

TOP 5 JOBS IN EUROPE

1) Finance and sales associate professionals

-  29,400 Vacancies
-  3,400 Vacancies
-  3,000 Vacancies

2) Electrical and electronic equipment mechanics and fitters

-  25,100 Vacancies
-  10,100 Vacancies
-  1,500 Vacancies

3) Modern health associate professionals

-  22,500 Vacancies
-  10,000 Vacancies
-  3,500 Vacancies

4) Administrative associate professionals

-  16,900 Vacancies
-  8,500 Vacancies
-  5,800 Vacancies

5) Machinery mechanics and fitters

-  25,000 Vacancies
-  4,400 Vacancies
-  3,500 Vacancies

Based on figures of the EURES Job Mobility Portal on 2 January 2012. 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 its member states are also very different.

A phenomenon common to all EU 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 advisors 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 as seen through the eyes of EURES job vacancies

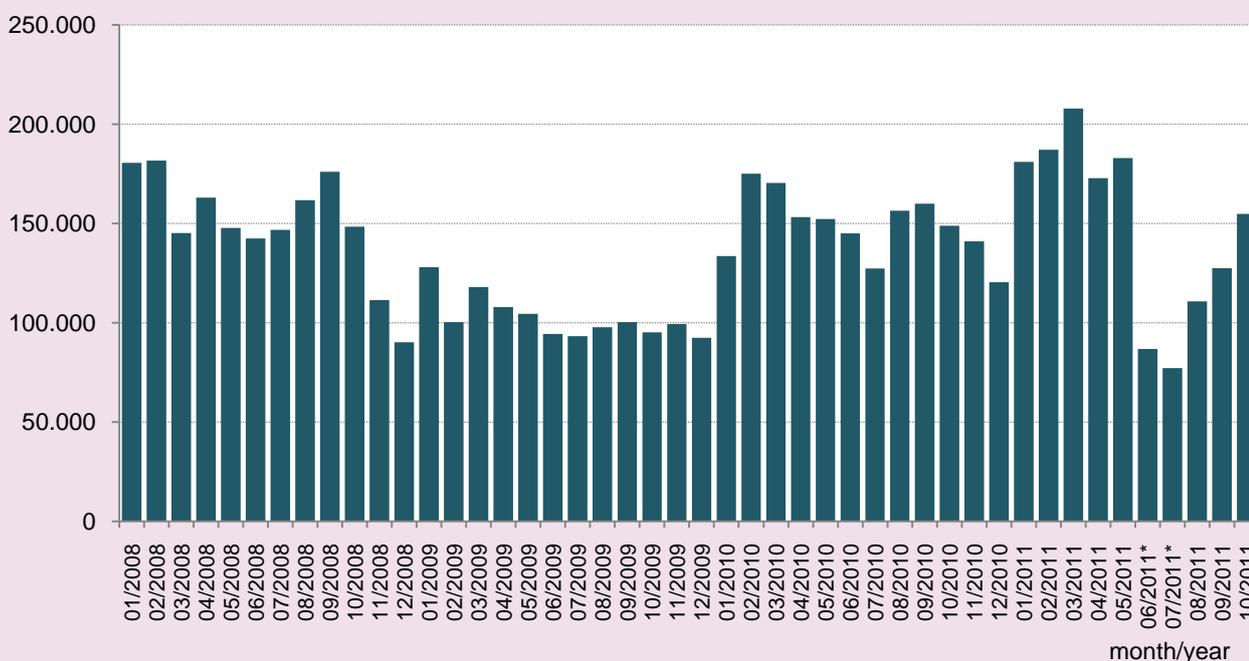
Analysis presented in this issue of the European Job Mobility Bulletin is based on data taken from the EURES database for the period January 2008 to the end of October 2011, and the EURES Job Mobility Portal (internet site) at the beginning of January 2012.

A promising October offers hope for jobs in 2012

The stock of job vacancies uploaded to the EURES portal at the end of October 2011 was 1.5 million.

After a deep seasonal drop in new job postings (inflow) during the summer period, job offers went up over August, September and October on the EURES portal. By October, with around 155,000 postings, the trend seems to look promising (Chart 1). Even though the announcement of job vacancies in August and September this year was sluggish unlike in 2008 and in 2010, during the month of October the number of newly posted vacancies very slightly exceeded the number of jobs posted on the site in October 2010.

Chart 1. Development of EURES vacancy inflow, January 2008 - October* 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 fixed period.

*Due to technical problems with data transmission, the number of vacancies posted in June and July 2011 is underestimated.

Nonetheless, when compared to August-October period last year, on average the number of newly posted job vacancies (inflow) went down by 16 per cent this year across the EURES area.

The number of newly posted job vacancies came down in over half the countries compared to the same period one year earlier. This rather strong decrease is due to a typical lack of jobs during August and September.

There are three groups of countries that showed similar developments in the number of job vacancies they posted onto the EURES portal within the period analysed.

The first group is the 11 countries (in alphabetical order below) that showed an increase in vacancies posted on EURES in this time period. The second and smallest group comprises those where the change in the vacancy inflow was roughly the EU average. These countries proved to be relatively stable. The third group is the 13 countries where the number of job vacancies posted on EURES significantly declined as compared to the same period in the previous year.

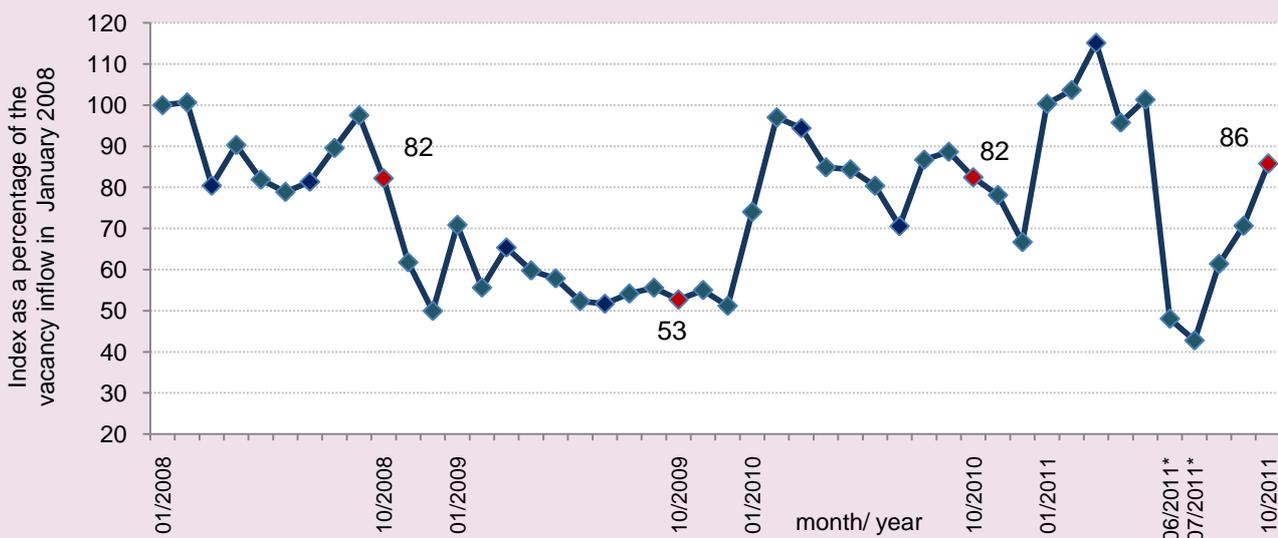
- ▶ Increase: Cyprus, Estonia, Germany, Finland*, Iceland, Italy, Lithuania, the Netherlands, Norway and Spain
- ▶ Little change: Denmark*, France, Latvia, Malta, Poland and Romania
- ▶ Decrease: Austria, Belgium, Bulgaria, the Czech Republic*, Greece, Ireland*, Hungary, Luxembourg, Portugal, Slovak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

