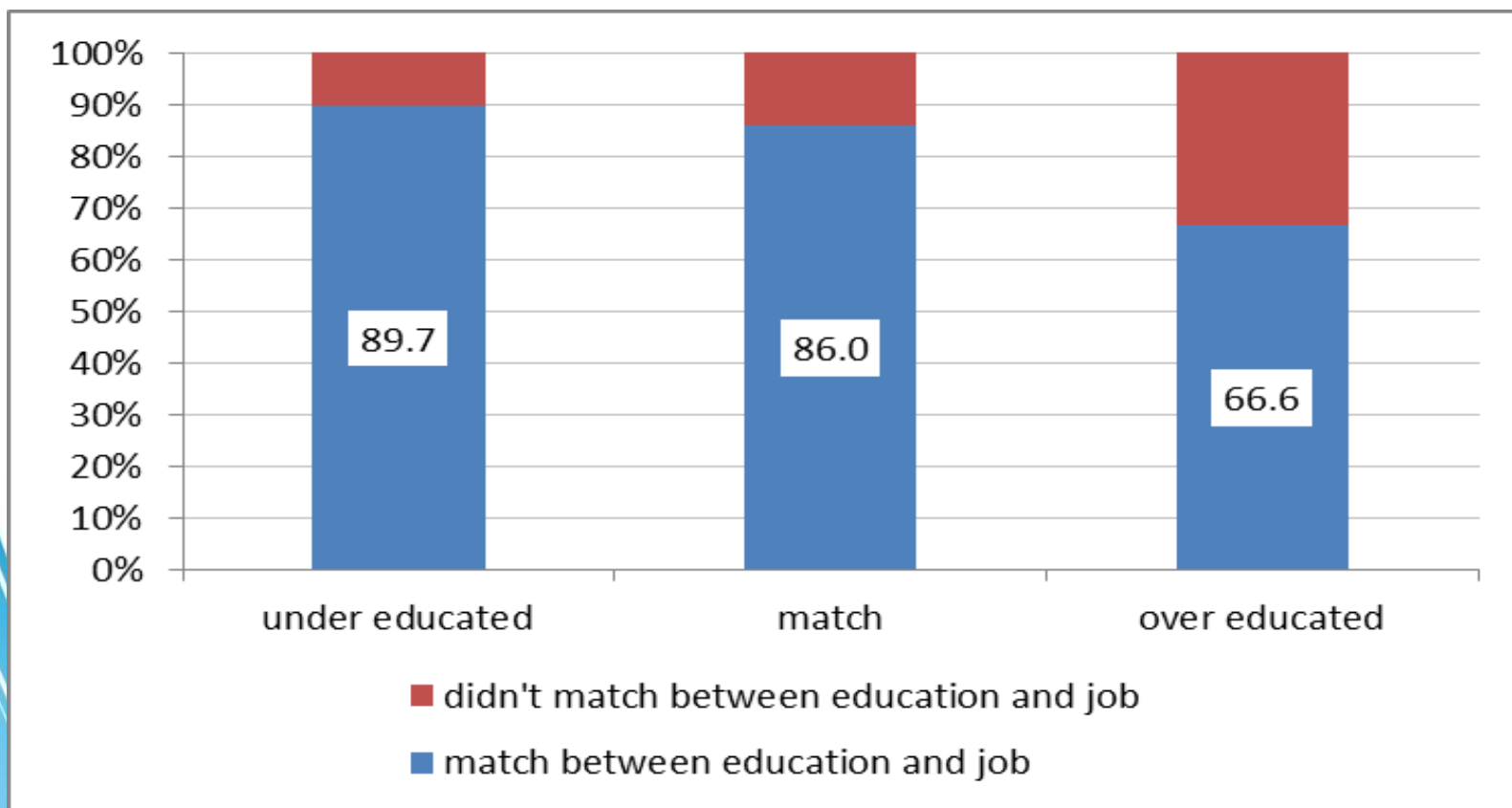




# Normative approach –compare between two definitions

86.0% among “match” employed persons, answered that the education and their job matched, and almost 90% among employed persons “under educated” (“objective” definition) – answered that they are matched by “subjective” definition.

33.4% among “over educated” answered that their education and job didn’t match.



**Thank you for  
your attention!**