




# European Job Mobility Bulletin




Issue no. 4 / October 2011

## TOP 5 JOBS IN EUROPE




### 1) Finance and sales associate professionals

-  29,800 vacancies
-  3,500 vacancies
-  2,800 vacancies




### 2) Shop salespersons and demonstrators

-  11,300 vacancies
-  5,600 vacancies
-  2,600 vacancies




### 3) Personal care and related workers

-  23,600 vacancies
-  11,300 vacancies
-  1,800 vacancies

### 4) Modern health associate professionals

-  24,500 vacancies
-  9,900 vacancies
-  3,400 vacancies

### 5) Electrical and electronic equipment mechanics and fitters

-  26,600 vacancies
-  9,200 vacancies
-  1,600 vacancies

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

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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 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 on 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 policy makers can use it as an early warning tool. 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, which 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 just post selected vacancies. As the daily feeds onto the EURES portal are saved in 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 such as 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 seen 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 May 2011 and the EURES Job Mobility Portal (internet site) at the end of July 2011.

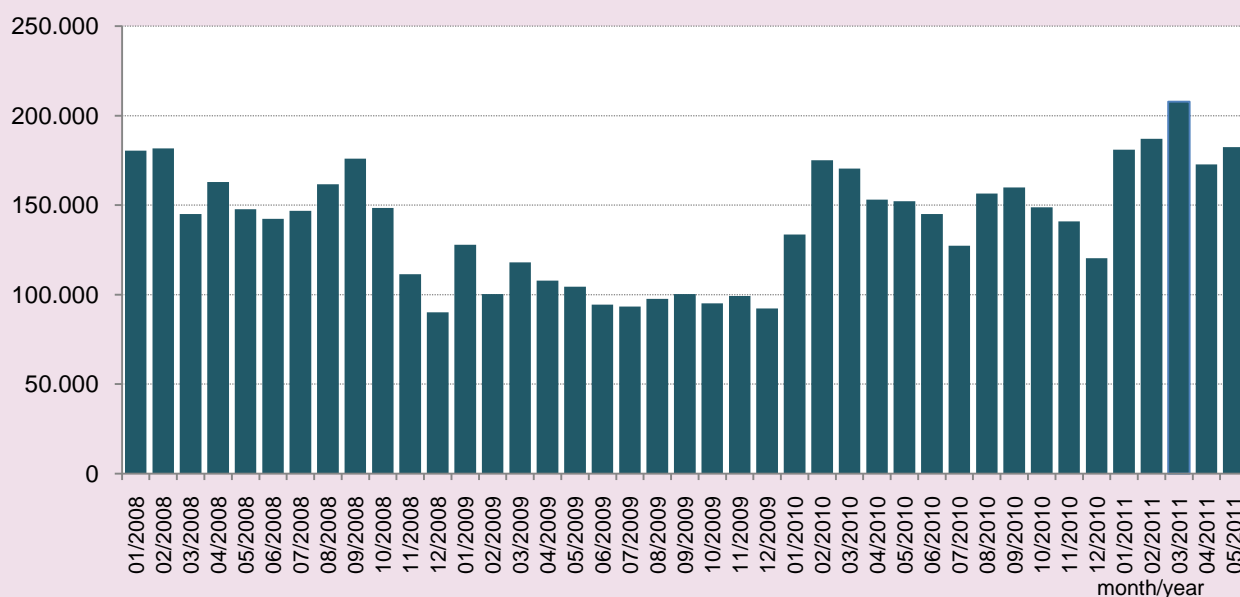
### *Two thirds of countries increased the number of job vacancy postings*

The number of EURES job vacancies got back to the pre-crisis level as a result of the positive

economic developments in May. Altogether, over 930,000 job vacancies were posted on the EURES portal between January 2011 and May 2011. 180,000 of these were notified during May 2011 (Chart 1). On May 31st, the number of job offers ('stock') available on the EURES portal achieved a peak of 1,700,000. However, on 31st July this number went down to 1,400,000. This development illustrates the typical seasonal effect characterised by a reduction in published job offers and less staff are hired during the summer period.

The general positive trend in the number of job vacancies posted on EURES indicates a continued revival of the European labour market.

**Chart 1. Development of EURES vacancy inflow, January 2008 - May<sup>1</sup> 2011**



Source: EURES database (29 countries)

Data is not available for Liechtenstein

The peaks (around March and September) and the drops (around July and December) are due to seasonal effects. Inflow - the number of new job vacancies announced on the EURES portal during a certain period

<sup>1</sup>Due to technical problems, data for this analysis is only available up to the end of May 2011

This impression is enforced by the number of newly posted job vacancies on EURES (inflow), which increased by 18 per cent in spring 2011 (March-May) compared to the same period in 2010 (Chart 1). However, there were differ-

ences from country to country. There are three groups of countries that show similar developments in the number of job vacancies they posted onto the EURES portal within the period analysed (countries marked by an asterisk\* put

all their PES registered job vacancies on the EURES portal – see p.19).

The first group is composed by 11 countries that showed a relatively high increase in vacancies posted on EURES in this time period. A second and largest group of countries comprise those where the change in the vacancy inflow, either positive or negative, was roughly the EU average. These countries proved to be relatively stable. The third group of countries includes those 5 countries where the number of job vacancies posted on EURES significantly declined when compared to the same period in the previous year.

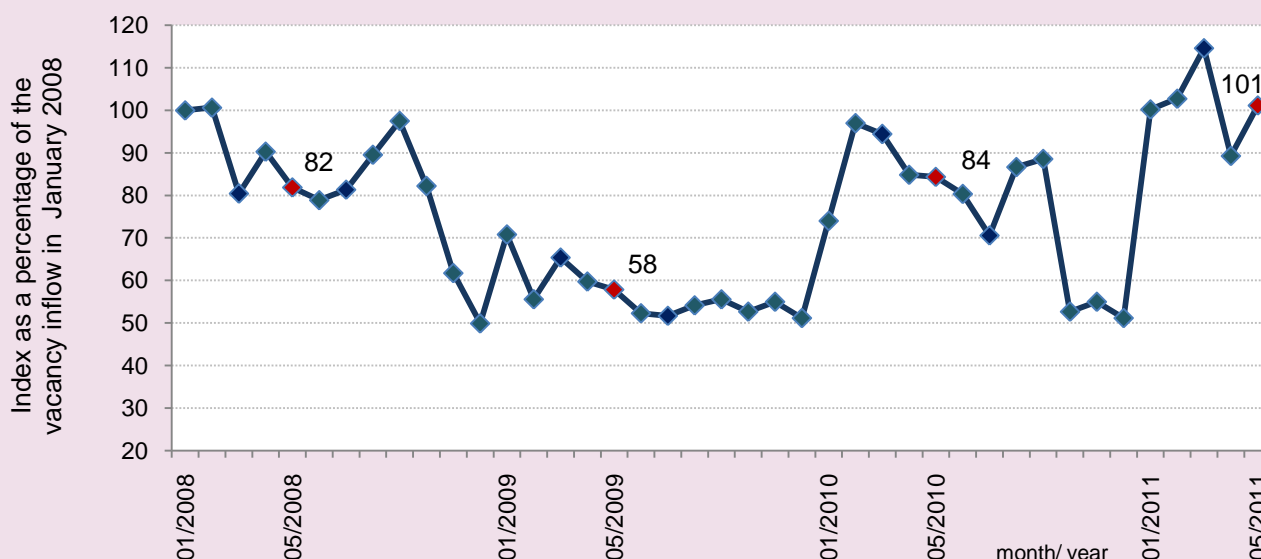
- ▶ Increase: Cyprus, Latvia, Lithuania, Germany, Spain, Norway, Austria, Italy, the Netherlands, Slovenia\* and Portugal
- ▶ Small change: Estonia, Malta, Luxembourg, Sweden\*, Finland\*, Ireland\*, France, the Czech Republic\*, Poland, Greece, the United Kingdom, Denmark\*, and Bulgaria
- ▶ Decrease: Iceland, Slovakia, Romania, Belgium, and Hungary.

