



European
Commission

EUROPEAN JOB MOBILITY BULLETIN

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TOP 5 JOBS IN EUROPE

1) Finance and sales associate professionals

	31,120 posts
	24,980 posts
	4,840 posts

2) Architects, engineers and related professionals

	29,170 posts
	17,660 posts
	2,020 posts

3) Housekeeping and restaurant services workers

	14,700 posts
	9,970 posts
	7,840 posts

4) Personal care and related workers

	15,950 posts
	11,970 posts
	11,700 posts

5) Computing professionals

	27,290 posts
	11,300 posts
	2,500 posts

Based on figures of the EURES Job Mobility portal on 1st May 2013.

HIGHLIGHTS

- ▶ **Your chance to keep informed while the EURES portal is updated**
>> Read more on page 2
- ▶ **Special focus – demand for ‘white coat’ jobs on the EURES Job Mobility portal**
>> Read more on page 3
- ▶ **Jobs going! Our May charts give you the most ‘in demand’ jobs in Europe country by country**
Top 5 list per country >> Read more on page 8

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- ▶ **Go to:**
<http://ec.europa.eu/social/main.jsp?catId=955&langId=en>

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- ▶ [European Vacancy Monitor](#)
- ▶ [EU Employment and Social Situation – Quarterly Review](#)
- ▶ [Employment Package](#)



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The European Job Mobility Bulletin is a quarterly newsletter published by DG Employment, Social Affairs & Inclusion of the European Commission.

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Tracking down job vacancies in the EU...

In 2010, as part of its Europe 2020 flagship initiative 'An Agenda for New Skills and Jobs', the European Commission launched the 'Monitoring Labour Market Developments in Europe' project to help jobseekers and employers looking to work or recruit outside their own countries.

At the heart of the project is an analysis of job vacancies, using a wide range of sources providing relevant data. Results of the analysis are published on a quarterly basis in two different publications: the European Job Mobility Bulletin (this publication), and the European Vacancy Monitor.

The European Job Mobility Bulletin – a useful guide for EURES advisers and jobseekers – gives an analysis of the job vacancies posted on the European Job Mobility (EURES) portal every day, using data on jobs available to international jobseekers from 30 national Public Employment Services.

The European Vacancy Monitor gives a broader picture of recruitment demand. It is aimed at employment and recruitment services, employers, and policy makers in the field of education and employment. It uses many sources of information including Eurostat, the Statistical Office of the European Communities, National Statistical Offices, Public Employment Services, temporary work agencies, online recruitment services and research institutions.

Improvements to EURES portal

Web-site still accessible during update

The EURES Job Mobility portal is still collating vacant jobs and posts from around Europe, even though technical enhancement of the EURES platform and the related database is underway. On May 1st 2013 over 1 million 300 thousand vacant posts were posted on the site (<http://eures.europa.eu>).

No issue of this publication, the European Job Mobility Bulletin, was scheduled before October 2013. However, this provisional edition has been prepared to keep our readers up-dated on the 'Top5' jobs in Europe. It will also give a country by country overview before the start of the summer season when mobile jobseekers (students, for example) might search for temporary employment opportunities. In addition, this issue includes information which sheds light on one of the growing employment sectors.

A healthy outlook

The **healthcare** and **social services sector** together make up the 'white jobs'¹ sector (as many of the employees there wear white coats at work). In the current climate, it is identified as a growing and job-rich sector. About 20 million people across the European Union are employed in these jobs, a figure which will increase in the coming years.

Indeed, the increased pressures on Europe's health and care systems, and on those who work in them, have been highlighted over the last four years. As explained in the recent Sector report², the provision of health and social care will be increasingly complex and expensive for a variety of reasons, including the ageing of society, new technologies and treatments, rising patient expectations of service quality and a greater focus on prevention.

The variety of white jobs is quite broad. The healthcare sector³ comprises workers primarily delivering healthcare services such as health professionals (doctors, nurses, midwives, pharmacists and dentists), allied health professionals, public health professionals, health management, and administrative and support staff. Many people also work indirectly in healthcare. This includes, for example, people employed in industries delivering services to hospitals, support services, the pharmaceutical and medical device industries, health insurance, health research, e-Health, occupational health and people working in spa treatments. The social services sector covers residential and daily social care activities, such as nursing and support for elderly and disabled people, and children's day care as well as social work.

