

# European Vacancy Monitor

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## Further Information

- European Job Mobility Bulletin
- EU Employment and Social Situation Quarterly Review
- Employment Package

## HIGHLIGHTS

**DEVELOPMENT OF VACANCIES:** Despite growth in job vacancies, overall recruitment demand stagnated. Job vacancies in the second quarter of 2012 amounted to roughly 1.85 million (16 countries), a marginal increase of +2.2% compared to the second quarter of 2011. Private sector job vacancies increased in only a few countries including Germany and Sweden. This was compensated for by a +8% growth in public sector vacancies, and this was even higher in the UK. The inflow of PES vacancies remained roughly stable in the first half of 2012, but the number of Randstad vacancies for temporary agency workers fell by 27% (5 countries) in the second half of 2012.

*Read more on page 3*

**HIRINGS AND JOB PROSPECTS FOR UNEMPLOYED:** A 4% decline in overall hirings points to stagnating recruitment and poorer job prospects for the unemployed. The unemployed-to-hirings ratio increased to 2.3 in the second quarter of 2012, compared to 2.0 in the same quarter of 2011. Besides the decrease in hirings, an increasing unemployment rate from 9.4% to 10.4% contributed to the slightly higher ratio. However, the ratio was much higher than in the second quarter of 2008 in almost all EU countries. Job opportunities per unemployed differed strongly between Northern countries, where ratios remained stable and relatively low, and Southern Member States where high ratios (3.3 and higher) pointed to strong competition for jobs among unemployed jobseekers.

*Read more on page 7*

**OCCUPATIONAL DEMAND:** Increased demand for education, health care and business and administration professionals; continued decline in recruitment into low to medium-skilled jobs. The combination of fewer job hirings and negative or stagnating employment growth was evident for many lower-skilled occupations in the second quarter of 2012. However, a combined growth in employment (+2.4%) and hirings (+4.8%) was observed for professionals, in particular in the areas of administration, teaching, business and health care, as well as engineering technicians and professionals. The PES vacancy inflow remained highest in volume terms for low-skilled jobs, but the top 25 growth occupations included 14 high-skilled occupations

(within professionals and associate professionals).

*Read more on page 9*

**SPECIAL FOCUS: TEMPORARY AND PERMANENT HIRINGS:** Over 50% of hirings were on a temporary basis across most main occupational groups, except managers. While higher-skilled workers were more often recruited with a permanent contract, the situation differed between occupations and countries. In countries acknowledged for their flexible labour markets, such as the United Kingdom, Denmark and Estonia, employers are more likely to recruit permanent workers because of the relative ease of dismissal should this be necessary. Managers, engineers and certain other professionals were mostly hired on permanent contracts. Temporary hirings remained most common for agricultural jobs (75%) and elementary jobs (71%), but also for teaching staff. Even if a permanent contract is intended to be given after a probationary period, the data suggests that newly recruited teachers have relatively low job security.

*Read more on page 19*

- TOP 25 growth in hirings per country on page 24
- TOP 5 growth PES inflow per country on page 31
- TOP 5 in the EURES Job Mobility Portal on page 32

## TOP 5 growth employment

- Administration professionals
- Administrative and specialised secretaries
- University and higher education teachers
- Personal care workers in health services
- Business service and administration managers

## TOP 5 growth hirings

- Waiters and bartenders
- Agricultural, forestry and fishery labourers
- Personal care workers in health services
- Administration professionals
- Shop salespersons

## PES TOP 5 growth occupations (vacancy inflow)

- Stall and market salespersons
- Protective service workers
- Business professionals
- Street vendors and related workers
- Business services and trade brokers

# INTRODUCTION

As part of its Europe 2020 flagship initiative 'An Agenda for New Skills and Jobs', in 2010 the European Commission (EC) launched the 'Monitoring Labour Market Developments in Europe' project. The objective of this project is to increase labour market transparency for all stakeholders who need information about recent developments on the demand side of the labour market, such as decision-makers in the fields of education and employment, public and private employment services including EURES advisers, education and training providers, career guidance services, and policy and labour market analysts.

The European Vacancy Monitor is a component of the European Commission's endeavour to develop a labour market monitoring system focusing on changes in the demand for skills including contractual arrangements, sector demand, occupational demand, growing occupations, hard-to-fill vacancies (bottleneck occupations) and skills requirements. Monitoring the activities of different recruitment agencies is important because they are at the interface of labour demand and supply, matching vacancies with suitable jobseekers in particular segments of the labour market. Results of the analysis are disseminated on a quarterly basis.

Other initiatives within this project include a second quarterly bulletin, the 'European Job Mobility Bulletin', and a biennial report, the 'European Vacancy and Recruitment Report' (EVRR).<sup>1</sup> Together with other relevant studies, labour market data and analyses, these form part of the European Commission's «Skills Panorama» launched in December 2012.

## THE EUROPEAN VACANCY MONITOR (EVM)

The key sources of information for the EVM include European and national sources: the Labour Force Survey (data of recent job hirings for 27 countries) including a breakdown by sector, occupation, educational level and educational fields, as well as the relationship of unemployment to job hirings (a measurement of the tightness of the labour market), the Job Vacancy Statistics (vacancy data for 20 countries) including by sector, PES data for job vacancy inflow and registered unemployed (19 countries), data from a Temporary Work Agency (TWA) (5 countries) and Eurociett, the European Confederation of Private Employment Agencies.

EVM provides regular updates on developments in the following aspects of labour demand:

- Numbers of job vacancies and of job hirings (quarterly)
- Inflow of newly registered vacancies with PES, also by occupational group (quarterly)
- Recruitment demand in TWAs (quarterly)
- Relationship between recruitment demand and supply (quarterly)
- Occupational demand (quarterly)
- Educational level (quarterly)
- Educational field (annually)
- Job vacancies by economic sector (annually)
- Hard-to-fill ("bottleneck") vacancies (annually)

## THE EUROPEAN JOB MOBILITY BULLETIN (EJMB)

The main sources of data analysis for the European Job Mobility Bulletin are:

- Job vacancies uploaded by the PES to the European Job Mobility portal (EURES portal),
- The EURES database including a breakdown by sectors, occupations and skills.

## THE EUROPEAN VACANCY AND RECRUITMENT REPORT (EVRR)

The biennial report is based upon the data analysis for the European Vacancy Monitor and further national labour market information and studies. In addition to the topics presented in the European Vacancy Monitor, the report focuses on the identification of 'top-growth occupations' with most recent recruits and of 'top bottleneck occupations' in Europe for which employers experience difficulties in filling their vacancies. It also provides an analysis of the development of market shares of recruitment agencies, in particular of PES and of TWAs.

In this issue, EVM No. 8, the analysis has been deepened by introducing:

- Charts showing the combined comparisons of 2012 with 2011 and with 2008. Since data for the EVM have now been collected for a longer period, a combined comparison of short-term and medium-term developments is now possible.
- The Top 25 growth occupations in employment. While the focus of the EVM is on vacancies and hirings, occupations with employment growth are nevertheless relevant since they indicate new job opportunities, whereas a large part of hirings are to replace workers who quit for another job.
- Due to the change from the ISCO-88 to the ISCO-08 classification of occupations in 2011, it was not possible to compare demand by detailed occupations between 2011 and 2010 to identify top growth occupations. As it is now possible to compare detailed occupational data of 2012 with 2011, both according to ISCO-08, top growth occupations are identified again;
- Employment data are systematically integrated in the analysis of occupations (3-digit level);
- Taking up the approach developed in the EVRR, the analysis of ISCO skills levels identifies developments for high-skilled, skilled non-manual and manual work as well as for elementary occupations.

The analysis of the demand for occupations is based on the International Standard Classification of Occupations (ISCO-08 for job hirings and ISCO-88 for PES data). To allow for international comparisons where necessary, some PES data on occupations have been harmonised with ISCO. The analysis of demand by educational level and field is based on the International Standard Classification of Education (ISCED).

# Part 1

## VACANCIES AND hirings

### 1.1 TRENDS IN VACANCIES

#### Return to modest growth in job vacancies

Between the second quarters of 2011 and 2012, the number of job vacancies increased, with modest positive growth. This effectively reversed the decline in job vacancies in the first quarter of 2012, although both the long-term trend and the overall economic conditions suggested that no lasting recovery in job vacancies was likely. The recent growth in overall job vacancies was largely driven by a higher than usual upturn in public sector job vacancies, while private sector job vacancies grew only hesitantly. Nevertheless, in the longer term, the private sector has driven the overall developments that led to a short-lived recovery in the second half of 2010, responding to improved economic conditions, but followed by a renewed slowdown afterwards.

#### Job vacancies (Eurostat Job Vacancy Statistics)

Job vacancies refer to vacant paid posts (i.e. for employees), exclusive of internal vacancies (see Annex A3 for a full definition). Their number is measured by taking stock of the open vacancies at a certain moment of time. Chart 1 compares year-on-year changes between identical seasons, for example the figure for the second quarter of 2012 measures the change compared to the second quarter of 2011.

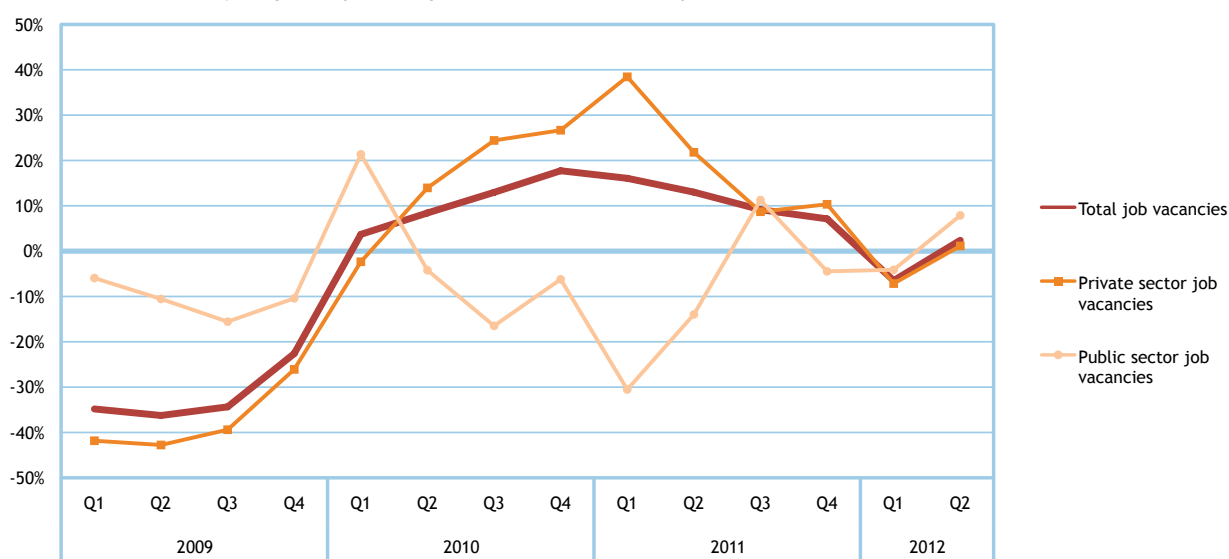
The growth in job vacancies for the average of 16 countries returned to positive in the second quarter of 2012, at +2.4% compared to same period in 2011 (Chart 1). This was an improvement on the situation in the first quarter of 2012 (EVM7) when there was a fall of -6% in the number of job vacancies. However, this quite modest increase, coupled with a slight decrease of -0.2% in employment for the EU27<sup>2</sup>

suggests that there will be little significant job creation in the subsequent quarters, a prospect confirmed by the prevailing low level of business confidence<sup>3</sup>. The -0.3% decline in GDP for the EU27 between the second quarters of 2011 and 2012 also points to little or no economic growth with the inevitable knock-on effect on the labour market. Finally, the medium-term trend of job vacancies also confirmed that there was no sign of recovery, since the stock of vacancies in the second quarter of 2012 was still nearly 20% lower than in the same period in 2008.

Movements in the number of job vacancies in the private sector tend to be driven by changes in economic activity, often with a time lag. Vacancy developments in the public sector often lag behind those in the private sector, which may have their cause in declining tax revenues after a decline in the private sector. Nevertheless, in the shorter term, public sector vacancies improved significantly between the second quarters of 2011 and 2012, growing by +8%, indicating increasing need to recruit despite stable employment according to National Account data. As such, they contributed to the aggregate upturn in job vacancies, outstripping the modest +1.1% growth in private sector vacancies. Although this represented an improvement on the large year-on-year fall observed in the first quarter of 2012<sup>4</sup>, it cannot be taken as an indication of actual recovery in the private sector.

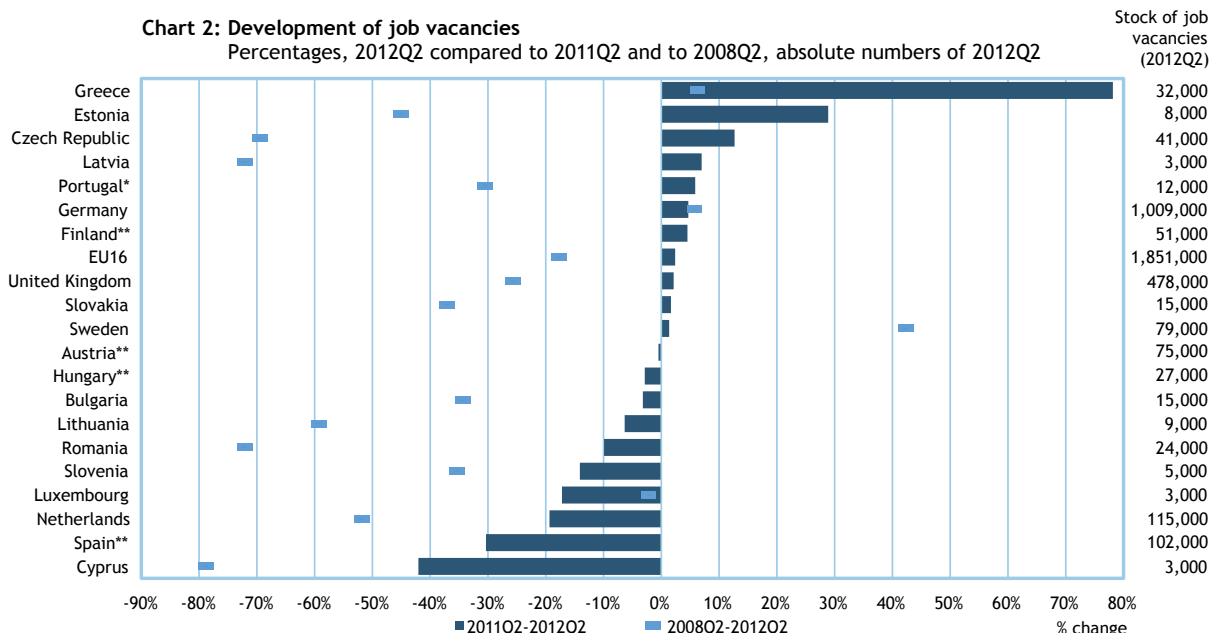
In contrast to the short-term trend, between the second quarters of 2008 and 2012 the private sector rather than the public sector drove the aggregate trend, turning positive at the beginning of 2010 and lasting until the end of 2011. Annual changes in job vacancies in the public sector saw only a brief period of recovery towards the end of 2009, before

**Chart 1: Development of job vacancies (total, private, and public sector)**  
Year-on-year growth percentages, 2009Q1 - 2012Q2 (compared to 2008Q1 - 2011Q2)



Source: Eurostat, LFS and Job Vacancy Statistics (16 countries) - own calculations. Countries included in the EU16 total: Bulgaria, the Czech Republic, Germany, Estonia, Greece, Cyprus, Latvia, Lithuania, Luxembourg, the Netherlands, Portugal (Portugal exclusive public administration), Romania, Slovenia, Slovakia (2011Q2 value of Slovakia estimated), Sweden, the United Kingdom. A job vacancy is defined as a paid post that is newly created, unoccupied, or about to become vacant. Here, the public sector is defined as the total of four NACE sectors: 1. public administration, 2. education, 3. human health and 4. arts and other services. Due to data limitations, the private sector here is defined as the rest of the economy exclusive agriculture. Agriculture is not in the total either.

Number of job vacancies in 2012Q2 (EU16, in thousands): total: 1,851; in private sector: 1,481; in public sector: 370.



Source: Eurostat, Job Vacancy Statistics (20 countries) - own calculations. Countries included in the EU16 total: Bulgaria, the Czech Republic, Germany, Estonia, Greece, Cyprus, Latvia, Lithuania, Luxembourg, the Netherlands, Portugal, Romania, Slovenia, Sweden, Slovakia, the United Kingdom. A job vacancy is defined as a paid post that is newly created, unoccupied, or about to become vacant.  
\* For Portugal public administration is excluded due to missing 2011Q2 data.  
\*\* Changes for Austria, Finland, Hungary and Spain are only shown for 2011Q2-2012Q2, due to missing values for 2008Q2. The EU16 total for 2011Q2-2012Q2 does not include these four countries.  
Total number of job vacancies (EU16, in thousands): in 2008Q2: 2,314; in 2011Q2: 1,807; in 2012Q2: 1,851.

decreasing sharply as public sector austerity measures began to have an effect on jobs.

### Growth in Estonia, Greece marked volatility, continued decline in Cyprus, the Netherlands

Changes in the stock of job vacancies for the second quarter of 2012 varied between countries, with the largest increases compared to the same period in 2011 in Greece and Estonia (Chart 2). However, a comparison with EVM6 and EVM7 shows that in these two countries the number of vacancies is quite volatile and while their recent growth is encouraging, it is not necessarily indicative of a longer-term recovery. In contrast, seven countries recorded considerable losses (less than -5%) in the number of job vacancies, including Cyprus and Spain as the worst affected, but also including Luxembourg, the Netherlands and Slovenia. However, compared to these varying short-term developments, only three out of 16 countries (Germany, Greece and Sweden) recorded increases since the second quarter of 2008. At EU level the decline of nearly 20% in job vacancies confirmed that the number of job vacancies has not yet recovered to pre-crisis levels.

Between the second quarters of 2011 and 2012, national trends in job vacancies in the EU20 can be grouped as follows:

- Growth : the Czech Republic, Estonia, Finland, Germany, Greece, Latvia, Portugal;  
(≥ +5%)
- Relatively stable : Austria, Bulgaria, Hungary, Slovakia, Sweden, the United Kingdom;  
(≥ -5% and < +5%)
- Decline : Cyprus, Lithuania, Luxembourg, the Netherlands, Slovenia, Spain, Romania.  
(< -5%)

Among the seven countries with a short-term increase in the number of job vacancies, only Germany and Greece also recorded increases compared to 2008. In Germany recruitment demand

recovered the fastest and had already reached the 2008 vacancy levels (and hiring levels) in the last quarter of 2010. In the second quarter of 2012, Germany balanced a decline of job vacancies in some sectors, with growth in a number of other sectors with a strong demand for high-skilled workers in areas such as ICT, finance and professional services. Demand in the construction sector was also strong in Germany. By contrast, in Greece the trade and tourism sectors were the main drivers behind recent recovery, though much of this is likely to be from seasonal demand.

In the middle group of six countries with more or less stable job vacancies, Sweden also recorded an increase in the long-term, and in Austria job vacancies reached the same level as in the second quarter 2008. For countries such as the Czech Republic, Latvia and the United Kingdom, there was positive or stable short-term growth in job vacancies but still below the 2008 levels. However, the second quarter of 2012 may be an indication of some recovery in job vacancies in professional and administrative services in the Czech Republic, in the trade sector in Latvia and in education and health in the United Kingdom, though the diversity in this recovery, both between countries and between economic sectors, makes it difficult to identify the best prospects for recovery.

In contrast, the group of countries that registered a short-term decline in job vacancies were mostly newer Member States and this is consistent with the findings of previous issues of the EVM. These countries continue to be seriously affected by the economic downturn in terms of recruitment demand and this is partly due to their relatively important manufacturing sectors. Short-term falls in vacancies between the second quarters of 2012 and 2011 in Cyprus, Lithuania, Romania and Slovenia confirm continuation of the trend, to which can be added Spain which also saw a sharp fall in job vacancies of one-third. In addition, in the second quarter of 2012 vacancies across this group of countries were -30% or less as compared to the second quarter of 2008, with Cyprus and Romania recording aggregate falls of over -70%.