The developments of the number of job vacancies posted by a country on EURES mirror to some extent the change in the inflow of all job vacancies registered with national Public Employment Services. Only at the top end of both sides of the scale there are some exceptions. The steep increase of published job vacancies for Cyprus, Latvia, Lithuania and the drop of the number of job vacancies in Belgium and Hungary is due to very low numbers of job vacancies posted on EURES in the reference period in 2010 or 2011.

*Prolific spring - but will the positive trend outlast the seasonal effects in summer?*

At the end of spring, the EURES job vacancy index (Chart 2) showed a stable development around back to the level before the crisis of 2008/2009. The steep recovery during the first half of this year seems to persist; the usual seasonal effect, however, may influence the index during the summer months.

Chart 2. EURES Job Vacancy index, January 2008 - May<sup>1</sup> 2011



Source: EURES database (29 countries)

Data is not available for Liechtenstein

The EURES Job Vacancy index is 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.

<sup>1</sup> Due to technical problems, data for this analysis is only available up to the end of May 2011



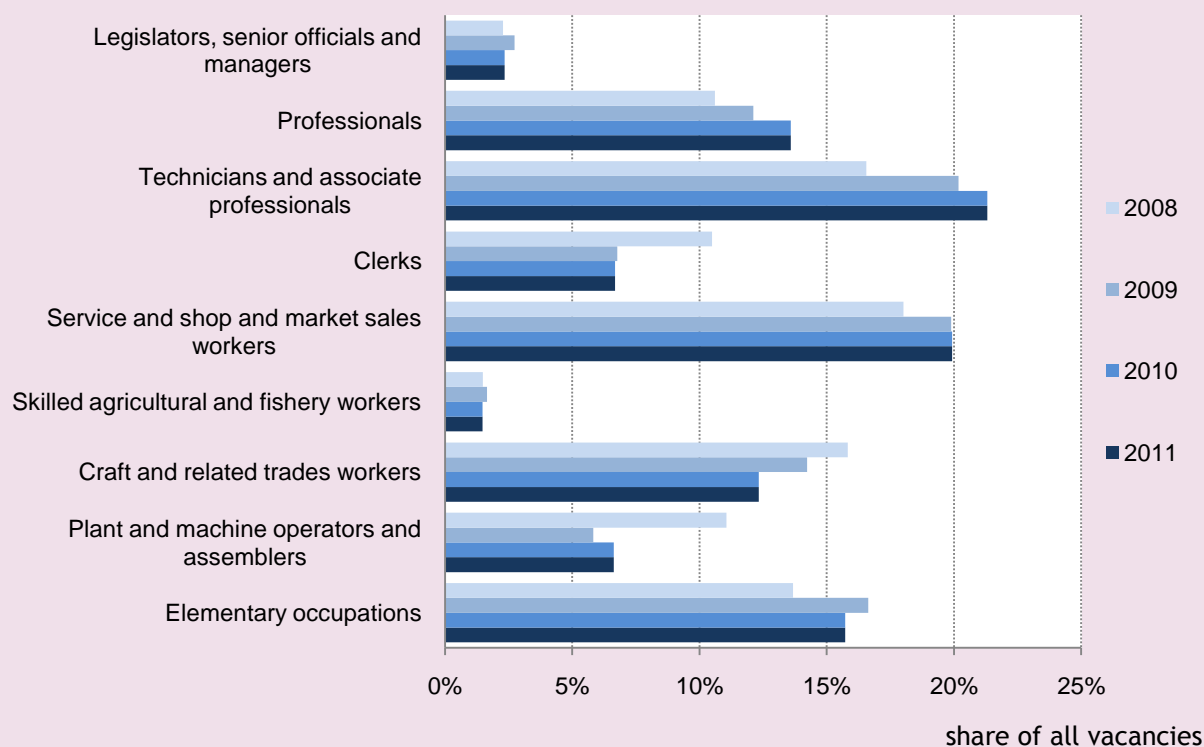
## Good news for highly qualified specialists and those working in services

Over time, the needs of employers change according to the needs of the economy. By comparing the EURES figures for newly posted job vacancies split up into 'major occupational groups' (during the fixed time period of the last four years), it is possible to track developments and identify trends in the demand structure (Chart 3).

A comparison of the current figures for spring 2011 (March-May) with the figures for the same time period three years earlier shows:

- ▶ The distribution of newly notified vacancies among major occupational groups in spring 2011 was the same as in the previous year – the structure of occupational demand did not change
- ▶ For each of the last four years, the highest percentage of job vacancies on EURES was for 'technicians and associate professionals' and 'service and shop and market sales workers'

**Chart 3. Demand for occupational groups in spring, inflow of EURES vacancies, ISCO 1, March-May<sup>1</sup> 2008, 2009, 2010, 2011**



Source: EURES database (28 countries)

Data is not available for Norway and Liechtenstein.

ISCO - for explanation see Abbreviations on page 18

<sup>1</sup>Due to technical problems, data for this analysis is only available up to the end of May 2011

- ▶ The demand for 'legislators, senior officials and managers' showed no change in its share of vacancies over the four year period. 'Skilled agricultural and fishery workers' also showed no change, comprising less than 3 per cent on the EURES portal
- ▶ Although it accounts for less than one fifth of vacancies on EURES, the share of vacancies for 'elementary occupations' did not change over time. This shows that this sector remains important in the labour market.

More information about trends in the broader job vacancy market can be found in the [European Vacancy Monitor](#).