¹ European Commission (2010). Skills investment in 'white jobs' is a must. <http://ec.europa.eu/social/main.jsp?catId=370&langId=en&featuresId=112&furtherFeatures=yes>

² Dijkgraaf, E; Gijsbers, G; de Jong, JM; Jonkhoff, W; Maier, D; Zandvliet, K; van der Zee, F (2009). Investing in the future of jobs and skills: Health and social services - Sector report. <http://www.eurofound.europa.eu/publications/htmlfiles/ef0982.htm>

³ European Commission (2012). Commission Staff Working Document on an Action plan for the EU Health Workforce. http://ec.europa.eu/dgs/health_consumer/docs/swd_ap_eu_healthcare_workforce_en.pdf

Recent research indicates that many European health systems are moving towards integrated care, where social and health care needs are packaged together as seamlessly as possible for each patient.

Health and social services are a highly labour intensive area of the economy, which means that this area has significant employment potential for jobseekers.

Special focus - demand for 'white jobs'

This issue of the EJMB focuses on white jobs, both in traditional healthcare and also jobs in residential care systems. This publication provides an insight into the demand for these particular occupations based on the data on the EURES Job Mobility portal.

The portal is an information source from which figures for vacancies and posts were downloaded for this publication and they are used here for the identification of employment opportunities.

The analysis is focussed on the following occupations⁴:

- ▶ Health professionals (except nursing)
- ▶ Nursing and midwifery professionals
- ▶ Modern health associate professionals (except nursing)
- ▶ Nursing and midwifery associate professionals
- ▶ Personal care and related workers

It is worth noting that '*Health professionals*' includes medical doctors, dentists and pharmacists, while '*Modern health associate professionals*' includes medical assistants, sanitarians, dieticians and nutritionists, optometrists and opticians. '*Personal care and related workers*' can be further broken up (disaggregated) into child-care workers, and institutional-based and home-based personal care workers.

Demand for some 'white jobs' fluctuates though others remain stable

Historical EURES data (Chart 1) shows that demand for selected occupations remained quite stable over the last 2 years. Fluctuations in stock number were more evident for '*modern health associate professionals*' and '*personal care and related workers*' than for the other three occupations.

From the second half of 2011 through to the end of 2012, '*modern health associate professionals*' and '*personal care and related workers*' were the numerical leaders in the group; on average around 40 thousand job vacancies were available for each of these occupations.

The lowest number of vacancies amongst the focus occupations (three thousand) was for '*nursing and midwifery professionals*'. This is comparing 15 thousand vacancies available for '*nursing and midwifery associate professionals*' and over 12 thousand occupations posted on the EURES portal for '*health professionals*'. Such differences in numbers can be partially attributed to the labour intensity of certain occupations, especially for the '*personal care and related workers*' but also to other factors (see below).

