

## TOP 5 JOBS IN EUROPE

### 1) Finance and sales associate professionals

-  29,300 Vacancies
-  3,800 Vacancies
-  3,100 Vacancies

### 2) Shop salespersons and demonstrators

-  10,500 Vacancies
-  6,300 Vacancies
-  2,400 Vacancies

### 3) Housekeeping and restaurant services workers

-  16,500 Vacancies
-  7,600 Vacancies
-  6,700 Vacancies

### 4) Personal care and related workers

-  12,100 Vacancies
-  1,400 Vacancies
-  1,300 Vacancies

### 5) Modern health associate professionals

-  25,000 Vacancies
-  10,300 Vacancies
-  3,500 Vacancies

Based on figures of the EURES Job Mobility Portal on 31 May 2011. For methodology see more on page 2

## HIGHLIGHTS

- ▶ Stay informed - European Job Mobility Bulletin for job-seekers and EURES advisors

>> *Read more on page 2*

- ▶ Strong recovery - EURES vacancies back at pre-recession level

>> *Read more on pages 3*

- ▶ Fill that gap - vacancies that are difficult to fill

*Top 5 list per country >> Read more on page 11*

- ▶ Shift - more temporary jobs also in EURES

>> *Read more on page 15*

- ▶ Chances - employment opportunities for these occupations:

- ✓ Electrical and electronic equipment mechanics and fitters
- ✓ Administrative associate professionals
- ✓ Machinery mechanics and fitters
- ✓ Building finishers and related trades workers
- ✓ Domestic and related helpers, cleaners and launderers

>> *Read more on page 18*

- ▶ Wanted - most demanded jobs per country

*Top 5 list per country >> Read more on page 19*

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### Further information

- ▶ [European Vacancy Monitor](#)
- ▶ [Quarterly Labour Market Review](#)



EURES is a cooperation network of the European Commission and national Public Employment Services to promote free movement in Europe.

**A job opportunity away from home is just one click away:** <http://eures.europa.eu>

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## Information on Jobs in Europe

One of the main features of the European Union is its diversity. We can see this in the labour markets. The situation varies not just across the countries of the EU, but the regions within the member states are also very different.

A phenomenon common to all member states is a “labour market mismatch” which is more or less pronounced in different countries. These mismatches simply reflect the difference between the supply and demand for jobs, the existing skills of those willing and able to work, and the needs of businesses.

One possible way to ease this mismatch is to promote labour mobility between regions and countries. In this, information plays a crucial role. To encourage job-seekers to consider employment opportunities out of their home country it is vital to provide them with up-to date and easy to access information on short-term trends on the European jobs market with regard to occupations, sectors, and skills in demand. Once a job-seeker is equipped with this information, he or she can make a well informed decision as how to benefit from the diversity of the European jobs market.

### *Finding job vacancies in the EU...*

As part of its Europe 2020 flagship initiative “An Agenda for New Skills and Jobs”, the European Commission has launched the “Monitoring Labour Market Developments in Europe” project. At the heart of the project lies an analysis of job vacancies, using a wide range of sources providing relevant data. The project has set up a monitoring and information system, which allows for the identification of trends in the European labour market, focussing on changes in the demand of occupational groups and skills. This system creates opportunities to find upcoming labour and skills shortages and it can be used as an early warning tool by policy makers. Results of the analysis are published on a quarterly basis in two different publications: i) The European Job Mobility Bulletin (EJMB - this publication), which provides systematic information on trends on the Job Mobility portal focussing on EURES advisers and job-seekers, ii) The European Vacancy Monitor

(EVM), mainly targeting policy makers and researchers, lays out the framework to create more job mobility.

### *A useful guide for EURES advisers and job-seekers...*

*The main source of information for the European Job Mobility Bulletin is the European Job Mobility portal to which every day national ‘Public Employment Services’ (PES) from 30 European countries (the 27 members of the EU and also the EEA countries) transfer job vacancies registered at their offices that are open to international candidates. The proportion of the total number of PES-registered job vacancies posted on the EURES portal varies from country to country. Six countries put all their registered job vacancies onto the portal, while 24 countries only post selected vacancies. As the daily feeds onto the EURES portal are posted on the EURES database, it is possible to analyse developments in the EURES job market over time for both individual countries and EURES-wide. Analysis is done by sector, by occupation and by skill-level. This means that both current and future job opportunities in countries contributing to EURES can be identified.*

*Using the PES as the sources of its information, the EURES portal and database covers one section of the broader total job vacancy market. The size of this section differs from country to country but on average it is 30 per cent.*

### *An overall picture of EU jobs...*

*The European Job Vacancy Monitor targets a broader audience and seeks to contribute to policy development in the fields of employment, education and training. Key sources of information are National Statistical Offices, Public Employment Services, temporary work agencies, online recruitment services and research institutions. Some information is also collected by international bodies like Eurostat, the Statistical Office of the European Communities and the European Confederation of Private Employment Agencies. The most recent data on job vacancies, job finders and hiring provides insight into areas with recruitment difficulties and skills shortages.*

## Current Trends in the EURES Job Vacancy Market

*Developments in the European labour market viewed through the lens of EURES job vacancies...*

Analysis presented in this issue of the European Job Mobility Bulletin is based on data taken from the EURES database for the period January 2008 to April 2011, and the EURES Job Mobility portal at the end of May 2011.

In April and May 2011 the total number of job offers posted on the EURES Job Mobility portal that were available during any one day fluctuated between 900,500 and 1,200,000.

*Good news – recovery in EURES vacancies...*

The number of newly posted job vacancies on EURES (inflow) increased by 20 per cent in the first quarter of 2011 (January - March) compared to the same period in 2010 (Chart 1).

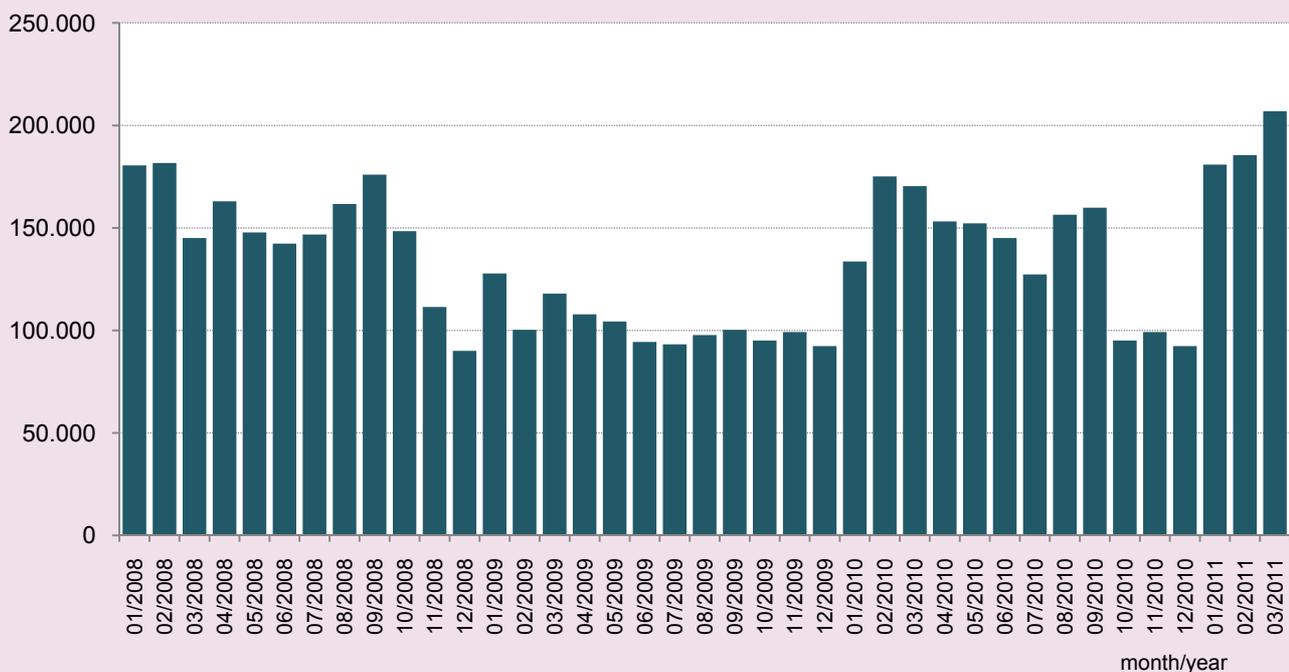
*...but across Europe this development remained variable.*

A large number of countries showed a positive or stable development while others still suffered from the impact of the economic crisis. It is possible to distinguish three groups of countries showing similar developments in the number of job vacancies they posted onto the EURES portal within the period analysed. (Countries marked by an asterisk\* contribute all their PES registered job vacancies to EURES portal; see p.22)

The first group of countries showed an increase of job posted on the EURES portal when comparing the first quarter of 2011 with the same period in 2010.