## Focus on vacancies selected by PES for the EURES portal

The EURES database and portal receive data from 30 European public employment services covering 30 to 80 per cent of any one national job vacancy market. Administrative procedures in the PES (each country's 'Public Employment Services') vary from country to country as to how they contribute to EURES. Six countries (the Czech Republic, Denmark, Ireland, Sweden, Slovenia and Finland; marked by an asterisk\*) contribute all their registered job vacancies. The other 24 countries (Austria, Belgium, Bulgaria, Cyprus, Germany, Estonia, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Liechtenstein, Luxembourg, Latvia, Malta, the Netherlands, Norway, Poland, Portugal, Romania, Slovakia, and the United Kingdom) transfer a selection of their job vacancies, usually those jobs where the employers have clearly expressed they would welcome the application of an international candidate with appropriate skills.

In the following section of this issue, data from 22 out of the 24 countries that only post selected vacancies on EURES will be the focus of the analysis (the relevant data for Liechtenstein and Norway was not available). This

focus sheds light on the jobs specifically identified for mobile European job seekers. For more details on jobs posted by the Czech Republic\*, Denmark\*, Ireland\*, Sweden\*, Slovenia\* and Finland\* please refer to the previous issues of the EJMB, which focused on these countries.

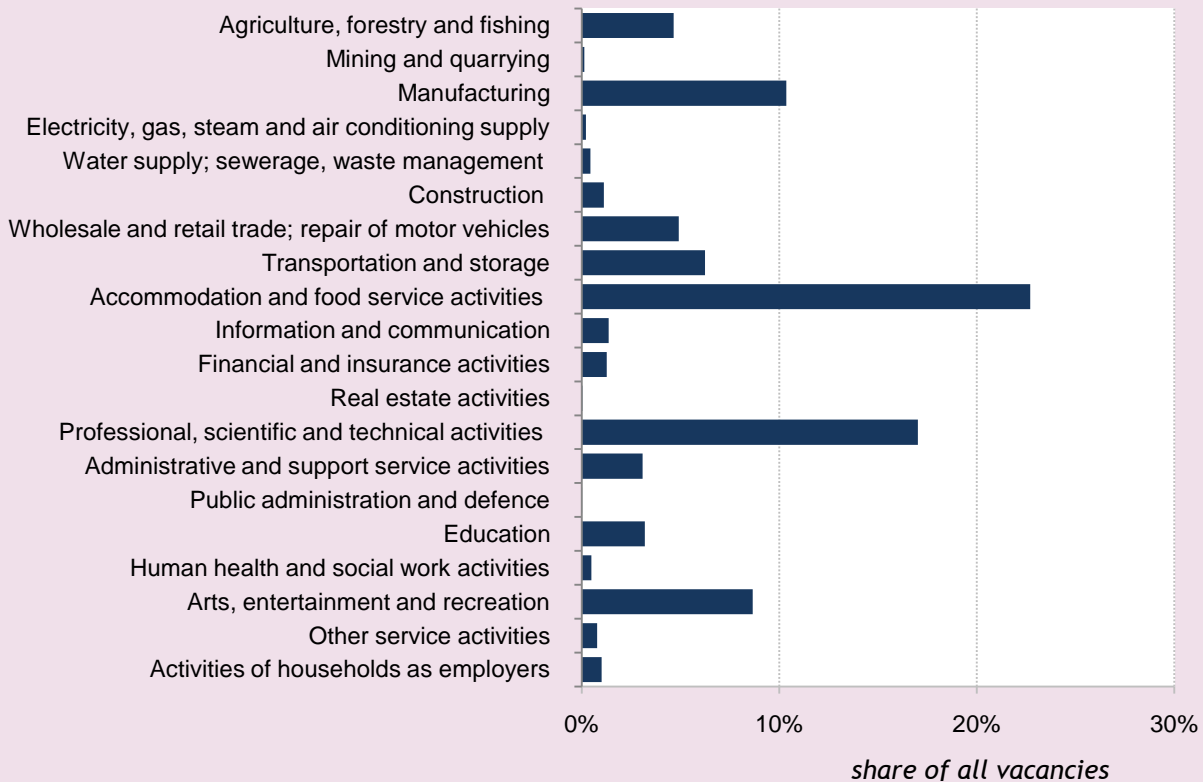
### *'Hot vacation - hot vacancies' – every fourth job offer is in the "accommodation and food service activities" sector*

At the end of July 2011, the EURES portal was dominated by job offers in the service sectors (including the public services). The highest demand for staff in services was in popular summer destinations in southern Europe, as would be expected. Furthermore, there was a strong demand for personnel in 'professional, scientific and technical activities' mainly in central European countries followed by jobs in the 'manufacturing' sector.

These sectors and countries offered good employment opportunities:

- ▶ *Accommodation and food service activities:* in Spain, Greece, Italy, Malta and Cyprus
- ▶ *Professional, scientific and technical activities:* in Austria, Belgium, France, Italy, Malta, the Netherlands and Romania
- ▶ *Manufacturing:* in Cyprus, Spain, Iceland, Italy and Romania
- ▶ *Construction:* in Cyprus and Slovakia
- ▶ *Agriculture, forestry and fishing:* in Cyprus and Spain
- ▶ *Activities in the extraterritorial organisations and bodies (activities of the international organisations and of diplomatic and consular missions):* in Belgium, Luxembourg and Romania
- ▶ *Arts, entertainment and recreation:* in Spain, Greece and Italy.

**Chart 4. Distribution of EURES vacancies by economic sectors (NACE rev.2), stock at the end of July 2011 (% of total number of vacancies)**



Source: EURES database (16 countries providing selected vacancies)

Countries included: Austria, Belgium, Bulgaria, Cyprus, Spain, France, Greece, Hungary, Iceland, Italy, Luxemburg, Malta, the Netherlands, Portugal, Romania and Slovakia.

Liechtenstein, Germany, Estonia, Lithuania, Latvia, Norway, Poland and the United Kingdom were excluded due to lack of available data.

Stock of job vacancies is the number of job vacancies measured at a certain moment in time.

More information about trends in broader job vacancy market can be found on the [European Vacancy Monitor](#).

*Almost two thirds of job offers are for office workers...*

Just as the numbers of job vacancies posted every day on EURES varies, so the pattern of distribution of vacancies by occupations varies from country to country and from day to day. Nevertheless, the stock data (*number of job*

*vacancies measured at a certain moment of time*) at the end of July 2011 gives a “snap shot” of recent job opportunities by occupational groups throughout Europe.

Clustering the occupational groups into four broader categories (Table 1) facilitates the identification of job opportunities according to a broader skills profile. It is also possible to distinguish groups of countries that follow the same trends.