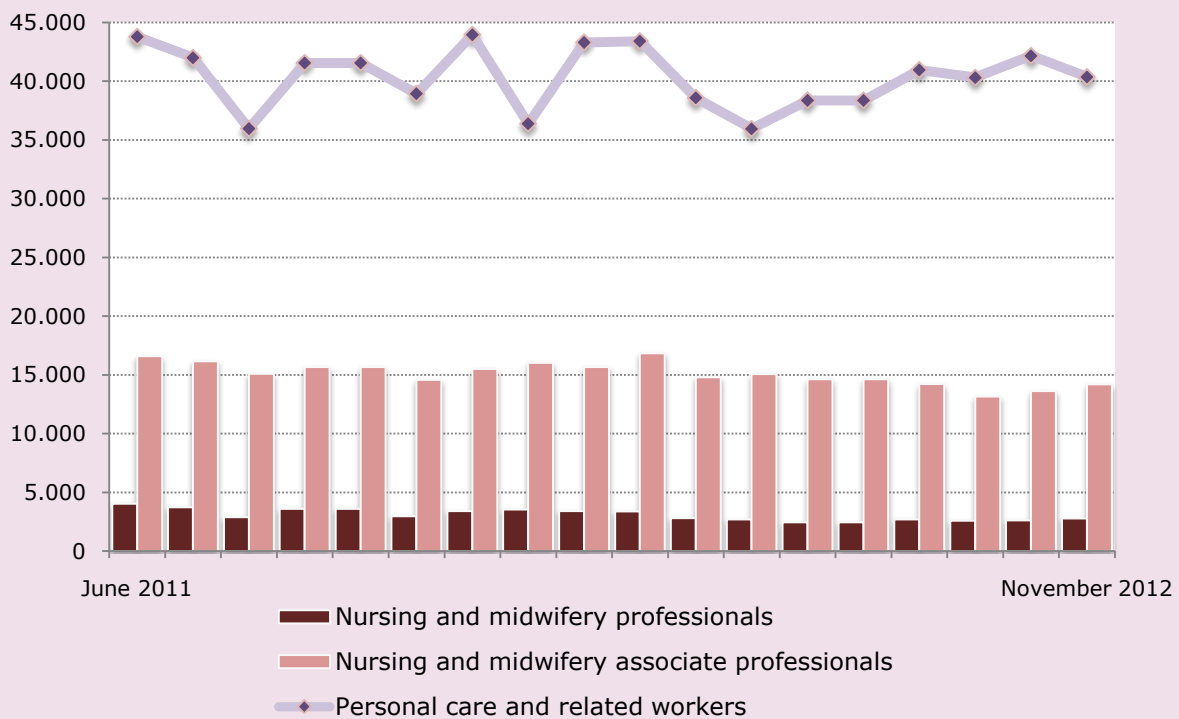
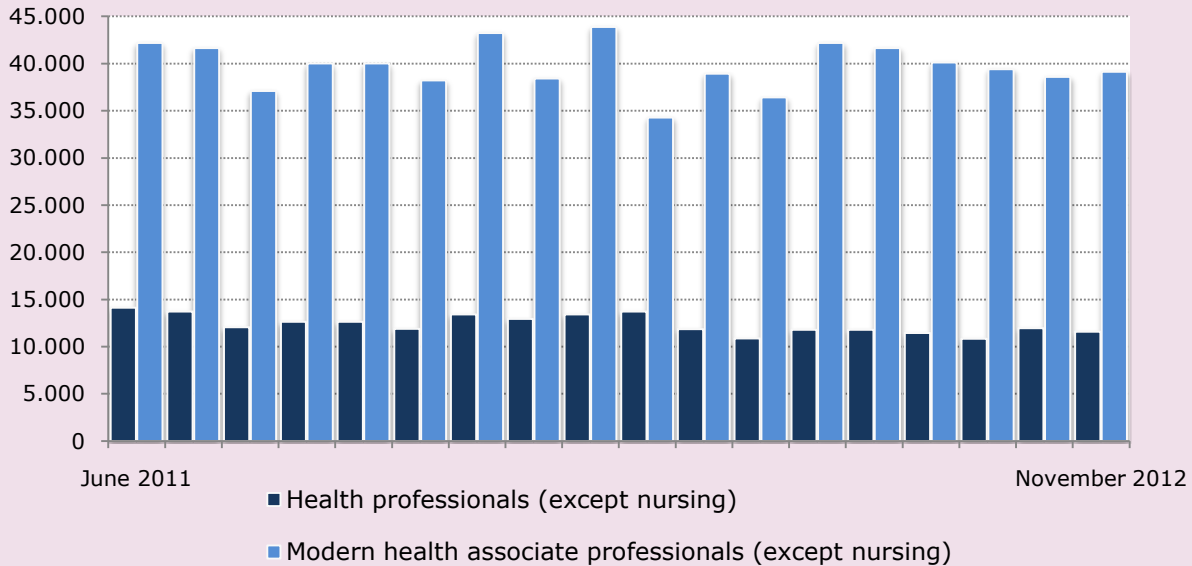
⁴ Minor occupational groups (ISCO-88 3-digit level)

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Chart 1. Development of 'white jobs'

Absolute numbers, June 2011- November 2012, stock at the beginning of each month*



Source: EURES portal

* The stock of job vacancies is the number of vacancies measured at a certain moment in time.

