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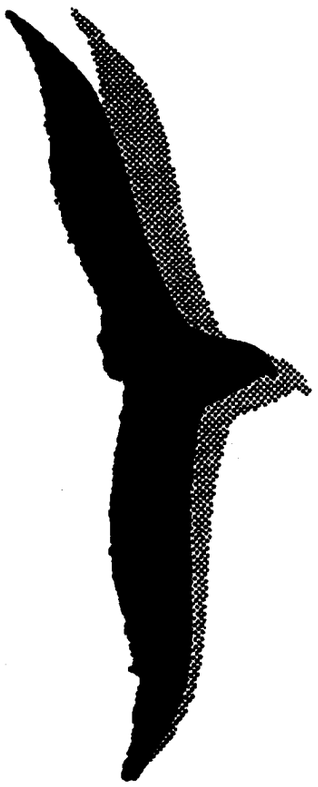

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ARE LARGE FIRMS MORE EFFICIENT IN MATCHING JOBS TO JOB SEARCHERS THAN SMALL FIRMS?

by

Lourens BROERSMA*

ABSTRACT

This paper studies the behaviour of firms of different size with respect to their behaviour in matching vacant jobs to job searchers. We have specified and estimated a matching function for firms of different size in The Netherlands, according to the number of employees. We found no difference in the elasticity of matching jobs to job searchers, but we did find a significant higher efficiency of matching jobs to job searchers for small firms, compared to larger firms. This paper provides a number stylized facts, based on characteristics of vacancies offered by firms of different size that give an interpretation of this difference in matching efficiency. Basically, large firms offer more vacancies that require high education, large firms offer more part-time vacancies and large firms look more for employed job searchers and less for unemployed and school leavers.

Keywords: firm size, matching function, efficiency of matching.
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1. INTRODUCTION

For the last two decades, unemployment has been the major economic problem in many of the Western European countries. Numerous policy measures have been proposed and implemented, but so far unemployment remains high. Lately the emergence and growth potential of small firms has been in focus. Small firms are considered, to a large extent, to be responsible for employment growth, as is argued by the seminal paper of Birch (1981) and in various publications of the research institutes for small businesses in various countries, like the Small Business Administration (SBA) in the USA and the Economic Institute for Medium-Sized and Small Businesses (EIM) in The Netherlands. Holzer (1994) shows, using firm level data, that small firms have a higher vacancy rate than large ones. Some studies, like Davis et *al.* (1993), stress the fact that observed employment growth in small firms is caused by statistical pitfalls and that large firms contribute more to employment growth that small ones. Other studies stress that small firms are closely linked to the performance of large firms and should not be studied in isolation, like De Jong (1995) for The Netherlands.

These findings prompt us to ask if the process of matching available jobs to job searchers, is more efficient in large than in small firms. A difference in matching efficiency may explain the difference in employment growth between firms of different size. Broersma and Gautier (1995) found that small manufacturing firms in The Netherlands do contribute to employment growth more than large firms, so we would expect small firms to have a higher efficiency of matching than large firms.

In order to address this question, we specify and estimate a matching function, where quarterly data of filled vacancies by firms of different size, *viz.* firms with less that 10 employees, firms with 10-99 employees and firms with more than 100 employees, are related to the number of vacancies in firms of according to that size and the total number of job searchers. We assume that these vacancies can be filled by unemployed and employed job searchers, but also by job searchers not in the labour force (non-participants). The observed difference in efficiency can be interpreted by the fact that large firms offer more higher educational jobs, they offer more part-time jobs and search more for employed job searchers to fill their vacancies than small firms.

So indeed, there is evidence that the process of matching jobs to job searchers is more efficient in small firms than in large ones. The next section considers the employment behaviour of firms of different size in The Netherlands and gives a specification of the matching function. The estimation results of the matching function of firms of different size and the corresponding efficiency levels are the subject of section 3. Section 4 gives more detailed evidence on the relation between efficiency and firms of different size. Finally, section 5 concludes.