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

| Share of all job vacancies | Job type                                     | Occupational group (ISCO1)  | Share of all job vacancies |
|----------------------------|--|---|----------------------------|
| 24 %                       | <b>Skilled non-manual</b>                    | 1. Legislators, senior officials and managers   | 3.5%                       |
|                            |  | 2. Professionals  | 6.3%                       |
|                            |  | 3. Technicians and associate professionals  | 13.9%                      |
| 35%                        | <b>Low-skilled non-manual</b>                | 4. Clerks   | 14.2%                      |
|                            |  | 5. Service and shop and market sales workers  | 20.9%                      |
| 22%                        | <b>Skilled manual</b>                        | 6. Skilled agricultural and fishery workers   | 0.4%                       |
|                            |  | 7. Craft and related trades workers   | 12.6%                      |
|                            |  | 8. Plant and machine operators and assemblers   | 8.9%                       |
| 19%                        | <b>Elementary (untrained, mainly manual)</b> | 9. Elementary occupations (this category comprises simple and routine tasks in sales and services, agriculture, fishery, mining, construction, manufacturing and transport) | 19.3%                      |

Source: EURES database (22 countries providing selected vacancies)

Countries included: Austria, Belgium, Bulgaria, Cyprus, Germany, Estonia, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Latvia, Luxemburg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia and United Kingdom.

Data is not available for Liechtenstein and Norway.

### *No training? Low-skilled? There are still opportunities out there for you ...*

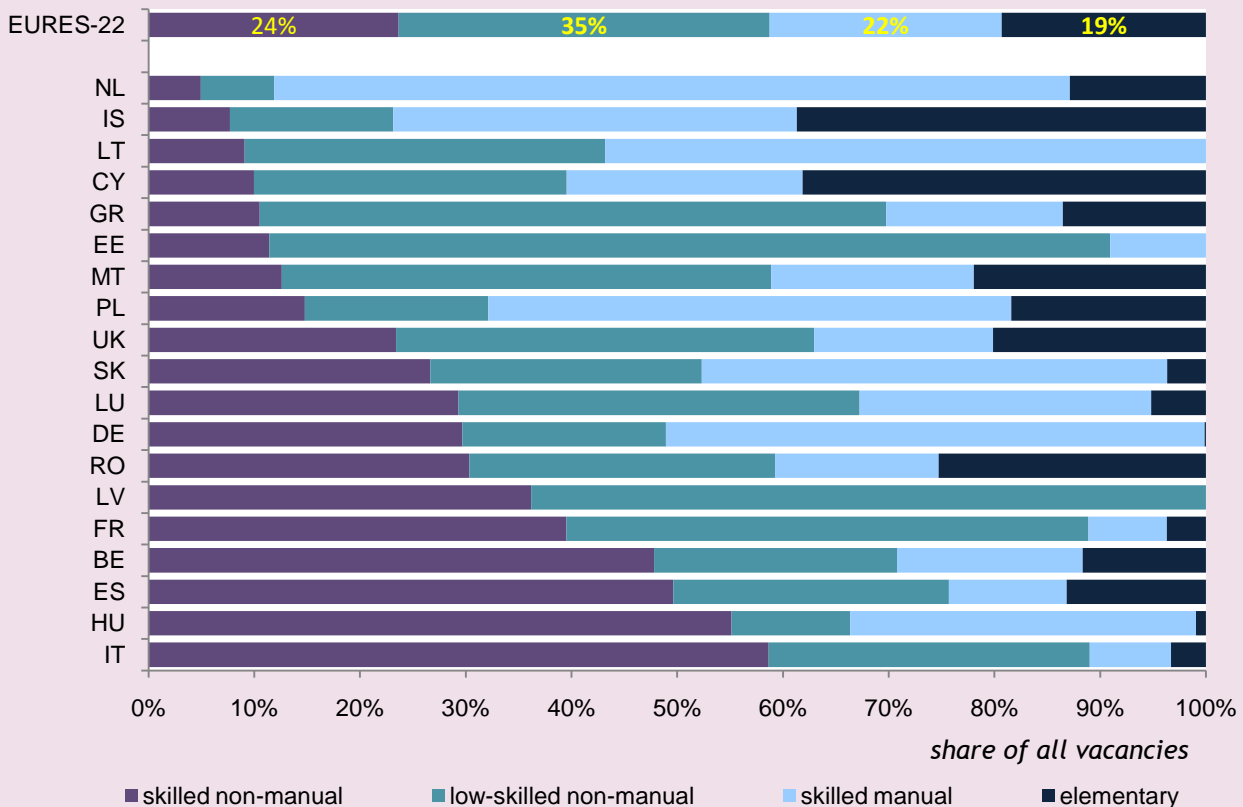
At the end of July, employers seemed to be equally happy to publish jobs for both skilled and unskilled labour on the EURES portal. The numbers for low-skilled (non-manual and 'elementary') job posts were only slightly higher (54 per cent) than the number of skilled job vacancies (manual and non-manual) which totalled 46 per cent (Chart 5) of the total of job vacancies posted.

### *Get that suit on and travel – the majority of EURES job vacancies are for non-manual jobs...*

More than two out of three selected job vacancies posted on EURES were for *non-manual jobs* and as many as 60 per cent of these were for low-skilled non-manual jobs. Although in some larger European economies more than half of the jobs are in the 'skilled manual' category, overall, only one in five jobs falls into this category. 'Elementary' jobs are the smallest category.



**Chart 5. Demand by type of job, stock EURES vacancies at the end of July 2011, (% of total number of vacancies)**



Source: EURES database (19 countries providing selected vacancies)

Countries included: Belgium, Cyprus, Estonia, Germany, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Latvia, Luxemburg, Malta, the Netherlands, Poland, Romania Slovakia, and the United Kingdom.

Austria, Bulgaria and Portugal were excluded due to limited available data.

Data is not available for Liechtenstein and Norway.

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

Demand for ‘skilled non-manual’ – opportunities for mobile professionals

One quarter of the countries analysed here post more than 40 per cent of their total EURES job vacancies for *skilled non-manual* jobs. Italy, Hungary and Spain post more than 50 per cent (Chart 5).