While Greece and Estonia recorded the largest short-term improvements in job vacancies (+78% and +29% respectively), it may not be indicative of economic recovery since over the four-year period, the stock of job vacancies in both countries has been extremely volatile when compared to previous issues of the EVM.

At the same time, the trend of job vacancy growth in the Netherlands of -54% in the medium-term, coupled with a short-term loss of -19%, points to a persistent fall in demand, which was visible in all sectors of the Netherlands economy. For example, In April 2012, it was reported that nowhere in Europe did consumer confidence fall as much as in the Netherlands.<sup>5</sup>

### PES inflow recovered in the Czech Republic and the United Kingdom, but fell back in Hungary and Spain

Taking the average of 19 countries, the inflow of job vacancies to PES was more or less stable over the 12 months from the second quarter of 2011, increasing by just +4% (Chart 3). However, this average masks strong differences between countries, explained not only by developments in actual recruitment demand, but possibly also by changing notifications of job vacancies to the PES (EVRR, Chapter 5). The PES inflow increased significantly in five countries, but only in the United Kingdom and to a lesser extent the Czech Republic, was this in line with overall recruitment development. On the other hand, countries such as Finland and Romania saw their PES vacancies inflows decrease by over -10%, and both Hungary and Spain remained volatile, with falls of over one third in both, despite high positive growth seen in the previous quarter of 2012 (EVM7).

### PES inflow (data from national PES)

The inflow of PES vacancies is the number of newly registered job vacancies in a certain period of time. The inflow of registered job vacancies depends not only on the demand for labour, but also on the extent to which employers notify their job vacancies to the PES.

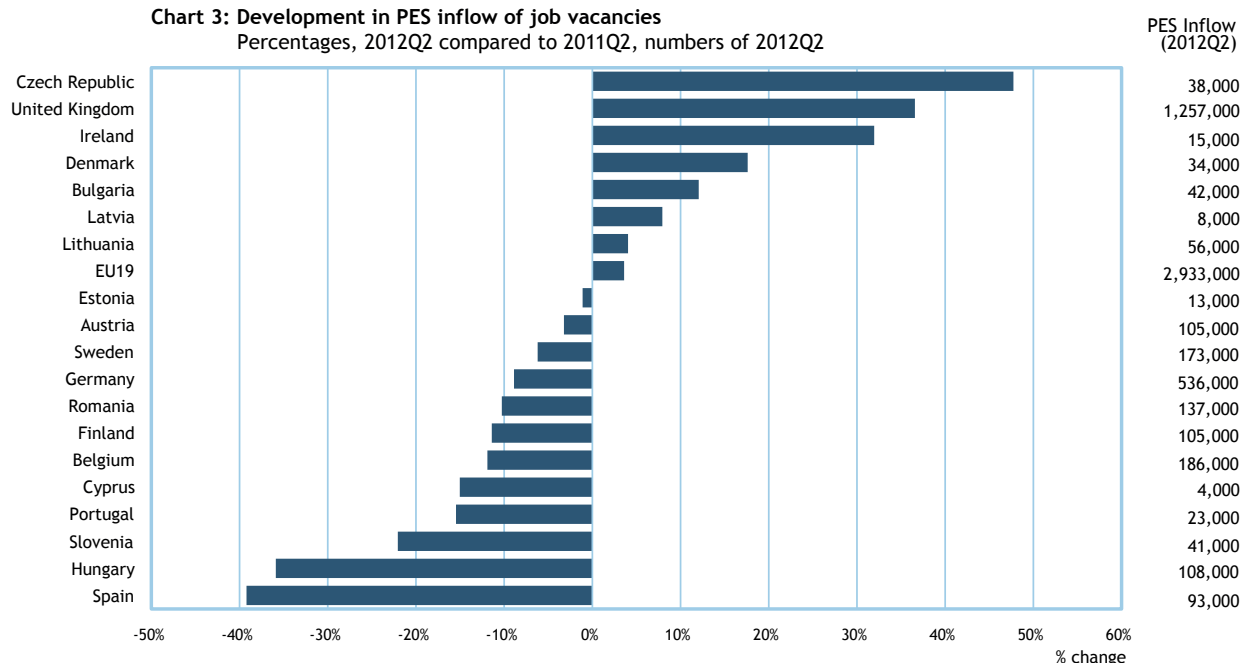
Over the 12 months from the second quarter of 2011, the positive trend in the annual growth in PES vacancies seen for the first quarter of 2012 continued, leading to a +4% increase for the EU18 (see EVM7). Nevertheless, the magnitude of year-on-year growth was reducing and the following countries can be grouped in terms of the changes in PES vacancies between the second quarters of 2011 and 2012:

- Growth : (≥ +10%) Bulgaria, Czech Republic, Denmark, Ireland, the United Kingdom;
- Relatively stable : (≥ -10% and < +10%) Austria, Estonia, Germany, Latvia, Lithuania, Sweden;
- Decline : (< -10%) Belgium, Cyprus, Finland, Hungary, Portugal, Romania, Slovenia, Spain.

Only five countries showed growth in the inflow of vacancies notified to PES including Denmark and the United Kingdom, two countries generally recognised for their comparatively flexible labour markets. However, in the United Kingdom the increase in the total number of job vacancies was due to more public sector notifications and so may not be attributable to labour market flexibility factors.

Of the countries with decreases in the inflow of job vacancies to PES between the second quarters of 2011 and 2012, the decline was greatest in Spain followed by Hungary, both recording drops of over one third. Considering that both

**Chart 3: Development in PES inflow of job vacancies**  
Percentages, 2012Q2 compared to 2011Q2, numbers of 2012Q2



Source: PES - own calculations (19 countries). Austria, Belgium, Bulgaria, Cyprus, the Czech Republic, Germany, Denmark, Estonia, Spain, Finland, Hungary, Ireland, Lithuania, Latvia, Portugal, Romania, Sweden, Slovenia and the United Kingdom.  
PES Inflow refers to new job vacancies which have been registered in a certain quarter.  
Total PES inflow (EU19, in thousands): in 2011Q2: 2,831; in 2012Q2: 2,933.



countries recorded the strongest increases in the preceding quarter, this tends to reflect the volatility of PES inflow in both countries. In Hungary this is largely due to a high share of supported job vacancies, primarily for elementary occupations (64% in the second quarter of 2012) and in Spain it was due to a combination of falls in the demand for seasonal jobs in agriculture and construction, accompanied by a drop in teaching and social work related jobs. For other countries in this group such as the Netherlands and Romania, the decrease in PES vacancies are more likely to reflect a general decline in recruitment demand, as evidenced by the total number of vacancies (Chart 2).

### Temporary agency work: 2012 ended with decline

The demand for temporary workers tends to fluctuate in line with the economic cycle and the total vacancy market. In the Netherlands and the UK, the Randstad numbers of temporary agency work vacancies has never recovered the 2008 levels (Chart 4). On the other hand, in France and Germany the number of temporary agency work vacancies displayed ever higher summer peaks over 2009-2012. In Spain, the volatility of temporary agency work vacancies confirms the uncertainty in the Spanish labour market also evident in the PES inflow. However, despite these divergent developments, all five countries ended 2012 with a downward development in the last two quarters.

Averaged over the second quarter months of each year, the Randstad vacancies were slightly higher in 2012 compared to 2011 in France and Germany, slightly lower in the UK and

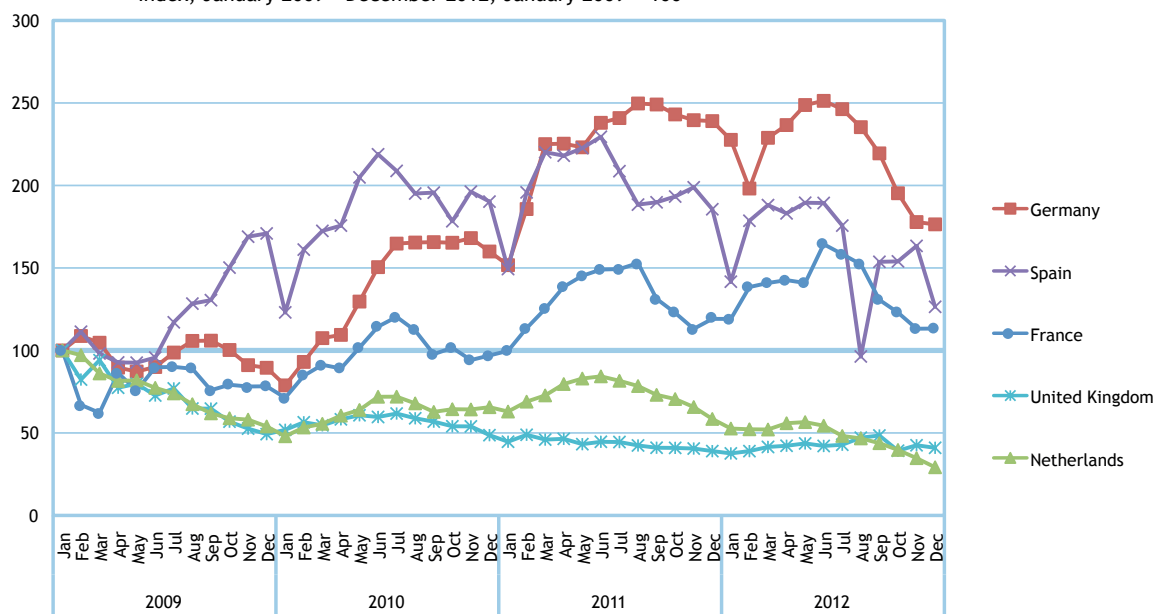
substantially lower in Spain and the Netherlands. However, from the summer of 2012, the Randstad vacancies declined in all five countries, confirming the flash estimates of declining GDP in the second half of 2012<sup>6</sup>.

The Randstad vacancies have the advantage of being very up to date, though they cover only part of the total temporary work agency market. However, the total temporary work agency market is covered in the annual economic reports of CIETT<sup>7</sup>, in the form of "penetration rates", which express the volume of temporary agency work as a percentage of the total number of workers. This shows that for the EU27, temporary agency work volumes recovered marginally in 2010 except in a few countries including France and Germany, both of which have slightly above EU average penetration rates. In 2011 and temporary agency work volumes increased more substantially throughout Europe.

According to preliminary 2011 CIETT figures, penetration rates in Europe were highest in the Netherlands and the UK and stable over time, at 2.6% and 3.6% respectively. Since the total number of agency workers remained roughly stable in both countries (at the highest levels in Europe) the Randstad vacancies fell, suggesting that competition is fiercest in countries with the highest volumes in the total vacancy market, attracting new temporary work agencies to take a share of the market at the cost of incumbents.

In contrast, the penetration rate in Spain is among the lowest in Europe, at 0.5% in 2011. This particularly stands out because 90% of the hires in Spain were on temporary contracts (see the special section in this bulletin) and tends to indicate that other forms of temporary contracts are generally used in Spain.

**Chart 4: Development of job vacancies in temporary work agencies (Randstad)**  
Index, January 2009 - December 2012, January 2009 = 100



Source: Randstad (5 countries). The index is based on the number of open vacancies published by the subsidiaries of the Randstad Group on the internet. Randstad only publishes job vacancies that cannot be filled directly from the available pool of candidates. The figures are based on daily measurements of the number of open job vacancies.

Number of Randstad vacancies December 2012: France: 6,667; Germany: 7,205; the Netherlands: 3,029; Spain: 904; the United Kingdom: 7,542.

## 1.2 TRENDS IN HIRINGS

### Decrease in hirings in most countries

In the second quarter of 2012, the number of hirings decreased by -4% compared to the same quarter of 2011 (Chart 5). There were substantial falls in the number of persons hired especially in the Baltic countries, Greece and Spain. In contrast, there were short-term increases in Bulgaria, Cyprus, Malta and the United Kingdom. Over the longer period, the majority of Member States still had considerably fewer job hirings in the second quarter of 2012 as compared to the same period in 2008, while only five countries (including the Czech Republic and Hungary) saw an increase in job hirings. Those countries most affected by the crisis tended to show the biggest falls in job hirings over the medium term with, for example, Greece and Spain both falling by over one third.

#### Job hirings (Eurostat Labour Force Survey - LFS)

Job hirings refer to employees in a 'reference week' who had started working for the employer at the most three months earlier – this excludes contract renewals. For a person who started multiple jobs within the same quarter, only the last hire is counted. Statistical offices often define such persons as job-finders according to different national definitions. Eurostat uses the neutral term «time since job started». Job hirings reflect completed recruitment even if no formal vacancies had been posted.

The -4% aggregate drop in job hirings between the second quarters of 2011 and 2012 was the same in magnitude as the year-on-year change observed in the previous quarter (EVM7). Thus in the short run, the recruitment outlook continued to be weak, despite the small recovery in the growth of job vacancies. The discrepancy between changes in job hirings and job vacancies reflects the time it takes to fill vacancies, or a more hesitant approach of employers to actually take action to fill them. Over the medium-term, in the second quarter of

2012 the volume of job hirings was still -11% lower than in the same period in 2008. Nevertheless, this was a significantly more favourable outcome than the aggregate medium-term loss for the first quarter of 2012, which had been of double that size (see EVM7).

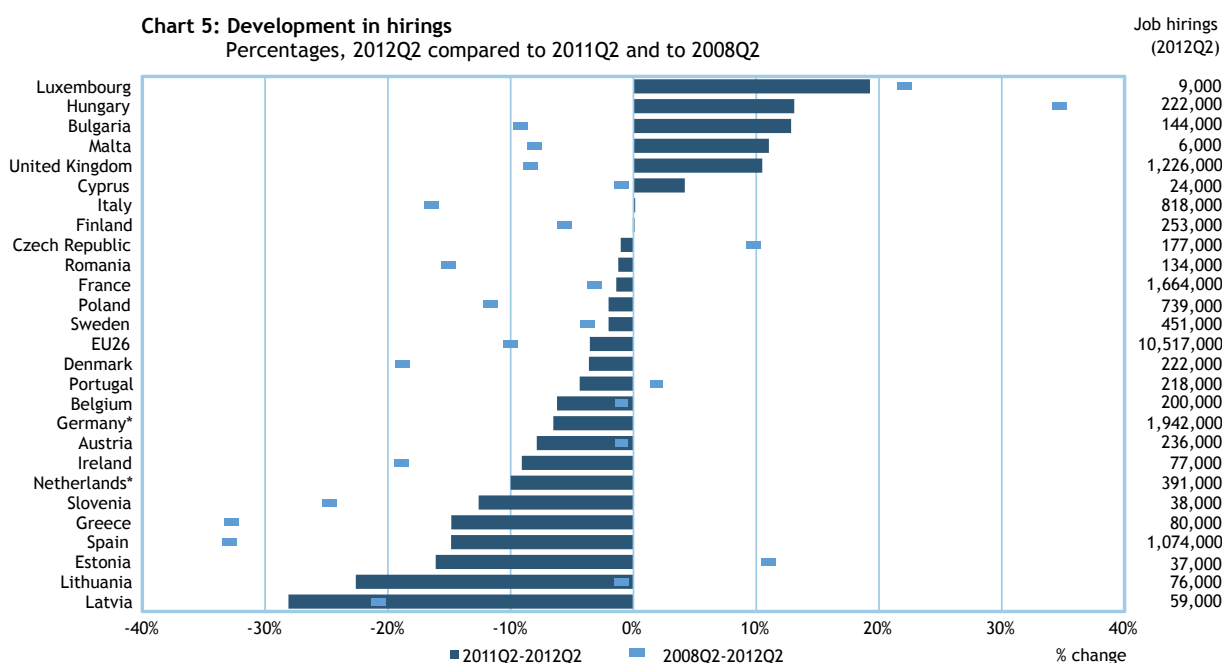
At the country level, short-term growth in job hirings was distributed as follows (EU26):

- Growth : (≥ +5%) Bulgaria, Hungary, Luxembourg, Malta, the United Kingdom;
- Relatively stable : (≥ -5% and < +5%) Belgium, Cyprus, the Czech Republic, Denmark, Finland, France, Italy, Portugal, Romania, Sweden;
- Decline : (< -5%) Austria, Estonia, Germany, Greece, Ireland, Latvia, Lithuania, the Netherlands, Slovenia, Spain.

Five countries recorded positive growth in the 10-20 per cent range in job hirings over the short term. However, of the five, only Hungary and Luxembourg showed a similar improvement in the medium term. In Hungary the increase was particularly strong for garden and horticulture labourers; in Luxembourg hirings picked up for finance and administration professionals. The recent improvements in Bulgaria, Malta and the United Kingdom suggest a reversal of the negative medium-term trend, since the recent increases of slightly over 10% are of similar magnitude to the medium-term decreases of nearly -10% in all three countries.

Finally, the group with the highest number of countries was that showing a recent significant fall in the number of job hirings. Except in the three Baltic countries, this short-term development continued a longer downward trend. In Estonia the number of job hirings was higher still compared to the

**Chart 5: Development in hirings**  
Percentages, 2012Q2 compared to 2011Q2 and to 2008Q2



Source: LFS - own calculations (26 countries). Slovakia is excluded due to missing job start data for 2011Q2. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier.  
\* For the Netherlands and Germany no comparison is made with 2008Q2 because the number of LFS non-responses in 2008-2010 job start data, is very high and compromises the calculation of the percentage change.  
Absolute numbers of job hirings (EU26, in thousands): in 2008Q2: 11,819; in 2011Q2: 10,904; in 2012Q2: 10,517.

second quarter of 2008. The combination of high job vacancy growth in Greece (Chart 2) and a strong decline in the number of hirings again confirms the volatility of recruitment demand in Greece as well as Estonia.

## Diverging job prospects for unemployed between north and south of Europe

For the EU27, slightly over two people were unemployed for every person hired in the second quarter of 2012 and for most countries the ratio was much higher than in the second quarter of 2008. A north-south divide was evident in job prospects. Those countries most affected by the crisis such as Greece, Ireland, Portugal and Spain continued to have the highest and even increasing ratios in the second quarter of 2012. By contrast, in the north-western part of Europe the ratios remained stable at low levels. In a longer-term perspective, there were more unemployed for every person hired compared to 2008 in almost all countries with the exceptions of Germany and Luxembourg.

### Ratio unemployed to job hirings (both LFS)

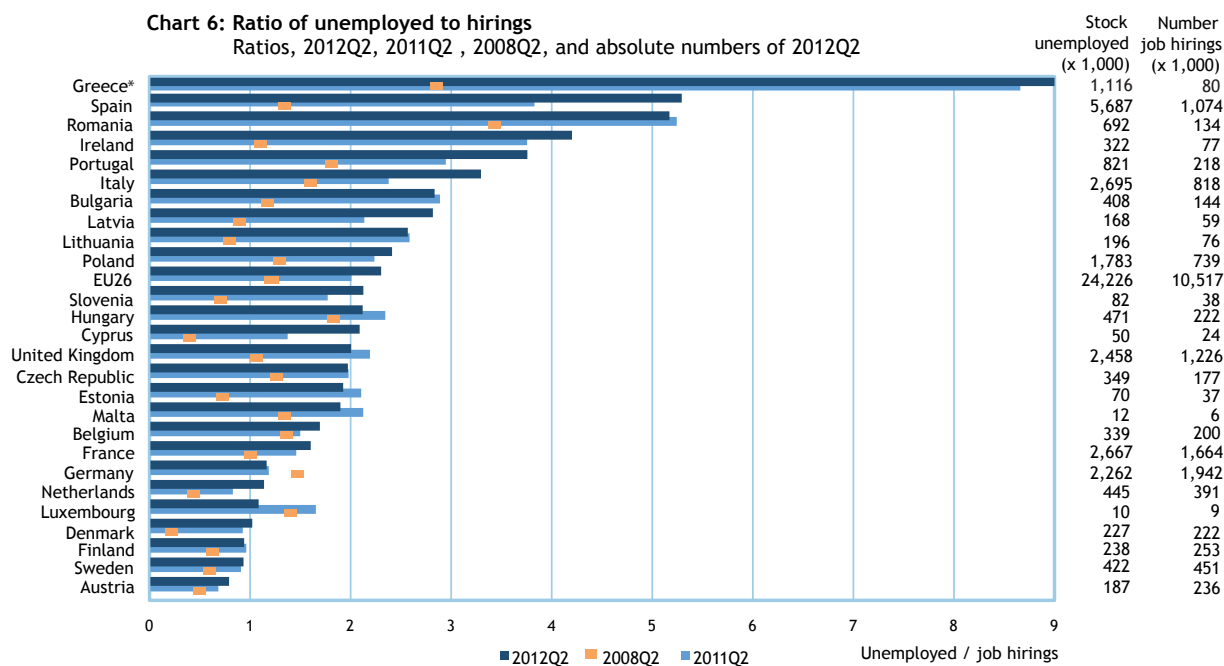
The ratio of unemployed to job hirings indicates the relative ease of hiring, or the relative competition for jobs among unemployed. An increase in the ratio can be due to increasing unemployment, decreasing job hirings or both. Differences in the ratio between countries may reflect not only differences in shortages or surpluses, but also differences in job search requirements (affecting the number of unemployed) and labour market flexibility (affecting the number of job hirings). Because part of the persons hired into a job were not unemployed but had a previous job, unemployment can persist even if the ratio of unemployed to job hirings is less than one.