(* denotes those countries which put all their PES registered job vacancies on the EURES portal)

An overall picture of steady positive development

The EURES Job Vacancy index below confirms the trend described in Chart 2. After the outstanding growth of job vacancies in spring, the summer period was marked by a strong seasonal effect changing the trend back to 'slow but steady' growth. In fact, despite the financial crisis in the euro zone, the index in October was higher than in any of the other four past years. The outlook in early autumn was therefore better than generally perceived.

Chart 2. EURES Job Vacancy index, January 2008 - October* 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.

*Due to technical problems with data transmission, the number of vacancies posted in June and July 2011 is underestimated.

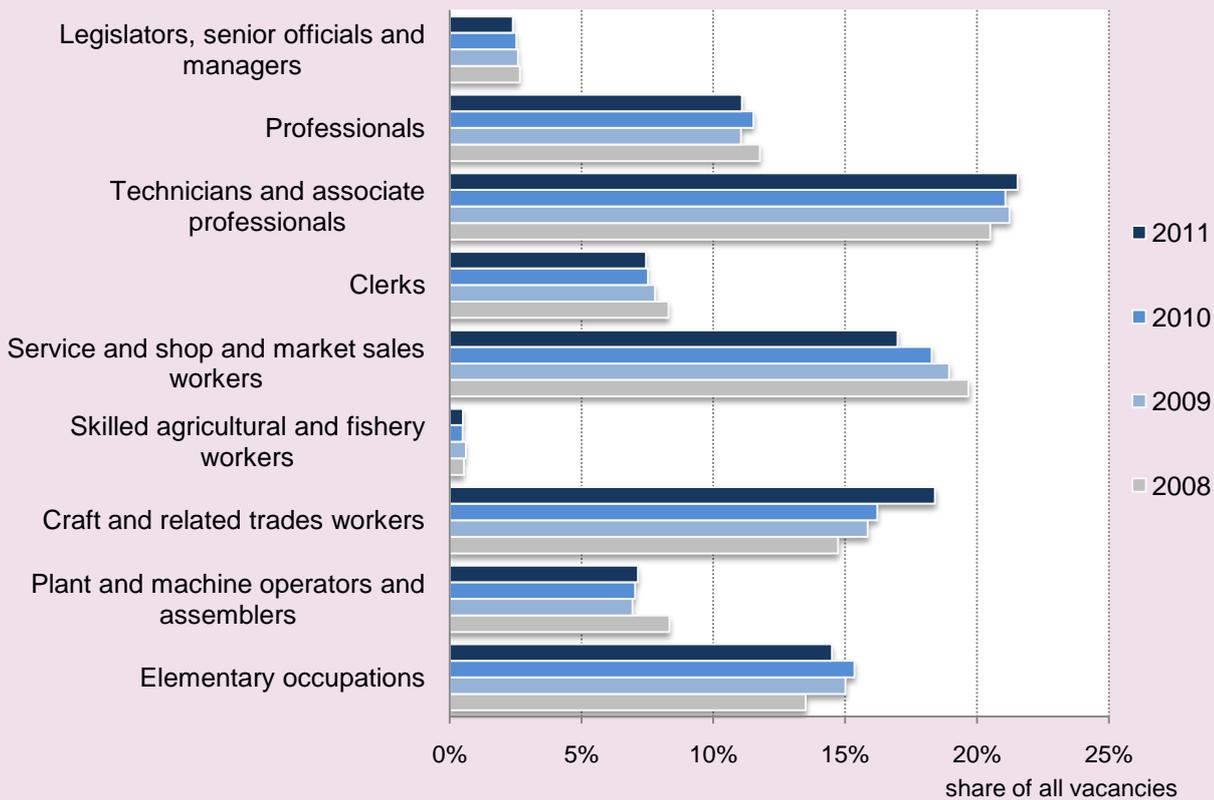
The trend since 2008: increasing employment opportunities for 'craft and related trade' workers

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 it is possible to track developments and identify trends in the demand structure (Chart 3).

In the previous years the leading positions in the EURES vacancy market were kept by two

major occupational groups – 'Technicians and associate professionals' and 'Service and shop and market sales workers'. Taken together, new job vacancies for these occupations made up 40 per cent of all vacancies posted on EURES. However, the share of job vacancies for 'Legislators, senior officials and managers' and 'Skilled agricultural and fishery workers' remained constantly low, and even when added together, these two never exceeded 4 per cent of all newly posted vacancies on EURES.

