A **job vacancy** is defined as a paid post that is newly created, unoccupied, or about to become vacant:

- for which the employer is taking active steps and is prepared to take further steps to find a suitable candidate from outside the enterprise concerned; and
- which the employer intends to fill either immediately or within a specific period of time.

The **job vacancy rate**, abbreviated as **JVR**, is calculated as follows:

$$\text{JVR} = \frac{\text{number of job vacancies}}{\text{(number of occupied posts + number of job vacancies)}} \times 100$$

An **occupied post** means a paid post within the organisation to which an employee has been assigned.

**Related concepts**

- Employment

**Statistical data**

- Job vacancy statistics