Based on 26 Member States, on average in the second quarter of 2012, 2.3 persons were unemployed for every persons recruited into a job (Chart 6). This marked a small deterioration from the situation in the second quarter of 2011, and the underlying data show that both the -4% reduction in hirings and an increase in unemployment drove this development. Looking further back, in the second quarter of 2008, the ratio was much lower, with only 1.3 unemployed for every person hired.

At the country level, there was an obvious divide between northern and southern countries. Nine out of the ten Member States with less than two unemployed per person hired in the second quarter of 2012 are in the north or central area of Europe, with Austria, Denmark, Finland, and Sweden all having one or less unemployed for every person hired. Also, most countries in this group had a slightly improved ratio compared to the second quarter of 2011, even though they still have not recovered to the levels found in the same period in 2008.

In contrast, in the second quarter of 2012 more than three persons were unemployed per a person recruited into a job in the Southern and Mediterranean countries of Greece, Italy, Portugal, Romania and Spain. Ireland was the only northern country that also belonged to this group, but in all cases it was the continuing shortfall in labour demand causing the problem. Apart from Romania, in all countries of this group there was no recovery in the ratio when compared to the second quarter of 2011.

Overall, therefore, with the possible exception of Germany there was no clear sign in the data of countries or sectors of emerging recovery.



Source: Eurostat, LFS - own calculations (26 countries). Slovakia is excluded due to missing values for 2011Q2.

\*2012Q2 ratio for Greece: 14.7.

Stock of unemployed: unadjusted, age 15-65. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier.

Stock unemployed (EU26, in thousands): in 2008Q2: 15,781; in 2011Q2: 21,901; in 2012Q2: 24,226; for job hirings see Chart 5.



## Part 2 OCCUPATIONS

### 2.1 RECRUITMENT DEMAND FOR OCCUPATIONS

#### Stable growth for professionals, recovery for managers and service and sales workers

Between the second quarters of 2011 and 2012, job hirings increased in the higher-skilled occupational groups such as '*professionals*', in particular professionals in administration, education and health care. Hirings decreased for medium- and low-skilled occupations, in particular for the numerically large '*elementary*' and '*craft and related trade workers*' occupations. For agricultural workers, craft workers and operators, recent developments confirm the declining trend since 2008. However, this does not necessarily suggest that all the higher skilled occupations fared better than less skilled ones, since among the nine major occupational groups '*legislators, senior officials and managers*' and '*technicians and associate professionals*' decreased the most since 2008. For both latter groups, hiring volumes are very volatile, as concluded in EVM6 and EVM7 as well.

Those occupations with negative year-on-year growth in job hirings in the first quarter of 2012 (EVM7) continued in the second quarter, in line with the overall decrease in the number of job hirings. The biggest falls in hirings were observed for '*craft and related trade workers*' (-10%) and '*plant and machine operators and assemblers*' (-6%). Coupled with the recent decline of job hirings in '*elementary occupations*' (-5%), this confirmed that the effects of lower recruitment demand fell mostly on the lower-skilled occupations. In fact, the renewed decline in persons hired for elementary and lower-skilled jobs started in the first quarter of 2012, affected in particular by reduced recruitment demand in the manufacturing and construction sectors (see EVM 7).

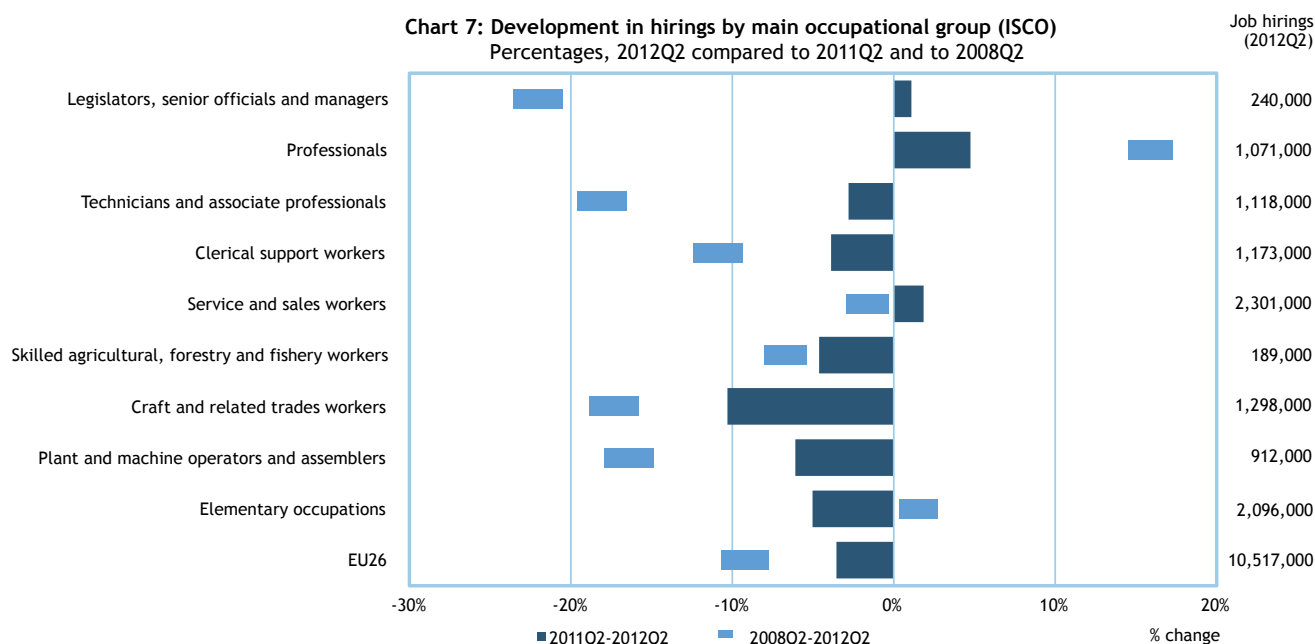
This trend is underlined by particularly large decreases in job hirings for certain occupations such as '*textile, fur and leather products machine operators*' (part of the '*plant machine operators and assemblers*' ISCO group).

However, short-term losses in job hirings in '*technicians and associate professionals*' (which still saw positive year-on-year growth in the first quarter of 2012) suggests that the decline in job hirings started to spread to some higher-skilled occupations. In addition, this was one of the groups that recovered least in the number of job hirings as compared to four years earlier.

Despite the decline in job hirings for most occupational groups, the '*professionals*' category not only exhibited positive growth in job hirings for a second quarter in a row, but it was also the only one to have improved substantially in volume between the second quarters of 2008 and 2012. Thus, the recruitment of professionals continued to be little affected by the general negative trend. In contrast, the positive +2% year-on-year growth in the most numerous occupational group of '*service and sales workers*' could be partially explained by the high job turnover for many occupations in this group. However, it should be noted that this category includes so called '*white-coat*' occupations in the area of health care, which has experienced growing demand (as discussed further below).

For the period between the second quarters of 2011 and 2012, the main drivers of the downwards movements in job hirings in the EU26 were Germany and Spain, while hirings in other large countries such as France and the United Kingdom remained fairly stable. The labour market in Spain remained

**Chart 7: Development in hirings by main occupational group (ISCO)**  
Percentages, 2012Q2 compared to 2011Q2 and to 2008Q2



Source: LFS data by ISCO 1 digit level - own calculations (25 countries, 26 for total). Slovakia is excluded due to missing job start data for 2011Q2. Ireland is included in the total but not in the breakdown by main occupational group due to partial non-response on ISCO for 2011Q2. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. Total is inclusive Ireland, armed forces and non-response (together 118,000). From 2011, the ISCO-08 classification is used in the LFS, in 2008 the ISCO-88 classification was used.

problematic, with fewer people finding a job in 'technicians and associate professionals' (-4.5%), 'service and sales workers' (-3.2%) and, most significantly in 'elementary occupations' (-10.5%). For Germany the coding of occupations into ISCO-08 was changed in 2012, rendering a comparison impossible for detailed occupations, but the impact at the level of main occupational groups seems limited. Bearing this in mind, Germany contributed strongly to the overall trend with -15% fewer hirings in 'legislators, senior officials and managers', a large fall in 'elementary occupations' (-18%), all offset to some extent by an increase of +6% in 'professionals', confirming the increased number of vacancies in ICT, finance and professional services noted earlier (page 4).

## Increasing employment in high-skilled administration, teaching and health care jobs...

An analysis of employment growth shows in which occupations increasing numbers of workers are needed. Those occupations showing most employment growth between the second quarters of 2011 and 2012 were dominated by those requiring higher skills (Chart 8). In particular, employment growth was over +10% for certain specialists in administration, higher education and health. In typical private-sector occupations, the strongest employment growth was also observed in higher skilled occupations, in particular administration-related jobs, but also in IT and engineering. Significantly, there are few low-skilled occupations in the top 25, though a number of skilled non-manual jobs are represented.

### Top 25 occupational growth

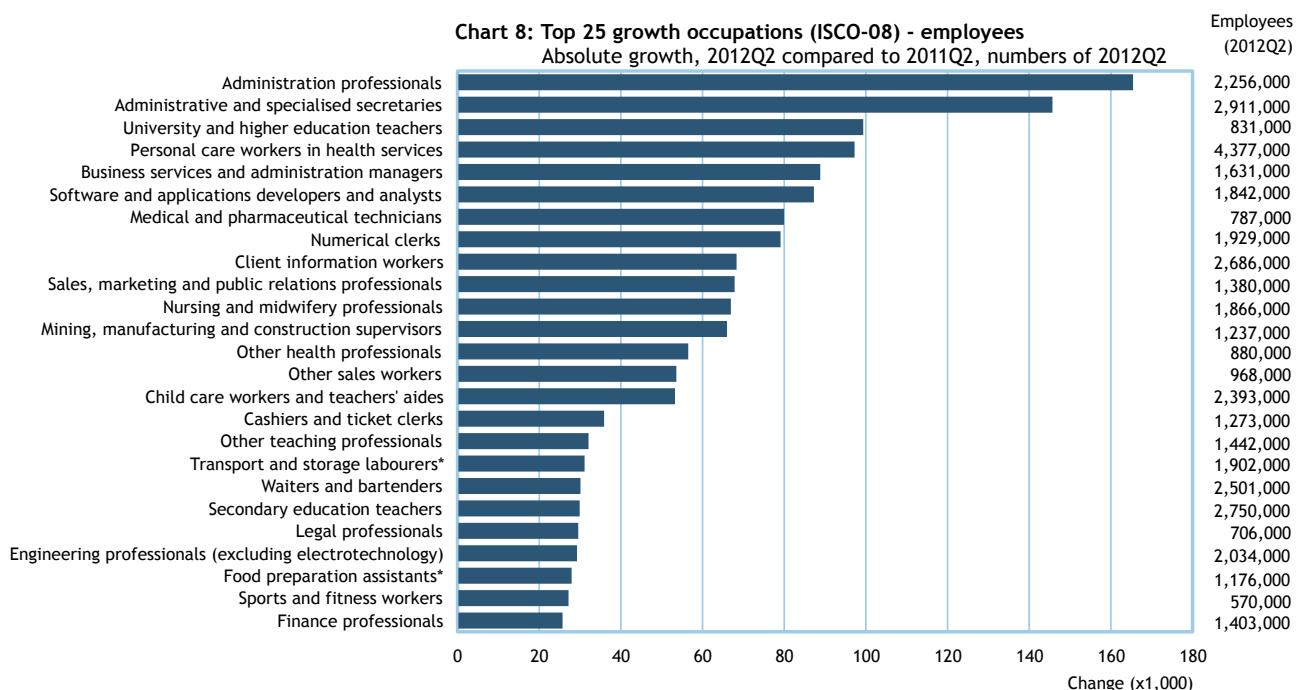
The top 25 occupations are determined by comparing numbers per ISCO category (at 3-digit level) of the second quarter of 2012 compared to the same quarter of 2011. Occupations are ranked by absolute growth rather than percentage change to avoid the numerically smallest occupations always ending on top, or using arbitrary minimum thresholds for selecting larger occupations. To provide a more comprehensive picture of the development of skills demand, this section provides following

top 25 occupations:

1. growth in employment (where are increasing numbers of workers needed?)
2. growth in hirings (where are hirings increasing, including those to replace workers leaving employment?)
3. most recent hirings (where is recruitment demand high even if not increasing?)

By skills level, the top 25 growth occupations in employment can be summarized as follows:

- **High-skilled** (14 occupations):
  - Managers (2): 'business services and administration managers'; 'mining, manufacturing and construction supervisors';
  - Legal and administration (2): 'administration professionals'; 'legal professionals';
  - Teaching (3): 'university and higher education teachers'; 'other teaching professionals'; 'secondary education teachers';
  - Health care (3): 'medical and pharmaceutical technicians'; 'nursing and midwifery professionals'; 'other health professionals';
  - Technical (2): 'software and applications developers and analysts'; 'engineering professionals (excluding electrotechnology)';
  - Business (2): 'sales, marketing and public relations professionals'; 'finance professionals';
- **Skilled non-manual** (9 occupations):
  - Administration (3): 'administrative and specialised secretaries'; 'client information workers'; 'numerical clerks';
  - Teaching staff (1): 'child care workers and teachers' aides';
  - Health care (1): 'personal care workers in health services';
  - Business (2): 'other sales workers'; 'cashiers and ticket clerks';
  - Other (2): 'waiters and bartenders'; 'sports and fitness workers';
- **Skilled manual**: 0 occupations;
- **Elementary** (2 occupations): 'transport and storage labourers'; 'food preparation assistants'.



Source: Eurostat, LFS data by ISCO-08 3 digit level - own calculations (25 countries). Germany is excluded due to changes in coding occupations in 2012 and Ireland due to partial non-response on ISCO for 2011Q2.  
\* Elementary occupations.

In line with the developments in job hirings across professional groups, employment growth was stronger in certain higher-skilled areas in the group of 'professionals'. Several occupations were prominent in the top 25 indicating areas where job prospects were particularly good. 'Administration professionals' and also 'business services and administration managers' enjoyed increasing employment, as well as the medium-skilled occupation 'administrative and specialised secretaries', all recorded strong employment growth. In the UK the increasing recruitment of 'administration professionals' confirmed the strong increase in public sector vacancies in that country noted earlier.

Certain jobs in the education and health sectors also showed impressive employment growth, in line with the upwards trend visible in the number of public sector job vacancies over the short-term seen in Chart 1. 'University and higher education teachers' recorded the highest percentage employment growth between the second quarters of 2011 and 2012 of 14%, and 'child care workers and teachers aides' and 'other teaching professionals' (including fitness and car driving instructors) are also present among the top 25. Employment growth in the education sector could be partly the result of increased numbers of young people staying in education while labour market prospects remain poor<sup>8</sup>. In the health sector a number of 'white-coat' jobs ('personal care workers in health services'; 'medical and pharmaceutical technicians'; 'other health professionals'; and 'nursing and midwifery professionals') are in the top 25 and showed strong employment growth. The ageing population in Europe is likely to be a main factor driving up demand for care workers in the health and social care sectors.

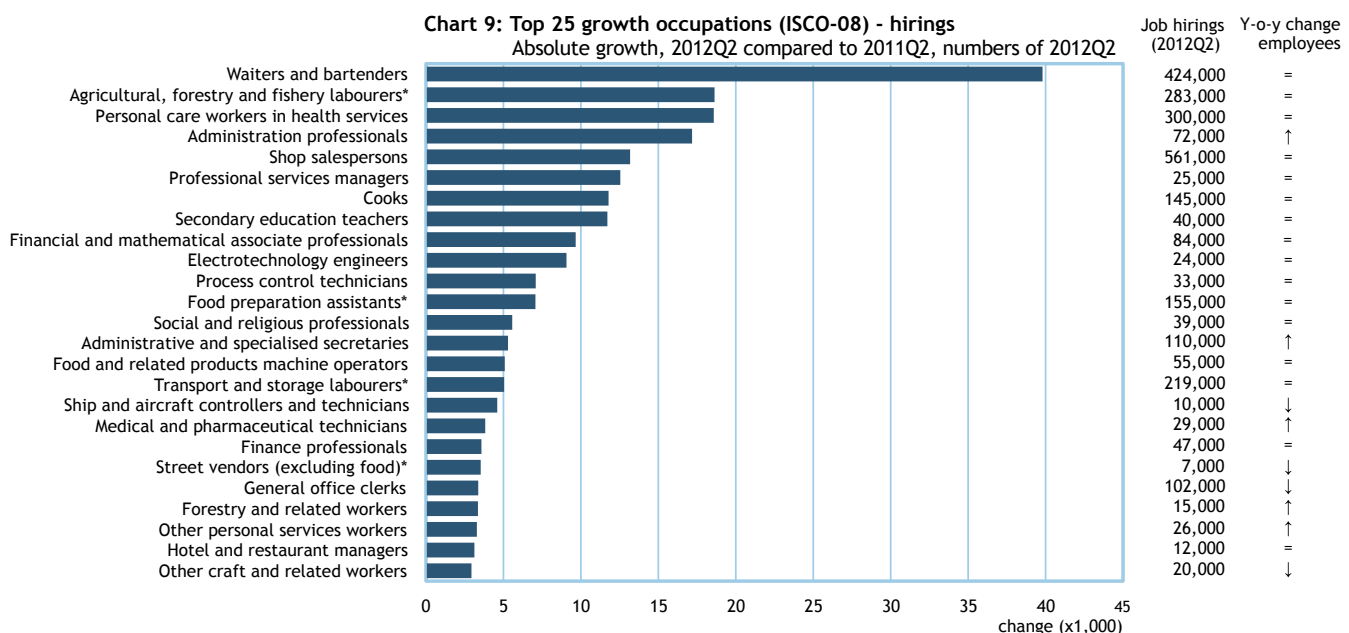
Various technical professions, such as 'software and application developers and analysts', 'engineering professionals' and 'client information workers' were also represented in the top 25 for employment growth between the second quarters of 2011 and 2012, indicating strong employer demand for those with specialised technical expertise. In contrast, medium-skilled

occupations among those with highest employment growth were predominantly related to the service sector such as 'other sales workers' and 'waiters and bar tenders'. The only elementary occupation that showed some increase in the number of employees was 'food preparation assistants'.

## Top growth in hirings matched top growth in employment for professionals

Employers do not only need to recruit workers to expand the number of workers when needed, but also to replace workers leaving their employment. The occupations with growing hirings are therefore of separate interest besides the occupations with growing employment. Because year-on-year employment growth can be achieved through hirings in any of the preceding four quarters, year-on-year growth in hirings and in employment need not coincide. The occupations with the strongest growth in job hirings between the second quarters of 2011 and 2012 showed a mixed picture, with both higher and lower-skilled occupations among the top 25. However only eight of the top growth occupations for hirings are also in the top growth for employment and four of those are high-skilled. For occupations such as 'waiters and bartenders', or 'agricultural, forestry and fishery labourers', changes in hirings are likely to be strongly influenced by increasing seasonal job turnover. In contrast, the presence of several administrative, health care and managerial and finance related occupations coupled with steady or increasing employment growth confirms that employers had increasing demand for those with specialised skills.