**Strong ( $\geq 40\%$ ):** Italy, Hungary, Spain, Belgium, and France

**Medium ( $<40\%$  and  $>20\%$ ):** Latvia, Germany, Romania, Luxemburg, Slovakia, and the United Kingdom

**Low ( $\leq 20\%$ ):** Poland, Malta, Estonia, Greece, Cyprus, Lithuania, Iceland, and the Netherlands

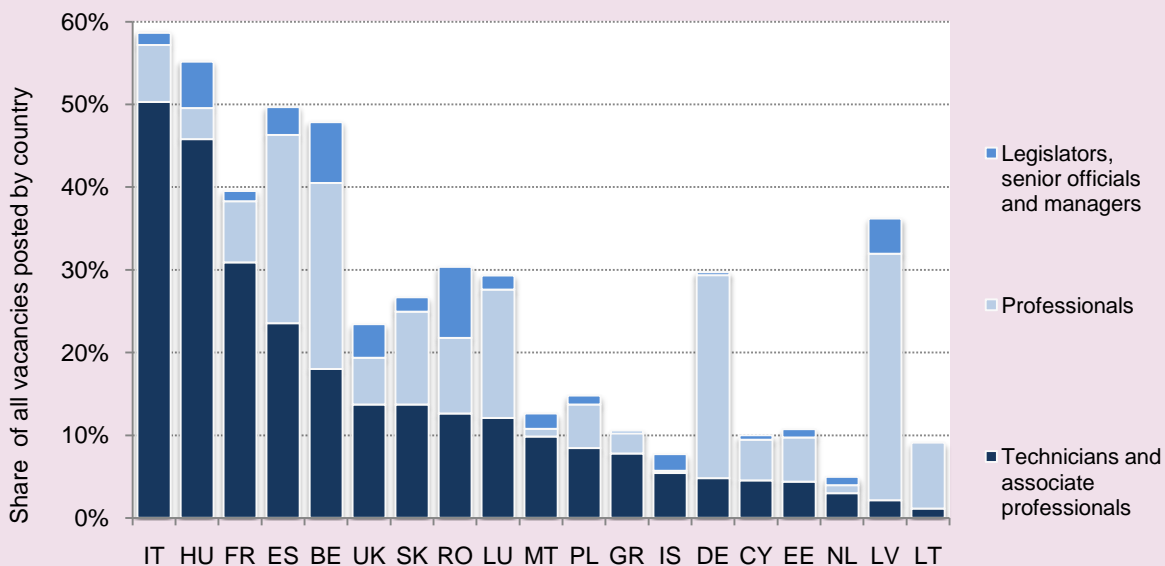
The relatively high percentage of job vacancies on EURES for this type of job indicates the shortage of highly educated job-seekers experienced by some countries. This might either be the result of lay-offs during the recession, or it

could be that during an economic recovery, employers need staff with different competences. Attracting appropriate candidates from other European countries could ease this problem.

The highest share of job offers at this skill level was for 'technicians and associate professionals', with a striking 50 per cent of all job offers

in this category posted by Italy. More than 25 per cent of all the categories of job vacancies that showed high demand in Latvia and Germany were for 'professionals'. In every country, job offers for 'legislators, senior officials and managers' had the lowest share of 'skilled non-manual job opportunities' (Chart 6).

**Chart 6. Demand for 'skilled non-manual' jobs by major occupational groups, stock EURES vacancies at the end of July 2011, (% of total number of vacancies)**



Source: EURES database (19 countries providing selected vacancies)

Countries included: Belgium, Cyprus, Estonia, Germany, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Latvia, Luxemburg, Malta, the Netherlands, Poland, Romania, Slovakia, and the United Kingdom. Austria, Bulgaria and Portugal were excluded due to limited available data.

Data is not available for Liechtenstein and Norway.

### Demand for 'low-skilled non-manual' – find the right country at the right time

The highest share (35 per cent) of all job vacancies posted on EURES is for 'low-skilled non-manual' jobs. Demand for this category varies according to country (Chart 5).

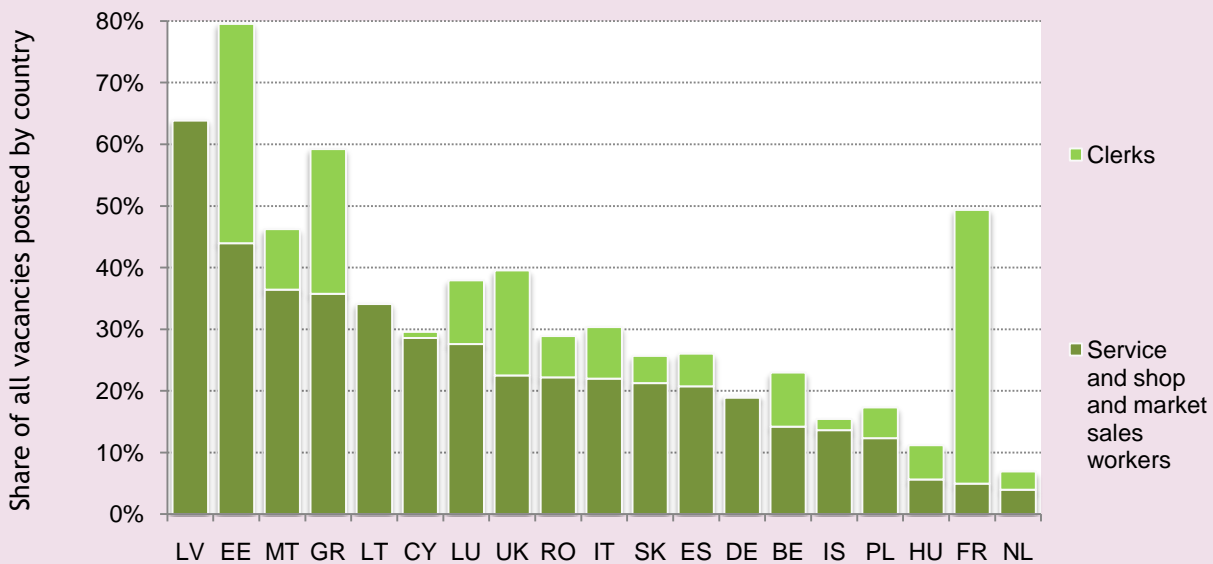
**Strong ( $\geq 40\%$ ):** Estonia, Latvia, Greece, France, Malta and the United Kingdom

**Medium ( $<40\%$  and  $>20\%$ ):** Luxembourg, Lithuania, Cyprus, Italy, Romania, Slovakia, Spain and Belgium

**Low ( $\leq 20\%$ ):** Germany, Poland, Iceland, Hungary and the Netherlands

The majority of countries, especially Latvia, Estonia, Malta and Greece, experience a high demand for 'service and shops and market sales workers' at this time of the year, most probably because this is the sort of work available during the holiday season. While job offers from Latvia, Lithuania and Germany are totally focussed on this occupational group, France, Estonia and Greece are out of step, and the low-skilled non-manual job-offers there are frequently for 'clerks' (Chart 7).

**Chart 7. Demand for 'low- skilled non-manual' jobs by major occupational groups, stock EURES vacancies at the end of July 2011, (% of total number of vacancies)**



Source: EURES database (19 countries providing selected vacancies)

Countries included: Belgium, Cyprus, Estonia, Germany, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Latvia, Luxemburg, Malta, the Netherlands, Poland, Romania, Slovakia, the United Kingdom. Austria, Bulgaria and Portugal were excluded due to limited available data.

Data was not available for Liechtenstein and Norway.

## Demand for 'skilled manual' - qualified workers are in demand

More than one third of the countries post over 30 per cent of their job vacancies on the EURES portal for 'skilled manual' labour (Chart 5). Furthermore, half the job vacancies posted by Germany, Lithuania, and the Netherlands fall into this category (Chart 8). This could indicate a shortage of available workers in the recovering manufacturing sector in these countries. However, it has to be taken into account that jobs posted on the EURES portal only do not account for all the jobs registered at the PES.