2. EMPLOYMENT BY FIRM SIZE

Table 1 presents an overview of the employment behaviour of firms of different size. About 40 percent of employment in The Netherlands is concentrated in smal1 and medium-sized firms, *i.e.* firms witb less than 100 employees. Even the smal1 firms, with less than 10 employees, stil1 constitute some 15 percent of employment. In the economic upsurge at the end of the 1980's, the employment share of these small firms rose three times the amount of the share of firms with 10-99 employees. This was lost again in the subsequent economic downtum. Large firms, with more than 100 employees, witnessed a declining employment share at the end of the 1980's. The subsequent economic downturn showed a falling employment share of smal1 firms, while that of large firms rose. Broersma and Gautier (1995) show that there are large job and worker flows underlying these net employment changes and that small firms are important in the process of job creation and job destruction.

* Table 1 somewhere here *

A large number of studies have argued the importance smal1 businesses in being the engine of employment, productivity growth and innovation in industrialized countries. See e.g. Acs and Audretsch (1989) and the references therein. Holzer (1994) shows, using firm leve1 data, that smal1 firms have a higher vacancy rate than large firms. We concentrate on the employment behaviour and try to provide an explanation for the frequently observed phenomenon that smal1 firms contribute more to employment growth than large firms. Central is the question whether smal1 firms are more efficient in matching jobs to job searchers than large firms.

The efficiency of matching is linked to the concept of the matching function. The matching function describes the flow of job searchers into employment in terms of the stock of job searchers and the stock of available jobs, This process of matching job searchers to available jobs is a time consuming process of waiting for and looking for an appropriate match. We assume that the flow of job matches in one period is related to the stock variables at the start of that period.

$$F_t = cM(V_{t-1}, S_{t-1}), \tag{1}$$

where F is the flow of job matches, M is the matching function, V is the stock of available job vacancies, S is the stock of job searchers and c is a scale parameter.

The matching function is the analogy of an aggregate production function. It shows that labour market flows generate delays in the finding of both jobs and workers, even when the matching process is extremely efficient. The efficiency of the matching process in (1) is

represented by c. Changes in the value of c capture changes in the characteristics of workers and jobs and changes in search and hiring behaviour. Usually, the matching process is specified as a Cobb-Douglas function with constant returns to scale. Or

$$F_t = c V_{t-1}^{\alpha} S_{t-1}^{1-\alpha}, \tag{2}$$

where α is the positive flow elasticity, $0 < \alpha < 1$, which gives the effect of the flow of matches to a change in the stock of available jobs or job searchers.

3. MATCEIING FUNCTION BY FIRM SIZE

In this section we present the results of a specification analysis on the matching function for firms of three different size classes. We will first of all test the assumption of constant returns to scale. This gives US some preliminary information on the value of the matching elasticity and the leve1 of matching efficiency for each size. The next section provides a more indepth discussion of the efficiency in relation to firm size.

The model we start with is equation (2), without assuming of constant returns to scale. When this model is log-linearized and i refers to the size of the firm, we find,

$$\log F_{i,t} = \mu_i + \alpha \log V_{i,t-1} + \beta \log S_{t-1}. \tag{3}$$

We have quarterly data for 1988.4-1994.4 on the stock of vacancies and the flow of filled vacancies, disaggregated by firm size. The three size classes we distinguish are smal1 firms, with less than 10 employees, medium-sized firms, with 10-99 employees and large firms, with more than 100 employees. This yields V_i and F_i in (3). The stock of job searchers, S, consists of unemployed and employed job searchers and job searchers not in the labour force. We assume that job searchers do not distinguish the size of the firm when applying for a job, so they are willing to fill a vacant job in a firm of any size. We furthermore assume that the stock of employed job searchers is a fraction of total employment. See also Van Ours (1995). Boeri (1995) reports a relatively high fraction of 10 percent for The Netherlands. Scattered labour market surveys for The Netherlands show that some 7 percent of the non-participants search for a job. In other words, the stock of job searchers equals $S = U + \phi_1 E + \phi_2 N$, where U is the number of unemployed, E is the number of employed, N is the number of non-participants, $\phi_1 = 0.10$ and $\phi_2 = 0.07$.