**Chart 9: Top 25 growth occupations (ISCO-08) - hirings**  
Absolute growth, 2012Q2 compared to 2011Q2, numbers of 2012Q2



Source: Eurostat, LFS data by ISCO-08 3 digit level - own calculations (24 countries).

Germany is excluded due to changes of coding occupations in 2012, Ireland due to partial non-response on ISCO for 2011Q2 and Slovakia due to missing data on job starts for 2011Q2. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier.

\* Elementary occupations.

Y-on-y change ≤ -5% (↓); > -5% and ≤ +5% (=); > +5% (↑)

By skills level, the top 25 growth occupations in hirings can be summarised as follows:

- **High-skilled** (12 occupations):
  - Administrative (1): *'administration professionals'*;
  - Teaching (1): *'secondary education teachers'*;
  - Health care (1): *'medical and pharmaceutical technicians'*;
  - Business (3): *'professionals services managers'*; *'financial and mathematical associate professionals'*; *'finance professionals'*;
  - Technical (3): *'electrotechnology engineers'*; *'process control technicians'*; *'ship and aircraft controllers and technicians'*;
  - Other (2): *'social and religious professionals'*; *'hotel and restaurant managers'*;
- **Skilled non-manual** (7 occupations):
  - Administrative (2): *'administrative and specialised secretaries'*; *'general office clerks'*;
  - Health care (1): *'personal care workers in health services'*;
  - Service workers (4): *'waiters and bartenders'*; *'shop salespersons'*; *'cooks'*; *'other personal services workers'*;
- **Skilled manual** (3 occupations): *'food and related products machine operators'*; *'forestry and related workers'*; *'other craft and related workers'*;
- **Elementary** (4 occupations): *'agricultural, forestry and fishery labourers'*; *'food preparation assistants'*; *'transport and storage labourers'*; *'street vendors (excluding food)'*.

For most of the 25 occupations with the strongest growth in job hirings, employment growth remained stable and in a few instances increased, suggesting some improvement in job prospects for these groups. Furthermore, these were all for higher-skilled professions, in particular in the health and administration area such as *'administration professionals'* (+9% growth in hirings, +6% in employees), with hirings particularly increasing in the United Kingdom, and *'medical and pharmaceutical technicians'* (+4% growth in hirings, +11% in employees). Significantly, these trends are broadly in line with the growth in the main occupational groups and the top 25 in terms of employment growth. However, not all employment growth in one occupation is necessarily realized through new hirings, as some workers change occupation with the same employer, as may the case for associate teaching staff (perhaps PhD students) becoming *'university and higher education teachers'* (ranking 3<sup>rd</sup> in employment growth).

For the occupations requiring low- to medium skills, a closer examination reveals most of the upward trend in the separate occupations can be related to an increase in seasonal demand for jobs with traditionally high turnover. This is the case for medium-skilled occupations from the sales and services sector (where aggregate hirings have been stable) such as *'waiters and bartenders'* (+40%) ranking in the top 10 in ten countries and *'cooks'* (+12%) ranking in the top 10 in five countries. Seasonal demand is also likely to be behind the employment growth in agricultural jobs such as *'agricultural, forestry and fishery labourers'* (+19%) or *'forestry and related workers'* (+3%). For most of the low to medium-skilled occupations, employment growth remained stable or even decreased, tending to confirm that the growth in hirings in these jobs is largely due to high turnover rather than new job creation. The high volumes of hirings for those occupations (as shown in the next Chart 10) further confirm this.

## ... Top hiring volumes in low to medium-skilled jobs without employment growth

To complete the picture of recruitment demand, the top occupations with most recent hirings are shown in Chart 10. The total number of hirings represent the extent of new opportunities for jobseekers, but those occupations with most hirings remain important even if the numbers are declining somewhat. In general, the need to replace workers leaving their employment form the greater part of hirings rather than an expansion of the number of employees. Since job turnover is generally higher among low- to medium-skilled occupations, such occupations have a tendency to feature in rankings by hiring volumes, as shown in previous EVMs and the EVRR.

Looking at job hirings in the second quarter of 2012, they were most numerous in low- to medium-skilled occupations such as *'shop salespersons'*, *'domestic, hotel and office cleaners and helpers'*, and *'waiters and bartenders'*. Combined, these accounted for around one in every six of all job hirings. Two of these occupations, *'waiters and bartenders'* and *'cooks'* were also among the top growth occupations in hirings, along with *'personal care workers in health services'* and *'agricultural, forestry and fishery labourers'*. In general, the top occupations with hiring volumes underline the importance of low- to medium-skilled jobs in creating employment opportunities (though not necessarily new jobs). However, almost none of the top 25 occupations in terms of volume of hirings saw corresponding employment growth. Hirings in the construction and manufacturing sector, albeit numerous, were not sufficient to alter a decline in employment in occupations related to these sectors.

By skills level, the top 25 occupations with most recent hirings can be summarised as follows:

- **High-skilled** (2 occupations):
  - *'sales and purchasing agents and brokers'*; *'physical engineering science technicians'*;
- **Skilled non-manual** (10 occupations):
  - Administrative (4): *'client information workers'*; *'cashiers and ticket clerks'*; *'administrative and specialised secretaries'*; *'general office clerks'*;
  - Health care (1): *'personal care workers in health services'*;
  - Education (1): *'child care workers and teachers' aides'*;
  - Service workers (4): *'shop salespersons; waiters and bartenders; cooks; protective services workers'*;
- **Skilled manual** (6 occupations):
  - Technical (3): *'sheet and structural metal workers, moulders and welders, and related workers'*; *'building frame and related trades workers'*; *'building finishers and related trades workers'*;
  - Other (3): *'heavy truck and bus drivers; mobile plant operators; market gardeners and crop growers'*;
- **Elementary** (7 occupations):
  - Labourers (4): *'agricultural, forestry and fishery labourers'*; *'transport and storage labourers'*; *'mining and construction labourers'*; *'manufacturing labourers'*;
  - Other (3): *'domestic, hotel and office cleaners and helpers'*; *'food preparation assistants'*; *'other elementary workers' (e.g. odd-job persons)'*.

**Chart 10: Top 25 occupations with most recent hirings**  
With ranking, indication of employee growth, and numbers of 2012Q2

Ranking 2012Q2	Occupations (ISCO-08, 3-digit level)	Skills level	Employee y-o-y change	2012Q2 job hirings
1	Shop salespersons	Skilled NM	=	561,000
2	Domestic, hotel and office cleaners and helpers*	Elementary	=	504,000
3	Waiters and bartenders	Skilled NM	=	424,000
4	Building frame and related trades workers	Skilled M	↓	337,000
5	Personal care workers in health services	Skilled NM	=	300,000
6	Agricultural, forestry and fishery labourers*	Elementary	=	283,000
7	Transport and storage labourers*	Elementary	=	219,000
8	Mining and construction labourers*	Elementary	↓	201,000
9	Client information workers	Skilled NM	=	201,000
10	Manufacturing labourers*	Elementary	=	194,000
11	Heavy truck and bus drivers	Skilled M	=	166,000
12	Food preparation assistants*	Elementary	=	155,000
13	Child care workers and teachers' aides	Skilled NM	=	154,000
14	Sales and purchasing agents and brokers	High	=	153,000
15	Cooks	Skilled NM	=	145,000
16	Protective services workers	Skilled NM	=	115,000
17	Other elementary workers*	Elementary	↓	114,000
18	Physical and engineering science technicians	High	=	113,000
19	Mobile plant operators	Skilled M	=	113,000
20	Building finishers and related trades workers	Skilled M	=	112,000
21	Cashiers and ticket clerks	Skilled NM	=	111,000
22	Administrative and specialised secretaries	Skilled NM	↑	110,000
23	Sheet and structural metal workers, moulders and welders, and related workers	Skilled M	↓	109,000
24	Market gardeners and crop growers	Skilled M	↓	108,000
25	General office clerks	Skilled NM	↓	102,000
<b>Total top 25 **</b>				<b>5,104,000</b>
<b>Total **</b>				<b>8,412,000</b>

Source: LFS (Eurostat), own calculations. Exclusive Germany due to new coding in 2012, Ireland due to partial non-response on ISCO in 2011Q2 and Slovakia due to missing data on tenure in 2011Q2.  
Skilled NM = skilled non-manual; skilled M = skilled manual.  
"=" change > -5% and ≤ +5%; ↑ increase > +5% and ↓ decrease ≤ -5%.  
\* Elementary job. \*\* Totals exclusive Germany, Ireland, Slovakia and non-response.

Only two high-skilled occupations are in the top 25 with most recent hirings (Chart 10), compared to 12 among the 25 top occupations with increasing hirings (Chart 9) and 14 among the 25 top occupations with increasing employment (Chart 8). This contrasts with the situation for elementary occupations, with seven elementary occupations among the 25 with the most numerous hirings compared to four among occupations with most hiring growth and two among occupations with most employment growth. Broadly speaking, this suggests that hirings in low-skilled jobs are particularly high due to job turnover.

Of the 25 occupations with the most numerous hirings, nine occupations were also in the top 25 of hiring growth (Chart 9) and seven occupations were also in the top 25 of employment growth (Chart 8). Of these seven occupations, five required non-manual skills: 'administrative and specialised secretaries'; 'cashiers and ticket clerks'; 'personal care workers in health services' and 'child care workers and teachers' aides' and 'waiters and bartenders'. For skilled administrative jobs, any increase should be considered partly in light of the almost universal decline in hirings between 2008 and 2011 (see

EVRRI), but nevertheless for 'administrative and specialised secretaries' the number of hirings increased for the second quarter in a row (compare EVM7) and the employment increase of +5% was substantial. For the other occupations with numerous hirings, employment was generally decreasing, and by far the largest proportion of job opportunities came from the need to replace workers leaving their employment.

While different parts of the construction sector continued to recruit workers in high volumes, the volume of hirings decreased by over -5% for both 'mining and construction workers' and 'building finishers and related trades workers'. This underlined the high susceptibility of recruitment demand in this sector to economic change. Nevertheless, with many lower-skilled and elementary occupations in the top 25 professions with the highest volume of job hirings, these occupations continue to be among the most numerically important on the labour market.



## 2.2 PES VACANCY INFLOW BY OCCUPATION

### PES job vacancy skills profile increasingly in line with general hirings

The PES job vacancy skills profile broadly reflects the total labour market. However, the shares of professionals and clerks are slightly lower in the vacancies notified to the PES compared to total hirings (see EVRR 2012). The PES inflow increased by roughly 20% between the second quarters of 2011 and 2012 in both groups of *'legislators, senior officials and managers'* and *'professionals'* (EU17). The strong increase in these groups brings the share of these two groups more in line with general hirings. Taking these two occupational groups, along with *'technicians and associate professionals'*, the share of higher skilled jobs in the PES inflow in the second quarter of 2012 was around one quarter. This percentage is similar to the share of high-skilled jobs in all hirings. For lower level skills, *'elementary occupations'* fell slightly. The PES inflow for some skilled manual occupations (such as *'craft and related trades'*) fell more sharply, though jobs in occupations mostly found in the retail sector fared better with a substantial increase over the period.

Trends in the number and types of vacancies notified to PES in 17 Member States tend to confirm the overall development towards increased demand for higher-skilled occupations. In line with the continued overall growth in vacancies notified to PES, many of the occupational groups saw an increase between the second quarters of 2011 and 2012. However, while in the previous quarter increases were more equally spread across all skills levels (see EVM7), this time several lower-skilled groups (most notably *'craft and related trade workers'* and *'elementary occupations'*) went into negative growth. Thus, the skills profile of vacancies notified to PES started to better reflect overall trends in occupational

demand and shifted away from being predominantly about opportunities for the lower-skilled. Nevertheless, specialised medium-skilled jobs in the *'plant machine operators and assemblers'* continued to see an increase in PES vacancies.

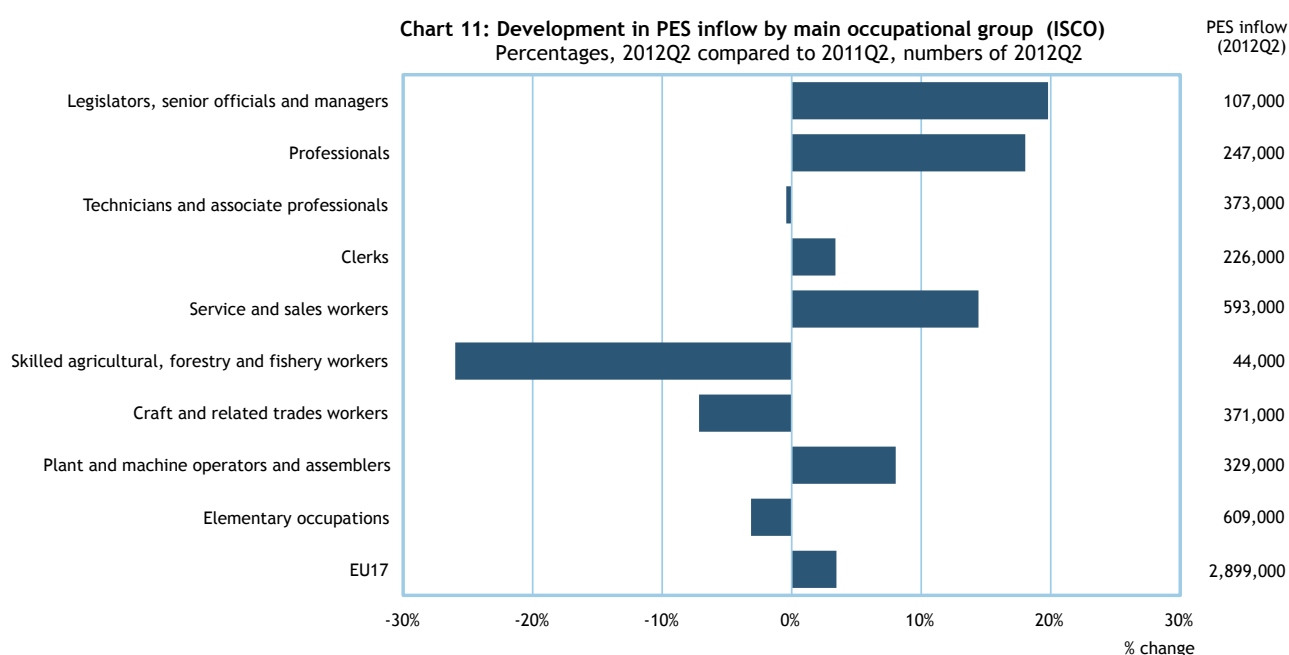
The group of *'skilled agricultural, forestry and fishery workers'* saw a sharp decline of over -20% in vacancies notified to PES between the second quarters of 2011 and 2012, in particular in Finland, Germany and Sweden. Comparing this trend with the previously observed strong increase (EVM7), suggests that agricultural employers anticipate longer recruitment times and notified their vacancies earlier to the PES. In contrast, another group with some occupations displaying high job turnover and seasonality, *'service and sales workers'*, saw an increase of +15% in the number of PES job vacancies.

The highest increases in vacancies notified to PES in the period between the second quarters of 2011 and 2012 were in the *'legislators, senior officials and managers'* (+20%) and *'professionals'* (+18%). This not only corresponds to strong performance of higher-skilled occupations in terms of hirings, but also reflects an on-going trend in which employers may be increasingly using PES as a recruitment channel as their perceptions rise of the quality and number of higher-skilled persons who register with PES in times of crisis (see also EVRR 2012).

### Increasing PES inflow for service workers and professionals

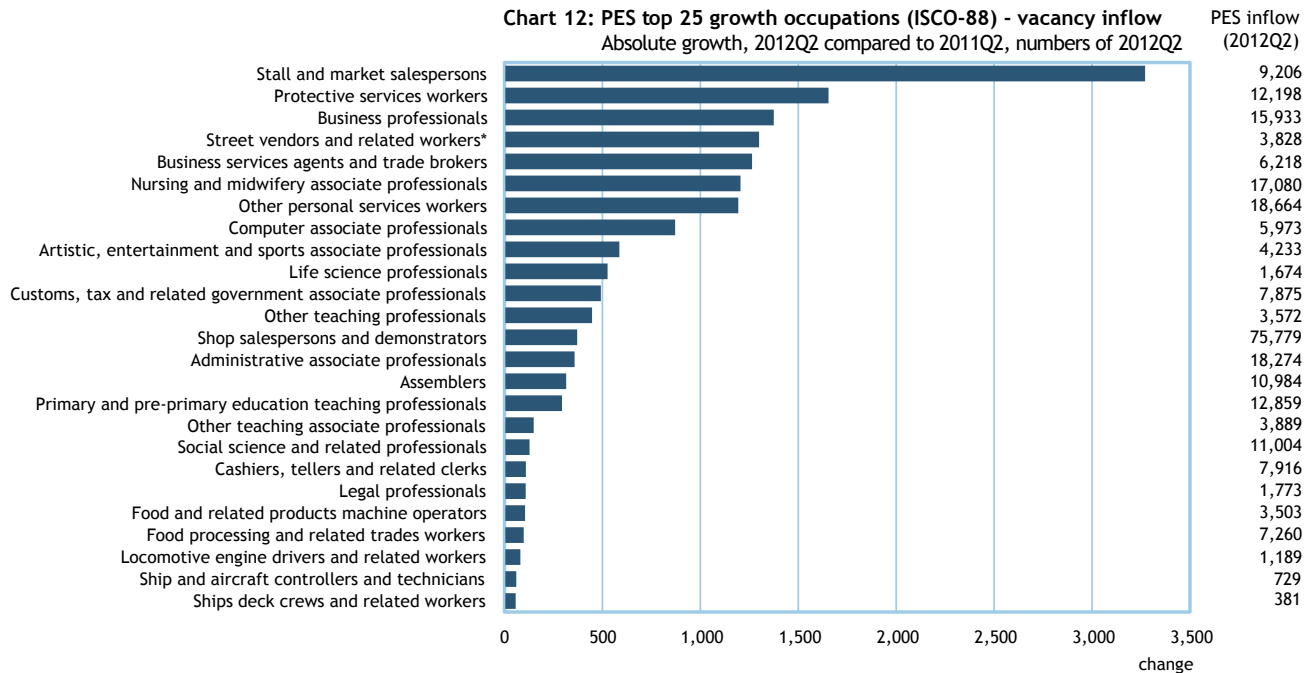
Those occupations with the highest absolute growth in the inflow of PES job vacancies (10 PES) showed a prevalence of high-skilled occupations, although among the first four

**Chart 11: Development in PES inflow by main occupational group (ISCO)**  
Percentages, 2012Q2 compared to 2011Q2, numbers of 2012Q2



Source: PES by ISCO, 1-digit, 17 countries, own calculations. Countries included (with ISCO-88 or ISCO-08 classification between brackets): Austria (88), Belgium (88), Cyprus (88), the Czech Republic\* (88), Estonia (08), Finland\* (88), Germany (88), Hungary (88), Ireland\* (88), Latvia (08), Lithuania (88), Portugal (88), Romania (08), Slovenia (08), Spain (08), Sweden (88), the United Kingdom (08)  
\* EURES database used. PES inflow refers to new job vacancies which have been registered in a certain quarter.

**Chart 12: PES top 25 growth occupations (ISCO-88) - vacancy inflow**  
Absolute growth, 2012Q2 compared to 2011Q2, numbers of 2012Q2



Source: PES - own calculations (10 countries). Austria, Belgium, Cyprus, the Czech Republic, Germany, Finland, Ireland, Lithuania, Portugal, Sweden. PES inflow refers to new job vacancies which have been registered in a certain quarter.

\* Indicates an elementary occupation.