Chart 3. Demand for major occupational groups during the beginning of autumn, inflow of EURES vacancies, August-October 2008, 2009, 2010, 2011



Source: EURES database (28 countries)
 Data is not available for Norway and Liechtenstein.
 ISCO-88 1-digit - for explanation see Abbreviations on page 20

A comparison of the last four years for the period August - October showed a growing importance for '*Craft and related trade workers*' throughout the entire EURES labour market. In contrast, the sorts of jobs that are typically found in tourism dwindled. In brief, the main findings for early autumn 2011 are:

- ▶ An increased demand for '*Craft and related trade workers*' which suggests that manufacturing perked up after the summer
- ▶ Job opportunities for '*Service and shop and market sales workers*' continued their decrease
- ▶ The percentage of job vacancies on EURES for '*Technicians and associate professionals*' again increased in 2011
- ▶ The demand for '*Legislators, senior officials and managers*' and '*Clerks*' showed a slight but continuing decrease in its share of vacancies over the four year period
- ▶ A stable and low position for '*Skilled agricultural and fishery workers*', making up just 1 per cent on the EURES portal, is the expected pattern as winter approaches
- ▶ The demand for '*Professionals*' as well as '*Plant and machine operators and assemblers*' remains almost unchanged over the last three years
- ▶ The share of vacancies for 'Elementary occupations' slightly decreased when compared to 2010 and 2009. Though it accounts for less than one sixth of EURES vacancies, this occupational group remains important in the labour market

Focus on the vacancies of the countries posting all job offers registered at PES on EURES

This issue of the European Job Mobility Bulletin focuses on job offers in the six countries - the Czech Republic, Denmark, Finland, Ireland, Sweden and Slovenia - posting all job vacancies registered at their national Public Employment Services (PES) to the EURES Portal. The other 24 countries contributing to EURES only post selected vacancies which are explicitly open to foreign applicants.

Having the whole set of job vacancies posted at the PES allows to give a more precise picture of the broader vacancy market in these six countries, and it creates better job search opportunities for job seekers.

One in four jobs were for ‘Technicians and associate professionals’ ...

The “snap-shot” of job vacancies on the EURES portal (stock data) divided into four broader categories of job types on October 31st shows that there was a strong demand for ‘skilled non-manual’ labour and comparatively few job offers for unskilled job seekers in the Czech Republic, Denmark, Finland, Ireland, Sweden and Slovenia (Table 1).

Table 1. Share of EURES vacancies by type of jobs and major occupational groups, stock at the end October 2011 for the Czech Republic, Denmark, Finland, Ireland, Sweden and Slovenia

Share of all job vacancies	Job type	Major occupational groups (ISCO-88)	Share of all job vacancies
44%	<i>Skilled non-manual</i>	1. Legislators, senior officials and managers	3%
		2. Professionals	16%
		3. Technicians and associate professionals	25%
25%	<i>Low-skilled non-manual</i>	4. Clerks	7%
		5. Service and shop and market sales workers	17%
20%	<i>Skilled manual</i>	6. Skilled agricultural and fishery workers	0%
		7. Craft and related trades workers	13%
		8. Plant and machine operators and assemblers	7%
11%	<i>Elementary (untrained, mainly manual)</i>	9. Elementary occupations (this category includes simple and routine tasks in sales and services, agriculture, fishery, mining, construction, manufacturing and transport)	11%

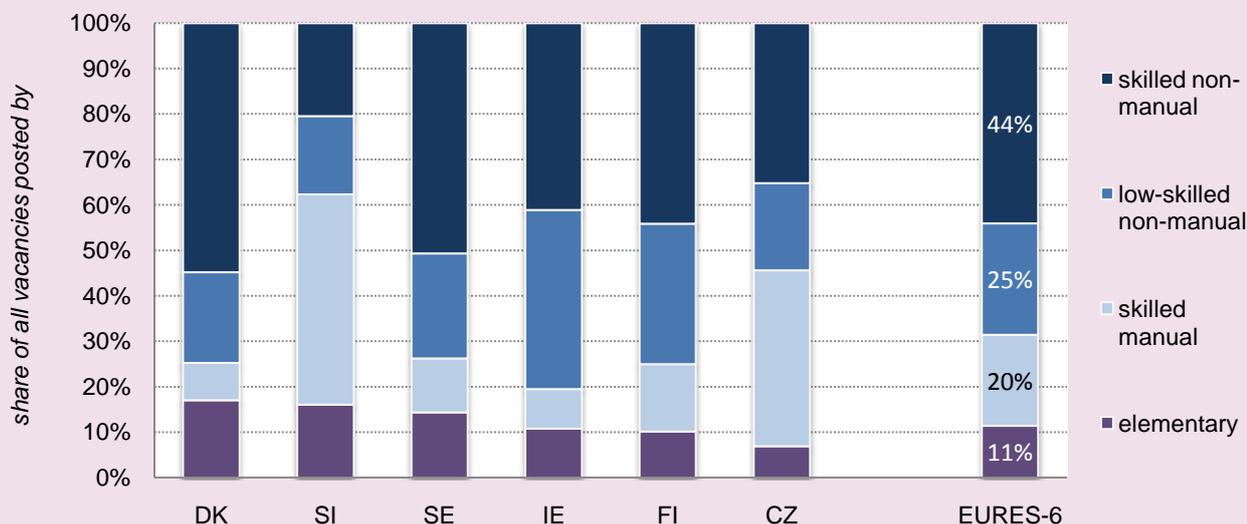
Source: EURES database (6 countries providing all vacancies registered with PES)
ISCO-88 1-digit - for explanation see Abbreviations on page 20

Get the right professional training - 'skilled non-manual jobs' accounted for almost half the total vacancies

Overall, the highest demand for staff was for *non-manual jobs* (69 per cent, Table 1) and as many as 44 per cent of these were *skilled non-manual jobs* (Chart 4).

Offers for *skilled non-manual jobs* were highest in Denmark (55 per cent) and Sweden (51 per cent), while in Slovenia there was a comparatively high demand for *skilled manual labour*. In contrast, 39 per cent of all the job postings in Ireland were for *low-skilled non manual*.

Chart 4. Demand by type of job, EURES vacancy stock at the end of October 2011, (% of total number of vacancies posted by country)



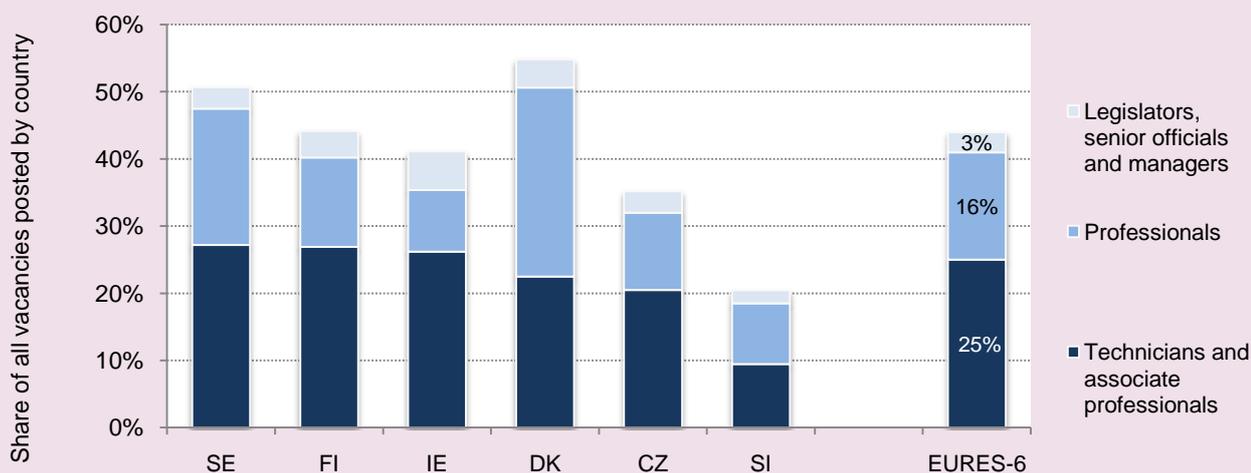
Source: EURES database (the 6 countries that put all their registered vacancies with PES on EURES)
 Countries included: the Czech Republic (CZ), Denmark (DK), Finland (FI), Ireland (IE), Sweden (SE) and Slovenia (SI)
 ISCO-88 1-digit -for explanation see Abbreviations on page 20