We have estimated model (3) using our data on the different size classes jointly, to get a pooled cross-section time series model. For simplicity, we have specified this model as a fixed-effect model. The null hypothesis of $\alpha + \beta = 1$ yields $F(1,67) = 0.038$. This implies that the assumption of constant returns to scale cannot be rejected at any reasonable significance level.

Table 2 gives the estimation results when constant returns to scale is imposed and we have relaxed the assumption of a fixed elasticity for each of the size classes. These results show that the matching elasticities in the firms of different size are all approximately the same, namely O.S. Firm size has no effect on the elasticity of job matching. An F-test on the restriction of equal matching elasticities across firms of different size, yields $F(2,66)=0.359$, which implies that this hypothesis of equal elasticities cannot be rejected either. There is only weak evidence that firms with 10-99 employees have a slightly lower elasticity.

* Table 2 somewhere here *

Second and more important, with the fixed firm-size effects, we can give a preliminary answer to the question on the efficiency of job matching of firms of different size. Table 3, reports these effrciencies, with the 95 percent confidence interval. This Table shows that there is a significant difference in job matching efficiency, where smal1 firms, with 1-9 employees are most efficient, followed by medium-sized firms, with 10-99 employees. Large firms, with more than 100 employees, have lowest efficiency.

* Table 3 somewhere here *

However, before we can derive more permanent conclusions, we will first conduct a more thorough investigation into this matching efficiency using more disaggregated data. Only then can we infer with more certainty whether these difference in efficiency are really linked to the size of the firm and provide possible explanations.

4. INTERPRETING THE DIFFERENCES IN EFFICIENCY

The first argument tbat comes to mind to shade our finding that smal1 firms are more efftcient in matching jobs to job searchers, is that in reality it is not the size of the firm that matters, but instead it is the sector in which the firm operates that causes the difference. One way to examine this premise is to estimate a similar matching function as (3), but with data disaggregated not only by firm size, but also by sector. Assuming constant returns to scale,

$$\log\left(\frac{F_{s,i,t}}{S_{s,t-1}}\right) = \mu_{s,i} + \alpha_i \log\left(\frac{V_{s,i,t-1}}{S_{s,t-1}}\right) + \epsilon_{s,i,t} \qquad (4)$$

where index s refers to sector and i refers to firm size. As a first step, Table 4 presents the

employment by sector and firm size in The Netherlands for 1994. Employment in small firms is particularly high in agriculture and commercial services. Large firms are important in the non-commercial service sector. The overall employment share of smal1 firms in commercial services is relatively high.

* Table 4 somewhere here *

In order to assess whether it is in fact the sector that causes the differences in matching efficiency and not the firm size, we have estimated model (4) using quarterly data disaggregated to sector and firm size. If this model yields the same ordering in the matching efficiency for all sectors as our model in Table 2, we can safely state that the differences in matching efficiency found earlier are not caused sectoral differences in efficiency.

Table 5 shows the estimation results for the matching model (4). Opposite to the model in Table 2 we do find here that there is a significant difference in matching elasticity between firms of different size. A standard F-test on the equality of the matching elasticities yields $F(2,480)=8.484$. In Table 2, these elasticities were approximately equal. If the equality of matching elasticities is nevertheless imposed on the model of Table 5, we find a similar value as in Table 2, *viz.* 0.516.