- Over proportional growth: Germany, France, Austria, Slovenia\*, Cyprus, Estonia, Bulgaria
- Above average growth: Norway, Luxembourg, Italy, Greece, Slovakia

Chart 1. Development of EURES vacancy inflow, January 2008 - March 2011



Source: EURES database, Liechtenstein excluded due to unavailable data  
 The peaks (around March and September) and the drops (around July and December) are due to seasonal effects.  
 Inflow: number of new job vacancies announced on the EURES portal

A second group of countries showed positive or stable growth:

- Roughly average increase (20 per cent): Finland\*, Sweden\*, Ireland, Portugal;
- Stable: Malta, Poland, the Czech Republic, the United Kingdom.

Compared to the same period the previous year, a third group of countries contributed less job vacancies to the EURES portal.

- Decrease: the Netherlands, Denmark\*, Belgium, Iceland, Romania, Spain, Lithuania, Hungary, Latvia.

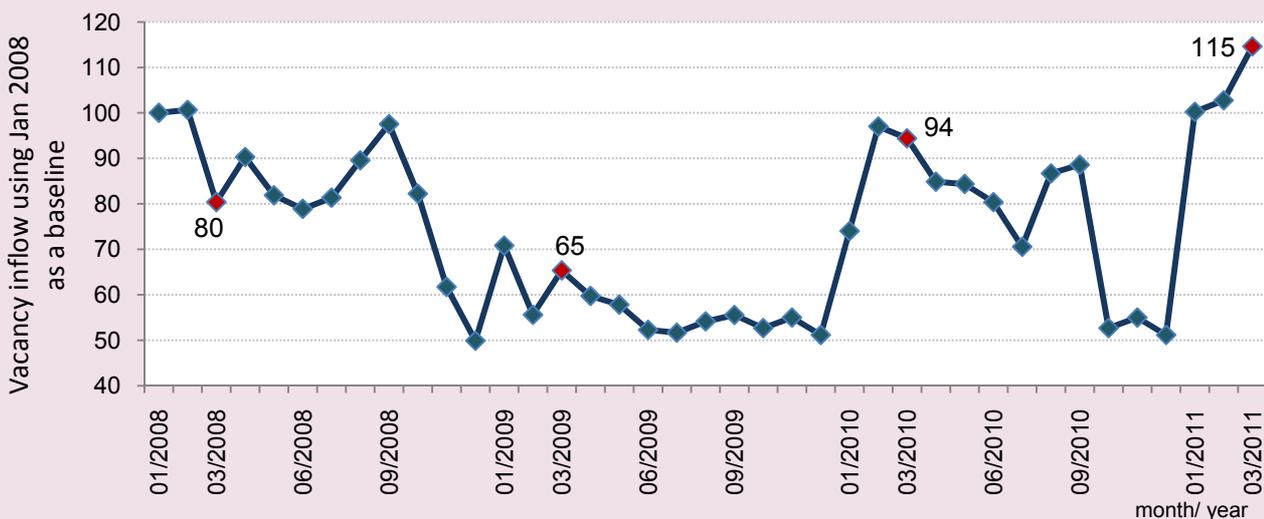
In general, the development of the number of job vacancies on the EURES Job Mobility portal corresponded to the trends in national job markets as analysed by the European Vacancy Monitor No3 (see link on front page). There were only four exceptions to this. The steep increase of job vacancies posted on the EURES portal by Cyprus and Bulgaria can be explained by very low numbers of vacancies posted onto EURES during 2009.

For Italy and Greece, both going through a difficult economic situation, the above average increase in job vacancies posted onto the EURES portal can be seen as a national need for qualified labour not available on their national labour market (read more on page 7). Countries that posted fewer vacancies this year compared to 2010 may be experiencing a time lag in their labour market demand. While the European economy is in recovery, the increase in demand for labour is being met through hiring national job-seekers.

*Positive trend! Number of job vacancies overtakes pre-crisis level*

After the slump in the EURES job vacancy index in autumn 2008 and the low numbers that continued throughout 2009, the index mirrors the steady – if not always smooth – recovery during 2010. In January 2011, it hit the pre-crisis level for the first time and during spring 2011, it exceeded it (see Chart 2).

Chart 2. EURES Job Vacancy index, January 2008 - March 2011



Source: EURES database, Liechtenstein excluded due to unavailable data

From this EJMB issue onwards, the EURES Job Vacancy index will be calculated as a percentage of the inflow of job vacancies in January 2008. This enables the EJMB to compare the current situation against a reference point before the crisis. Peaks (around March and September) and drops (around July and December) are due to seasonal effects.

## *EURES points to an increasing demand for service and sales workers ...*

The pattern of labour demand by employers changes according to the needs of the economy over time. By comparing the EURES figures for job vacancies according to major occupational groups at the end of April for the last four years, it is possible to track developments and identify trends in the demand structure (see Chart 3).

A comparison of the current figures with the figures for the same dates three years earlier shows the following:

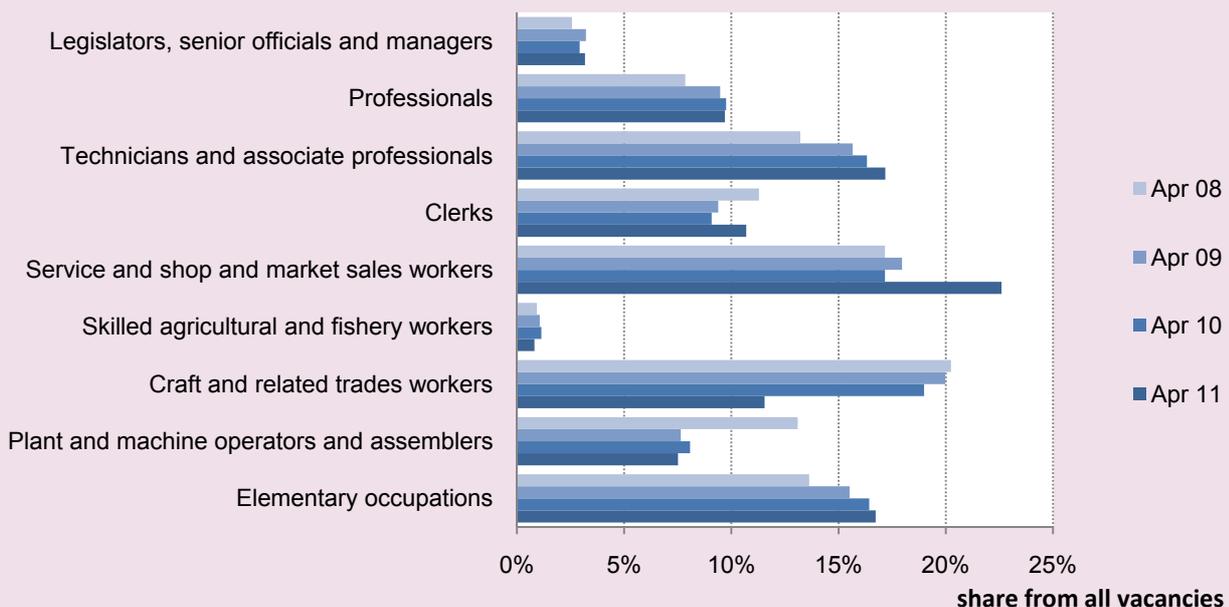
- An over-proportional demand for 'services and sales' personnel. It appears that the tourism sector is one of the first economic sectors to profit from the positive developments on the labour market.
- A steady increase over time of 'technicians and associated professionals' and 'elementary occupations' (e.g. domestic and related helpers, cleaners and launderers, building caretakers, vehicle and window cleaners, messengers,

door keepers, garbage collectors, etc).

- After the decline over the years 2009 and 2010, an increase in the demand for 'clerks' mostly for client-oriented services: travel agents, telephone operators, cashiers and ticket clerks.
- A stable position for 'legislators, senior officials and managers', 'professionals' and 'skilled agricultural and fishery workers'; after the drop in 2009, and also for 'plant and machine operators and assemblers'.
- A decrease in demand by almost 50 per cent for 'craft and related trade workers', reflecting the impact of the recession on job opportunities in the manufacturing sector posted on the EURES portal.