'business professionals' (including e.g. accountants) is the only high-skilled occupation. However, further down the ranking there was increased inflow in a number of high-skilled jobs, mostly related to the public sector but also for 'computer associate professionals' and 'ship and aircraft controllers and technicians' some of who will be employed in the private sector. This increase may reflect the increasing demand for high-skilled jobs observed earlier in total employment growth and increased hiring, and the increasing notifications to the PES may be related to the demand from the public sector.

The top 25 of PES growth occupations by skills levels shows a prevalence of high-skilled jobs:

- **High-skilled** (14 occupations):
  - Administrative (4): 'business professionals'; 'customs, tax and related associate professionals'; 'administrative associate professionals'; 'legal professionals';
  - Teaching (3): 'other teaching professionals'; 'primary and pre-primary education teaching professionals'; 'other teaching associate professionals';
  - Health care and related (2): 'nursing and midwifery associate professionals'; 'life science professionals' (including e.g. biologists and pathologists);
  - Technical (2): 'computer associate professionals'; 'ship and aircraft controllers and technicians';
  - Other (3): 'business service agents and trade brokers'; 'artistic, entertainment and sports associate professionals'; 'social science and related professionals';
- **Skilled non-manual** (5 occupations): 'stall and market salespersons'; 'protective services workers'; 'other personal services workers'; 'shop salespersons and demonstrators' and 'cashiers, tellers and related clerks'.
- **Skilled manual** (5 occupations): 'assemblers'; 'food and related product machine operators'; 'food processing and related trades workers'; 'locomotive engine drivers and related workers' and 'ship deck crews and related workers';
- **Elementary**: only one occupation ('street vendors and related workers') requires low skills.

Among the occupations that saw the highest growth of vacancies notified to PES between the second quarters of 2011 and 2012, high-skilled occupations were most present with as many as 14 high-skilled occupations in the top 25 with growth, compared to 12 in total hirings (Chart 9). However the vacancies for high-skilled jobs that employers notify to the PES tend to be more sector-specific. They often related to administrative, teaching and health care (nine occupations), in contrast to total hirings (three high-skilled occupations in those areas). A further illustration that PES inflow is growing in specific high-skilled segments compared to total hirings is that only 'ship and aircraft controllers and technicians' ranked in the top 25 growth in both total hirings (Chart 9) and PES inflow (Chart 12). Among the high-skilled jobs, PES inflow increased most for 'business professionals' (such as accountants, in particular in the Czech Republic, Germany and Lithuania) and 'business services agents and trade brokers' (in particular in Belgium).

The remaining occupations for which vacancies notified to PES grew between the second quarters of 2011 and 2012 were characterised by different sales-related job vacancies, including the occupation with the highest growth over the period, 'stall and market salespersons' (+55%), though this can be traced to just one country, Sweden. Some specialised occupations ranging from 'protective services workers' (in particular in Cyprus, the Czech Republic and Finland) to 'locomotive engine drivers and related workers' and 'ships deck crews and related workers' also saw an increase in the PES inflow, though numerically these were comparatively small groups.

**PES volumes also highest for low- to medium-skilled jobs, but more professionals enter the rankings**

Contrary to the ranking for volumes in recent hirings, a high-

**Chart 13: PES top 25 occupations with highest recent vacancy inflow**  
With indication of growth and numbers of 2012Q2

Occupations (ISCO-88, 3-digit level)	Skills level	Change compared to 2011Q2	2012Q2 PES inflow
1 Finance and sales associate professionals	High	↓	86,059
2 Housekeeping and restaurant services workers	Skilled NM	=	78,303
3 Shop salespersons and demonstrators	Skilled NM	=	75,779
4 Manufacturing labourers*	Elementary	↓	60,023
5 Personal care and related workers	Skilled NM	=	58,059
6 Domestic and related helpers, cleaners and launderers*	Elementary	↓	42,091
7 Motor vehicle drivers	Skilled M	↓	39,959
8 Machinery mechanics and fitters	Skilled M	↓	37,126
9 Material-recording and transport clerks	Skilled NM	↓	33,544
10 Physical and engineering science technicians	High	↓	32,447
11 Other office clerks	Skilled NM	=	32,379
12 Building finishers and related trades workers	Skilled M	↓	31,546
13 Electrical and electronic equipment mechanics and fitters	Skilled M	↓	26,697
14 Building frame and related trades workers	Skilled M	↓	24,405
15 Architects, engineers and related professionals	High	↓	24,184
16 Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers	Skilled M	↓	24,099
17 Painters, building structure cleaners and related trades workers	Skilled M	↓	21,295
18 Secretaries and keyboard-operating clerks	Skilled NM	↓	19,576
19 Agricultural and other mobile plant operators	Skilled M	↓	19,492
20 Other personal services workers	Skilled NM	↑	18,664
21 Administrative associate professionals	High	=	18,274
22 Nursing and midwifery associate professionals	High	↑	17,080
23 Transport labourers and freight handlers*	Elementary	↓	16,765
24 Computing professionals	High	=	16,154
25 Business professionals	High	↑	15,933
<b>Total top 25</b>			<b>869,934</b>
<b>Total</b>			<b>1,241,827</b>

Source: PES 10 countries using ISCO-88 codes: Austria, Belgium, Cyprus, Czech Republic, Finland, Germany, Ireland, Lithuania, Portugal, Sweden.

Skilled NM = skilled non-manual; skilled M = skilled manual.

"=" change >-5% and ≤ +5%, ↑ increase >5% and ↓ decrease ≤ -5%

\* Elementary job

skilled occupation is the occupation with the highest numerical inflow of PES job vacancies in the second quarter of 2012, being *'finance and associate professionals'*, though year-on-year numbers were down. However, the remainder of the top 25 was dominated by occupations generally requiring low- to medium-skills, though most of these also fell compared to the same quarter in the previous year. In fact there were few signs of any improvement in the type of occupations registered in high numbers with the PES, with only three showing significant increases, two of which require higher skills (*'nursing and midwifery associate professionals'*, and *'business professionals'*) and the third requires non-manual skills (*'other personal services workers'*). This confirms that the profile of PES vacancies was changing, with low- and medium-skilled jobs becoming less dominant.

As for hirings (Chart 10), the most numerous vacancies posted to PES between the second quarters of 2011 and 2012 were those with an medium skills profile (Chart 13):

- **High-skilled** (7 occupations):
  - Technical (3): *'physical and engineering science technicians'; 'architects, engineers and related professionals'; 'computing professionals';*
  - Other (4): *'finance and sales associate professionals'; 'administrative associate professionals'; 'nursing*

*and midwifery associate professionals'; 'business professionals';*

- **Skilled non-manual** (7 occupations):
  - Administrative (3): *'material-recording and transport clerks'; 'other office clerks'; 'secretaries and keyboard-operating clerks';*
  - Personal services (2): *'personal care and related workers'; 'other personal services workers';*
  - Other (2): *'housekeeping and restaurant services workers'; 'shop salespersons and demonstrators';*
- **Skilled manual** (8 occupations):
  - Technical (6): *'machinery mechanics and fitters'; 'building finishers and related trades workers'; 'electrical and electronic equipment mechanics and fitters'; 'building frame and related trades workers'; 'metal moulders, welders, sheet-metal workers, structural-metal preparers and related trades workers'; 'painters, building structure cleaners and related trades workers';*
  - Other (2): *'motor vehicle drivers'; 'agricultural and other mobile plant operators';*
- **Elementary** (3 occupations): *'manufacturing labourers'; 'domestic and related helpers, cleaners and launderers'; 'transport labourers and freight handlers'.*

Among the skilled manual occupations most notified to the PES are a number related to the construction sector, where recruitment usually picks up in the second quarter at the end of the winter. These included '*building finishers and related trade workers*', '*building frame and related trade workers*' and '*painters, building structure cleaners and related trades workers*'. However, while these were still among the most numerous occupations, they all displayed a downward growth trend, which underlined the continuing problems with labour demand in construction, but also manufacturing.

Six out of the seven high-skilled occupations for which employers notified numerous job vacancies to the PES were in the areas of finance ('*finance and sales associate professionals*', ranked 1st, compared to 2nd in EVM7), engineering ('*physical and engineering science technicians*', new at rank 10 and 'architects, engineers and related professionals, (new at rank 15), health care ('*nursing and midwifery associate professionals*'), ICT ('*computing professionals*') and '*business professionals*' (including accountants and human resource management professionals). The latter three occupations have newly entered the ranks.

Although the top 25 occupations in Chart 13 are not strictly comparable to those in EVM7 (because the seasonal period is different and the country composition is slightly different)<sup>8</sup>, the new professional occupations in the top 25 do suggest that the profile of jobs notified to PES was changing towards a higher share of professionals.

A second important observation is that high-skilled occupations in the areas of finance, engineering, health care, ICT and '*business professionals*' were identified as so-called bottleneck occupations in the EVRR, for which vacancies are hard to fill. Naturally, employers try various recruitment channels to find workers with these skills, including the PES. Because hirings reflect successfully completed recruitment, recruitment difficulties might at the same time explain why these occupations are not in the top 25 occupations with hiring growth (Chart 9) or most recent hirings (with the exception of '*physical and engineering science technicians*', Chart 10), however many other factors may explain differences in the developments of hirings and notification of vacancies to the PES (see EVRR).

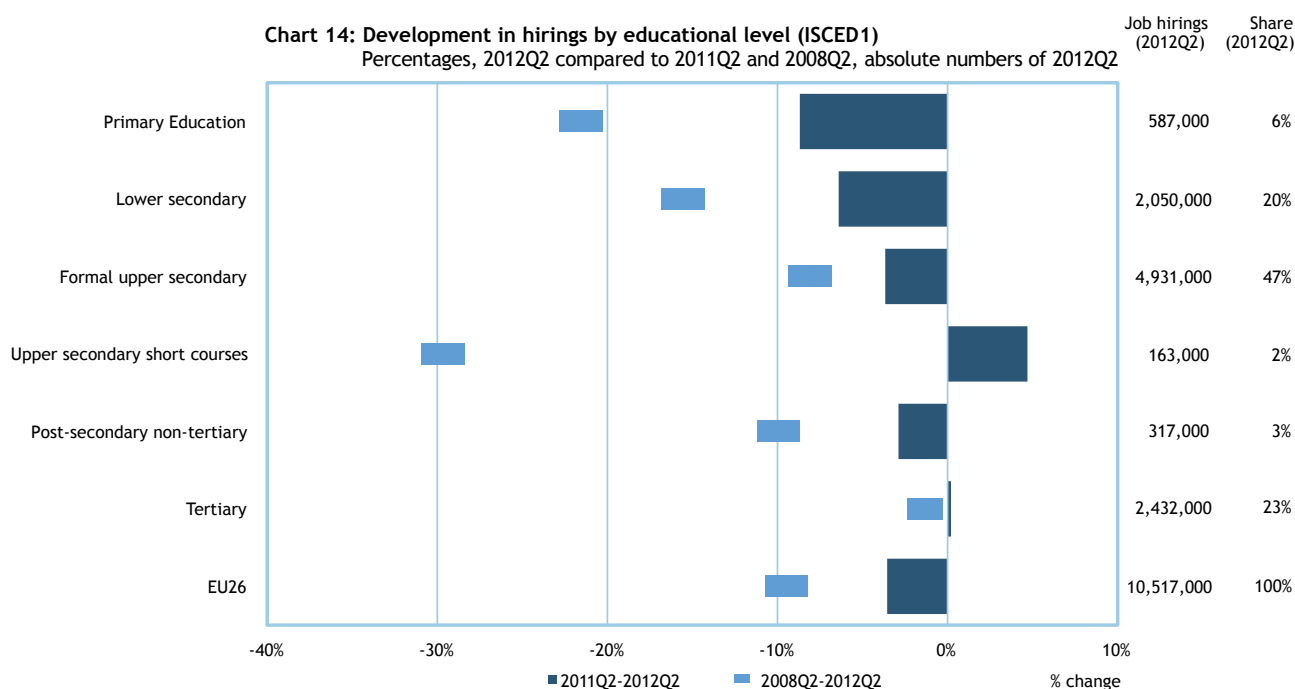
## Part 3 EDUCATIONAL REQUIREMENTS

### Hirings of high educated workers remaining stable during the recession

The decline in the number of hirings of 4% in the second quarter of 2012 compared to 2011 is evident at four of the six educational levels. The two exceptions are at tertiary educational level, where numbers remained stable, and 'upper secondary short courses' where numbers increased. The stable share of persons with tertiary level of education is in line with the balance between increased hirings for 'professionals' (+5%, Chart 7) and 'legislators, senior officials and managers' (+1%) and decreased demand for 'technicians and associate professionals' (-3%). In the short run, job prospects deteriorated the most at the two lowest educational levels ('primary' and 'lower secondary').

In the longer term, between the second quarters of 2008 and 2012, persons with higher education attainment fared better from the fluctuations in recruitment demand than those at lower educational levels. This trend has a number of different possible explanations and is not necessarily related to growing demand for higher-educated labour. As a recent report points out, "with weak demand in the job market, in particular during recessionary periods, high-skilled workers may be induced to take up jobs requiring a lower qualification than the one they have in the face of intensifying competition, thereby *crowding out* lower-qualified individuals from the labour market."<sup>9</sup> In other words, higher skilled workers are prepared to lower their job expectations but often at the expense of less skilled workers who would normally fill those posts. Furthermore, employers may also be tempted to recruit over-qualified people when supply is plentiful.

**Chart 14: Development in hirings by educational level (ISCED1)**  
Percentages, 2012Q2 compared to 2011Q2 and 2008Q2, absolute numbers of 2012Q2



Source: Eurostat, LFS - own calculations (26 countries). Slovakia is excluded due to missing data on job starts in 2011Q2. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. Exclusive 37,000 non-response on educational level (0.4%).



## Part 4 SPECIAL FOCUS: TEMPORARY AND PERMANENT HIRINGS

### 4.1 LEVELS AND DEVELOPMENTS OF TEMPORARY AND PERMANENT HIRINGS

#### Temporary hirings at higher levels from 2009

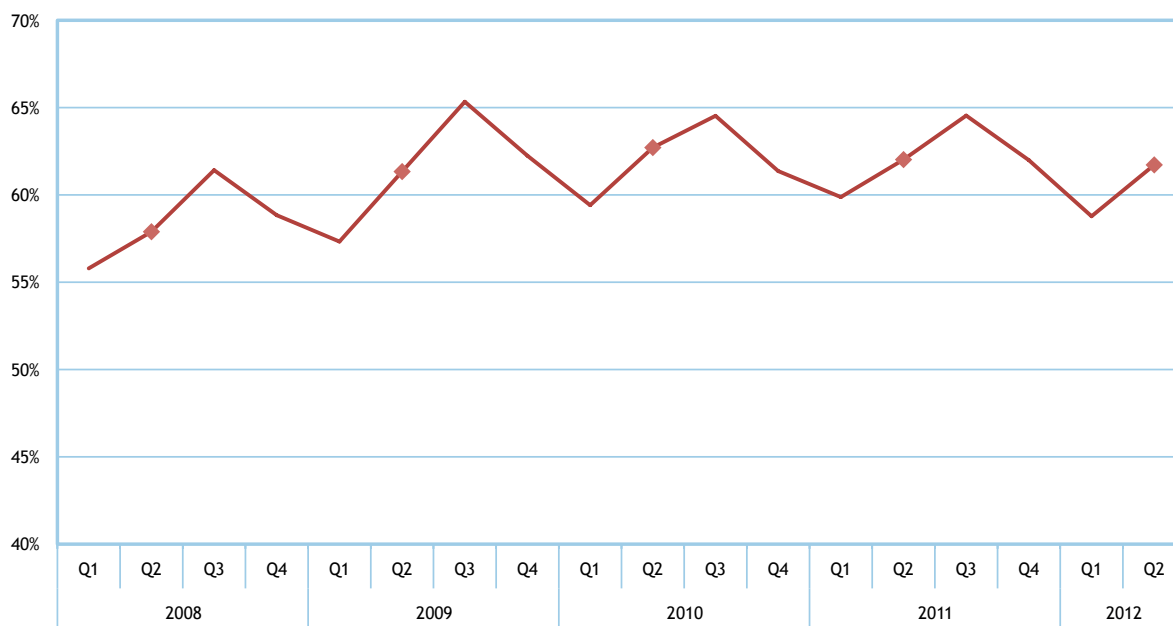
An array of factors motivates employers' decisions to opt for hiring someone on a temporary basis instead of a permanent contract. Traditionally, temporary hirings have been associated with fluctuating recruitment demand due to seasonal work. In recent years however, and particularly in the context of the economic crisis, there are two further reasons that help explain the increasing trends in the use of temporary contracts. Firstly, employers may use this form of contractual arrangement as a first screening tool, offering temporary workers a transition to a permanent position.<sup>10</sup> Secondly, in times of uncertain economic prospects, temporary contracts may allow companies to better adjust their workforce to the actual level of demand for labour as it fluctuates. In Europe many countries have employment protection legislation that can make it difficult and costly for the employer to dismiss workers on permanent contracts.<sup>11</sup> As a result, temporary hirings are expected to increase during an economic downturn. For those workers hired on a temporary basis, it usually means less job security. In addition, job turnover increases if positions that were previously offered as permanent contracts are now associated with temporary or fixed-term contracts. Finally, research shows that it is the younger job-finders that are disproportionately affected by increases in temporary hirings during the current economic crisis<sup>12</sup>.

Comparing second quarters, the average share of temporary hirings in the EU27 increased continuously for the first three years of the recession rising from 58% to 63% before settling at 62% for the second quarters of 2011 and 2012 (Chart S1). At the same time, the overall volume of hirings had positive year-on-year growth in both the second quarters of 2010 and 2011. This suggests that signs of recovery in the sense of a higher volume of filled positions have not been sufficient for employers to alter their preferences and offer more permanent posts. Consequently, the cautious approach of hiring more temporary personnel has prevailed throughout the crisis, irrespective of changes in the overall volume of recruitment. The only exceptions to this trend have been Greece and Luxembourg (see Chart S2).

#### Fewer temporary hirings in flexible labour markets

While at EU level roughly 60% of all hirings were on a temporary basis in the second quarter of 2012, the share of temporary hirings ranged from around 30% in Estonia, the United Kingdom and Austria to 90% in Spain. The lowest shares of temporary hirings are generally found in a number of countries known for their relatively flexible labour markets, such as Denmark and the United Kingdom, and (since around 2009) Estonia. In contrast, the share of temporary hirings was highest in Spain, where employers face high levels of employment protection legislation that makes permanent contracts relatively unattractive to employers.

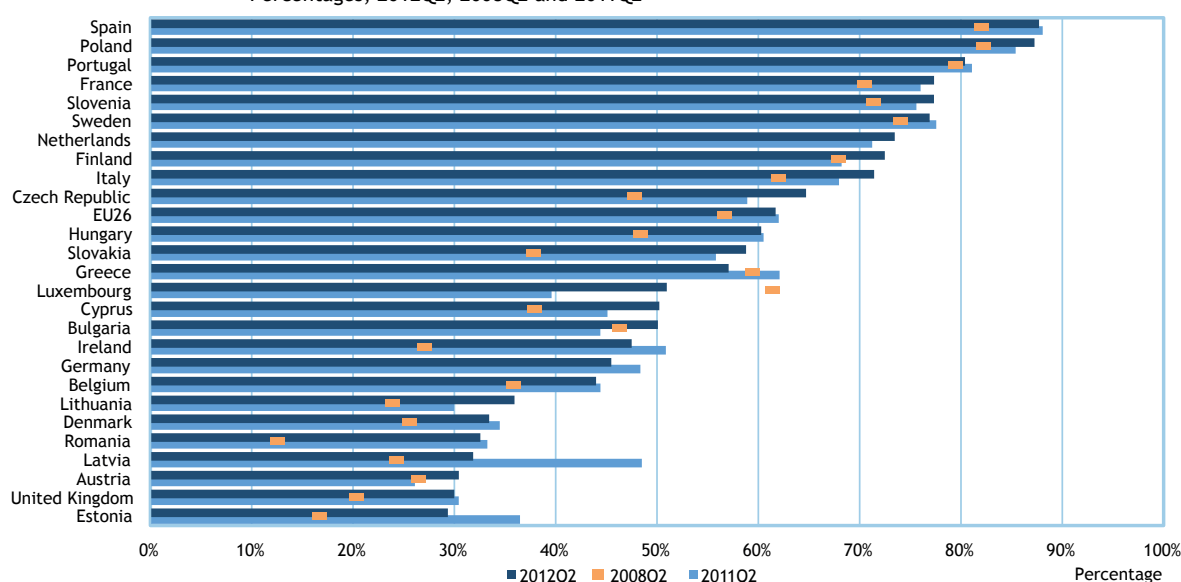
**Chart S1: Share of temporary hirings in total hirings**  
Percentages, 2008Q1 - 2012Q2, dots indicating Q2 values



Source: Eurostat, LFS - own calculations, EU27.

Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. Temporary hirings refer to job hirings on a temporary job/work contract with limited duration. Number of temporary hirings in 2012Q2: 6,500,000.

**Chart S2: Share of temporary hirings in total hirings per country**  
Percentages, 2012Q2, 2008Q2 and 2011Q2



Source: Eurostat, LFS - own calculations, 26 countries. Malta is excluded due to a publication restriction on small numbers.

\* For the Netherlands and Germany no comparison is made with 2008Q2 because the number of LFS non-responses in 2008-2010 job start data, is very high and compromises the calculation of the percentage change. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. Temporary hirings refer to job hirings on a temporary job/work contract of limited duration.

At the country level, Member States were characterised by very different shares of temporary hirings as a proportion of all hirings in the second quarter of 2012:

- High share of temporary recruitment ( $\geq 60\%$ ): the Czech Republic, Finland, France, Hungary, Italy, the Netherlands, Poland, Portugal, Slovenia, Spain and Sweden;
- Medium share of temporary recruitment ( $\geq 40\%$  and  $< 60\%$ ): Belgium, Bulgaria, Cyprus, Germany, Greece, Ireland, Luxembourg and Slovakia;
- Low share of temporary recruitment ( $< 40\%$ ): Austria, Denmark, Estonia, Latvia, Lithuania, Romania and the United Kingdom.

The strong diversity within and between these three country groups suggests that a higher share of temporary contracts may not necessarily be indicative of a more flexible and adaptable labour market. For example Spain is the country with the highest share of temporary contracts and Spain is known for the relative difficulty to dismiss workers with a permanent contract, although a labour market reform of 2012 seeks to address that.<sup>13</sup> On the other hand the share of temporary hirings is low in Denmark (a precursor in flexicurity) and the United Kingdom. Rather, it appears that in countries where laying off workers with permanent contracts is relatively easy, employers see less need to recruit on a temporary basis (also reported in the EVRR 2012 and noted in the country special about Denmark in EVM6).

Across the EU26, recent developments in the share of temporary hirings were generally small except in the three Baltic countries and smaller countries such as Luxembourg and Cyprus. The Member States with the highest shares of temporary hirings saw marginal changes over the second quarters of 2011 and 2012.

The Member States with the highest shares of temporary hirings also saw comparatively small increases over the longer term (second quarters 2008-2012), in the 0-6% range. This tends to

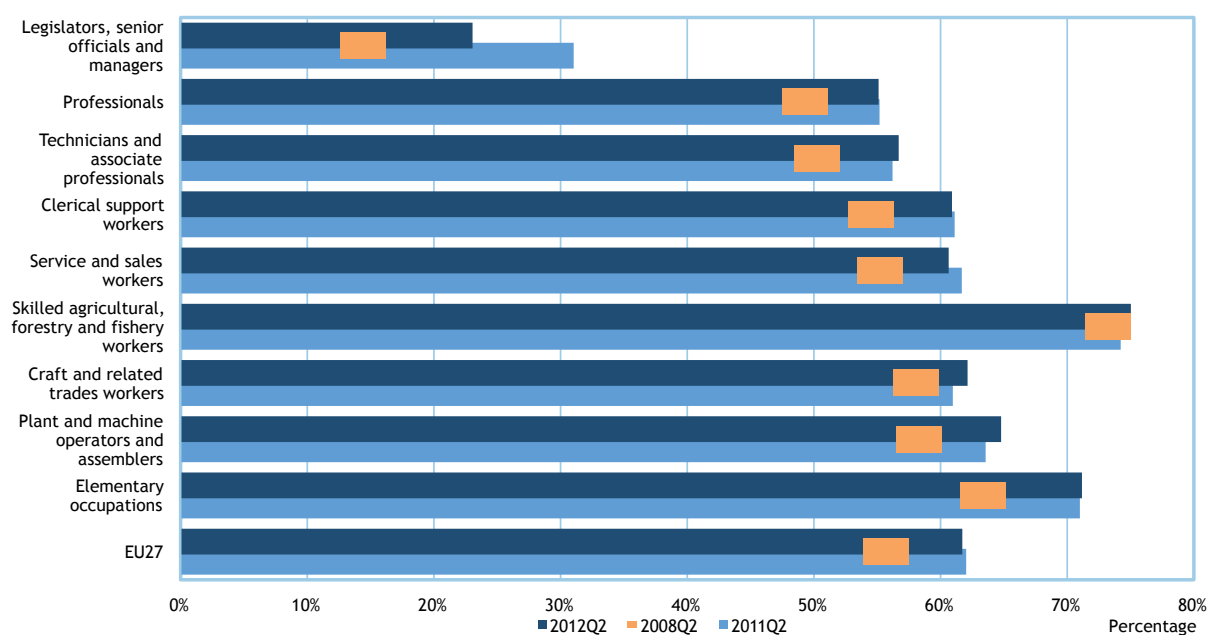
show that labour markets in these latter countries have reached their maximum levels of temporary hirings. In contrast, between the second quarters of 2008 and 2012, the share of temporary hirings increased sharply (by over +10%) in the Czech Republic, Cyprus, Estonia, Ireland, Lithuania, Romania and Slovakia. In these cases, fixed term contracts are still less common in the newer Member States.<sup>14</sup> For the other countries, there are clear policy implications for Member States with regard to (regulating) skills development, income security and job search assistance for temporary workers.

### Temporary hirings account for over half of all hirings in all main groups except managers

A principal reason for this special section on temporary hirings is to investigate the extent to which temporary hirings are found among low- to medium-skilled jobs, as this could be an indication of high job turnover and therefore high volumes of hirings in those groups. For most occupational groups (including the high-skilled 'professionals' and 'technicians and associate professionals') the share of temporary contracts in all job hirings was roughly in the 55-65% range, and slightly higher for elementary jobs and agricultural jobs. However, for some occupational groups, temporary hirings are rare such as in 'legislators, senior officials and managers' (Chart S3). Looking at developments since 2008, the share of temporary hirings increased considerably for higher-skilled occupations, although job turnover remained lower than for low- to medium-skilled jobs. Also, for each occupational group there were differences between countries, in particular for high-skilled occupational groups, as discussed below.

In the second quarter of 2012, the share of temporary hirings was more or less the same as in the same quarter of 2011 in almost all main occupational groups, except 'legislators, senior officials and managers'. The share of temporary hirings in this group fell from 31% to 23%, although this is still high compared to the 17% of the second quarter of 2008.

**Chart S3: Share of temporary hirings in total hirings per main occupational group (ISCO-08)**  
Percentages, 2012Q2, 2008Q2 and 2011Q2



Source: Eurostat, LFS data by ISCO 1 digit level - own calculations, EU27. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. Temporary hirings refer to job hirings on a temporary job/work contract of limited duration.

Between the second quarters of 2008 and 2012, temporary hirings for '*professionals*' and '*technicians and associate professionals*' rose, by 4 percentage points. From this it may be assumed that even high-skilled jobs were more often offered as a traineeship or in the form of a fixed-term contract with a probation period, thereby potentially increasing job turnover. The share of temporary hirings for the '*professionals*' occupational group in the second quarter of 2012 was particularly high in Belgium (59%), Spain (78%), Finland (63%), France (71%), Italy (76%), the Netherlands (60%), and Sweden (62%) when compared to the EU average of 55%.

Those working in '*elementary occupations*', were also increasingly hired on a temporary basis only. Between the second quarters of 2008 and 2012 the share of temporary hirings for these occupations rose by 6 percentage points, reaching 71%. In addition, it has been demonstrated earlier that before the onset of the crisis, a much larger share of those hired in the elementary occupations were on temporary contracts, many of who did so because they could not find a permanent position, compared to the higher-skilled occupational groups.<sup>15</sup> This situation is likely to have been a direct result of the deteriorating economic conditions, underlining once again the labour market disadvantage of the lower-skilled. In the second quarter of 2012, temporary hirings in the elementary occupations were much higher than the EU-average of 71% for a large number of countries. Among these were Finland (81%), France (98%), the Netherlands (82%), Portugal (80%), Spain (88%) and Sweden (90%).

In contrast, other occupational groups besides elementary occupations that are traditionally characterised by higher job turnover and high shares of temporary contracts due to seasonal demand only saw minor increases of between 0-2 percentage points in the share of temporary hirings between the second quarters of 2008 and 2012, such as '*service and sales workers*' (in the tourism and sales sectors), '*craft and related trade workers*' (in the construction sector) and '*skilled*

*agricultural forestry and fishery workers*' (in the agricultural sector).

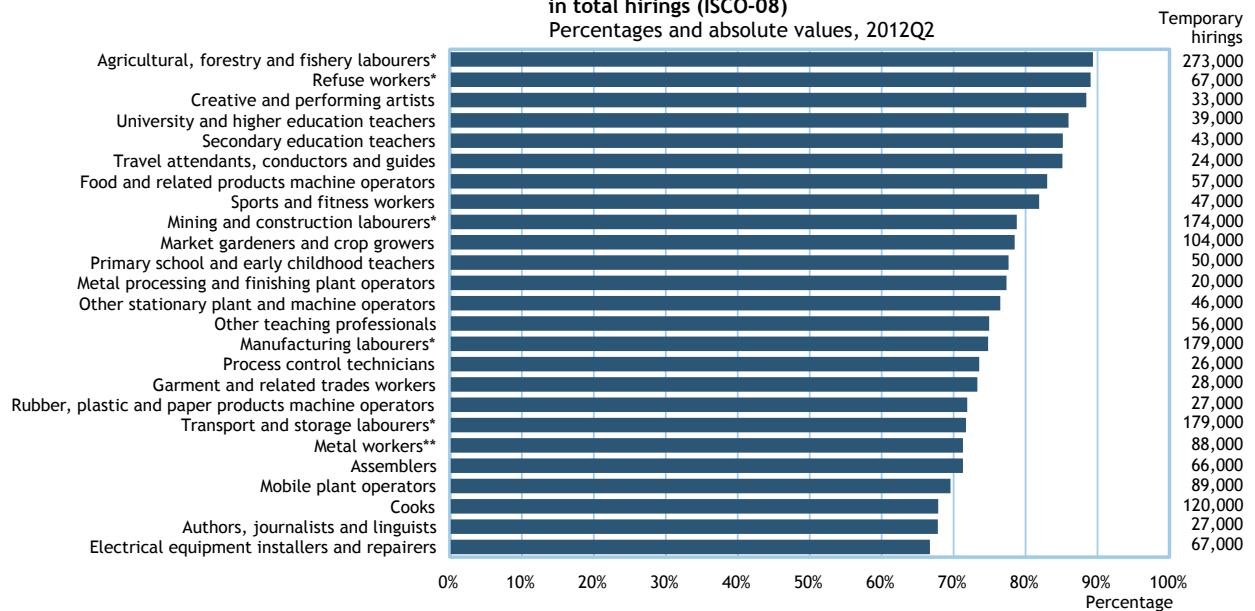
### Share of temporary hirings highest for agricultural but also teaching staff

As a general rule, temporary hirings are more frequent among low and medium skilled jobs, but the situation can be different for each occupation even within the same main occupational group. The high shares of temporary hirings in agricultural jobs were confirmed in particular for '*agricultural, forestry and fishery labourers*' (Chart S4), as well as for some other highly seasonal jobs. However, although on average temporary hirings are less frequent for professionals, teaching staff appear to be regularly hired on a temporary basis, as well as creative workers.

Ten occupations in the top 25 with temporary hirings are skilled manual occupations:

- **High-skilled (7 occupations):**
  - Teaching (4): '*university and higher education teachers*'; '*secondary education teachers*'; '*primary school and early childhood teachers*'; '*other teaching professionals*';
  - Creative (2): '*creative and performing artists*'; '*authors, journalists and linguists*';
  - Technical (1): '*process control technicians*';
- **Skilled non-manual (3 occupations):** '*travel attendants, conductors and guides*'; '*sports and fitness workers*'; '*cooks*';
- **Skilled manual (10 occupations):**
  - Machine operators (5): '*food and related products machine operators*'; '*metal processing and finishing plant operators*'; '*other stationary plant and machine operators*'; '*rubber, plastic and paper products machine operators*'; '*mobile plant operators*';
  - Other (6): '*market gardeners and crop growers*'; '*garment and related trades workers*'; '*sheet and structural metal workers, moulders and welders, and related workers*'; '*assemblers*'; '*electrical equipment installers and repairers*';

**Chart S4: Top-25 occupations with share of temporary hirings in total hirings (ISCO-08)**  
Percentages and absolute values, 2012Q2



Source: Eurostat, LFS data by ISCO 3 digit level - own calculations, EU27.

Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. Temporary hirings refer to job hirings on a temporary job/work contract of limited duration. Only occupations with a total number of hirings of at least 25,000 were selected.

\*Elementary occupation. \*\*Metal workers stands for 'Sheet and structural metal workers, moulders and welders, and related workers'.

- **Elementary** (5 occupations): 'agricultural, forestry and fishery labourers'; 'refuse workers'; 'mining and construction labourers'; 'manufacturing labourers'; 'transport and storage labourers'.

The top 25 occupations (identified at ISCO 3-digit level) with a high share of temporary hirings is led by certain elementary occupations ('agricultural, forestry and fishery labourers', 'refuse workers'). Also a number of other labourers doing manual work are generally hired on a temporary basis ('mining and construction labourers', 'manufacturing labourers' and 'transport and storage labourers') (Chart S4). These were also the most numerically strong professions among those with a high share of temporary job hirings in the second quarter of 2012. Unsurprisingly, seasonal workers for the tourism and recreational sector ('creative and performing artists', 'travel attendants, conductors and guides', 'sports and fitness workers') were also hired predominantly on a temporary basis.

The strong presence of three different teaching occupations (from the primary to the tertiary level of education) in the top 25 occupations with temporary hirings, throughout Europe, could be a result of changes to the employment status of teachers. However, demand remained strong for these occupations, as evidenced by the employment growth for university teachers (Chart 8), which could be related to young people temporarily prolonging their studies while waiting for the labour market to improve, alongside more durable increased participation in post compulsory education.

In primary and secondary education, there will always be a level of temporary demand to cover for sickness absence, for example, but this cannot wholly explain a share of temporary contracts of around 80% and even 100% in Spain. It may be the case that schools seek flexibility to meet demographic changes with fewer children, but even in countries with relatively high birth rates such as France, around 90% of

teacher hirings are temporary. Another factor may be that schools are using temporary contracts as a probationary period with a view to offering a permanent contract, though in all cases it suggests teachers and in particular young teachers are facing less job security.

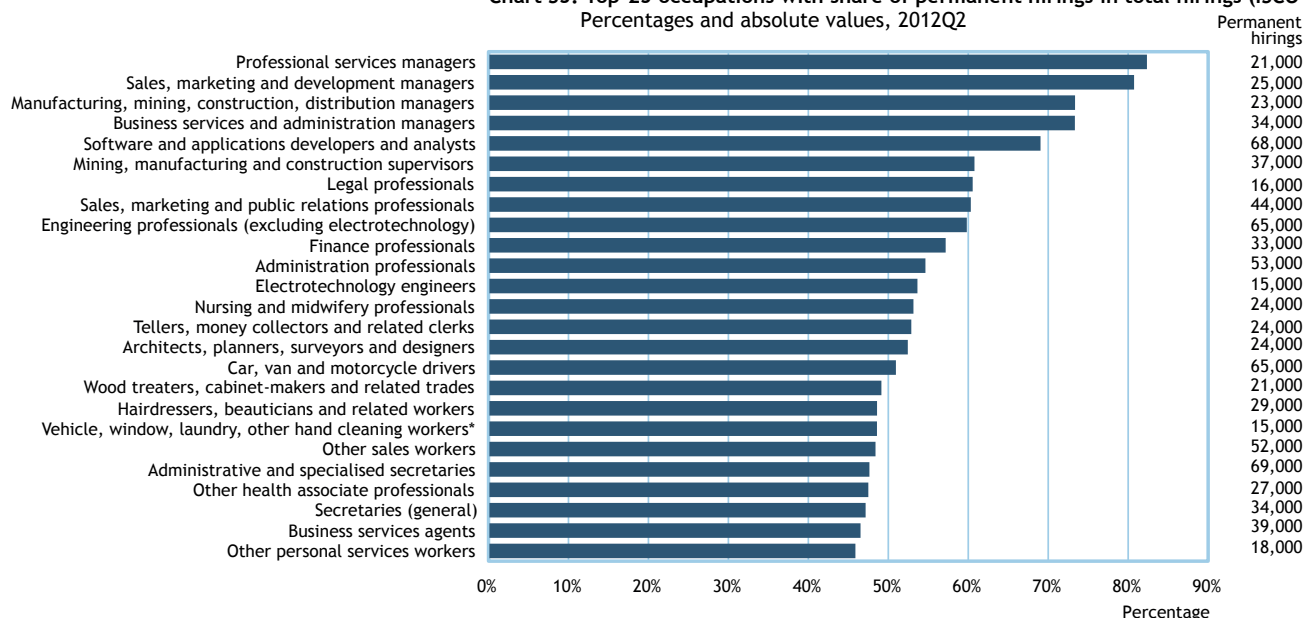
### Permanent hirings prevail for high-skilled managers, business professionals and engineers

In line with the finding that the share of temporary contracts is lowest in the main occupational group of managers (Chart S3) this is the group where the share of permanent hirings is as much as 80%. Permanent hirings were also dominant among business professionals in legal affairs, sales, finance and administration, as well as for engineers and architects. A few occupations among those with high shares of permanent hirings stand out. Despite the fact that architects were among those badly affected by the economic recession as the construction sector slowed down, more than half of all persons hired in 'architects, planners, surveyors and designers' received a permanent contract.

In the top 25 occupations with permanent hirings, 16 high-skilled occupations prevail:

- **High-skilled** (16 occupations):
  - Managers (5): 'professional services managers'; 'sales, marketing and development managers'; 'manufacturing, mining, construction and distribution managers'; 'business services and administration managers'; 'mining, manufacturing and construction supervisors';
  - Legal and administrative (2): 'legal professionals'; 'administration professionals';
  - Health care (2): 'nursing and midwifery professionals'; 'other health associate professionals';
  - Technical (4): 'software and applications developers and analysts'; 'engineering professionals'; 'electrotechnology

**Chart S5: Top-25 occupations with share of permanent hirings in total hirings (ISCO-08)**  
Percentages and absolute values, 2012Q2



Source: Eurostat, LFS data by ISCO 3 digit level - own calculations, EU27. Job hirings refer to employees who were employed in a 'reference week' and had started working for their employer at most three months earlier. Permanent hirings refer to job hirings on a permanent job/work contract of unlimited duration. Only occupations with a total number of hirings of at least 25,000 were selected.  
\*Elementary occupation.

- *engineers*; *'architects, planners, surveyors and designers*;
- Commercial (2): *'sales, marketing and public relations professionals*; *'business services agents*;
- Finance (1): *'finance professionals*;
- **Skilled non-manual** (6 occupations): *'tellers, money collectors and related clerks*; *'hairdressers, beauticians and related workers*; *'other sales workers*; *'administrative and specialised secretaries*; *'secretaries (general)*; *'other personal services workers*;
- **Skilled manual** (2 occupations): *'car, van and motorcycle drivers* and *'wood treaters, cabinet makers and related trades workers*;
- **Elementary** (1 occupation): *vehicle, window, laundry and other hand cleaning workers*.