* Table 5 somewhere here *

If we consider the efficiency of matching of the model in Table 5, then we do find that in each sector, with a possible exception of construction, efficiency is highest for small firms and lowest in large firms. This result corroborates our conclusions from Table 3. The difference in efficiency by firms of different size is particularly strong in agriculture, wholesale and retail trade and in the banking sector, whereas it is relatively smal1 between firms with 1-9 and with 10-99 employees in manufacturing, transport and non-commercial services. All in all, we find that the sector a firm of specific size operates in hardly affects the ranking of their matching efficiency. This means that the differences in matching efficiency between firms of different size are not related to the sector. Can we sort out the mechanisms through which this effect occurs?

We can pose several hypotheses in order to interpret the differences in matching efficiency between smal1 and large firms, which will later be investigated. First, it may well be the case that smal1 firms have less vacancies for highly educated persons than large firms. The higher the education needed to fill a vacancy, the longer it takes to fill the vacancy. Second,

small1 firms may have less part-time vacancies to offer than large firms. It takes more time to fill a part-time vacancy than a full-time vacancy, because the majority of job searchers wants a full-time job. In the Labour Population Survey by Statistics Netherlands for the early 1990's some 20 percent of the vacant jobs were of less than 20 hour per week. At the same time, no more than 20 percent of the unemployed searched for a job of less than 20 hours and only 10 percent of employed persons working more than 20 hours searched for a job of less than 20 hours. This implies that it is relatively diffrcult to match a part-time job searcher to a part-time vacancy. Third, in large firms a vacancy is more often stil1 occupied, whereas in a small1 firms it is not. This means that vacancies in small1 firms can be filled more quickly than in large firms. Fourth, large firms have more vacancies that are difficult to fill than small1 firms. This premise is related to our first hypothesis that large firms offer more jobs for which a high education is required than small1 firms. Fifth, small1 firms have more vacancies for school leavers than large firms. This implies that large firms rely more on job-to-job movers to fill their vacancies, who are generally restricted by a specific term of notice before they can move to another job. Sixth, large firms spend more time searching for a suitable candidate than small1 firms, because large firms often have a recruitment department, with a well-trained staff, to do so. Seventh, small1 firms tend to report a vacancy to the Public Employment Office (PEO) more often than do large firms. Van Ours (1994) shows that mainly unemployed job searchers are reached when a vacancy is reported to the PEO. In combination with point five, this implies that large firms more often look for employed job searchers, whereas small1 firms more often look for school leavers and unemployed to fill their vacancies.

Tables 6, 7 and 8 present evidence on these hypotheses for 1990-1994 and 1993-1994 in The Netherlands. In Table 6, the percentage of vacancies by size and leve1 of education are presented. What immediately becomes clear is that large firms have more vacancies for higher educated persons (leve1 5 and 6) than small1 firms. In small1 firms only some 17 percent of the vacancies need higher educated persons, whereas for large firms this is 25 percent of the number of vacancies. A vacancy that needs a high leve1 of education is relatively diffrcult to fill. Hence, this might very well be a reason for large firms to be less efficient in matching vacancies to job searchers.

* Tables 6, 7 and 8 somewhere here *

A longer vacancy duration implies the firm needs a longer time to search and more vacancies may be labelled 'difficult to fill'. Information on search time and other characteristics are presented in Table 7. Table 7 shows that small1 and medium sized firms fill about 60 percent of their vacancies within three months. Large firms, however, have filled only 50 percent of their vacancies in that period. So, the fact that large firms offer more vacancies

that require a high education, which may cause more search time, is confirmed by the fact that indeed large firms search longer than small ones to fill their vacancies. On the other hand, Table 7 and also Table 8 show that this does not imply that large firms have more vacancies that are difficult to fill. In fact, small firms have the highest proportion of vacancies difficult to fill. In other words, this outcome does not confirm our hypothesis. Nevertheless, the concept of a vacancy being 'difficult to fill' is a bit tricky. In the questionnaire, firms can label vacancies 'difficult to fill' at their own discretion; there are no objective criteria that underlie this concept. It may, therefore, very well be the case that small firms have the perception that a vacancy is difficult to fill in an earlier stage than large firms. The fact that large firms usually have a specific and well-trained recruiting department, whereas in a small firm the manager usually does the hiring, may give rise to that difference in perception.