Developments of vacancies for 'plant and machine operators and assemblers' and 'craft and related trade workers' in EURES differ from changes described in EVM no. 3 showing a positive trend. Apparently employers prefer to contract national candidates for these jobs and therefore do not post their vacancies on EURES portal.

**Chart 3. Demand for occupational groups, stock of EURES vacancies, ISCO 1, April 2008, 2009, 2010, 2011**



Source: EURES database, Norway and Liechtenstein excluded due to unavailable data

As a result of the differences in the countries that contribute to EURES and the corresponding differences in their economies, the pattern of distribution of EURES vacancies varies from country to country. Clustering the occupational groups together into four broader categories focusing on the type of job and the skill level needed to perform that job (Table 1) means that job opportunities can be quickly identified according to their broader skill profiles. It is also possible to see groups of countries that follow the same trends.

*Equal demand for skilled and low-skilled or untrained labour...*

Employers seem to be equally happy to publish jobs for both skilled and unskilled labour on the EURES portal as the number of vacancies for skilled (manual and non-manual) and low-skilled (non-manual and elementary jobs) is perfectly balanced with each showing 50 per cent (Chart 4).

Again, the demand is distributed differently across the countries. The contribution of national PES to EURES varies daily in numbers and quality, based on whether employers open a vacancy just for the native country job-seekers or internationally. Nevertheless, when looking more in detail at the 'stock' data from the end of April 2011, it is possible to have a "snap shot" of the current distribution of job opportunities according to job categories and occupational groups through the lens of EURES vacancies.

*The majority of EURES job vacancies are currently for non-manual job...*

More than two out of three job vacancies posted on EURES (in April 2011) were for *non-manual jobs*. Following the general trend, these were almost equally distributed between 'skilled non-manual', and 'low-skilled non-manual' job opportunities (see Chart 4).

**Table 1. Type of jobs and occupational groups**

<b>Job type</b>	<b>Occupational group (ISCO1)</b>
<b>Skilled non-manual</b>	1. Legislators, senior officials and managers 2. Professionals 3. Technicians and associate professionals
<b>Low-skilled non-manual</b>	4. Clerks 5. Service and shop and market sales workers
<b>Skilled manual</b>	6. Skilled agricultural and fishery workers 7. Craft and related trades workers 8. Plant and machine operators and assemblers
<b>Elementary (untrained, mainly manual)</b>	9. Elementary occupations (comprise simple and routine tasks in sales and services, agriculture, fishery, mining, construction, manufacturing, transport)

To allow a better assessment of job opportunities based on the type of job available, countries can be grouped according to the strength of the demand for each of the job categories:

- Strong demand:  $\geq 40$  per cent of all vacancies posted on EURES
- Medium demand:  $<40$  per cent and  $>20$  per cent of all vacancies posted on EURES
- Low demand:  $\leq 20$  per cent of all vacancies posted on EURES

## Demand for 'skilled non-manual' (Chart 4):

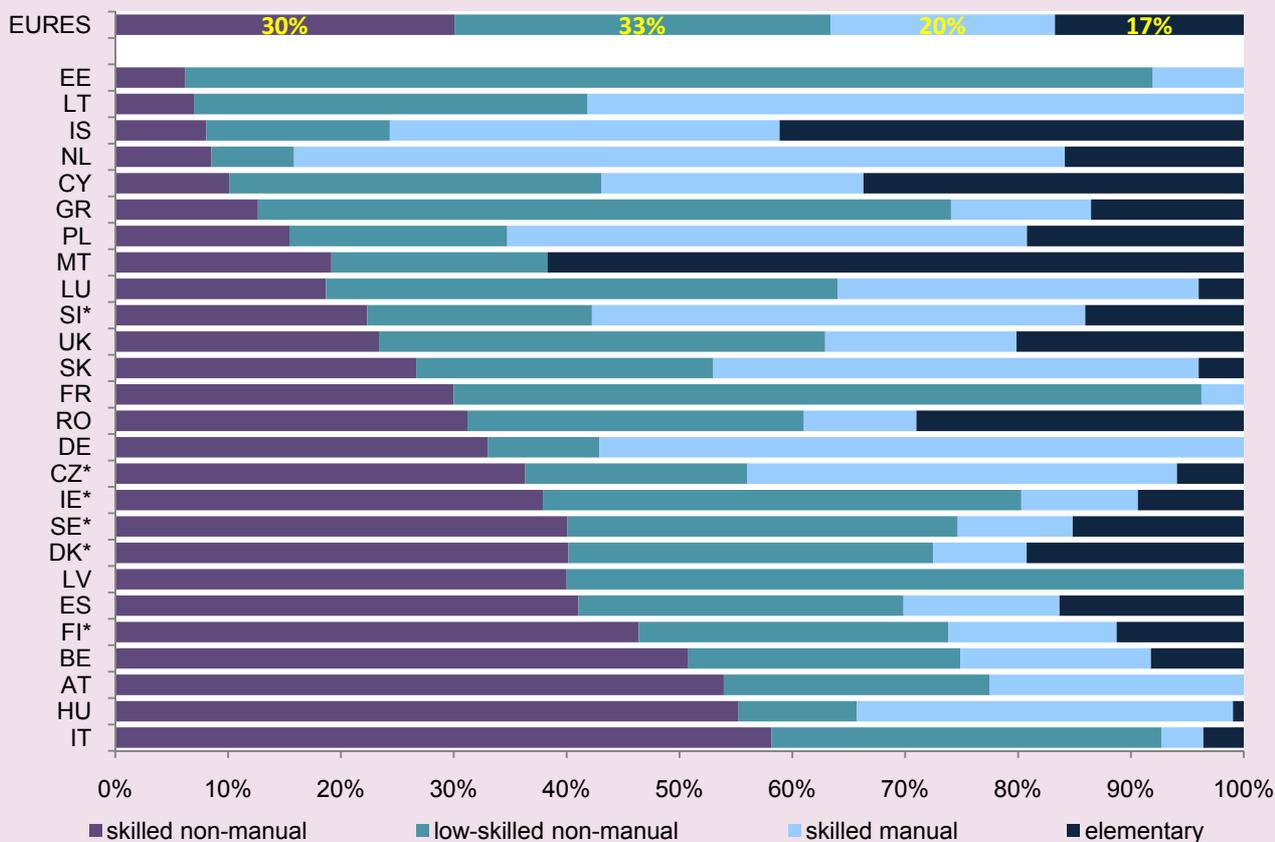
Two out of three countries post more than 30 per cent of the total of their job vacancies published on EURES for *skilled non-manual* jobs. Italy, Hungary and Austria post more than 50 per cent.

- Strong:** Italy, Hungary, Austria, Belgium, Finland\*, Spain, Sweden\*, Latvia, Denmark\*
- Medium:** Ireland\*, the Czech Republic\*, Germany, Romania, France, Slovakia, United Kingdom, Slovenia\*
- Low:** Luxembourg, Malta, Poland, Greece, Cyprus, the Netherlands, Iceland, Lithuania, Estonia

The large number of countries posting a relatively high percentage of job vacancies on EURES for this type of job might indicate that after the economic crisis, the labour market in some countries is experiencing shortages for highly educated employees. They may try to overcome this by attracting appropriate candidates from other European countries for their job vacancies.

The highest need at this skill level is 'for technicians and associate professionals', followed by 'professionals' (especially in Germany and Latvia) (Chart 5).

Chart 4. Demand by type of job, stock of EURES vacancies, April 2011



Source: EURES database,

Post all registered vacancies on PES: CZ\*, DK\*, IE\*, FI\*, SI\*, SE\*

Post only selected job vacancies: AT, BG, CY, DE, EE, ES, FR, GR, HU, IS, IT, LT, LU, LV, MT, NL, PL, PT, RO, SK, UK; Portugal and Bulgaria are excluded due to limitation of data

## Demand for 'low-skilled non-manual' (Chart 4):

One third (33%) of all job vacancies posted onto EURES are for 'low-skilled non-manual' jobs.

**Strong:** Estonia, France, Greece, Latvia, Luxembourg, Ireland\*, United Kingdom

**Medium:** Sweden\*, Italy, Lithuania, Cyprus, Denmark\*, Romania, Spain, Finland\*, Slovakia, Belgium, Austria, Slovenia\*, the Czech Republic\*

**Low:** Germany, Hungary, the Netherlands, Poland, Malta, Iceland

The majority of countries have demand for 'service and shops and market sales workers'. However, countries with the highest demand for this type of job (Estonia, France and Greece), are more likely to seek 'clerks' (Chart 5).