Good news for 'personal care workers'

Taking a snap-shot of the current state of play in the EURES market (Table 1), over 110 thousand posts for the selected 'white jobs' were vacant at 1st of May 2013, of which over 40 per cent were for 'personal care and related workers'.

'Modern health associate professionals (excluding nursing)' and 'nursing and midwifery associate professionals' are the next most frequent occupations in numerical terms. Taken together, their share reaches 50 per cent of all vacant posts for selected 'white jobs' offered on the EURES portal. In contrast, the share of posts for high-skilled professionals was just six per cent for 'health professionals' and three per cent for 'nursing and midwifery professionals'.

This breakdown of available jobs may be caused by several factors. A major reason is that amongst 'white jobs', personal care jobs are the most labour intensive. Another one is likely to be that public (state) institutions in the health care sector have not traditionally posted 'white jobs' vacancies on the EURES site given the specialist training required by some of these high-skilled professionals.

Overseas applicants are inevitably expected to have good command of the host country's language to communicate with patients and colleagues. Moreover, candidates should be aware that these professions are regulated by both EU law⁵ and national legislation. Doctors, dentists, midwives, nurses, and pharmacists are among so called "sectoral" professions where automatic recognition of professional qualifications is ensured by the European Union.⁶ To work as a doctor in another EU country, for example, jobseekers must apply to the authority that oversees the medical profession in that country, giving proof of their qualification.

At the same time, the composition of 'white job' vacancies posted and their number differs significantly between countries. Again, this can be attributed to different reasons, not necessarily caused by the demand for skilled labour in the country. For example, countries have different approaches to EURES and some countries do not transfer *all* their vacancies registered with their PES to the EURES portal.

According to the recent data (EURES portal, stock of vacant posts, 1st May 2013), the highest demand was for:

- ▶ 'Health professionals (excluding nursing)':
in Germany where the absolute majority of posts was for 'medical doctors'
- ▶ 'Nursing and midwifery professionals':
in Finland
- ▶ 'Modern health associate professionals (excluding nursing)':
 - In Germany where most posts were for 'physiotherapists and related associate professionals' and also a significant number for 'optometrists and opticians' ;
 - In the UK where the vast majority of posts were for 'medical assistants' followed by a number of posts for 'dieticians and nutritionists'
- ▶ 'Nursing and midwifery associate professionals':
in Germany and in Sweden
- ▶ 'Personal care and related workers':
in Sweden, Germany and the UK.

⁵ For the EU law governing recognition of professional qualifications, including the directives regulating certain professions, see

http://ec.europa.eu/internal_market/qualifications/index_en.htm and

⁶http://ec.europa.eu/internal_market/qualifications/directive_in_practice/automatic_recognition/index_en.htm

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Table 1. Available posts in 'white jobs'

Stock of posts available by country on the EURES portal, 1 May 2013*

	Health professionals (except nursing)	Nursing and midwifery professionals	Modern health associate professionals (except nursing)	Nursing and midwifery associate professionals	Personal care and related workers
Austria	366		471	645	499
Belgium	60	129	2,495	69	828
Bulgaria					
Cyprus	8	5	37		9
Czech Republic	257		201	231	79
Germany	3,644	12	11,318	7,414	11,972
Denmark	286			1	225
Estonia	9	53	9		24
Spain	6	1	17	5	10
Finland	445	1,845	809	1,219	1,238
France	131	209	964	1,298	2,577
Greece	10	5	37	24	37
Hungary	8	3	118	57	19
Ireland	8	142	7	271	626
Iceland	1				2
Italy	110	91	75		67
Liechtenstein			1		
Lithuania	11		19		21
Luxembourg			4	2	3
Latvia	12	5	10	12	74
Malta	1			1	9
Netherlands	116	230	123	258	260
Norway	476	201	319	1,080	487
Poland	31	4	9		6
Portugal	4	4	8		
Romania					
Sweden	463	782	842	6,223	15,950
Slovenia	90	3	6	9	17
Slovakia	14		20		233
United Kingdom	441		14,547	5,006	11,716
EEA (EU27+EFTA)	7,008	3,724	32,466	23,825	46,988

Source: EURES portal

* The stock of vacant posts is the number of vacant posts measured at a given moment in time.