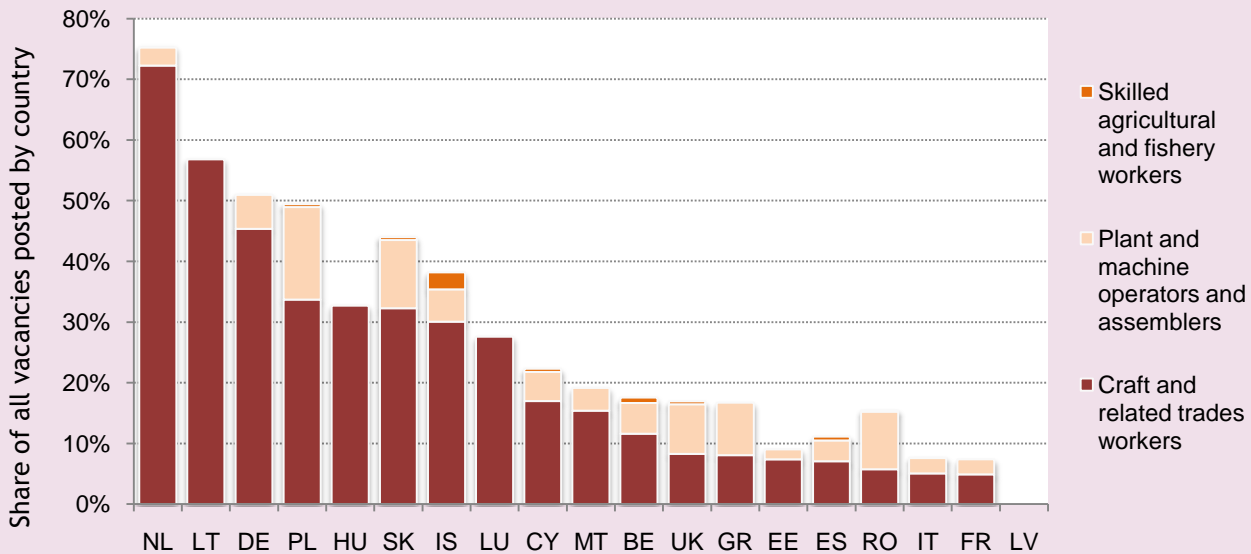
Strong ( $\geq 40\%$ ): Netherlands, Lithuania, Germany, Poland, and Slovakia

Low ( $\leq 20\%$ ): Malta, Belgium, Greece, the United Kingdom, Romania, Spain, Estonia, Italy, and France

No demand: Latvia

The occupational group 'craft and related trade workers', that showed a comprehensive increase in demand compared to recent years (Chart 3), accounts for the vast majority of job offers within the 'skilled manual' category (Chart 8).

**Chart 8. Demand for 'skilled manual' jobs by major occupational groups (ISCO-1), stock EURES vacancies at the end of July 2011, (% of total number of vacancies)**



Source: EURES database (19 countries providing selected vacancies)

Countries included: Belgium, Cyprus, Estonia, Germany, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Latvia, Luxemburg, Malta, the Netherlands, Poland, Romania, Slovakia, and the United Kingdom.

Austria, Bulgaria and Portugal are not included due to limited available data.

Data is not available for Liechtenstein and Norway

## Demand for 'elementary' jobs – not good but don't give up if you have no qualifications

The share of job offers for 'elementary' jobs is rather small in the majority of countries (less than 20 per cent) or even zero in four cases (Chart 5).

Strong ( $\geq 40\%$ ): none

Medium ( $< 40\%$  and  $> 20\%$ ): Iceland, Cyprus, Romania, and Malta

Low ( $\leq 20\%$ ): United Kingdom, Poland, Greece, Spain, the Netherlands, Belgium, Luxembourg, Slovakia, France, Italy, and Hungary

No demand: Latvia, Lithuania, Estonia, and Germany

According to the jobs posted on the EURES portal, only a few countries seem to have a high demand for untrained, mainly manual labour (Chart 5). However, this impression has to be put into perspective as job opportunities in this category are often not posted on the EURES portal as they are the classic sort of job vacancies that are taken up by the national labour market before any advertisement is necessary on a Europe-wide level (with exception of Malta and Cyprus). Furthermore, jobs requiring a lower level of skills are typically not reported to the PES, but mostly filled, for example, by small ads in local papers, notices in shop windows or word-of-mouth recommendations.



The apparently high percentages of unskilled manual job vacancies in some countries (Chart 5) may simply be the 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.

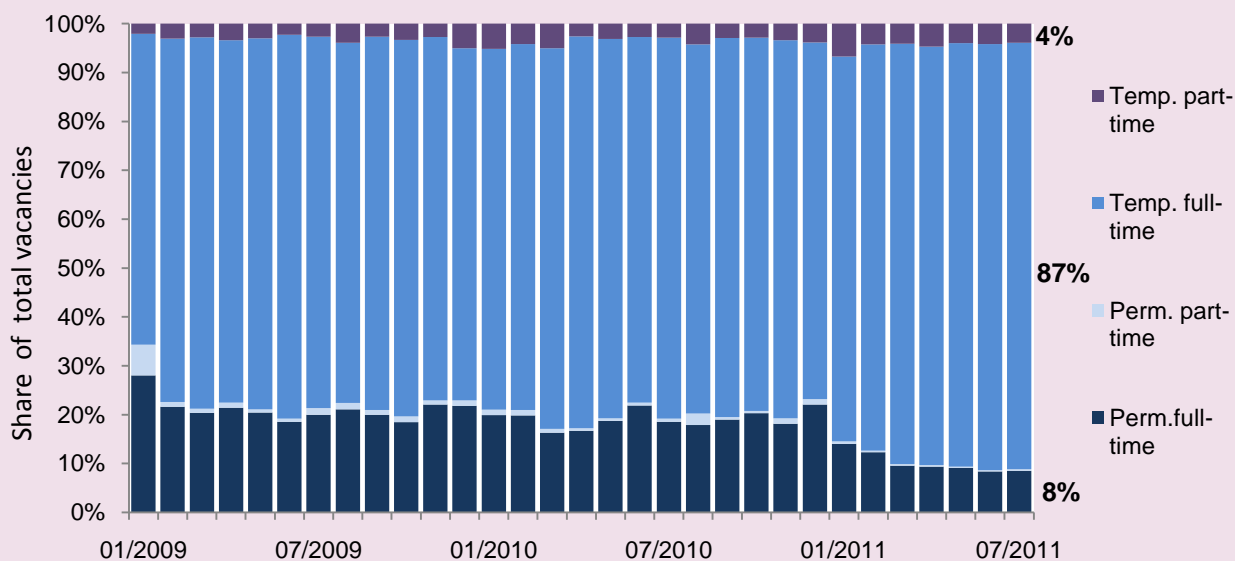
*Temporary contracts grow, while the growth in permanent jobs contracts...*

From the beginning of 2009 until the present, the proportion of temporary job contracts advertised through EURES has gone up steadily, replacing permanent full time contracts.