Table 7 shows that some 20 percent of the vacancies offered by small firms are part-time, whereas for large firms this is 30 percent. Table 8 indicates that this is especially true for vacancies with education level 3 and 4. This in itself may explain why matching job searchers and vacancies is less efficient for large firms. There are relatively few part-time vacancies and also relatively few job searchers searching for a part-time job. From a matching point of view, this means that those jobs and job searchers are difficult to match. Of course, the same is true for small and medium-sized firms, but their part-time vacancies are roughly equal to or smaller than the vacancies that are difficult to fill. In those size classes part-time vacancies may be among the 'difficult to fill'. For large firms this is not the case. Moreover, Table 4 revealed that employment in large firms is concentrated in the non-commercial sector (SBI 9). In that sector we typically find institutions of education, health care and government. They also offer most of the part-time jobs.

According to Table 7, large firms offer less vacancies for school leavers than small ones. This is particularly the case at a medium and higher educational level. If we assume that none of the firms prefers unemployed over other job searchers, this implies that large firms depend more on employed job searchers to fill their vacancies than small ones. Since employed job searchers, in particular those with a higher education, have a minimum term of notice, this means it takes more time for a large firm to fill a vacancy, and hence the matching process is less efficient.

There is hardly any difference between firm size and the fact whether a vacancy is still occupied, *i.e.* the employee filling the vacancy has not yet left. For all firms this amounts to some 20 percent of all vacancies. There is only weak evidence from Table 8 that in large firms vacancies requiring higher education are more often still occupied than in small firms. If this were true, it would mean that small firms have to start searching earlier than large firms. The latter can afford to wait until the job is left. This also implies a lower efficiency of matching for large firms.

Finally, small firms more often report a vacancy to the Public Employment Office (PEO) than large firms. This is probably linked to level of education of the vacancies. Vacancies that require only a low education are more often reported to the PEO and these vacancies are concentrated in small firms. On the other hand, large firms more often post their vacancy in newspapers and the like. Van Ours (1994) and Lindeboom et *al.* (1994) show that advertisement basically reaches employed job searchers, whereas reporting to the PEO basically reaches unemployed job searchers. This confirms our premise that large firms more often look of employed job searchers, which results in a longer vacancy duration.

Summarizing, we can state that several characteristics of vacancies offered by firms of different size may lead to longer vacancy duration, and hence less efftcient job matching, in large firms. Large firms tend to offer more vacancies that require higher education than small firms. Large firms offer more part-time vacancies than small firms. Large firms offer less vacancies for school leavers and unemployed and more for employed job searchers than small firms. All these observations lead to longer vacancy durations and hence lower matching efficiency for large firms.

5. CONCLUDING REMARKS

This paper has investigated whether there exists a difference between firms of different size, with respect to their efficiency of matching jobs to job searchers. First of all, we found no significant difference in the matching elasticity between firms of different size. This implies that all firms benefit in the same way from an increase in the number of job searchers. We implicitly assume that job searchers search for any appropriate job, irrespective of the size of the firm. We did find, however, that small firms are significantly more efftcient in matching vacant jobs to job searchers than large(r) firms. This may provide one possible explanation for the frequently observed phenomenon that small firms contribute more to the growth of employment than large firms.

The empirical investigation we have conducted gives no evidence for the premise that in fact the sectoral differences between firms cause this difference in matching efficiency. We do give a number of possible interpretations for this difference. We find that large firms offer more vacancies requiring a high level of education than small firms. Large firms also offer more part-time vacancies than small ones. Finally, large firms tend to look for employed job searchers to fill their vacancies, whereas small firms tend to look more for school leavers and unemployed. These facts increase the vacancy duration of large firms and thus provide an explanation for the low efficiency of matching for large firms that we have observed.