## Demand for 'skilled manual' (Chart 4):

Almost half of the countries post more than one third of their job vacancies on the EURES portal searching for *skilled manual* labour.

**Strong:** Netherlands, Lithuania, Germany, Poland, Slovenia\*, Slovakia

**Medium:** Czech Republic\*, Iceland, Hungary, Luxembourg, Cyprus, Austria

**Low:** United Kingdom, Belgium, Finland\*, Spain, Greece, Sweden\*, Romania, Ireland\*, Denmark\*; Estonia, France, Italy;  
no demand: Latvia, Malta,

More than 50 per cent of the job vacancies posted by Germany, Lithuania, and the Netherlands fall into this category. This could indicate a critical lack of workers in the recovering manufacturing sector of these countries and it may show difficulties experienced by employers in sourcing staff domestically. A high level of labour force mobility during the economic crisis could be the main reason for this phenomenon in some countries.

Although jobs for 'craft and related trade workers' are less represented in EURES today than during previous years (see Chart 3), they account

for the vast majority of job offers within the category of skilled manual jobs. A greater need for 'plant and machine operators, and assemblers' can be identified in Austria and Poland (Chart 5).

*...and job opportunities are also there at the lower end of the skills scale*

## Demand for 'elementary' – untrained, mainly manual (Chart 4):

The vast majority of countries post only a small percentage of vacancies on the EURES portal for jobs requiring elementary skills

**Strong:** Malta, Iceland

**Medium:** Cyprus, Romania, United Kingdom

**Low:** Poland, Denmark\*, Spain, Slovenia\*, the Netherlands, Sweden\*, Greece, Finland\*, Ireland\*, Belgium, the Czech Republic\*, Luxembourg, Slovakia, Italy, Hungary;  
no demand: Latvia, Lithuania, Estonia, Germany, Austria, France

A few countries seem to have a very high demand for untrained mainly manual labour. The apparently high percentage of job vacancies for 'elementary occupations' in some countries, e.g. Cyprus, it is simply a result of the implementation of national legislation which requires job vacancies to be published on EURES as a pre-requisite for hiring low- and un-skilled labour from outside Europe (Chart 5).

A remarkably high number of countries do not show any demand at all for this type of job. Interestingly, all of these countries only post selected job vacancies. The lack of this type of occupation on EURES could be based on the fact that a) these jobs are easily filled nationally and there is no need to announce them on EURES, or b) these vacancies are not reported to the PES, and are part of the *grey economy* labour market.

## Job opportunities by occupational group at a glance...

Assuming that a relatively high demand for one occupational group in a country means that job-seekers with adequate qualification have a good chance of being hired, countries with the highest, average and lowest demand by occupational group have been identified in the following way:

- ➊ strongest demand for this occupational group in these countries
- ➋ demand for the occupational group in these countries is about the EURES average
- ➌ lowest demand for the occupational group in these countries

## Group 1: 'Legislators, senior officials and managers'

EURES average 3 per cent

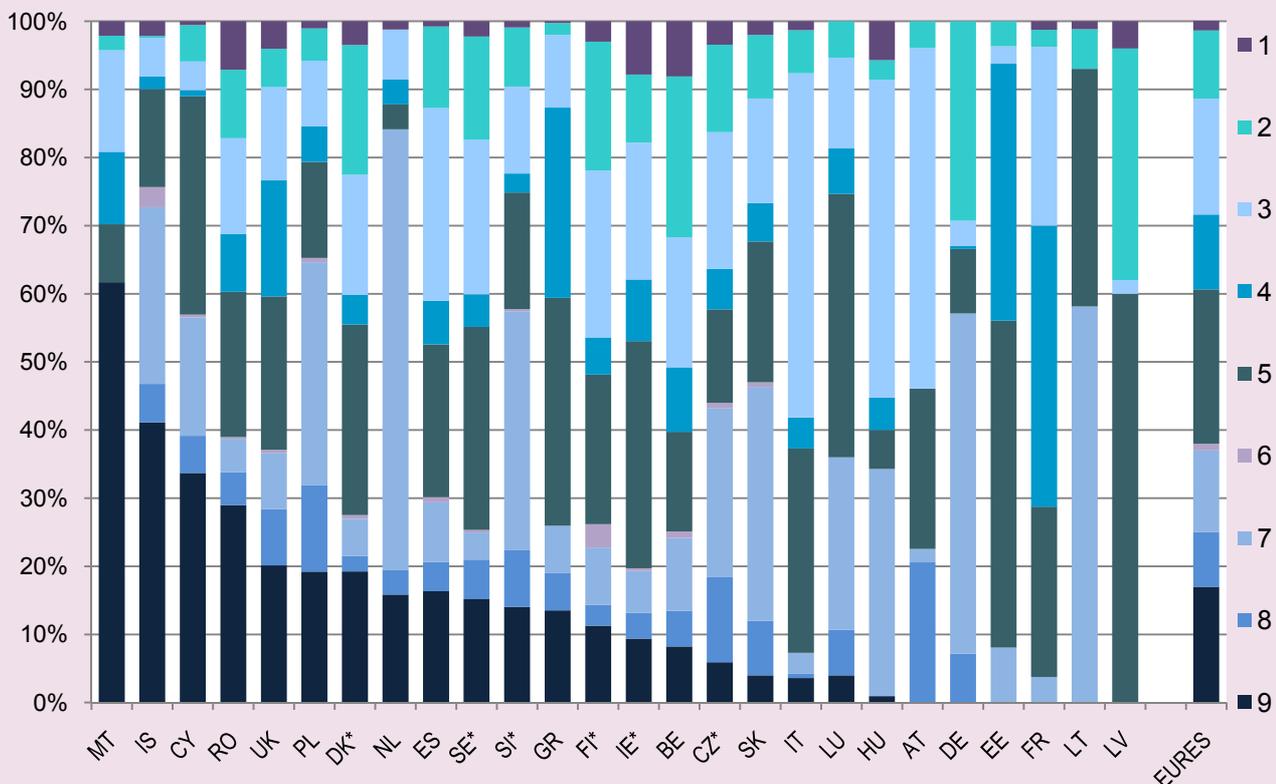
- ➊ in Romania, Ireland\*, Belgium
- ➋ in Spain, France, Finland\*
- ➌ in Estonia, Germany, the Netherlands

## Group 2: 'Professionals'

EURES average 10 per cent

- ➊ in Germany, Latvia, Belgium, Finland\*, Denmark\*
- ➋ in Romania, Slovakia\*, Slovenia, Ireland\*
- ➌ in Iceland, the Netherlands, Greece, Malta

Chart 5. Demand by major occupational groups, stock of EURES vacancies, April 2011



Source: EURES database,

Post all registered vacancies on PES: CZ\*, DK\*, IE\*, FI\*, SI\*, SE\*

Post only selected job vacancies: AT, BG, CY, DE, EE, ES, FR, GR, HU, IS, IT, LT, LU, LV, MT, NL, PL, PT, RO, SK, UK; Portugal and Bulgaria are excluded due to limitation of data

## Group 3:

*'Technicians and associate professionals'*

EURES average 17 per cent

- 🇮🇹 in Italy, Hungary, Austria
- 🇩🇰 in Denmark\*, Malta, Slovakia
- 🇱🇻 in Latvia, Lithuania Estonia

## Group 4:

*'Clerks'*

EURES average 11 per cent

- 🇪🇪 in Estonia, France, Greece
- 🇲🇹 in Malta, Ireland, Belgium
- 🇦🇹 in Austria, Lithuania, Latvia, Slovenia\*

## Group 5:

*'Service and shop and market sales workers'*

EURES average 23 per cent

- 🇱🇻 in Latvia, Estonia, Luxembourg, Ireland\*
- 🇫🇮 in Finland\*, United Kingdom, Spain, Austria
- 🇳🇱 in the Netherlands, Hungary, Malta

## Group 6:

*'Skilled agricultural and fishery workers'*

EURES average 1 per cent

- 🇫🇮 in Finland, Iceland

## Group 7:

*'Craft and related trades workers'*

EURES average 12 per cent

- 🇳🇱 in the Netherlands, Lithuania, Germany
- 🇧🇪 in Belgium, Spain, Finland\*
- 🇸🇪 in Sweden, Austria, France

## Group 8:

*'Plant and machine operators and assemblers'*

EURES average 8 per cent

- 🇦🇹 in Austria, Poland, the Czech Republic\*
- 🇸🇯 in Slovenia, Luxembourg, UK, Germany
- 🇮🇹 in Italy, Denmark, Finland\*

## Group 9:

*'Elementary occupations'* (mainly untrained manual)

EURES average 17 per cent

- 🇲🇹 in Malta, Iceland, Cyprus
- 🇳🇱 in the Netherlands, Spain, Sweden\*
- 🇸🇰 in Slovakia, Italy, Luxembourg

Countries marked with an asterisk (\*): CZ\*, DK\*, IE\*, F\*I, SI\*, SE\* post all their vacancies registered at their PES onto EURES, and by doing this they provide a more comprehensive view of the job offers channelled through public employment services.