Opportunities for mobile professionals in Scandinavia

40 percent or more of the total EURES job vacancies registered at their Public Employment Services in the highly industrialised Nordic countries (such as Sweden, Finland, Ireland and Denmark) were for *skilled non-manual jobs* (Chart 5), whereas job opportunities in this job category are clearly fewer in the Czech Republic (35 per cent) and even less than in Slovenia (20 per cent).

The highest share of job offers at this skill level was for 'Technicians and associate professionals', especially in Sweden, Finland and Ireland. A striking 30 per cent of all job offers in the category 'Professionals' were posted by Denmark. The low share of job opportunities for 'Legislators, senior officials and managers' was common to all six countries.

Chart 5. Demand for 'skilled non-manual' jobs by major occupational groups, stock EURES vacancies at the end of October 2011, % of all vacancies posted by country



Source: EURES database (the 6 countries that put all their registered vacancies with PES on EURES)
 Countries included: the Czech Republic (CZ), Denmark (DK), Finland (FI), Ireland (IE), Sweden (SE) and Slovenia (SI)
 ISCO-88 1-digit -for explanation see Abbreviations on page 20

An analysis of the EURES database (stock of job vacancies, end of October 2011) shows the following demand for highly educated professionals.

1. 'Technicians and associate professionals'

- ▶ Finance and sales associate professionals (especially *technical and commercial sales representatives*): in Finland (5,000 vacancies), Sweden (3,600 vacancies), in the Czech Republic (2,200 vacancies), Ireland (400 vacancies) and Denmark (220 vacancies)
- ▶ Physical and engineering science technicians: in the Czech Republic (1,200 vacancies) and Sweden (1,100 vacancies)
- ▶ Nursing and midwifery associate professionals: in Finland (500 vacancies), Ireland (400 vacancies) and Denmark (200 vacancies),
- ▶ Health associate professionals (except nursing) in Finland (550 vacancies)
- ▶ Computer associate professionals: in Sweden (650 vacancies) and Ireland (250 vacancies)
- ▶ Pre-primary education teaching associate professionals: in Sweden (1,400 vacancies) and Slovenia (160 vacancies)

2. 'Professionals'

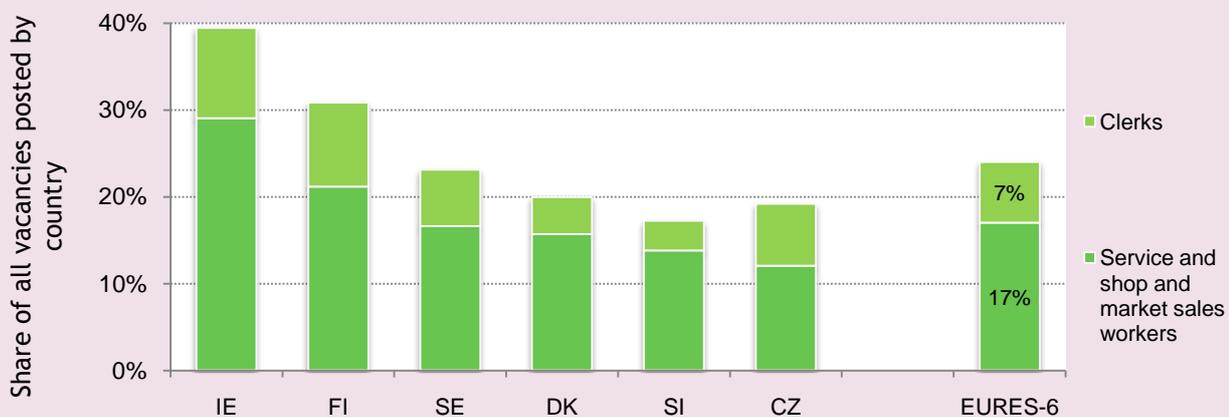
- ▶ Health professionals (except nursing): in Finland (330 vacancies) and Denmark (260 vacancies)
- ▶ Social science and related professionals: in Finland (420 vacancies) and Denmark (300 vacancies)
- ▶ Computing professionals (e.g., computer system designers and analysts, computer programmers): in Sweden (2,200 vacancies), in the Czech Republic (560 vacancies), Finland (430 vacancies) and Ireland (80 vacancies)
- ▶ Architects, engineers and related professionals: Sweden (1,300 vacancies), Finland (630 vacancies) and in the Czech Republic (530 vacancies)
- ▶ Nursing and midwifery professionals: in Finland (630 vacancies) and Ireland (140 vacancies)
- ▶ Business professionals: in Sweden (800 vacancies)

The demand for IT specialists is related to the further development of technologies based on ICT. The increased need for health professionals is mostly based on demographic developments in European society (which is ageing) and the

spread of new specialisms in health care. Experienced technical and commercial sales representatives are always important for businesses in general, almost regardless of the economic climate.

Advice for 'low-skilled non-manual' jobseekers – "find the right country at the right time"

Chart 6. Demand for 'low-skilled non-manual' jobs by major occupational groups, stock EURES vacancies at the end of October 2011, % of all vacancies posted by country



Source: EURES database (the 6 countries that put all their registered vacancies with PES on EURES)
 Countries included: the Czech Republic (CZ), Denmark (DK), Finland (FI), Ireland (IE), Sweden (SE) and Slovenia (SI)
 ISCO-88 1-digit -for explanation see Abbreviations on page 20

On average every fourth job vacancy posted on EURES by the six countries was for *low-skilled non-manual* jobs (Chart 6). While the demand in Ireland, Finland and Sweden was high to medium (<40% and >20%) it was somewhat relatively lower ($\leq 20\%$) in Denmark, Slovenia and the Czech Republic.