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DATA APPENDIX

$F_{i,t}$ Flow of filled vacancies by firm size i in period t.
source: Central Bureau of Statistics, ***Sociaal economische maandstatistiek.***

$V_{i,t}$ Number of vacant job by firm size i in period t.
source: Central Bureau of Statistics, ***Sociaal economische maandstatistiek.***

S_t Number of job searchers, defined as $S_t = U_t + 0.10E_t + 0.07N_t$, where

U_t Number of registered unemployed in period t.
source: Central Bureau of Statistics, ***Sociaal economische maandstatistiek.***

E_t Number of employed in period t.
source: Central Bureau of Statistics, ***Sociaal economische maandstatistiek.***

N_t Number of persons not in the labour force in period t, which is determined as $P1464 - E - U$ and

$P1464_t$ Population of working age, ***i.e.*** from 14 to 64 years old, in period t.
source: Centra1 Bureau of Statistics, ***Statistical Yearbook. The*** quarterly series has been constructed through interpolation.

The data on vacancies and filled vacancies by sector and firm size, used to estimated the model of Table 5, are unpublished series by the Central Bureau of Statistics. The job searchers are assumed not to distinguish firm size in their search behaviour, but employed job searchers are assumed to search for another job in the same sector. Cf. Broersma (1996).

Table 1. Average employment share and growth of employment share of firms of different size in different periods in The Netherlands, in percentages.

	employment share			growth of employment share		
	< 10	10-99	> 100	< 10	10-99	> 100
1989.1-1990.4	16.9	27.4	55.7	0.15	0.05	-0.07
1991.1-1994.4	15.0	27.7	57.2	-0.47	-0.16	0.21
1989.1-1994.4	15.7	27.6	56.7	-0.26	-0.09	0.12

Source: CBS, Sociaal economische maandstatistiek.

Table 2. Estimation results of model (3), based on pooled cross-section time series.

Dependent variable:	$\log(F_{i,t}/S_{i,t-1})$			
constant	-0.996	(-7.413)	-1.048	(-11.44)
group dummies				
$D_{10\text{-}99}$	-0.230	(-1.128)	-0.076	(-2.578)
$D_{>100}$	-0.179	(-0.713)	-0.198	(-6.714)
log of VS-ratio in t-1 for				
firms with 1-9 employees	0.526	(14.77)		
firms with 10-99 employees	0.485	(12.14)		
firms with more than 100 employees	0.532	(9.173)		
all firms			0.512	(21.40)
R^2	0.879		0.877	
σ	0.103		0.102	
$n \times T$	72		72	

Table 3. Labour market efficiency by firm size, based on Table 2 column 2.

Labour market efficiency for		95 percent confidence interval
firms with 1-9 employees[a]	1	
firms with 10-99 employees	0.927	[0.875 - 0.9821
firms with > 100 employees	0.820	[0.774 - 0.8691

[a] efficiency for firms with 1-9 employees has been normalized to 1

Table 4. Employment share by sector and size in 1994, percentage of total employment.

No. of employees	agr.	mfg./con.	comm.s.	non-comm. s	total
1-9	56	11	22	7	15
10-99	34	34	28	20	27
> 100	10	55	50	73	58
total	100	100	100	100	100
Employment-share[a]	2	24	43	31	100

[a] Share of sector in total number of jobs (in percentages).
Source: CBS, Sociaal economische maandstatistiek.

Table 5. Estimation results of matching model, based on pooled cross-section time series by sector and firm size.