## Job vacancies that are difficult to fill

The mass-media regularly raise concerns over a shortage of workers or specialists in different European regions. At first glance, this seems peculiar given that the number of unemployed is still high. The explanation is simple, though. 'Mismatches' (the differences between supply and demand for jobs, the existing skills of those willing and able to work, and the needs of business in some areas) are an acknowledged problem common in all European countries. Mismatches become evident when job vacancies cannot be filled with appropriate national job-seekers and so they stay open for a longer time period. Such a surplus in labour demand can be eased by attracting job-seekers from abroad. "Difficult to fill" job vacancies offer good job opportunities for mobile job-seekers.

*There are good employment opportunities as a result of recruitment difficulties for...*

### Health professionals (except nursing)

Opportunities in: the Czech Republic\*, Poland, Portugal, Slovenia\*, and, to a lesser extent, in France and the Netherlands

The demand for these professionals is mostly based on demographic developments in European society (ageing) and the spread of new specialisms in health care. Furthermore, the scale of doctors from the less wealthy countries moving to the more wealthy countries, and the required language skills, are factors that make it difficult to employ qualified staff quickly.

### Managers

Opportunities:

- ▶ in Germany
  - for 'production and operations managers' and 'advertising and public relations departments managers'
- ▶ in France
  - for 'sales and marketing department managers', and 'general managers in business services'
- ▶ in the United Kingdom and Luxembourg
  - for: 'production and operations managers'

### Physical and engineering science technicians

Opportunities:

- ▶ in Austria, France and the United Kingdom.

### Computer associate professionals

Opportunities in:

- ▶ France and Luxembourg

*Other economic sectors providing good employment opportunities...*

### Construction sector

Opportunities

- ▶ in Austria, Spain, the Netherlands, Slovakia and the United Kingdom
  - for 'building frame and related trades workers'

### Manufacturing sector

Opportunities:

- ▶ in Austria, Greece, Ireland\*, Italy and Slovakia
  - for 'metal moulders, welders, sheet-metal workers structural-metal preparers, and related trades workers'

Opportunities

- ▶ in Belgium
  - for 'blacksmiths, tool-makers and related trade workers'

Opportunities:

- ▶ in Germany
  - for 'electrical and electronic equipment mechanics and fitters'

### Tourism sector

The tourism sector in some countries seems to profit from the recovery of the economy in other European countries, as would be expected.

Opportunities:

- ▶ in Denmark\*, Portugal and Slovenia\*, and to a lesser extent in Spain and Poland
  - for 'travel attendants and related workers'

### Agricultural sector

Opportunities:

- ▶ in Belgium, Greece and Slovakia
  - for various categories of workers

**Table2. EURES difficult to fill job vacancies (up to five categories per country)**

Country	Job vacancies 'open' longer than the average duration of a job vacancy in 2010	Country	Job vacancies 'open' longer than the average duration of a job vacancy in 2010
Austria	<ol style="list-style-type: none"> <li>1. Building frame and related trades workers</li> <li>2. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and rel. trades workers</li> <li>3. Physical and engineering science technicians</li> <li>4. Building finishers and related trades workers</li> <li>5. Street vendors and related workers</li> </ol>	Denmark*	<ol style="list-style-type: none"> <li>1. Food processing and related trades workers</li> <li>2. Subsistence agricultural and fishery workers</li> <li>3. Market gardeners and crop growers</li> <li>4. Social science and related professionals</li> <li>5. Travel attendants and related workers</li> </ol>
Belgium	<ol style="list-style-type: none"> <li>1. Agricultural, fishery and related labourers</li> <li>2. Food and related products machine operators</li> <li>3. Textile-, fur- and leather-products machine operators</li> <li>4. Precision workers in metal and related materials</li> <li>5. Blacksmiths, tool-makers and related trades workers</li> </ol>	Greece	<ol style="list-style-type: none"> <li>1. Artistic, entertainment and sports associate professionals</li> <li>2. Chemical-processing-plant operators</li> <li>3. Mining and construction labourers</li> <li>4. Agricultural, fishery and related labourers</li> <li>5. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and rel. trades workers</li> </ol>
Czech Republic*	<ol style="list-style-type: none"> <li>1. Health professionals</li> <li>2. Ships' deck crews and related workers</li> <li>3. Miners, shot-firers, stone cutters and carvers</li> <li>4. Textile-, fur- and leather-products machine operators</li> <li>5. Nursing and midwifery associate professionals</li> </ol>	Spain	<ol style="list-style-type: none"> <li>1. Nursing and midwifery professionals</li> <li>2. Writers and creative or performing artists</li> <li>3. Food processing and related trades workers</li> <li>4. Secondary education teaching professionals</li> <li>5. Building frame and related trades workers</li> </ol>
Cyprus	<ol style="list-style-type: none"> <li>1. Transport labourers and freight handlers</li> <li>2. Mining and mineral-processing-plant operators</li> </ol>	Netherlands	<ol style="list-style-type: none"> <li>1. Ships' deck crews and related workers</li> <li>2. Client information clerks</li> <li>3. Building frame and related trades worker</li> </ol>

**Table2. EURES difficult to fill job vacancies (up to five categories per country)**

Country	Job vacancies 'open' longer than the average duration of a job vacancy in 2010	Country	Job vacancies 'open' longer than the average duration of a job vacancy in 2010
Germany	<ol style="list-style-type: none"> <li>1. Agricultural and other mobile plant operators</li> <li>2. Advertising and public relation managers</li> <li>3. Electrical and electronic equipment mechanics and fitters</li> <li>4. Material-recording and transport clerks</li> <li>5. Motor vehicle drivers</li> </ol>	Finland*	<ol style="list-style-type: none"> <li>1. Street vendors and related workers</li> <li>2. Assemblers</li> <li>3. Subsistence agricultural and fishery workers</li> <li>4. Physical and engineering science technicians**</li> <li>5. Wood-processing- and papermaking-plant operators</li> </ol>
Ireland*	<ol style="list-style-type: none"> <li>1. Handicraft workers in wood, textile, leather and related materials</li> <li>2. Ship and aircraft controllers and technicians</li> <li>3. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and rel. trades workers</li> <li>4. Artistic, entertainment and sports associate professionals</li> <li>5. Business professionals</li> </ol>	France	<ol style="list-style-type: none"> <li>1. Computer associate professionals</li> <li>2. General managers in business services</li> <li>3. Physical and engineering science technicians**</li> <li>4. Sales and marketing managers</li> <li>5. Building finishers and related trades workers</li> </ol>
Italy	<ol style="list-style-type: none"> <li>1. Metal- and mineral-products machine operators</li> <li>2. Wood-products machine operators</li> <li>3. Stall and market salespersons</li> <li>4. Rubber- and plastic-products machine operators</li> <li>5. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and rel. trades workers</li> </ol>	Luxembourg	<ol style="list-style-type: none"> <li>1. Computer associate professionals</li> <li>2. Textile, garment and related trades workers</li> <li>3. Numerical clerks</li> <li>4. Managers not elsewhere classified</li> <li>5. Mining and construction labourers</li> </ol>
Poland	<ol style="list-style-type: none"> <li>1. Personal services workers, not elsewhere classified</li> <li>2. Police inspectors and detectives</li> <li>3. Ships' deck crews and related workers</li> <li>4. Locomotive engine drivers and related workers</li> <li>5. Health professionals</li> </ol>	Romania	<ol style="list-style-type: none"> <li>1. Wood treaters, cabinet-makers and related trades workers</li> <li>2. Wood-processing- and papermaking-plant operators</li> <li>3. Animal producers and related workers</li> <li>4. Metal-processing plant operators</li> <li>5. Textile, garment and related trades workers</li> </ol>