'White jobs' are among Top Ten jobs

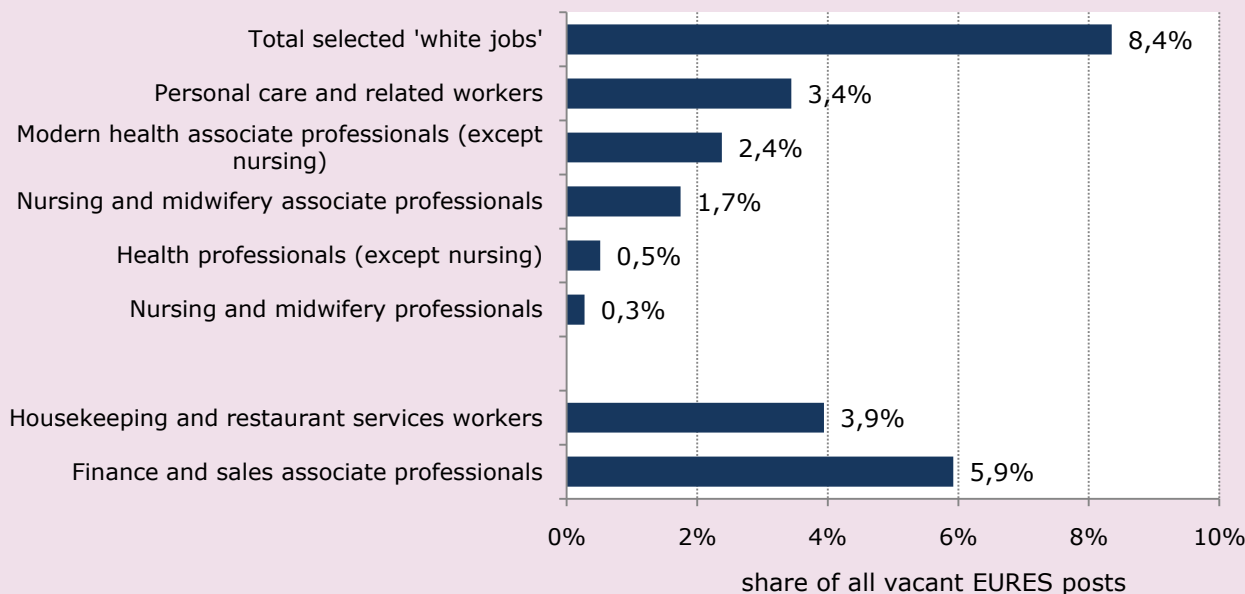
In May 2013, the cumulative share of available job posts for the five selected 'white jobs' occupations was 8.4 percent.

It is worth noting that 'personal care and related workers' and 'modern health associate professionals (excluding nursing)' are almost always in the Top 10 EURES jobs (see previous EJMB issues available in

<http://ec.europa.eu/social/main.jsp?catId=955&langId=en>). A comparison of the shares of job posts for the selected 'white jobs' between two occupations which regularly get the highest ranking in EURES, namely 'Finance and sales associate professionals' and 'housekeeping and restaurant services workers' (Chart2), indicates their relative position in the EURES market.

Chart 2. 'White jobs' as a percentage of EURES jobs

Percentage of all job vacancies available on the EURES portal, stock* at 1st May 2011, 2012 and 2013



Source: EURES portal

* The stock of job vacancies is the number of vacancies measured at a given moment in time.

A two per cent share of all vacant EURES posts is the approximate threshold for being ranked in the Top 10 EURES jobs.

'Top 5' EURES vacancies

In each issue, the European Job Mobility Bulletin presents the 'Top 5' jobs in Europe (both on the front page and in the list below) based on the job offers (vacant posts) posted on the EURES Job Mobility Portal at a date close to publication.