Dependent variable:			$\log(F_{s,i,t}/S_{s,t-1})$	
	sector *s*	size *i*		
group dummies				
	agriculture	1-9	-1.347	(9.116)
		10-99	-2.171	(10.94)
		> 100	-4.097	(15.76)
	manufacturing	1-9	-1.598	(11.13)
		10-99	-1.634	(11.39)
		> 100	-2.318	(17.94)
	construction	1-9	-1.649	(12.03)
		10-99	-1.645	(10.96)
		> 100	-2.967	(16.69)
	trade	1-9	-1.304	(9.359)
		10-99	-1.727	(10.16)
		> 100	-2.547	(14.75)
	transport	1-9	-1.629	(9.702)
		10-99	-1.743	(9.424)
		> 100	-2.968	(17.65)
	banks	1-9	-1.770	(11.69)
		10-99	-2.237	(12.72)
		> 100	-3.085	(18.61)
	non-comm. s.	1-9	-1.401	(9.953)
		10-99	-1.601	(9.902)
		> 100	-1.706	(13.04)
log of VS-ratio in t-1				
	all	1-9	0.579	(22.94)
		10-99	0.532	(18.38)
		> 100	0.426	(15.34)
R^2			0.943	
σ			0.239	
n×T			504	

Table 6. Vacancies by firm size and leve1 of education, averages of 1993-1994 in percentages of the total vacancies per size class.

education level[a]		2	3	4	5	6	unknown	all
size	1-9	1.5	43.5	36.5	15.0	2.0	1.5	100.0
	10-99	1.0	43.0	32.5	18.0	3.0	2.5	100.0
	>100	2.0	29.5	33.0	21.5	3.5	10.5	100.0
	all	2.0	37.0	34.0	19.0	3.0	5.0	100.0

[a] 2: primary level education; 3: lower general and vocation education; 4: preparatory higher and scientific education and intermediate vocational education; 5: first phase of higher vocational and scientific education; 6: second phase of higher vocational and scientific education.

Source: CBS, Vacancy Survey.

Table 7. Vacancies (x 1000) by firm size and other characteristics, 1990-1994.

vacancy		for school leaver	< 20 hrs	still filled	search < 1 m.	search 1-3 m.	diffkult to fill	reported at PEO[a]	total
size	1-9	40	20	18	35	23	38	31	19.5
	10-99	37	15	17	35	25	37	30	20.4
	> 100	34	28	18	31	21	25	27	24.6
	all	39	21	17	34	23	37	31	64.5

[a] PEO: Public Employment Office
Source: CBS, Vacancy Survey.

Table 8. Vacancies by firm size, education level and other characteristics, 1993-1994.

size	education[a]	vacancies	school leavers	< 20h.	still occupied	search < 1 m.	search 1-3 m.	advertise	PEO difficult to ml
		(×1000)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
1-9	2	0.2							
	3	4.5	48.5	21.5	17.0	44.0	16.5	26.0	37.0	29.5
	4	3.9	26.0	16.0	24.0	49.0	13.5	26.0	27.0	25.0
	5	1.6	14.0	18.5	14.0	34.5	20.5	34.5	21.5	30.0
	6	0.2							
	unknown	0.2							
10-99	2	0.1							
	3	4.5	58.5	19.5	16.0	47.0	28.0	31.5	25.5	18.5
	4	3.4	29.5	10.5	24.0	49.0	19.5	42.5	24.5	22.0
	5	1.9	13.5	8.0	19.0	34.0	31.5	52.5	13.5	27.0
	6	0.4							
	unknown	0.3							
> 100	2	0.4							
	3	4.5	54.5	33.5	18.5	47.5	16.0	29.0	32.5	7.0
	4	5.1	23.0	20.0	25.5	40.5	19.5	34.0	22.0	13.0
	5	3.4	10.5	9.0	23.0	29.5	26.0	47.0	18.0	24.0
	6	0.6							
	unknown	1.6							

[a] 2: primary level education; 3: lower genera1 and vocation education; 4: preparatory higher and scientific education and intermediate vocational education; 5: first phase of higher vocational and scientific education; 6: second phase of higher vocational and scientific education.

Education levels 2 and 6 have been omitted due to observations falling below the threshold of 100 vacancies.

Source: CBS, Vacancy Survey.