**Table2. EURES difficult to fill job vacancies (up to five categories per country)**

Country	Job vacancies 'open' longer than the average duration of a job vacancy in 2010	Country	Job vacancies 'open' longer than the average duration of a job vacancy in 2010
Slovakia	<ol style="list-style-type: none"> <li>1. Assemblers</li> <li>2. Food and related products machine operators</li> <li>3. Building frame and related trades workers</li> <li>4. Agricultural, fishery and related labourers</li> <li>5. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and rel. trades workers</li> </ol>	Portugal	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers</li> <li>2. Health professionals</li> <li>3. Travel attendants and related workers</li> </ol>
Sweden*	<ol style="list-style-type: none"> <li>1. Physical, mathematical and engineering science professionals**</li> <li>2. Agricultural, fishery and related labourers**</li> <li>3. Life science and health professionals**</li> <li>4. Forestry and related workers</li> <li>5. Pelt, leather and shoemaking trades workers</li> </ol>	Slovenia*	<ol style="list-style-type: none"> <li>1. Travel attendants and related workers</li> <li>2. Health professionals</li> <li>3. Market-oriented crop and animal producers</li> <li>4. Pelt, leather and shoemaking trades workers</li> <li>5. Street vendors and related workers</li> </ol>
		United Kingdom	<ol style="list-style-type: none"> <li>1. Production and operations managers</li> <li>2. Cashiers, tellers and related clerks</li> <li>3. Architects, engineers and related professionals</li> <li>4. Secretaries and keyboard-operating clerks</li> <li>5. Building frame and related trades workers</li> </ol>

**Note:**

1. Formula used to calculate average vacancy duration in a country:  $\text{average stock} / \text{inflow} * 365 = \text{indication of vacancy duration in days}$ . The same formula is applied for every occupational group. The result is compared with the average vacancy duration in a country. Job vacancies 'open' longer than the average duration of a job vacancy in a country in 2010 are presumed to be 'difficult to fill'.
2. 'Difficult to fill' EURES job vacancies are not listed for Bulgaria, Estonia, Hungary, Iceland, Latvia, Lithuania, Malta and Liechtenstein, as the total number of job vacancies advertised on the EURES portal during the last year was too limited. There is no data for Norway
3. 'Sales and marketing managers', as well as 'advertising and public relation managers' are ISCO 4-digit groups and come under the ISCO 3-digit level occupational group 'other department managers'
4. \*\* vacancies were not specified on more detailed level than ISCO 2-digit level
5. ISCO – see explanation in Abbreviations
6. \* countries post all registered vacancies on PES: CZ\*, DK\*, IE\*, F\*I, SI\*, SE\*

## Types of contracts offered for job vacancies on the EURES portal

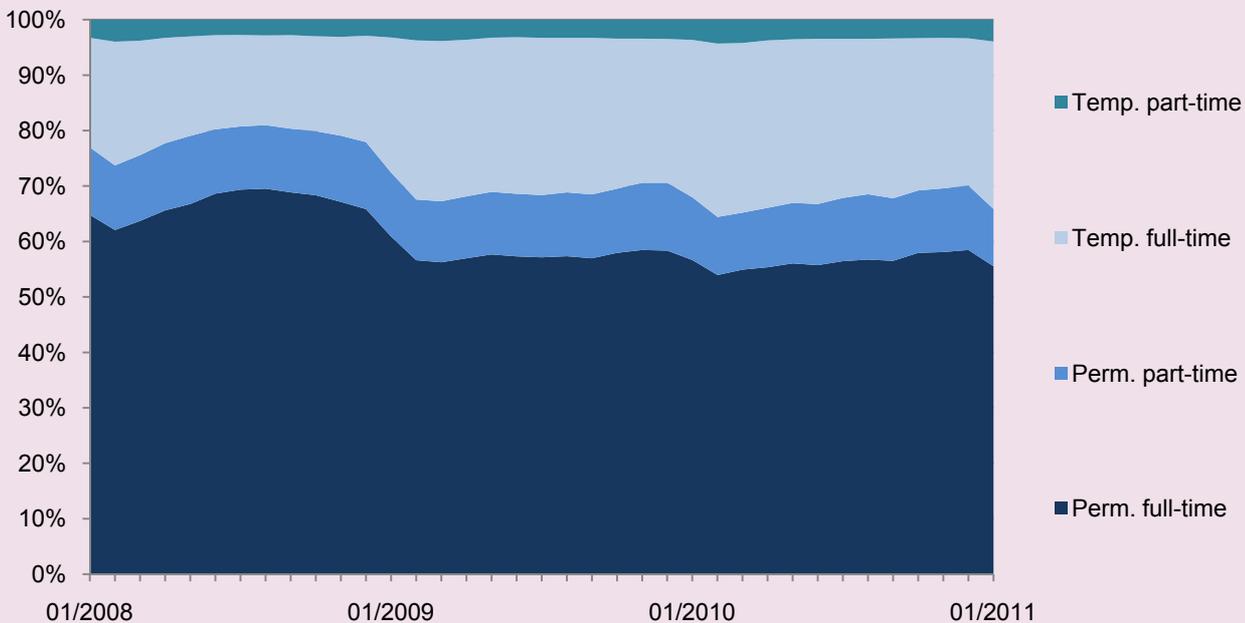
*The recovery from the crisis has led to a shift towards temporary contracts*

From the second half of 2008 until the present, the proportion of temporary job contracts advertised through EURES went up steadily, replacing permanent full time contracts. Part-time contracts, temporary as well as permanent showed stable over time (see Chart 6).

The remarkable reduction of temporary full-time contracts during the first half of 2008 to its low point of 16 per cent in August 2008 was followed by a relatively steep increase until the spring of 2009. It has reached 29 per cent when the labour market was strongly hit by the economic crisis.

At the same time, the offer of permanent full-time contracts dropped from 70 per cent of all job offers to 56 per cent on EURES. Since then, a stable fluctuation of temporary and permanent full-time contracts can be seen throughout the year. The fluctuation is cyclic, in winter the share of temporary full-time contracts increases by some 3-5 per cent and slowly decreases until autumn of the same year. According to the data, October and November are the months when the highest number of permanent job offers is posted on the EURES portal. This phenomenon could be due to seasonal job opportunities in spring and to a lesser extent in autumn. The timing of employers' business development estimates may also be a factor.

Chart 6. EURES job vacancies by type of contract, stock of end of month, 2008-2011



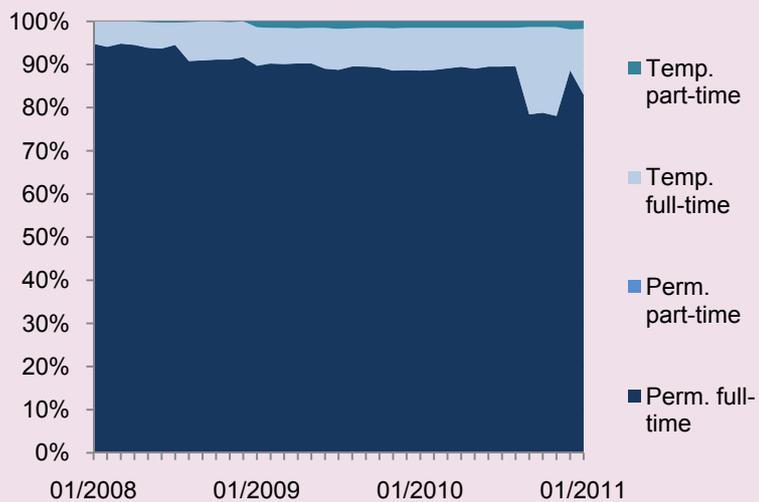
Source: EURES database, Liechtenstein and Norway excluded due to unavailable data

However, for the last three years, permanent full-time job offers have decreased by 2 per cent every year and a shift to temporary contracts is clearly evident. This development shows that the recovery of the economy does not immediately encourage employers to set up permanent contracts. This observation is also described in the European Vacancy Monitor No. 3. It reports that in difficult economic times, employers first cut down on employees who are not on the payroll. Once the outlook becomes more favourable again, they do not hire permanent staff, but instead they start hiring temporary agency workers, which creates less economic risk for their company.

This general conclusion is also reflected when analysing some national situations (Chart 7-10), although countries differ due to different traditions in labour relations, and it is difficult to compare one country with another as their contributions to EURES differ.

Until the middle of 2010, the distribution of contracts offered on EURES by Austria was constant over time with more than 90 per cent permanent full time contracts and a slowly increasing share of 3 - 4 per cent in temporary full time contracts. This distribution changed at the beginning of 2011 when temporary full-time contracts increased by some 10 per cent at the expense of permanent contracts. Eventually the offers of permanent contracts recovered and 50 per cent of the vacancies Austria posted onto EURES at the end of April 2011 were for permanent contracts. The increase of temporary contracts could be explained by employers lacking confidence that there will be favourable economic developments.