Persons that found a job on a permanent basis in the second quarter of 2012 were predominantly hired for high-skilled positions (Chart S5). Four of the five occupations with the highest shares of permanent hirings were for managerial occupations. This is not surprising given that job requirements for such positions typically include long-term experience and are normally connected to a rigorous recruitment process. Other occupations where over half of all persons hired received a permanent contract tended to be in the IT, marketing, legal, engineering and finance areas.

Six of the other occupations in this top 25 are skilled non-manual occupations: *'tellers, money collectors and related clerks*; *'hairdressers, beauticians and related workers*; *'other sales workers*; *'administrative and specialised secretaries*; *'secretaries (general)* and *'other personal services workers*. The only two skilled manual occupations were *'car, van and motorcycle drivers* and *'wood treaters, cabinet makers and related trades workers*.

Finally, among the top 25 professions with most permanent hirings, there is only one elementary occupation, namely that of *'vehicle, window, laundry, other hand cleaning workers*. This may be because employers might have found it difficult to

recruit to this work requiring potentially hazardous tasks (such as cleaning high-rise office windows). However, there may be many other specific reasons to offer permanent contracts, such as the inclusion of a non-competition clause in the employment contract, to hinder competitors who underbid and then seek to recruit staff from the losing bidders, or any other advantage national law provides for permanent contracts.

The analyses in this bulletin provide an insight into where employment grew in Europe and also indicate the occupations which feature most prominently in the recruitment trends. Most hirings are occurring among low- to medium-skilled occupations. This is not a surprising result; typically the level of turnover is quite high in these occupations. Workers need to be replaced frequently, either because the employment contract is temporary or because the worker left their employment for other reasons. While many of the jobs may be of a relatively short-term nature, they do represent genuine employment opportunities for jobseekers and it is important to indicate the magnitude of these job opportunities in the analyses.

The high share of temporary contracts in hirings, in the range of 55% or higher in most main occupational groups except managers, confirm the temporary nature of most hires, although part of the temporary hires will reflect a probationary period with the intent of a later permanent contract. Temporary hirings occur in both the private and the public sector, and in particular among teaching staff.

However, the analyses also confirm that new jobs have been created in the most recent 12 months (for which data is available) in a number of occupations. Employment has expanded – albeit modestly – in a range of occupations including high-skilled professionals jobs in administration, ICT, engineering and some teaching professions. The fact that employment increased in some segments despite generally stagnating recruitment indicates there is room for cautious optimism.



## Part 5 TOP OCCUPATIONS PER COUNTRY

### 5.1 TOP 25 GROWTH OCCUPATIONS PER COUNTRY - HIRINGS

#### How to read the table

The top 25 is based on the 3-digit ISCO-08 classification of occupations. The top 25 is determined by the absolute growth of the number of job hirings. While the tables below identifies the top growth occupations in hirings per country, the error margins of Labour Force Survey do not enable identification of the exact magnitude of the growth.

If in a country less than 25 occupations had an increasing number of job hirings, less than 25 occupations are shown and the occupations with negative growth are indicated with “—”.

Three countries are excluded from the table:

- Germany, due to changes of coding occupations in 2012;
- Ireland, due to partial non-response on ISCO for 2011Q2;
- Slovakia, due to missing data on job starts for 2011Q2

#### Top 25 growth occupations per country

##### EU24

- 1 Waiters and bartenders
- 2 Agricultural, forestry and fishery labourers
- 3 Personal care workers in health services
- 4 Administration professionals
- 5 Shop salespersons
- 6 Professional services managers
- 7 Cooks
- 8 Secondary education teachers
- 9 Financial and mathematical associate professionals
- 10 Electrotechnology engineers
- 11 Process control technicians
- 12 Food preparation assistants
- 13 Social and religious professionals
- 14 Administrative and specialised secretaries
- 15 Food and related products machine operators
- 16 Transport and storage labourers
- 17 Ship and aircraft controllers and technicians
- 18 Medical and pharmaceutical technicians
- 19 Finance professionals
- 20 Street vendors (excluding food)
- 21 General office clerks
- 22 Forestry and related workers
- 23 Other personal services workers
- 24 Hotel and restaurant managers
- 25 Other craft and related workers

##### Austria

- 1 Numerical clerks
- 2 Building and housekeeping supervisors
- 3 Machinery mechanics and repairers
- 4 Sales and purchasing agents and brokers
- 5 Physical and engineering science technicians
- 6 Medical doctors
- 7 Medical and pharmaceutical technicians
- 8 Food processing and related trades workers
- 9 Child care workers and teachers' aides
- 10 Car, van and motorcycle drivers
- 11 Shop salespersons
- 12 Finance professionals
- 13 Cashiers and ticket clerks
- 14 Other health associate professionals
- 15 Legal professionals
- 16 Food preparation assistants
- 17 Agricultural, forestry and fishery labourers
- 18 Database and network professionals
- 19 Vehicle, window, laundry and other hand cleaning workers
- 20 Administration professionals
- 21 Personal care workers in health services
- 22 Chemical and photographic products plant and machine operators
- 23 Professional services managers
- 24 Other clerical support workers
- 25 Sports and fitness workers

## Top 25 growth occupations – hirings, Belgium and Bulgaria

### Belgium

- 1 Mining, manufacturing and construction supervisors
- 2 Food processing and related trades workers
- 3 Food and related products machine operators
- 4 Cashiers and ticket clerks
- 5 Other elementary workers
- 6 Social and religious professionals  
Physical and engineering science technicians
- 8 Electronics and telecommunications installers and repairers
- 9 Hairdressers, beauticians and related workers
- 10 Other health professionals
- 11 Travel attendants, conductors and guides
- 12 Refuse workers
- 13 Numerical clerks
- 14 Personal care workers in health services
- 15 Waiters and bartenders
- 16 Secretaries (general)
- 17 Sales and purchasing agents and brokers
- 18 Regulatory government associate professionals
- 19 Client information workers
- 20 Database and network professionals
- 21 Sales, marketing and public relations professionals
- 22 Financial and mathematical associate professionals
- 23 Medical and pharmaceutical technicians
- 24 Administrative and specialised secretaries
- 25 Secondary education teachers

### Bulgaria

- 1 Mining and construction labourers
- 2 Other elementary workers
- 3 Waiters and bartenders
- 4 Building finishers and related trades workers
- 5 Cashiers and ticket clerks
- 6 Protective services workers
- 7 Food preparation assistants
- 8 Manufacturing labourers
- 9 Administrative and specialised secretaries
- 10 Metal workers\*
- 11 Domestic, hotel and office cleaners and helpers
- 12 Agricultural, forestry and fishery labourers
- 13 Administration professionals
- 14 Finance professionals
- 15 Painters, building structure cleaners and related trades workers
- 16 Wood treaters, cabinet-makers and related trades workers
- 17 Mobile plant operators
- 18 Other stationary plant and machine operators
- 19 Wood processing and papermaking plant operators
- 20 Physical and engineering science technicians
- 21 Other craft and related workers
- 22 Social and religious professionals
- 23 Financial and mathematical associate professionals
- 24 Heavy truck and bus drivers
- 25 Sales, marketing and public relations professionals

\* Sheet and structural metal workers, moulders and welders, and related workers

## Top 25 growth occupations – hirings, Cyprus and the Czech Republic

### Cyprus

- 1 Cooks
- 2 Waiters and bartenders
- 3 Cashiers and ticket clerks
- 4 Building finishers and related trades workers
- 5 Food preparation assistants
- 6 Other elementary workers
- 7 Transport and storage labourers
- 8 Agricultural, forestry and fishery labourers
- 9 Numerical clerks
- 10 General office clerks
- 11 Authors, journalists and linguists
- 12 Hotel and restaurant managers
- 13 Heavy truck and bus drivers
- 14 Refuse workers
- 15 Administration professionals
- 16 Machinery mechanics and repairers
- 17 Secretaries (general)
- 18 Travel attendants, conductors and guides
- 19 Electrical equipment installers and repairers
- 20 Sales, marketing and development managers
- 21 Ship and aircraft controllers and technicians
- 22 Electrotechnology engineers
- 23 Ships' deck crews and related workers
- 24 Mobile plant operators
- 25 Nursing and midwifery professionals

### Czech Republic

- 1 Agricultural, forestry and fishery labourers
- 2 Mining, manufacturing and construction supervisors
- 3 Personal care workers in health services
- 4 Food processing and related trades workers
- 5 Shop salespersons
- 6 Other teaching professionals
- 7 Assemblers
- 8 Engineering professionals (excluding electrotechnology)
- 9 Building frame and related trades workers
- 10 Physical and engineering science technicians
- 11 Mining and construction labourers
- 12 Garment and related trades workers
- 13 Nursing and midwifery professionals
- 14 Professional services managers
- 15 Other sales workers
- 16 Street and market salespersons
- 17 Printing trades workers
- 18 Wood processing and papermaking plant operators
- 19 Medical doctors
- 20 Life science technicians and related associate professionals
- 21 Legal, social and religious associate professionals
- 22 Painters, building structure cleaners and related trades workers
- 23 Sales, marketing and development managers
- 24 Hairdressers, beauticians and related workers
- 25 Food and related products machine operators

## Top 25 growth occupations – hirings, Denmark and Estonia

### Denmark

- 1 Nursing and midwifery professionals
- 2 Waiters and bartenders
- 3 Building and housekeeping supervisors
- 4 Other teaching professionals
- 5 Building finishers and related trades workers
- 6 Software and applications developers and analysts
- 7 Domestic, hotel and office cleaners and helpers
- 8 Food and related products machine operators
- 9 Painters, building structure cleaners and related trades workers
- 10 Client information workers
- 11 Electrical equipment installers and repairers
- 12 Finance professionals
- 13 Sales and purchasing agents and brokers
- 14 Information and communications technology operations and user support technicians
- 15 Primary school and early childhood teachers
- 16 Market gardeners and crop growers
- 17 Metal workers\*
- 18 Creative and performing artists
- 19 Social and religious professionals
- 20 Engineering professionals (excluding electrotechnology)
- 21 Financial and mathematical associate professionals
- 22 Telecommunications and broadcasting technicians
- 23 Ships' deck crews and related workers
- 24 Travel attendants, conductors and guides
- 25 Medical doctors

### Estonia

- 1 Manufacturing labourers
- 2 Domestic, hotel and office cleaners and helpers
- 3 Mobile plant operators
- 4 Shop salespersons
- 5 Mining, manufacturing and construction supervisors
- 6 Other sales workers
- 7 Administrative and specialised secretaries
- 8 Wood treaters, cabinet-makers and related trades workers
- 9 Other teaching professionals
- 10 Refuse workers
- 11 Material-recording and transport clerks
- 12 Software and applications developers and analysts
- 13 Travel attendants, conductors and guides
- 14 Manufacturing, mining, construction, and distribution managers
- 15 Architects, planners, surveyors and designers
- 16 Secondary education teachers
- 17 Client information workers
- 18 University and higher education teachers
- 19 --
- 20 --
- 21 --
- 22 --
- 23 --
- 24 --
- 25 --

\* Sheet and structural metal workers, moulders and welders, and related workers

## Top 25 growth occupations – hirings, Finland and France

### Finland

- 1 Software and applications developers and analysts
- 2 Domestic, hotel and office cleaners and helpers
- 3 Waiters and bartenders
- 4 Building frame and related trades workers
- 5 Legal, social and religious associate professionals
- 6 Food and related products machine operators
- 7 Architects, planners, surveyors and designers
- 8 Cashiers and ticket clerks
- 9 Mobile plant operators
- 10 Cooks
- 11 Administrative and specialised secretaries
- 12 Garment and related trades workers
- 13 Other sales workers
- 14 Textile, fur and leather products machine operators
- 15 Other clerical support workers
- 16 Personal care workers in health services
- 17 Animal producers
- 18 Street and related service workers
- 19 Material-recording and transport clerks
- 20 Street vendors (excluding food)
- 21 Medical doctors
- 22 Medical and pharmaceutical technicians
- 23 Financial and mathematical associate professionals
- 24 Artistic, cultural and culinary associate professionals
- 25 Car, van and motorcycle drivers

### France

- 1 Building frame and related trades workers
- 2 Shop salespersons
- 3 Personal care workers in health services
- 4 Mining and construction labourers
- 5 Metal workers\*
- 6 Process control technicians
- 7 Electrical equipment installers and repairers
- 8 Machinery mechanics and repairers
- 9 Numerical clerks
- 10 Professional services managers
- 11 Medical doctors
- 12 Cooks
- 13 Material-recording and transport clerks
- 14 Other services managers
- 15 Domestic, hotel and office cleaners and helpers
- 16 Other craft and related workers
- 17 Other personal services workers
- 18 University and higher education teachers
- 19 Nursing and midwifery associate professionals
- 20 Software and applications developers and analysts
- 21 Keyboard operators
- 22 Physical and engineering science technicians
- 23 Client information workers
- 24 Food preparation assistants
- 25 Transport and storage labourers

\* Sheet and structural metal workers, moulders and welders, and related workers

## Top 25 growth occupations – hirings, Greece and Hungary

### Greece

- 1 Tellers, money collectors and related clerks
- 2 Market gardeners and crop growers
- 3 Cooks
- 4 Numerical clerks
- 5 Engineering professionals (excluding electrotechnology)
- 6 Travel attendants, conductors and guides
- 7 Finance professionals
- 8 Car, van and motorcycle drivers
- 9 Ship and aircraft controllers and technicians
- 10 Creative and performing artists
- 11 Hairdressers, beauticians and related workers
- 12 Administrative and specialised secretaries
- 13 Financial and mathematical associate professionals
- 14 Other teaching professionals
- 15 Manufacturing, mining, construction, and distribution managers
- 16 Secondary education teachers
- 17 Heavy truck and bus drivers
- 18 Vehicle, window, laundry and other hand cleaning workers
- 19 Building and housekeeping supervisors
- 20 Medical doctors
- 21 Other stationary plant and machine operators
- 22 Librarians, archivists and curators
- 23 Fishery workers, hunters and trappers
- 24 Life science professionals
- 25 Electronics and telecommunications installers and repairers

### Hungary

- 1 Agricultural, forestry and fishery labourers
- 2 Building frame and related trades workers
- 3 Numerical clerks
- 4 Financial and mathematical associate professionals
- 5 Sales and purchasing agents and brokers
- 6 Food preparation assistants
- 7 Protective services workers
- 8 Other stationary plant and machine operators
- 9 Client information workers
- 10 Market gardeners and crop growers
- 11 Software and applications developers and analysts
- 12 Electronics and telecommunications installers and repairers
- 13 General office clerks
- 14 Business services agents
- 15 Refuse workers
- 16 Manufacturing labourers
- 17 Personal care workers in health services
- 18 Tellers, money collectors and related clerks
- 19 Cashiers and ticket clerks
- 20 Other personal services workers
- 21 Building and housekeeping supervisors
- 22 Metal workers\*
- 23 Legal professionals
- 24 Cooks
- 25 Retail and wholesale trade managers

\* Sheet and structural metal workers, moulders and welders, and related workers

## Top 25 growth occupations – hirings, Italy and Latvia

### Italy

- 1 Waiters and bartenders
- 2 Domestic, hotel and office cleaners and helpers
- 3 Client information workers
- 4 Transport and storage labourers
- 5 Agricultural, forestry and fishery labourers
- 6 Garment and related trades workers
- 7 Personal care workers in health services
- 8 Painters, building structure cleaners and related trades workers
- 9 Finance professionals
- 10 Printing trades workers
- 11 Social and religious professionals
- 12 Authors, journalists and linguists
- 13 General office clerks
- 14 Market gardeners and crop growers
- 15 Secondary education teachers
- 16 University and higher education teachers
- 17 Nursing and midwifery associate professionals
- 18 Process control technicians
- 19 Food and related products machine operators
- 20 Electrical equipment installers and repairers
- 21 Administration professionals
- 22 Medical doctors
- 23 Sheet and structural metal workers, moulders and welders and related workers
- 24 Other health professionals
- 25 Travel attendants, conductors and guides

### Latvia

- 1 Tellers, money collectors and related clerks
- 2 Car, van and motorcycle drivers
- 3 Financial and mathematical associate professionals
- 4 Administration professionals
- 5 Other personal services workers
- 6 Transport and storage labourers
- 7 Street and market salespersons
- 8 Garment and related trades workers
- 9 Food preparation assistants
- 10 Manufacturing, mining, construction, and distribution managers
- 11 Engineering professionals (excluding electrotechnology)
- 12 Physical and engineering science technicians
- 13 Skilled agricultural, forestry and fishery workers
- 14 Legal, social and religious associate professionals
- 15 Wood processing and papermaking plant operators
- 16 Artistic, cultural and culinary associate professionals
- 17 Physical and earth science professionals
- 18 Nursing and midwifery associate professionals
- 19 Personal care workers in health services
- 20 Legislators and senior officials
- 21 Domestic, hotel and office cleaners and helpers
- 22 --
- 23 --
- 24 --
- 25 --

## Top 25 growth occupations – hirings, Lithuania and Luxembourg

### Lithuania

- 1 Sales, marketing and public relations professionals
- 2 Animal producers
- 3 Mining and construction labourers
- 4 Administration professionals
- 5 Other elementary workers
- 6 Other clerical support workers
- 7 Financial and mathematical associate professionals
- 8 Forestry and related workers
- 9 Mixed crop and animal producers
- 10 Sales and purchasing agents and brokers
- 11 Machinery mechanics and repairers
- 12 Garment and related trades workers
- 13 Administrative and specialised secretaries
- 14 Building finishers and related trades workers
- 15 Cooks
- 16 Domestic, hotel and office cleaners and helpers
- 17 Waiters and bartenders
- 18 Car, van and motorcycle drivers
- 19 Electrical equipment installers and repairers
- 20 Rubber, plastic and paper products machine operators
- 21 Wood treaters, cabinet-makers and related trades workers
- 22 Other health professionals
- 23 Food processing and related trades workers
- 24 Life science professionals
- 25 Metal workers\*

### Luxembourg

- 1 Domestic, hotel and office cleaners and helpers
- 2 Finance professionals
- 3 Social and religious professionals
- 4 Administration professionals
- 5 Shop salespersons
- 6 Heavy truck and bus drivers
- 7 Client information workers
- 8 Secretaries (general)
- 9 Waiters and bartenders
- 10 Other clerical support workers
- 11 Creative and performing artists
- 12 Other sales workers
- 13 --
- 14 --
- 15 --
- 16 --
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- 18 --
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- 23 --
- 24 --
- 25 --

\* Sheet and structural metal workers, moulders and welders, and related workers

## Top 25 growth occupations – hirings, Malta and the Netherlands

### Malta

- 1 Other elementary workers
- 2 Artistic, cultural and culinary associate professionals
- 3 Shop salespersons
- 4 Physical and engineering science technicians
- 5 Child care workers and teachers' aides
- 6 Information and communications technology operations and user support technicians
- 7 Mining and construction labourers
- 8 Waiters and bartenders
- 9 Building frame and related trades workers
- 10 Secretaries (general)
- 11 --
- 12 --
- 13 --
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### Netherlands

- 1 Other clerical support workers
- 2 Medical doctors
- 3 Food processing and related trades workers
- 4 Vehicle, window, laundry and other hand cleaning workers
- 5 Information and communications technology professionals
- 6 Process control technicians
- 7 Engineering professionals (excluding electrotechnology)
- 8 Garment and related trades workers
- 9 Legal professionals
- 10 Blacksmiths, toolmakers and related trades workers
- 11 Other sales workers
- 12 Other teaching professionals
- 13 Architects, planners, surveyors and designers
- 14 Other stationary plant and machine operators
- 15 Finance professionals
- 16 Printing trades workers
- 17 Medical and pharmaceutical technicians
- 18 Other services managers
- 19 Armed forces occupations, other ranks
- 20 Sports and fitness workers
- 21 Other craft and related workers
- 22 Textile, fur and leather products machine operators
- 23 Wood treaters, cabinet-makers and related trades workers
- 24 Regulatory government associate professionals
- 25 Ship and aircraft controllers and technicians