The number of temporary part-time contracts has remained stable over time; whereas permanent part-time contracts have hardly been offered for the last months (Chart 9).

The growing number of temporary full time contracts can have many reasons, such as the uncertainty of companies that there will be any increase in demand for their goods and services. Also Public Employment Services, in order to get the best result possible for job seekers, have increased their cooperation with private agencies that deal in temporary jobs.

**Chart 9. Distribution of newly posted EURES job vacancies (inflow) by type of contract, stock EURES vacancies at the end of July 2011, (% of total number of vacancies)**



Source: EURES database (19 countries providing selected vacancies)

Countries included: Austria, Belgium, Bulgaria, Germany, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Latvia, Luxemburg, Malta, the Netherlands, Poland, Portugal, Romania and the United Kingdom.

Cyprus, Estonia, Slovakia, Liechtenstein, and Norway are excluded as data is not available.

## 'Top 5' EURES vacancies

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

EURES portal 'Top 5' vacancies (on 31 August 2011):

1. Finance and sales associate professionals (88,500 vacancies)
2. Shop salespersons and demonstrators (70,300)
3. Personal care and related workers (41,600)
4. Modern health associate professionals(except nursing) (40,000)
5. Electrical and electronic equipment mechanics and fitters (39,900)

*'Next best' employment opportunities after the EURES 'Top 5'*

6. Housekeeping and restaurant services workers (39,600)
7. Machinery mechanics and fitters (34,900)
8. Administrative associate professionals (33,900)
9. Building finishers and related trades workers (30,500)
10. Manufacturing labourers (29,100).

*'Finance and sales workers' remain 'Top of the Tops' over time ...*

The comparison of the EURES 'Top 5' at the end of August over the last four years (2007-2010) in Table 2 shows the changes in the EURES vacancy market over this period.

The occupational group '*finance and sales associate professionals*' on EURES has gained importance and established itself at the top of the list for the last few years. Similarly, the '*housekeeping and restaurant service workers*' group of occupations has consistently experienced high demand. This is mostly because of the labour intensive character of this sector (the low number of jobs that can be done by machines) combined with a high staff turnover (caused by relatively low pay) and specific working arrangements (unusual working hours, shifts and so on).

In the same period, professions related to personal and health care such as '*personal care and related workers*' and '*modern health associates professionals*' experienced increasing demand, gaining the fourth place in 2011. As Issue 3 (July 2011) of this publication explained, the demand for these professionals is mostly based on demographic developments in European society (ageing) and the spread of new specialisms in health care.

While the occupational group '*building frame and related trades workers*' remained in consistent high demand during recent years, it failed to stay up there in the Top Five in summer 2011. The same applies to '*metal moulders, welders, sheet-metal workers, structural-metal preparers*', which were in the EURES Top 5 during the last three years, but lost their position in 2011 in favour of '*electrical and electronic equipment mechanics and fitters*'.

Table 2. 'Top 5' EURES vacancies, end August 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             | Building frame and related trades workers                                |  |  |
| 3 <sup>rd</sup> | Domestic and related helpers, cleaners and launderers | Finance and sales associate professionals                                | Housekeeping and restaurant services workers                             |  |
| 4 <sup>th</sup> | Shop salespersons and demonstrators                   | Metal moulders, welders, sheet-metal workers, structural-metal preparers | Personal care and related workers  | Metal moulders, welders, sheet-metal workers, structural-metal preparers |
| 5 <sup>th</sup> | Motor vehicle drivers                                 | Shop salespersons and demonstrators                                      | Metal moulders, welders, sheet-metal workers, structural-metal preparers | Shop salespersons and demonstrators                                      |

Source: EURES database (28 countries)

Data is not available for Norway and Liechtenstein

### Top 5 by country remain almost unchanged...

Compared to the Top 5 EURES vacancies identified for all countries on 31st May 2011 (European Job Mobility Bulletin, Issue no.3 /July 2011), the most sought after occupations in each country remained the same at the end of August 2011. However, with the exception of Finland, Portugal and the Netherlands, in most countries the top occupations changed their position relative to one another within the Top 5. While top job opportunities in the Netherlands experienced a radical shift

from high skilled to low skilled job offers, in Slovenia the change of the 'Top 5' occupations show a new trend towards employment opportunities in the metal processing industry. Portugal follows this trend.

The 'Top 5' job vacancy charts presented in Table 3 are a useful guide for mobile job-seekers. It shows that there are job opportunities in Europe for those who have the relevant skills if they can speak the language of the host country.

**Table 3. 'Top 5' EURES vacancies by country, ISCO 3, 31 August 2011 (EURES portal)**

| Country                | Top 5 jobs by country  | Country         | Top 5 jobs by country   |
|------------------------|--|-----------------|---|
| <b>Austria</b>         | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (7,100)</li> <li>2. Shop salespersons and demonstrators (2,600)</li> <li>3. Machinery mechanics and fitters (2,000)</li> <li>4. Physical and engineering science technicians (1,700)</li> <li>5. Electrical and electronic equipment mechanics and fitters (1,300)</li> </ol> | <b>Germany</b>  | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (29,800)</li> <li>2. Electrical and electronic equipment mechanics and fitters (26,600)</li> <li>3. Machinery mechanics and fitters (22,700)</li> <li>4. Architects, engineers and related professionals (20,700)</li> <li>5. Building finishers and related trades workers (19,700)</li> </ol> |
| <b>Belgium</b>         | <ol style="list-style-type: none"> <li>1. Assemblers (10,300)</li> <li>2. Other machine operators and assemblers (10,300)</li> <li>3. Other office clerks (6,600)</li> <li>4. Administrative associate professionals (6,600)</li> <li>5. Secretaries and keyboard-operating clerks (6,600)</li> </ol>  | <b>Denmark*</b> | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (290)</li> <li>2. Personal care and related workers (230)</li> <li>3. Shop salespersons and demonstrators (150)</li> <li>4. Pre-primary education teaching associate professionals (200)</li> <li>5. Domestic and helpers, cleaners and launderers (130)</li> </ol>                          |
| <b>Cyprus</b>          | <ol style="list-style-type: none"> <li>1. Domestic and helpers, cleaners and launderers (220)</li> <li>2. Food processing and related trades workers (200)</li> </ol> <p><i>The Top 5 cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>   | <b>Greece</b>   | <ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators (70)</li> <li>2. Housekeeping and restaurant services workers (40)</li> </ol> <p><i>The Top 5 cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>  |
| <b>Czech Republic*</b> | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (1,400)</li> <li>2. Finance and sales associate professionals (1,200)</li> <li>3. Physical and engineering science technicians (1,100)</li> <li>4. Blacksmiths, tool-makers and related trades workers (1,000)</li> <li>5. Motor-vehicle drivers (990)</li> </ol>             | <b>Spain</b>    | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (50)</li> <li>2. Architects, engineers and related professionals (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>   |