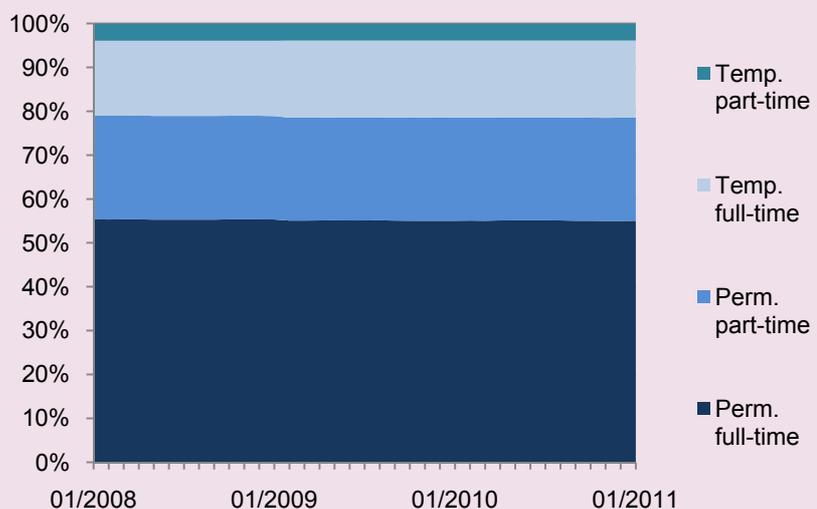
**Chart 7. EURES vacancies posted by Austria, by type of contract, stock end of month, 2008-2011**



Source: EURES database, Austria posts only selected vacancies on EURES

The types of contracts offered through EURES in the **United Kingdom** are constant over time. Slightly more than half of all job offers are for permanent full-time work (52%), 23 per cent are for permanent part-time work, 17 per cent offer temporary full-time work and just 2 per cent are for temporary part-time work.

**Chart 8. EURES vacancies posted by the United Kingdom, by type of contract, stock of end of month, 2008-2011**



Source: EURES database, the UK posts only selected vacancies on EURES

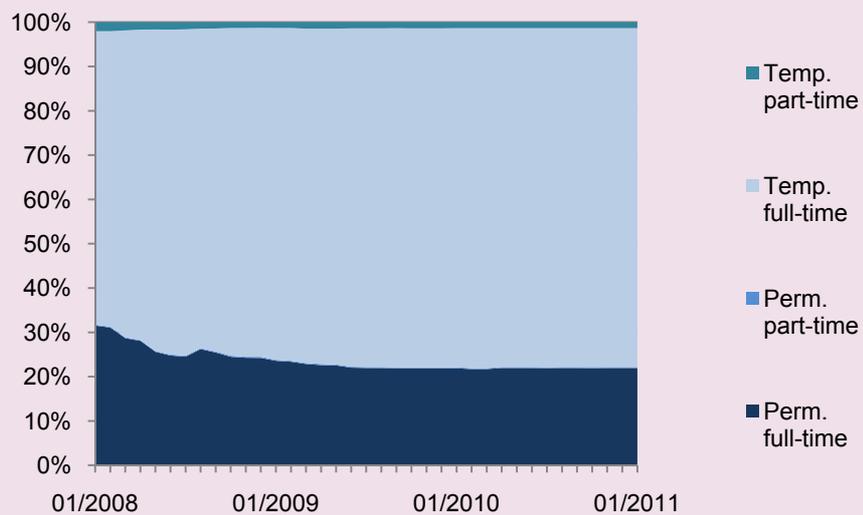
In the Netherlands, famous for its flexible working environment, only around one quarter of all job vacancies posted on EURES offered permanent full-time contracts; 70 per cent of the jobs offered were full-time, but they were only offered for fixed periods. Even in the Netherlands, the economic crisis increased the share of temporary working contracts by some five per cent.

Vacancies with permanent full time contracts posted onto EURES by Italy comprise less than one fifth of all the vacancies they post.

Temporary full-time contracts make up 55 per cent. This is typical not only for EURES vacancies, but for the Italian labour market in general. Interestingly, temporary part-time contracts are also relatively common in Italy, reaching almost

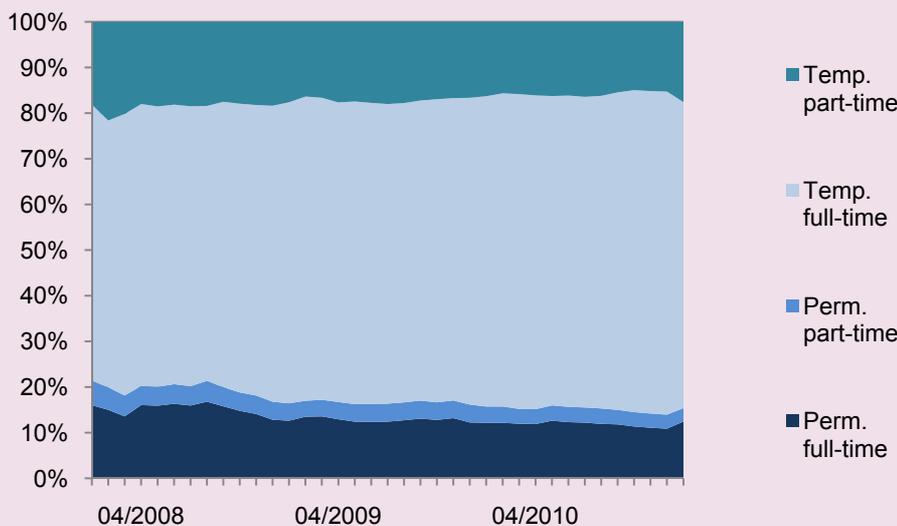
20 per cent of all the job vacancies posted. This distribution remained fairly constant until recently, showing a decrease in permanent job offers, and a corresponding increase in temporary contracts (temporary full-time contracts reached almost 65 per cent there).

**Chart 9. EURES vacancies posted by the Netherlands, by type of contract, stock of end of month, 2008-2011**



Source: EURES database, the Netherlands post only selected vacancies on EURES

**Chart 10. EURES job vacancies posted by Italy by type of contract, stock end of month, 2008-2011**



Source: EURES database, Italy posts only selected vacancies on EURES

## 'Top 5' vacancies on EURES

EURES 'Top 5' vacancies (31 May 2011):

1. Finance and sales associate professionals (98,600 vacancies)
2. Shop salespersons and demonstrators (77,700)
3. Housekeeping and restaurant services workers (47,000)
4. Personal care and related workers (43,800)
5. Modern health associate professionals (42,200)

*Good employment opportunities in job categories following the EURES 'Top 5'*

1. Electrical and electronic equipment mechanics and fitters (40,500)
2. Administrative associate professionals (38,000)
3. Machinery mechanics and fitters (35,900)
4. Building finishers and related trades workers (31,200)
5. Domestic and related helpers, cleaners and launderers (30,900)

The comparison of the EURES 'Top 5' on any given date over the last four years (2007-2010) in Table 2 shows that only minor changes have occurred in this period. The occupational group 'finance and

*sales associate professionals'* has gained importance and has established itself at the top of the list for the last 2 years (Table 2).

In the same period, 'personal care and related workers' showed increasing demand. This is because of the demographic-related challenges and the social challenges – such as the ageing of the population, the increasing proportion of women joining the labour market, and the increase in the retirement age.

The 'Top 5' job vacancy charts presented below can be used as a useful guide for mobile job-seekers. It shows that there are plenty of opportunities in Europe for those who have the relevant skills and if they can speak the language of the host country. Although labour market demand has fallen across a number of sectors in some countries heavily affected by the economic crisis, employment opportunities continue to exist for experienced personnel.

However, before moving to another country, it is important to discuss the nature of the employment contracts in that country with a EURES adviser, and the experience and qualifications that are required, as well as the possible salary. The contact details of the EURES advisers can be found on the EURES portal (<http://eures.europa.eu>).