## Top 25 growth occupations – hirings, Poland and Portugal

### Poland

- 1 Waiters and bartenders
- 2 Manufacturing labourers
- 3 Personal care workers in health services
- 4 Cooks
- 5 General office clerks
- 6 Food preparation assistants
- 7 Agricultural, forestry and fishery labourers
- 8 Mining and mineral processing plant operators
- 9 Legal, social and religious associate professionals
- 10 Software and applications developers and analysts
- 11 Shop salespersons
- 12 Administration professionals
- 13 Artistic, cultural and culinary associate professionals
- 14 Blacksmiths, toolmakers and related trades workers
- 15 Wood treaters, cabinet-makers and related trades workers
- 16 Hairdressers, beauticians and related workers
- 17 Business services agents
- 18 Child care workers and teachers' aides
- 19 Transport and storage labourers
- 20 Sports and fitness workers
- 21 Electrical equipment installers and repairers
- 22 Authors, journalists and linguists
- 23 Administrative and specialised secretaries
- 24 Metal processing and finishing plant operators
- 25 Numerical clerks

### Portugal

- 1 Heavy truck and bus drivers
- 2 Protective services workers
- 3 Agricultural, forestry and fishery labourers
- 4 Electrical equipment installers and repairers
- 5 Secondary education teachers
- 6 Forestry and related workers
- 7 Other sales workers
- 8 Material-recording and transport clerks
- 9 Engineering professionals (excluding electrotechnology)
- 10 Other elementary workers
- 11 Electronics and telecommunications installers and repairers
- 12 Manufacturing labourers
- 13 Architects, planners, surveyors and designers
- 14 Electrotechnology engineers
- 15 Social and religious professionals
- 16 Cashiers and ticket clerks
- 17 Administrative and specialised secretaries
- 18 Garment and related trades workers
- 19 Sports and fitness workers
- 20 Sales and purchasing agents and brokers
- 21 Child care workers and teachers' aides
- 22 Other services managers
- 23 Cooks
- 24 Sales, marketing and public relations professionals
- 25 Building finishers and related trades workers

## Top 25 growth occupations – hirings, Romania and Slovenia

### Romania

- 1 Engineering professionals (excluding electrotechnology)
- 2 Market gardeners and crop growers
- 3 Waiters and bartenders
- 4 Other personal services workers
- 5 Transport and storage labourers
- 6 Protective services workers
- 7 Mixed crop and animal producers
- 8 Mining and construction labourers
- 9 Electrotechnology engineers
- 10 Software and applications developers and analysts
- 11 Other sales workers
- 12 Personal care workers in health services
- 13 Sales and purchasing agents and brokers
- 14 Heavy truck and bus drivers
- 15 Rubber, plastic and paper products machine operators
- 16 Refuse workers
- 17 Cooks
- 18 Agricultural, forestry and fishery labourers
- 19 Other health associate professionals
- 20 Financial and mathematical associate professionals
- 21 Travel attendants, conductors and guides
- 22 Secretaries (general)
- 23 Other stationary plant and machine operators
- 24 Animal producers
- 25 Sports and fitness workers

### Slovenia

- 1 Market gardeners and crop growers
- 2 Protective services workers
- 3 Administration professionals
- 4 Machinery mechanics and repairers
- 5 University and higher education teachers
- 6 Material-recording and transport clerks
- 7 Heavy truck and bus drivers
- 8 Cooks
- 9 Sales and purchasing agents and brokers
- 10 Finance professionals
- 11 Agricultural, forestry and fishery labourers
- 12 Manufacturing labourers
- 13 Architects, planners, surveyors and designers
- 14 Other personal services workers
- 15 Mining, manufacturing and construction supervisors
- 16 Financial and mathematical associate professionals
- 17 Creative and performing artists
- 18 Shop salespersons
- 19 Transport and storage labourers
- 20 Electrical equipment installers and repairers
- 21 Secretaries (general)
- 22 Managing directors and chief executives
- 23 Child care workers and teachers' aides
- 24 Food processing and related trades workers
- 25 Other stationary plant and machine operators

## Top 25 growth occupations – hirings, Sweden and the United Kingdom

### Sweden

- 1 Personal care workers in health services
- 2 Waiters and bartenders
- 3 Business services agents
- 4 Child care workers and teachers' aides
- 5 Market gardeners and crop growers
- 6 Physical and engineering science technicians
- 7 Food preparation assistants
- 8 Numerical clerks
- 9 Sports and fitness workers
- 10 Software and applications developers and analysts
- 11 Artistic, cultural and culinary associate professionals
- 12 Administration professionals
- 13 Engineering professionals (excluding electrotechnology)
- 14 Business services and administration managers
- 15 Legal professionals
- 16 Authors, journalists and linguists
- 17 Other clerical support workers
- 18 Refuse workers
- 19 Sales, marketing and development managers
- 20 Professional services managers
- 21 Other teaching professionals
- 22 Database and network professionals
- 23 Hairdressers, beauticians and related workers
- 24 Process control technicians
- 25 Hotel and restaurant managers

### United Kingdom

- 1 Shop salespersons
- 2 Client information workers
- 3 Secondary education teachers
- 4 Manufacturing, mining, construction, and distribution managers
- 5 Administrative and specialised secretaries
- 6 Tellers, money collectors and related clerks
- 7 Personal care workers in health services
- 8 Administration professionals
- 9 Food preparation assistants
- 10 Professional services managers
- 11 Child care workers and teachers' aides
- 12 General office clerks
- 13 Transport and storage labourers
- 14 Financial and mathematical associate professionals
- 15 Mining and construction labourers
- 16 Medical and pharmaceutical technicians
- 17 Manufacturing labourers
- 18 Vehicle, window, laundry and other hand cleaning workers
- 19 Business services and administration managers
- 20 Business services agents
- 21 Domestic, hotel and office cleaners and helpers
- 22 Other health professionals
- 23 Building frame and related trades workers
- 24 Finance professionals
- 25 Metal workers\*

\* Sheet and structural metal workers, moulders and welders, and related workers

Three countries are excluded from the above tables:

- Germany, due to changes of coding occupations in 2012;
- Ireland, due to partial non-response on ISCO for 2011Q2;
- Slovakia, due to missing data on job starts for 2011Q2

## 5.2 TOP 25 GROWTH OCCUPATIONS PER COUNTRY – PES INFLOW

Top 5 absolute growth PES inflow (2011Q2-2012Q2), absolute values of 2012Q2, 10 countries, ISCO88, 3-digit

<b>Austria</b>			<b>Inflow change</b>	
1	Physical and engineering science technicians	3,906	+662	
2	Computing professionals	1,052	+410	
3	Shop salespersons and demonstrators	8,302	+356	
4	Cashiers, tellers and related clerks	2,512	+317	
5	Health professionals (except nursing)	513	+266	

<b>Belgium</b>			<b>Inflow change</b>	
1	Business services agents and trade brokers	3,242	+361	
2	Market gardeners and crop growers	1,062	+253	
3	Primary and pre-primary education teaching professionals	1,771	+223	
4	Administrative associate professionals	4,406	+221	
5	Locomotive engine drivers and related workers	195	+182	

<b>Cyprus</b>			<b>Inflow change</b>	
1	Agricultural, fishery and related labourers	1,153	+1,013	
2	Labourers not specified	292	+292	
3	Protective services workers	247	+208	
4	Shop salespersons and demonstrators	93	+91	
5	Library, mail and related clerks	82	+62	

<b>Czech Republic</b>			<b>Inflow change</b>	
1	Housekeeping and restaurant services workers	2,689	792	
2	Protective services workers	1,341	741	
3	Manufacturing labourers	1,433	712	
4	Business professionals	1,261	667	
5	Finance and sales associate professionals	2,167	577	

<b>Finland</b>			<b>Inflow change</b>	
1	Protective services workers	2,205	+898	
2	Nursing associate professionals*	3,093	+504	
3	Other teaching associate professionals	754	+270	
4	Electrical and electronic equipment mechanics and fitters	1,996	+112	
5	Shop salespersons and demonstrators	6,599	+72	

<b>Germany</b>			<b>Inflow change</b>	
1	Customs, tax and related government associate professionals	6,495	+759	
2	Administrative associate professionals	6,861	+580	
3	Nursing associate professionals*	7,209	+510	
4	Business professionals	4,678	+503	
5	Personal care and related workers	32,088	+450	

<b>Ireland</b>			<b>Inflow change</b>	
1	Street vendors and related workers	977	+741	
2	Finance and sales associate professionals	1,794	+629	
3	Writers and creative or performing artists	511	+507	
4	Housekeeping and restaurant services workers	1,737	+458	
5	Domestic and related helpers, cleaners and launderers	1,161	+446	

<b>Lithuania</b>			<b>Inflow change</b>	
1	Shop salespersons and demonstrators	4,483	+758	
2	Agricultural, fishery and related labourers	1,226	+699	
3	Housekeeping and restaurant services workers	2,992	+590	
4	Domestic and related helpers, cleaners and launderers	2,533	+366	
5	Business professionals	1,911	+361	

<b>Portugal</b>			<b>Inflow change</b>	
1	Street vendors and related workers	379	+237	
2	Rubber- and plastic-products machine operators	176	+113	
3	Other personal services workers	584	+112	
4	Material-recording and transport clerks	534	+85	
5	Other office clerks	93	+82	

<b>Sweden</b>			<b>Inflow change</b>	
1	Stall and market salespersons	8,972	+3,258	
2	Personal care and related workers	15,161	+1,071	
3	Housekeeping and restaurant services workers	7,223	+898	
4	Nursing associate professionals*	4,452	+867	
5	Other personal services workers	1,585	+528	

\* Full name: Nursing and midwifery associate professionals

## 5.3 TOP 5 EURES VACANCIES

<b>1. Finance and sales associate professionals</b>	<b>4. Architects, engineers and related professionals</b>
UK 47,460 vacant posts	UK 20,300 vacant posts
DE 27,570 vacant posts	DE 18,610 vacant posts
FR 3,560 vacant posts	NL 1,010 vacant posts
<b>2. Personal care and related workers</b>	<b>5. Housekeeping and restaurant services workers</b>
SE 20,420 vacant posts	DE 14,650 vacant posts
UK 15,080 vacant posts	AT 6,220 vacant posts
DE 12,950 vacant posts	FR 3,040 vacant posts
<b>3. Computing professionals</b>	
UK* 35,200 vacant posts	
DE 11,580 vacant posts	
SE 1,690 vacant posts	

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

For more information, see the European Job Mobility Bulletin No.8.

Belgium is excluded due to technical reasons

## ENDNOTES

- 1 These reports can be found under: <http://ec.europa.eu/social/main.jsp?catId=955&langId=en>
- 2 EU Employment and Social Situation Quarterly Review, December 2012, <http://ec.europa.eu/social/main.jsp?catId=113>.
- 3 EU Business and Consumer Survey, July 2012, [http://ec.europa.eu/economy\\_finance/db\\_indicators/surveys/index\\_en.htm](http://ec.europa.eu/economy_finance/db_indicators/surveys/index_en.htm).
- 4 See EVM 7 December 2012, <http://ec.europa.eu/social/main.jsp?catId=955>.
- 5 Dutch Statistical Office (3 April 2012), Dutch consumer confidence falls by most, <http://www.cbs.nl/en-GB/menu/themas/dossiers/eu/publicaties/archief/2012/2012-3595-wm.htm>.
- 6 Eurostat (2013), News release euro indicators, 24/2013, 14 February 2013  
[http://epp.eurostat.ec.europa.eu/cache/ITY\\_PUBLIC/2-14022013-AP/EN/2-14022013-AP-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_PUBLIC/2-14022013-AP/EN/2-14022013-AP-EN.PDF).
- 7 CIETT (2012), The agency work industry around the world (based on figures available for 2010), <http://www.eurociett.eu/index.php?id=155&MP=155-170> (column of latest publications)
- 8 [http://epp.eurostat.ec.europa.eu/statistics\\_explained/index.php/Unemployment\\_statistics](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Unemployment_statistics)
- 9 In EVM8 Belgium is included in contrast to EVM7 and Denmark and Slovakia are excluded in contrast to EVM7, due to the PES of those countries changing from ISCO-88 to ISCO-08.
- 10 Employment and Social Developments in Europe 2012, p.353, <http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=7315>
- 11 Riley, J. (2001). Silver Signals: Twenty-Five Years of Screening and Signalling. *Journal of Economic Literature* 39, 432-78..
- 12 OECD Employment Protection Database;  
Guell, M. and B. Petrongolo (2007). 'How Binding are Legal Limits? Transitions from Temporary to Permanent Work in Spain, *Labour Economics* 14, 153-83.
- 13 EC (2012) Economic and Social Developments in Europe.
- 14 Meardi, G. (2012), Employment relations under external pressure: Italian and Spanish reforms in 2010-2012, paper presented at the International Labour Process Conference, Stockholm, 27-29 March 2012.  
[http://www2.warwick.ac.uk/fac/soc/wbs/research/irru/publications/recentconf/gm\\_-\\_ilpc2012.pdf](http://www2.warwick.ac.uk/fac/soc/wbs/research/irru/publications/recentconf/gm_-_ilpc2012.pdf)
- 15 The only exception is Poland, which remains the only EU Member State country without legislation that prescribes a limit on the maximum duration of temporary contracts.
- 16 Eurostat (2007): Statistics in Focus 98: Men and women employed on fixed-term contracts involuntarily.

## ANNEX A1 REFERENCES

- CIETT (2012), The agency work industry around the world (based on figures available for 2010), <http://www.eurociett.eu/index.php?id=155&MP=155-170> (column of latest publications)
- Dutch Statistical Office (3 April 2012), Dutch consumer confidence falls by most, <http://www.cbs.nl/en-GB/menu/themas/dossiers/eu/publicaties/archief/2012/2012-3595-wm.htm>.
- European Commission, Employment and Social Developments in Europe 2012, <http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=7315>
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## ANNEX A2 ABBREVIATIONS

### Country abbreviations

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

### Other abbreviations

EJMB	European Job Mobility Bulletin
EVM	European Vacancy Monitor
EVR	European Vacancy and Recruitment Report
EURES	EUROpean Employment Services
ISCED	International Standard Classification of Education (1, 2 = primary, lower secondary, 3, 4 = upper, post-secondary, 5 and 6 = tertiary education)
ISCO	International Standard Classification of Occupations
NACE	Classification of Economic Activities in the European Community
JVS	Job Vacancy Statistics (EUROSTAT)
LFS	Labour Force Survey (EUROSTAT)
PES	Public Employment Services
Q1	First quarter of the year
TWA	Temporary Work Agency



# ANNEX A3 DEFINITIONS AND CONCEPTS

## Educational field (LFS, Eurostat)

Data on job hirings by educational field are provided by Eurostat based on the Labour Force Survey (LFS). Contrary to data by educational level, data by educational field are not available on a quarterly base, but on an annual base only. Also, data by educational field are only available for those with medium or upper educational levels: formal “upper secondary education” or higher. The classification of educational field is based on an international standard. This standard is the two-digit ISCED-97 classification to which Eurostat adds a third digit level for a more flexible system. The LFS data by educational field are generally presented at the one-digit ISCED-97 aggregate level. Only for science, mathematics and computing, and military and defence, the LFS data are presented at a more detailed level.

## GDP (National accounts, Eurostat)

Gross Domestic Product (GDP) in volumes, not seasonally adjusted. Measured in millions of euro, chain-linked volumes, reference year 2005 (at 2005 exchange rates). Source: Eurostat.

## Job vacancies (JVS, Eurostat)

The official definition of a job vacancy is included in Article 2 of Regulation (EC) No 453/2008 and is used by EUROSTAT:

*“A job vacancy shall mean a paid post that is newly created, unoccupied, or about to become vacant:*

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

*A vacant post that is only open to internal candidates is not treated as a ‘job vacancy’.”*

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

## Job hirings (LFS, Eurostat)

Job hirings refer to employees who were employed in a ‘reference week’ of that quarter and have started working for their employer job in the month, or, at most, three months earlier than the month of the ‘reference week’. The calculation of job hirings is based on the tenure variable in the quarterly Eurostat Labour Force Survey. Job hirings exclude the self-employed since a job vacancy is defined as a vacant post for an employee (see definition above). The number of job hirings is used as a reliable proxy indicator of the number of hirings and has the following strength:

Job hiring data are flow data that cover all who found a job over a three-months period, while the Eurostat job vacancy data (JVS) only covers the number of vacancies available at a point of time. As a result job hiring data tend to be significantly higher. Besides, job hiring data are available for all EU27 countries.

## Newly registered job vacancies (national PES)

The number of newly registered job vacancies (the inflow) is the sum of new job vacancies registered by the PES in a certain period of time and it is a flow figure rather than a point in time estimate (stock). Inflow is used because for the PES, comparisons of stocks would suffer from differences in national policies for closing registered vacancies. For example, the stock will be higher if vacancies are closed after six months compared to one month. The inflow of registered job vacancies depends not only on the demand for labour, but also on the extent to which employers involve the PES in filling job vacancies.

## Stock, inflow and outflow (concepts)

A ‘stock’ number is a statistical term measuring a variable at a certain moment in time. For example, the number of job vacancies available in Germany at 1 January 2011. A ‘flow’ number is measured in a period of time. For example, the ‘inflow’ is the number of new vacancies in the first six months of January. If the stock and flow move in opposite directions, this usually indicates a change in the duration. For example if the stock of job vacancies increases and the number of job hirings decreases, this indicates that it takes longer on average to fill vacancies, other things being equal.

## Unemployed to job hirings ratio (LFS, Eurostat)

The relationship between the total number of unemployed and the total number of job hirings is used as an indicator of the degree of ‘tightness’ of the labour market. In this case the number of job hirings is used as a proxy for the number of filled vacancies. A relation of the stock or the inflow of job vacancies to unemployment would be theoretically preferable, as this ratio would also include vacancies that are not filled. However, no data on the inflow is available at all, and data on the number of job vacancies is not available for all EU27 countries.

## Methodological notes on the job vacancy statistics (JVS) of Eurostat

Data on the stock of job vacancies are collected by the national statistical offices in almost all EU countries. In some countries they are collected by the Ministry of Labour. Most countries collect the data by means of surveys, except Luxembourg, the Czech Republic and Slovenia which collect the data by means of administrative data. Also, the sampling unit is the enterprise in most countries, but the local unit in nine countries: Denmark, France, Finland, Germany, Spain, the Netherlands, Poland, Portugal and Sweden. In those nine countries, enterprises are not approached at the corporate level, but a sample of local branches is approached to fill in the survey. These differences need to be born in mind when comparing stocks of vacancies between countries.

Another major difference between countries is that in some countries data are not collected for certain sectors or small companies. No data are collected for the agriculture sector in ten countries: Austria, Cyprus, Denmark, Spain, France, Greece, Ireland, Italy, Portugal and UK. For the other countries, the number of agriculture vacancies comprises 1% of all vacancies or less in most West European countries, 2% in Germany and between 2% and 3% in new Member States. Agriculture is excluded from the analysis for international comparability and because the impact of agriculture on the total level is small.

For the public administration, data on job vacancies are not collected in five countries: Denmark, France, Greece, Italy, Poland. In Denmark and Italy and data for the public sector including education and healthcare are not collected at all. Portugal collects data on public administration vacancies since 2012Q1, so for public administration in Portugal no historical comparison is yet possible. Because no total numbers of vacancies are published at all for France, Italy and Poland, these three countries are excluded.

To represent vacancy developments as fully as possible, Chart 1 presents all available data inclusive the whole public sector (NACE O to S) where possible, exclusive the whole public sector for Denmark and exclusive public administration only for Portugal (and Greece). In Spain, vacancy data for the public administration started to be collected in 2010Q1 creating a break in the series. For this reason, Spain is excluded from any analysis of JVS data preceding 2010Q1.

For small enterprises, defined as having less than 10 employees, no job vacancy data are collected in France, Italy and Malta. France only collects it on an annual basis. For this reason, these three countries are left out of the analysis.

But the most important note is that differences between countries may originate from differences in sampling units (corporate versus local) or sources used (administrative versus survey).