The EURES portal 'Top 5' job vacancies (on 1st May 2013) were:

1. Finance and sales associate professionals (80,870 posts)
2. Architects, engineers and related professionals (55,000 posts)
3. Housekeeping and restaurant services workers (53,820 posts)
4. Personal care and related workers (47,000 posts)
5. Computing professionals (46,070 posts)

Excellent job opportunities in the 'next five' too

6. Electrical and electronic equipment mechanics and fitters (36,470 posts)
7. Shop salespersons and demonstrators (34,870 posts)
8. Business professionals (33,620 posts)
9. Modern health associate professionals (except nursing) (32,460 posts)
10. Machinery mechanics and fitters (30,860 posts)

Comparing the 'Top 10' EURES jobs with those identified a quarter ago (EJMB issue 8/ February 2013), the categories remain the same, though 'housekeeping and restaurant services workers' is ranked higher as a result of the great increase of job offers in Austria, the Czech Republic, Germany, France, Hungary and Norway. This shift is naturally caused by the seasonality of labour demand in response to the upcoming tourist season.

The 'Top 5' vacant posts' chart for individual countries presented in Table 2 below are a useful guide for mobile jobseekers. It shows that if they can speak the language of the host country, then there are many job opportunities in Europe for people who have the relevant skills.

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Table 2. 'Top 5' EURES jobs by country (EURES portal 1st May 2013, ISCO-88)
absolute number of vacant posts

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Austria	<ol style="list-style-type: none"> 1. Housekeeping and restaurant services workers (9,970) 2. Shop salespersons and demonstrators (2,940) 3. Building frame and related trades workers (2,790) 4. Physical and engineering science technicians (2,370) 5. Machinery mechanics and fitters (2,370) 	Denmark	<ol style="list-style-type: none"> 1. Client information clerks (570) 2. Health professionals (except nursing) (280) 3. College, university and higher education teaching professionals (270) 4. Pre-primary education teaching associate professionals (250) 5. Special education teaching professionals (240)
Belgium	<ol style="list-style-type: none"> 1. Assemblers (6,840) 2. Other machine operators not classified (6,840) 3. Machinery mechanics and fitters (5,900) 4. Precision workers in metal and related materials (5,830) 5. Shop salespersons and demonstrators (5,280) 	Estonia	<ol style="list-style-type: none"> 1. Shop salespersons and demonstrators (370) 2. Domestic and related helpers, cleaners and launderers (310) 3. Housekeeping and restaurant services workers (300) 4. Cashiers, tellers and related clerks (230) 5. Motor vehicle drivers (210)
Czech Republic	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (2,780) 2. Housekeeping and restaurant services workers (1,970) 3. Business professionals (1,390) 4. Metal moulders, welders, sheet-metal workers, etc. (1,280) 5. Physical and engineering science technicians (1,220) 	Greece	<ol style="list-style-type: none"> 1. Shop salespersons and demonstrators (660) 2. Housekeeping and restaurant services workers (480) 3. Other office clerks (270) 4. Motor vehicle drivers (220) 5. Other personal service workers (110)
Germany	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (24,980) 2. Electrical and electronic equipment mechanics and fitters (21,480) 3. Architects, engineers and related professionals (17,660) 4. Machinery mechanics and fitters (15,000) 5. Housekeeping and restaurant services workers (14,750) 	Spain	<ol style="list-style-type: none"> 1. Travel attendants and related workers (470) 2. Finance and sales associate professionals (350) 3. Electrical and electronic equipment mechanics and fitters (160) 4. Other teaching associate professionals (130) 5. Building frame and related trades workers (100)

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Table 2. 'Top 5' EURES jobs by country (EURES portal 1st May 2013, ISCO-88)
absolute number of vacant posts