**Table 2. 'Top 5' EURES vacancies, end May 2007, 2008, 2009 and 2010**

	2007	2008	2009	2010
1 <sup>st</sup>	Housekeeping and restaurant services workers		Finance and sales associate professionals	
2 <sup>nd</sup>	Finance and sales associate professionals	Assemblers	Building frame and related trades workers	Housekeeping and restaurant services workers
3 <sup>rd</sup>	Shop, stall and market salespersons and demonstrators	Building frame and related trades workers	Housekeeping and restaurant services workers	Building frame and related trades workers
4 <sup>th</sup>	Domestic and related helpers, cleaners and launderers	Finance and sales associate professionals	Personal care and related workers	
5 <sup>th</sup>	Motor vehicle drivers	Other office clerks	Shop, stall and market salespersons and demonstrators	

Source: EURES database

**Table 3. 'Top 5' EURES vacancies, end of May, ISCO 3, 31 May 2011**

Country	Top 5 jobs per country	Country	Top 5 jobs per country
Austria	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (7,700)</li> <li>2. Shop salespersons and demonstrators (2,300)</li> <li>3. Machinery mechanics and fitters (2,000)</li> <li>4. Physical and engineering science technicians (1,900)</li> <li>5. Electrical and electronic equipment mechanics and fitters (1,300)</li> </ol>	Denmark*	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (350)</li> <li>2. Personal care and related workers (300)</li> <li>3. Shop salespersons and demonstrators (250)</li> <li>4. Domestic and helpers, cleaners and launderers (200)</li> <li>5. Pre-primary education teaching associate professionals (180)</li> </ol>
Belgium	<ol style="list-style-type: none"> <li>1. Assemblers (10,900)</li> <li>2. Machinery operators (10,700)</li> <li>3. Other office clerks (7,400)</li> <li>4. Secretaries and keyboard-operating clerks (7,300)</li> <li>5. Administrative associate professionals (7,200)</li> </ol>	Greece	<ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators (90)</li> <li>2. Housekeeping and restaurant services workers (65)</li> <li>3. Office clerks (30)</li> </ol> <p><i>The Top 5 cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
Czech Republic*	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (1,500)</li> <li>2. Finance and sales associate professionals (1,100)</li> <li>3. Physical and engineering science technicians (1,000)</li> <li>4. Blacksmiths, tool-makers and related trades workers (900)</li> <li>5. Shop salespersons and demonstrators (800)</li> </ol>	Spain	<ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (40)</li> <li>2. Other specialist managers (30)</li> <li>3. Architects, engineers and related professionals (25)</li> </ol> <p><i>The Top 5 cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
Cyprus	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (230)</li> <li>2. Domestic and helpers, cleaners and launderers (210)</li> <li>3. Agricultural, fishery and related labourers (140)</li> <li>4. Metal moulders, welders, sheet-metal workers, structural-metal preparers (60)</li> <li>5. Food processing and related trades workers (40)</li> </ol>	Finland*	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (1,300)</li> <li>2. Personal care and related workers (900)</li> <li>3. Shop salespersons and demonstrators (650)</li> <li>4. Primary and pre-primary education teaching professionals (600)</li> <li>5. Nursing and midwifery professionals (600)</li> </ol>

**Table 3. 'Top 5' EURES vacancies, end of May, ISCO 3, 31 May 2011**

Country	Top 5 jobs per country	Country	Top 5 jobs per country
Germany	<ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (29,300)</li> <li>2. Electrical and electronic equipment mechanics and fitters (24,500)</li> <li>3. Machinery mechanics and fitters (20,500)</li> <li>4. Architects, engineers and related professionals (19,700)</li> <li>5. Building finishers and related trades workers (17,600)</li> </ol>	France	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (4,800)</li> <li>2. Production and operation department managers** (4,100)</li> <li>3. Finance and sales associate professionals (3,800)</li> <li>4. Physical and engineering science technicians (2,400)</li> <li>5. Other specialist managers (2,400)</li> </ol>
Ireland*	<ol style="list-style-type: none"> <li>1. Personal care and related workers (1,300)</li> <li>2. Finance and sales associate professionals (400)</li> <li>3. Housekeeping and restaurant services workers (400)</li> <li>4. Domestic and helpers, cleaners and launderers (160)</li> <li>5. Other personal service workers (120)</li> </ol>	Netherlands	<ol style="list-style-type: none"> <li>1. Physical and engineering science technicians (3,000)</li> <li>2. Finance and sales associate professionals (2,500)</li> <li>3. Housekeeping and restaurant services workers (2,400)</li> <li>4. Building finishers and related trades workers (2,200)</li> <li>5. Machinery mechanics and fitters (2,200)</li> </ol>
Italy	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (300)</li> <li>2. Finance and sales associate professionals (100)</li> <li>3. Administrative associate professionals (100)</li> <li>4. Shop salespersons and demonstrators (80)</li> <li>5. Physical and engineering science technicians (60)</li> </ol>	Norway	<ol style="list-style-type: none"> <li>1. Personal care and related workers (800)</li> <li>2. Production and operation department managers** (700)</li> <li>3. Shop salespersons and demonstrators (680)</li> <li>4. Nursing and midwifery associate professionals (570)</li> <li>5. Pre-primary education teaching associate professionals (430)</li> </ol>
Lithuania	<ol style="list-style-type: none"> <li>1. Motor-vehicle drivers (130)</li> <li>2. Business professionals (100)</li> <li>3. Housekeeping and restaurant services workers (90)</li> <li>4. Shop salespersons and demonstrators (70)</li> <li>5. Architects, engineers and related professionals (60)</li> </ol>	Poland	<ol style="list-style-type: none"> <li>1. Building frame and related trades workers (2,800)</li> <li>2. Finance and sales associate professionals (1,800)</li> <li>3. Stall and market salespersons (1,800)</li> <li>4. Motor-vehicle drivers (1,700)</li> <li>5. Manufacturing labourers (1,500)</li> </ol>

**Table 3. 'Top 5' EURES vacancies, end of May, ISCO 3, 31 May 2011**

Country	Top 5 jobs per country	Country	Top 5 jobs per country
Luxembourg	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (40)</li> <li>2. Building finishers and related trades workers (30)</li> <li>3. Computing professionals (20)</li> </ol> <p><i>Top 5 cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>	Portugal	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (450)</li> <li>2. Pelt, leather and shoemaking trades workers (100)</li> <li>3. Textile, garment and related trades workers (100)</li> <li>4. Finance and sales associate professionals (90)</li> <li>5. Building frame and related trades workers (90)</li> </ol>
Slovakia	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (350)</li> <li>2. Blacksmith, tool-makers and related trades workers (120)</li> <li>3. Motor-vehicle drivers (120)</li> <li>4. Finance and sales associate professionals (120)</li> <li>5. Physical and engineering science technicians (100)</li> </ol>	Slovenia*	<ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (160)</li> <li>2. Motor vehicles drivers (110)</li> <li>3. Building frame and related trades workers (100)</li> <li>4. Shop salespersons and demonstrators (90)</li> <li>5. Domestic and related helpers, cleaners and launderers (85)</li> </ol>
Sweden*	<ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (2,500)</li> <li>2. Computing professionals (1,700)</li> <li>3. Primary and pre-primary education teaching professionals (1,300)</li> <li>4. Pre-primary education teaching associate professionals (1,300)</li> <li>5. Housekeeping and restaurant services workers (1,200)</li> </ol>	United Kingdom	<ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (54,000)</li> <li>2. Shop salespersons and demonstrators (52,000)</li> <li>3. Shoe cleaning and other street services elementary occupations (51,200)</li> <li>4. Client information clerks (45,700)</li> <li>5. Stall and market salespersons (41,300)</li> </ol> <p><i>The data should be treated with caution. Numbers are high due to trans-coding difficulties.</i></p>

**Note:**

1. Bulgaria, Estonia, Hungary, Iceland, Malta, Latvia, Liechtenstein and Romania are not included due to insignificant numbers
2. ISCO – for explanation see Abbreviations on page 22
3. \*\* Occupation belongs to the ISCO-3 group 'other department managers'
4. \* countries post all registered vacancies on PES: CZ\*, DK\*, IE\*, F\*, SI\*, SE\*

## Abbreviations

**ISCO** – The International Standard Classification of Occupations 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 indicated a Major Group, which is further detailed into sub-groups. The occupation or job itself has a 4-digit code.

**PES** – Public Employment Services

**EURES** – a cooperation network of the European Commission and national Public Employment Services to promote free movement of labour in Europe

### *Country acronyms in tables and charts:*

AT - Austria	GR - Greece	LI - Liechtenstein	PT - Portugal
BE - Belgium	ES - Spain	LT - Lithuania	RO - Romania
BG - Bulgaria	FI - Finland*	LU - Luxembourg	SE - Sweden*
CY - Cyprus	FR - France	LV - Latvia	SI - Slovenia*
CZ - the Czech Republic*	HU - Hungary	MT - Malta,	SK - Slovakia
DE - Germany	IE - Ireland*	NL - the Netherlands	UK - United Kingdom
DK - Denmark*	IT - Italy	NO - Norway	
EE - Estonia	IS - Iceland	PL - Poland	

\* transfer all their PES registered job vacancies to EURES portal: CZ\*, DK\*, IE\*, F\*I, SI\*, SE\*