Ireland and Finland experienced a relatively high demand for 'Service and shops and market sales workers'. These countries also needed 'Clerks' relatively more than the other four countries.

According to the EURES database (stock of job vacancies at the end of October 2011), the highest demand for staff in the major occupational group 'Service and shops and market sales workers' was in the following:

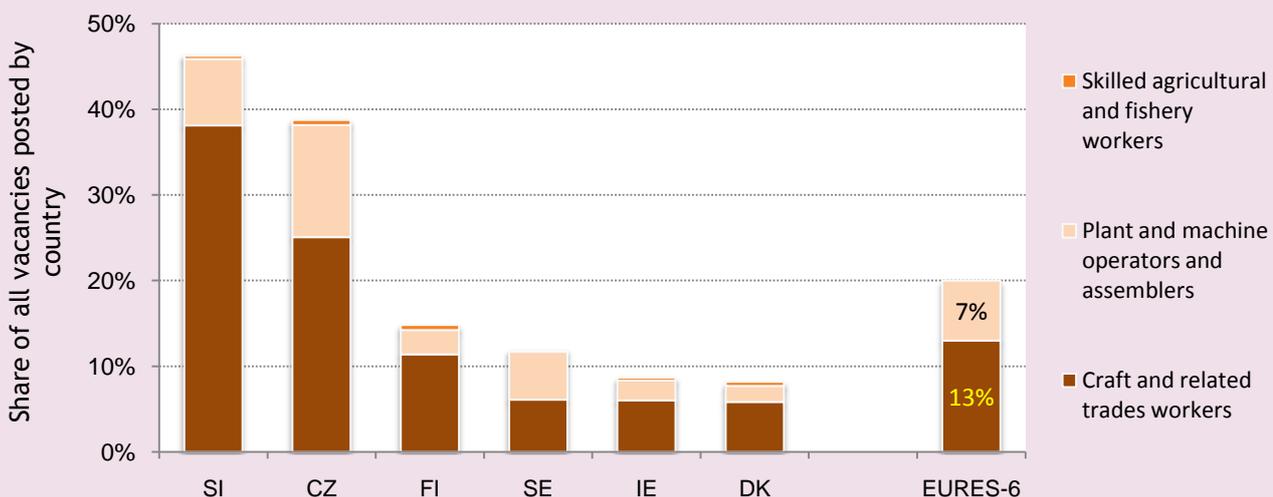
- ▶ Housekeeping and restaurant services workers (cooks, waiters, waitresses and bartenders): in Finland (2,900 vacancies), Sweden (1,700 vacancies), in the Czech Republic (1,200 vacancies) and Ireland (450 vacancies)
- ▶ Personal care and related workers: in Sweden (1,270 vacancies), Finland (850 vacancies), Ireland (620 vacancies), Denmark (280 vacancies) and Slovenia (90 vacancies)
- ▶ Shop, stall and market salespersons and demonstrators: in Sweden (1,950 vacancies), Finland (1,300 vacancies) and in the Czech Republic (630 vacancies)

The demand for child care workers (especially in Finland and Sweden), personal care workers (especially in Ireland) and institution-based personal care workers (in Sweden) has stayed quite high for this group of countries for the last three years for many reasons including the demographic changes 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.

Are you a skilled worker seeking work? Then check out the Czech Republic and Slovenia ...

Unlike Denmark and Ireland, where the offers for *skilled manual jobs* comprised less than 10 per cent of all vacancies available at the end of October, the demand for *skilled manual* workers was high in Slovenia (46 per cent) and also in the Czech Republic (39 per cent) (Chart 7).

Chart 7. Demand for 'skilled manual' jobs by major occupational groups, stock EURES vacancies at the end of October 2011, % of all vacancies posted by country



Source: EURES database (the 6 countries that put all their registered vacancies with PES on EURES)
Countries included: the Czech Republic (CZ), Denmark (DK), Finland (FI), Ireland (IE), Sweden (SE) and Slovenia (SI)

ISCO-88 1-digit -for explanation see Abbreviations on page 20

According to the EURES database (stock of job vacancies, end of October 2011) the highest demand for skilled workers was:

1. 'Craft and related trades workers'

- ▶ Blacksmiths, tool-makers and related trades workers: in the Czech Republic (1,500 vacancies)
- ▶ Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers: in the Czech Republic (1,230 vacancies), Finland (620 vacancies) and Slovenia (280 vacancies)

- ▶ Building frame and related trades workers: in the Czech Republic (1,100 vacancies) and Finland (540 vacancies)
- ▶ Building finishers and related trades workers: in Finland (500 vacancies) and in the Czech Republic (590 vacancies)
- ▶ Miners, shot firers, stone cutters and carvers: in Slovenia (290 vacancies)

2. *'Plant and machine operators and assemblers'*

- ▶ Motor vehicle drivers: in the Czech Republic (1,600 vacancies), Sweden (970 vacancies) and Finland (440 vacancies)
- ▶ Assemblers: in the Czech Republic (620 vacancies)
- ▶ Agricultural and other mobile plant operators: in the Czech Republic (440 vacancies), Sweden (310 vacancies) and Slovenia (100 vacancies)

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

Though the share of job offers for *elementary* jobs was rather small in the six countries (less than 15 per cent), workers were still needed in this area and the category remains important.

At the end of October (EURES database), the following low-skilled jobs were in demand:

- ▶ Manufacturing labourers: in the Czech Republic (620 vacancies) and Finland (170 vacancies)
- ▶ Domestic and related helpers, cleaners and launderers: in Sweden (970 vacancies), in the Czech Republic (260 vacancies), Ireland (250 vacancies) and Denmark (150 vacancies)
- ▶ Street vendors and related workers: in Sweden (2,230 vacancies), Denmark (450 vacancies), Slovenia (130 vacancies) and Ireland (100 vacancies)
- ▶ Building caretakers, window and related cleaners: in Finland (2,000 vacancies)
- ▶ Garbage collectors and related labourers, and agricultural, fishery and related labourers: in Sweden (940 vacancies)

Not all countries are the same...

The difference in the pattern in the demand for skills (resulting in job offers) from country to country can be easily illustrated by looking at the distribution of EURES vacancies by economic sector in two countries which are at a different stage of economic development (Chart 8). In Finland, similar to the other Scandinavian countries, the high-tech based sectors are the main economic drivers. In Slovenia, on the other hand, as one of the former socialist countries that joined the EU in 2004, the economic structure is characterised by a relatively higher share of manufacturing and construction which contrasts with its relatively underdeveloped service sector.