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Finland	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (4,210) 2. Housekeeping and restaurant services workers (3,170) 3. Building caretakers, window and related cleaners (3,070) 4. Shop salespersons and demonstrators (2,630) 5. Nursing and midwifery professionals (1,840) 	Italy	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (1,470) 2. Administrative associate professionals (680) 3. Housekeeping and restaurant services workers (530) 4. Physical and engineering science technicians (460) 5. Architects, engineers and related professionals (400)
France	<ol style="list-style-type: none"> 1. Housekeeping and restaurant services workers (7,840) 2. Production and operations dept managers (4,970) 3. Finance and sales associate professionals (4,840) 4. Physical and engineering science technicians (3,970) 5. Other department managers (3,340) 	Lithuania	<ol style="list-style-type: none"> 1. Motor vehicle drivers (740) 2. Housekeeping and restaurant services workers (290) 3. Shop salespersons and demonstrators (280) 4. Metal moulders, welders, sheet-metal workers, etc. (260) 5. Building frame and related trades workers (260)
Hungary	<ol style="list-style-type: none"> 1. Food processing and related trades workers (810) 2. Food and related products machine operators (750) 3. Housekeeping and restaurant services workers (540) 4. Finance and sales associate professionals (520) 5. Motor vehicle drivers (420) 	Latvia	<ol style="list-style-type: none"> 1. Metal moulders, welders, sheet-metal workers, structural-metal preparers (640) 2. Shop salespersons and demonstrators (350) 3. Agricultural and other mobile plant operators (270) 4. Manufacturing labourers (260) 5. Agricultural, fishery and related labourers (170)
Ireland	<ol style="list-style-type: none"> 1. Personal care and related workers (620) 2. Finance and sales associate professionals (520) 3. Housekeeping and restaurant services workers (510) 4. Nursing and midwifery associate professionals (270) 5. Computer associate professionals (260) 	Netherlands	<ol style="list-style-type: none"> 1. Building finishers and related trades workers (1,750) 2. Finance and sales associate professionals (1,660) 3. Physical and engineering science technicians (1,640) 4. Machinery mechanics and fitters (1,420) 5. Building frame and related trades workers (1,230)

Table 2. 'Top 5' EURES jobs by country (EURES portal 1st May 2013, ISCO-88)
absolute number of vacant posts

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Norway	<ol style="list-style-type: none"> 1. Nursing and midwifery associate professionals (1,080) 2. Primary and pre-primary education teaching professionals (740) 3. Housekeeping and restaurant services workers (720) 4. Production and operations dept managers (560) 5. Shop salespersons and demonstrators (500) 	Slovenia	<ol style="list-style-type: none"> 1. Building frame and related trades workers (300) 2. Metal moulders, welders, sheet-metal workers, structural-metal preparers (240) 3. Building finishers and related trades workers (180) 4. Motor vehicle drivers (150) 5. Finance and sales associate professionals (130)
Poland	<ol style="list-style-type: none"> 1. Shop salespersons and demonstrators (1,970) 2. Building frame and related trades workers (1,570) 3. Fashion and other models (1,570) 4. Domestic and related helpers, cleaners and launderers (1,340) 5. Protective services workers (1,210) 	Slovakia	<ol style="list-style-type: none"> 1. Housekeeping and restaurant services workers (250) 2. Blacksmiths, tool-makers and related trades workers (240) 3. Personal care and related workers (230) 4. Metal- and mineral-products machine operators (160) 5. Client information clerks (150)
Sweden	<ol style="list-style-type: none"> 1. Personal care and reacted workers (20,420) 2. Nursing and midwifery associate professionals (5,090) 3. Finance and sales associate professionals (3,460) 4. Street vendors and related workers (2,700) 5. Shop salespersons and demonstrators (2,300) 	United Kingdom	<ol style="list-style-type: none"> 1. Other dept managers (126,170)* 2. General managers (37,170)* 3. Finance and sales associate professionals (31,120) 4. Architects, engineers and related professionals (29,170) 5. Computing professionals (27,295) <p><i>*the UK share of all posts exceed 90 per cent for these occupations, thus they are excluded from the Top 10 EURES jobs; high numbers should be treated with caution</i></p>

Source: EURES portal (21 countries)

Note: Bulgaria, Cyprus, Spain, Iceland, Liechtenstein, Luxembourg, Malta, Portugal and Romania were not included due to the insignificant number of vacancies involved.

The job classifications follow ISCO-88 – the International Standard Classification of Occupations (approved by the ILO Governing Body in 1988) allows the set of duties and tasks performed by one person at his or her workplace to be grouped into occupational groups. A 1-digit code indicates a Major Group, which is further divided into sub-groups. Each occupation has a 4-digit code. For occupational group and job descriptions, please, consult the [ILO website](http://www.ilo.org).