Table 3. 'Top 5' EURES vacancies by country, ISCO 3, 31 August 2011 (EURES portal)

| Country              | Top 5 jobs by country   | Country            | Top 5 jobs by country  |
|----------------------|---|--------------------|--|
| <b>Finland*</b>      | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (1,700)</li> <li>2. Housekeeping and restaurant services workers (1,300)</li> <li>3. Food processing and related trades workers (1,000)</li> <li>4. Building caretakers, window and related cleaners (790)</li> <li>5. Shop salespersons and demonstrators (780)</li> </ol> | <b>Luxembourg</b>  | <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. Finance and sales associate 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>  |
| <b>France</b>        | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (4,000)</li> <li>2. Production and operation department managers** (3,600)</li> <li>3. Finance and sales associate professionals (3,500)</li> <li>4. Other specialist managers (2,600)</li> <li>5. Domestic and helpers, cleaners and launderers (2,300)</li> </ol>      | <b>Malta</b>       | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (30)</li> <li>2. Domestic and helpers, cleaners and launderers (20)</li> <li>3. Computing professionals (10)</li> </ol> <p><i>Top 5 cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>                    |
| <b>Ireland*</b>      | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (350)</li> <li>2. Finance and sales associate professionals (300)</li> <li>3. Domestic and helpers, cleaners and launderers (200)</li> <li>4. Personal care and related workers (200)</li> <li>5. Other office clerks (100)</li> </ol>                                   | <b>Netherlands</b> | <ol style="list-style-type: none"> <li>1. Domestic and helpers, cleaners and launderers (1,400)</li> <li>2. Motor vehicle drivers (1,300)</li> <li>3. Agriculture and other mobile plant operators (880)</li> <li>4. Other machine operators (760)</li> <li>5. Mining and construction labourers (600)</li> </ol>                                  |
| <b>Italy</b>         | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (200)</li> <li>2. Finance and sales associate professionals (180)</li> <li>3. Physical and engineering science technicians (140)</li> <li>4. Administrative associate professionals (100)</li> <li>5. Other office clerks (80)</li> </ol>                                | <b>Norway</b>      | <ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators (600)</li> <li>2. Production and operation department managers** (520)</li> <li>3. Personal care and related workers (520)</li> <li>4. Nursing and midwifery associate professionals (450)</li> <li>5. Physical and engineering science technicians (400)</li> </ol> |
| <b>Liechtenstein</b> | <ol style="list-style-type: none"> <li>1. Building finishers and related trades workers (40)</li> <li>2. Building frame and related trades workers (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>   | <b>Poland</b>      | <ol style="list-style-type: none"> <li>1. Building frame and related trades workers (2,500)</li> <li>2. Motor-vehicle drivers (2,000)</li> <li>3. Building finishers and related trades workers (1,800)</li> <li>4. Shop salespersons and demonstrators (1,600)</li> <li>5. Mining and construction labourers (1,600)</li> </ol>                   |

**Table 3. 'Top 5' EURES vacancies by country, ISCO 3, 31 August 2011 (EURES portal)**

| Country          | Top 5 jobs by country  | Country               | Top 5 jobs by country  |
|------------------|--|-----------------------|--|
| <b>Portugal</b>  | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (300)</li> <li>2. Other personal service workers (90)</li> <li>3. Metal moulders, welders, sheet-metal workers (90)</li> <li>4. Finance and sales associate professionals (70)</li> <li>5. Blacksmith, tool-makers and related trades workers (70)</li> </ol>   | <b>Slovakia</b>       | <ol style="list-style-type: none"> <li>1. Housekeeping and restaurant services workers (350)</li> <li>2. Blacksmith, tool-makers and related trades workers (150)</li> <li>3. Motor-vehicle drivers (120)</li> <li>4. Fashion and other models (110)</li> <li>5. Finance and sales associate professionals (90)</li> </ol>                             |
| <b>Sweden*</b>   | <ol style="list-style-type: none"> <li>1. Finance and sales associate professionals (2,400)</li> <li>2. Computing professionals (1,600)</li> <li>3. Housekeeping and restaurant services workers (1,200)</li> <li>4. Shop salespersons and demonstrators (1,100)</li> <li>5. Other personal services workers (1,000)</li> </ol>  | <b>United Kingdom</b> | <ol style="list-style-type: none"> <li>1. Shop salespersons and demonstrators (45,000)</li> <li>2. Finance and sales associate professionals (44,700)</li> <li>3. Client information clerks (38,900)</li> <li>4. Stall and market salespersons (35,000)</li> <li>5. Shoe cleaning and other street services elementary occupations (34,500)</li> </ol> |
| <b>Slovenia*</b> | <ol style="list-style-type: none"> <li>1. Metal moulders, welders, sheet-metal workers, structural-metal preparers (100)</li> <li>2. Personal care and related workers (80)</li> <li>3. Pre-primary education teaching associate professionals (80)</li> <li>4. Miners, shot firers, stone cutters and carvers(80)</li> <li>5. Agricultural and other mobile plant operators (80)</li> </ol> |                       | <p><i>This data should be treated with caution. Numbers are high due to trans-coding difficulties.</i></p>   |

Source: EURES portal (23 countries)

Note: Bulgaria, Estonia, Iceland, Hungary, Lithuania, Latvia and Romania are not included due to insignificant numbers.

The job classifications follow ISCO conventions which are clarified on page 21.

\* the countries put all their PES registered job vacancies on the EURES portal: CZ\*, DK\*, IE\*, FI\*, SI\*, SE\*

\*\*occupation belongs to the ISCO-3 group 'other department managers'

## Abbreviations and definitions

### 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 - 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          |                     |

\* the countries with an asterisk put all their PES registered job vacancies on the EURES portal: CZ\*, DK\*, IE\*, FI\*, SI\*, SE\*

**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 indicates a Major Group, which is further divided into sub-groups. Each occupation has a 4-digit code.

The titles of the occupational groups in this publication are taken from the ISCO classification. For occupational group and job descriptions, please, consult the [International Labour Organisation web-site](#).

**PES** – Public Employment Services (i.e. the government-run employment agencies in each European country)

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

**Stock** – a statistical term measuring a variable at a fixed moment in time, for example, the number of job vacancies available in Germany at 1 January 2011

**Inflow** – a statistical term measuring a variable in a period of time. For example, the ‘inflow’ is the number of new vacancies posted on the EURES Portal in the first half quarter of 2011