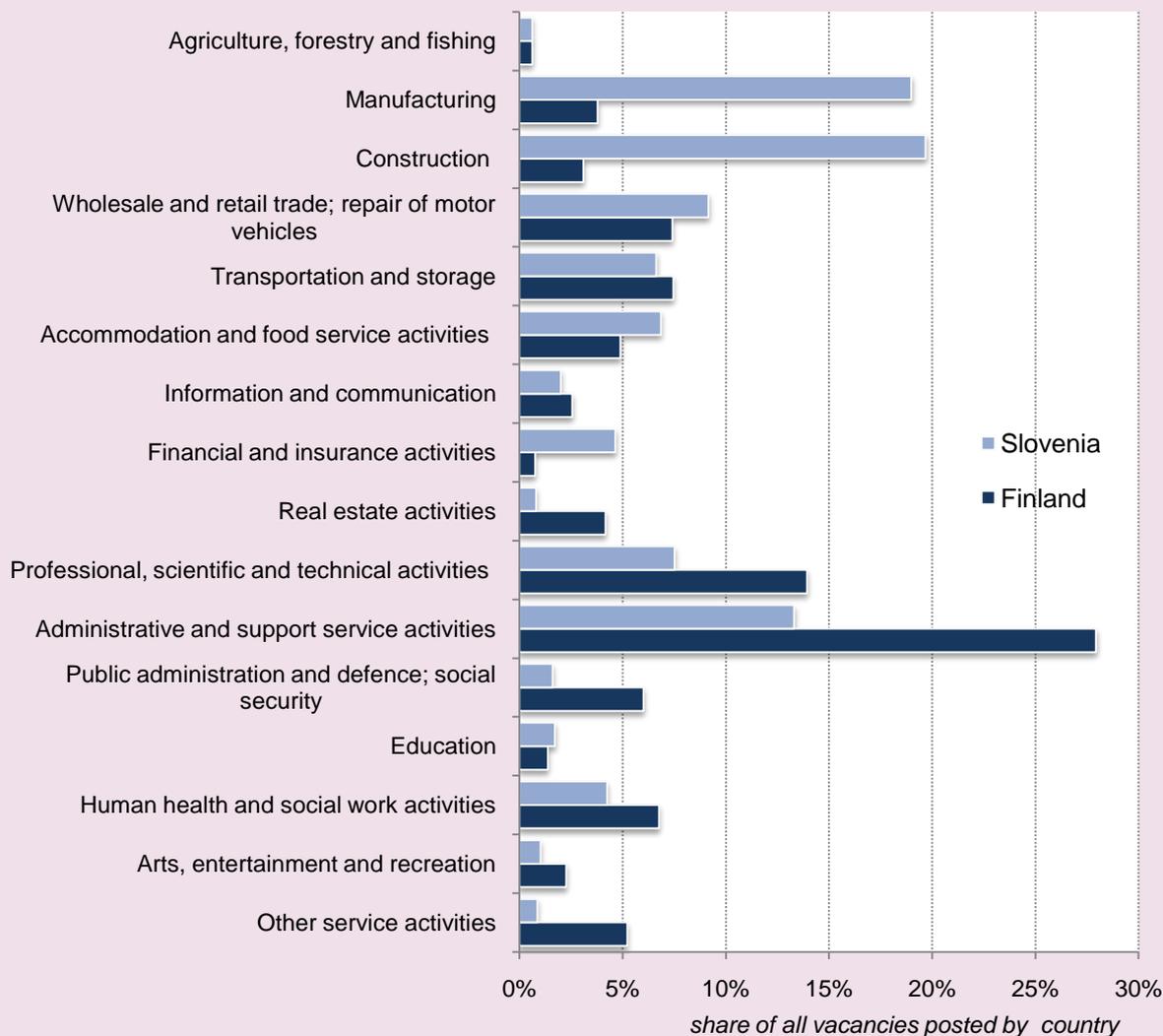
According to the EURES database (stock of job vacancies, end of October 2011), Slovenia offered good employment opportunities in:

- ▶ Manufacturing
- ▶ Construction
- ▶ Administrative and support service activities.

Finnish job offers posted on EURES, in contrast, were largely concentrated in:

- ▶ Professional, scientific and technical activities
- ▶ Administrative and support service activities
- ▶ Public administration
- ▶ Human health and social work activities.

Chart 8. Distribution of EURES vacancies by economic sectors, stock at the end of October 2011, % of total number of vacancies posted by country



Source: EURES database (16 countries providing selected vacancies)

Countries included: Slovenia and Finland

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

The list of economic sectors corresponds to NACE Rev.2 - for explanation see Abbreviations on page 20

Contractual arrangements are “horses for courses” - fixed in the Czech Republic, flexible in Slovenia, and a bit of both in Finland

This publication gives further background on the contractual aspect of the job vacancies posted by different countries. It focuses on the 3 countries – the Czech Republic, Finland and Slovenia – where accurate information about the distribution of job vacancies by type of contract is available in the EURES data base.

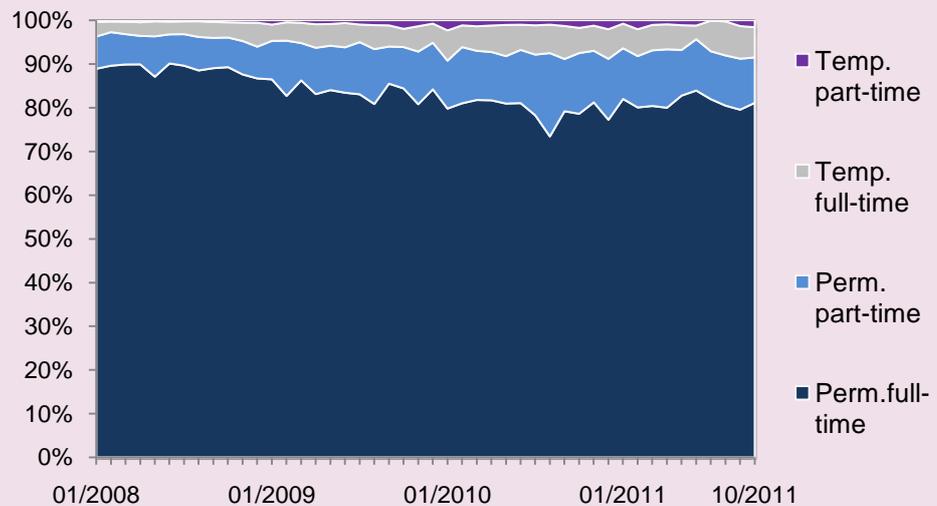
The charts below show that the distribution of job vacancies registered by the PES significantly differ in terms of job conditions from country to country. It also depends heavily on established national traditions in labour relations. The analysis starts in the country with the most stable working conditions (the Czech Republic), followed by Finland and finally the most flexible job market (Slovenia).

Even in the Czech Republic there are less full-time permanent contracts

In the Czech Republic (Chart 9), the majority (80 per cent) of the job vacancies registered by PES and forwarded to EURES offer permanent full-time contracts. The share of permanent part-time contracts doubled over the last three years, but it remains less than 10 per cent of the total. Only one in ten vacancies offers a temporary job contract.

The vacancy market is rather conservative, and permanent contracts remain predominant.

Chart 9. Vacancies posted by the Czech Republic by type of contract, monthly inflow, % of total number of vacancies



Source: EURES database

Strong dependency on seasonal labour needs

In Finland (Chart 10), job vacancies are roughly balanced equally between permanent and temporary contracts. The relation between permanent full-time and temporary full-time contracts follows a cycle. At the beginning of the year, the share of vacancies with temporary full-time contracts is the highest (over 40 per cent), while the share of permanent full-time contracts is the lowest (close to 30 per cent). In the middle of the year the situation twists around to the opposite.

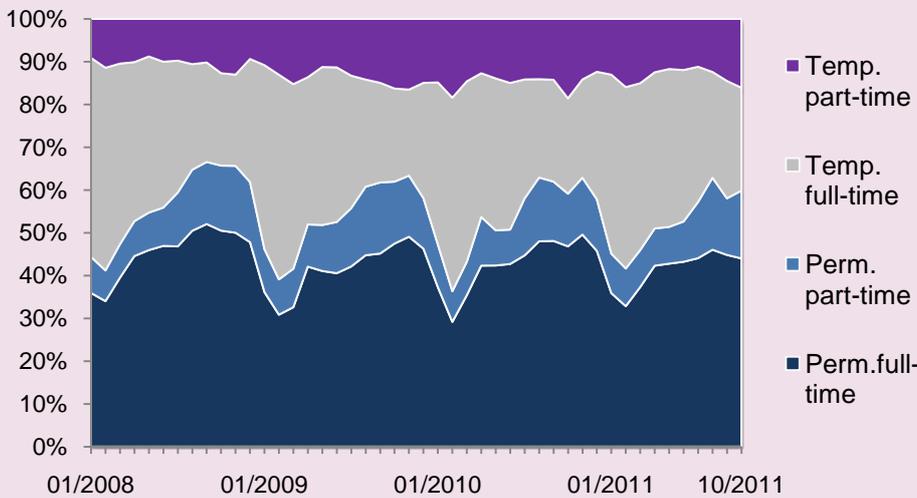
These fluctuations remain fairly constant and are due to seasonal job opportunities provided by temporary work agencies which cooperate well with the national PES. As most holidays are in the summer, there is a need for temporary workers in many fields of industry and services.

In Slovenia 'think flexible'- temporary full time jobs are the norm

In Slovenia (Chart 11), in contrast to the situation in the Czech Republic and Finland, job vacancies offering temporary full-time contracts were prevalent over the last three years. The astonishingly high rate of temporary job offers

(full- and part-time) even increased as a result of the 2008/2009 recession (and uncertainty of companies that there will be any increase in demand for their goods and services). These contracts make up around 90 per cent of all job offers on the job vacancy market as by regulation all job offers are to be registered with PES.

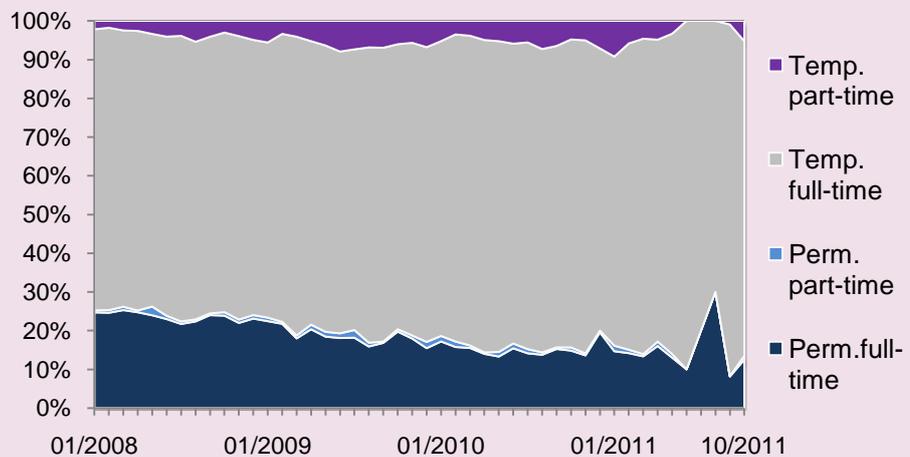
Chart 10. Vacancies posted by Finland by type of contract, monthly inflow, % of total number of vacancies



Source: EURES database

There is a long tradition of summer time temporary workers in Finland, and most of them are students. Quite a few students have an opportunity to work for the first time in their field of study while the permanent professionals are away on summer holidays. This has been a good way for students to get to know their possible permanent employers. Most of the summer time vacancies are announced at the beginning of the year, leading to the increased share of temporary job offers in the vacancy market during the summer period.

Chart 11. Vacancies posted by Slovenia by type of contract, monthly inflow, % of total number of vacancies



Source: EURES database

'Top 5' EURES vacancies

In each issue, the European Job Mobility Bulletin presents the '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 2 January 2012):

1. Finance and sales associate professionals (90,800 vacancies)
2. Electrical and electronic equipment mechanics and fitters (40,400 vacancies)
3. Modern health associate professionals (except nursing) (38,300 vacancies)
4. Administrative associate professionals (35,300 vacancies)
5. Machinery mechanics and fitters (33,800 vacancies)

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

6. Architects, engineers and related professionals (31,300 vacancies)
7. Computing professionals (31,000 vacancies)
8. Building finishers and related trades workers (28,500 vacancies)
9. Office clerks (26,800 vacancies)
10. Physical and engineering science technicians (25,600 vacancies)

Compared to the 'Top 5' EURES vacancies identified on 31st August 2011 (European Job Mobility Bulletin, Issue no.4 /October 2011), the number of highly qualified jobs on offer has significantly increased. To a great extent, this shift is caused by seasonality of labour demand.

'Shop salespersons and demonstrators', 'Personal care and related workers' as well as 'Housekeeping and restaurant service workers' lost their high positions in the EURES 'Top 10' in favour of 'Architects, engineers and related professionals', 'Computing professionals' and 'Physical and engineering science technicians'.

Although the Top 5 EURES vacancies identified for individual countries did not alter that drastically, this trend was followed by the Czech Republic, Denmark, France, Ireland, Lithuania, Luxembourg, the Netherlands, Norway and Sweden. Nevertheless the most sought after occupations in each country remained almost the same as at the end of August 2011, with the exception of Denmark and the Netherlands.

In Denmark, top job opportunities experienced a radical shift from low-skilled job offers in sales and services to skilled job offers in education. In the Netherlands the demand for construction labourers and machine operators was replaced by a higher demand for finance and engineering professionals.

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-88, 2 January 2012 (EURES portal)

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Austria	<ol style="list-style-type: none"> 1. Housekeeping and restaurant services workers (6,500) 2. Shop salespersons and demonstrators (2,000) 3. Physical and engineering science technicians (1,800) 4. Machinery mechanics and fitters (1,600) 5. Electrical and electronic equipment mechanics and fitters (1,200) 	Germany	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (29,400) 2. Electrical and electronic equipment mechanics and fitters (25,100) 3. Architects, engineers and related professionals (21,000) 4. Machinery mechanics and fitters (20,000) 5. Building finishers and related trades workers (15,800)
Belgium	<ol style="list-style-type: none"> 1. Assemblers (10,300) 2. Other machine operators and assemblers (10,300) 3. Other office clerks (5,800) 4. Secretaries and keyboard-operating clerks (5,800) 5. Administrative associate professionals (5,700) 	Denmark*	<ol style="list-style-type: none"> 1. Health professionals (except nursing) (190) 2. College, university and higher education teaching professionals (160) 3. Pre-primary education teaching associate professionals (150) 4. Housekeeping and restaurant services workers (140) 5. Other specialist managers (130)
Cyprus	<ol style="list-style-type: none"> 1. Agricultural, fishery and related labourer (280) 2. Domestic and helpers, cleaners and launderers (220) 3. Personal care and related workers (200) <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>	Greece	<ol style="list-style-type: none"> 1. Stall and market salespersons (300) 2. Housekeeping and restaurant services workers (140) 3. Office clerks (100) <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"> 1. Finance and sales associate professionals (1,100) 2. Personal care and related workers (1,000) 3. Physical and engineering science technicians (900) 4. Blacksmiths, tool-makers and related trades workers (800) 5. Business professionals (400) 	Spain	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (40) 2. Architects, engineers and related professionals (30) <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-88, 2 January 2012 (EURES portal)

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Finland*	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (1,300) 2. Housekeeping and restaurant services workers (1,000) 3. Building caretakers, window and related cleaners (650) 4. Shop salespersons and demonstrators (500) 5. Nursing and midwifery professionals (430) 	Lithuania	<ol style="list-style-type: none"> 1. Motor-vehicle drivers (80) 2. Business professionals (50) <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
France	<ol style="list-style-type: none"> 1. Production and operation department managers** (3,500) 2. Finance and sales associate professionals (3,450) 3. Housekeeping and restaurant services workers (2,700) 4. Other specialist managers (2,500) 5. Physical and engineering science technicians (2,200) 	Luxembourg	<ol style="list-style-type: none"> 1. Other specialist managers (30) 2. Computing professionals (30) <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
Ireland*	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (200) 2. Personal care and related workers (160) 3. Domestic and helpers, cleaners and launderers (100) 4. Computing professionals (70) 5. Other office clerks (70) 	The Netherlands	<ol style="list-style-type: none"> 1. Building finishers and related trades workers (2,200) 2. Physical and engineering science technicians (2,000) 3. Machinery mechanics and fitters (1,900) 4. Finance and sales associate professionals (1,850) 5. Architects, engineers and related professionals (1,400)
Italy	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (1,400) 2. Physical and engineering science technicians (1,100) 3. Architects, engineers and related professionals (650) 4. Administrative associate professionals (620) 5. Stall and market salespersons (400) 	Norway	<ol style="list-style-type: none"> 1. Physical and engineering science technicians (430) 2. Production and operation department managers** (420) 3. Nursing and midwifery associate professionals (400) 4. Stall and market salespersons (320) 5. Architects, engineers and related professionals (280)

Table 3. 'Top 5' EURES vacancies by country, ISCO-88, 2 January 2012 (EURES portal)

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Poland	<ol style="list-style-type: none"> 1. Building frame and related trades workers (2,300) 2. Metal moulders, welders, sheet-metal workers, and related trades workers (2,300) 3. Shop salespersons and demonstrators (2,200) 4. Manufacturing labourers (2,100) 5. Finance and sales associate professionals (2,100) 	Slovakia	<ol style="list-style-type: none"> 1. Personal care and related workers (300) 2. Blacksmith, tool-makers and related trades workers (130) 3. Motor-vehicle drivers (110) 4. Fashion and other models (100) 5. Health professionals (except nursing) (100)
Portugal	<ol style="list-style-type: none"> 1. Textile, garment and related trades workers (60) 2. Personal care and related workers (60) <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>	Slovenia*	<ol style="list-style-type: none"> 1. Pre-primary education teaching associate professionals (30) 2. Street vendors and related workers (30) <p><i>The 'Top 5' cannot be identified due to the insignificant numbers of job vacancies at the reference date</i></p>
Sweden*	<ol style="list-style-type: none"> 1. Computing professionals (1,800) 2. Finance and sales associate professionals (1,800) 3. Architects, engineers and related professionals (1,050) 4. Physical and engineering science technicians (1,000) 5. Administrative associate professionals (860) 	United Kingdom	<ol style="list-style-type: none"> 1. Finance and sales associate professionals (45,700) 2. Stall and market salespersons (45,000) 3. Client information clerks (40,800) 4. Shoe cleaning and other street services elementary occupations (37,300) 5. Modern health associate professionals (except nursing) (22,500) <p><i>This data should be treated with caution. Numbers are high due to trans-coding difficulties.</i></p>

Source: EURES portal (22 countries)

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

The job classifications follow ISCO conventions which are clarified on page 20.

* 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-digit 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-88 – the International Standard Classification of Occupations (approved by the ILO Governing Body in 1988) allows the set of duties and tasks performed by one person at his or her workplace to be grouped into occupational groups. A 1-digit code indicates a Major Group, which is further divided into sub-groups. Each occupation has a 4-digit code.

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](#).

NACE (is the acronym for “Nomenclature générale des Activités économiques dans les Communautés Européennes”) - the Statistical classification of economic activities in the European Communities. The Regulation establishing NACE Rev. 2 was adopted in December 2006.

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 on 1 January 2012

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