

TOP 5 JOBS IN EUROPE

1) Finance and sales associate professionals

 45,200 Vacancies*
 28,400 Vacancies
 3,700 Vacancies

2) Shop salespersons and demonstrators

 41,900 Vacancies*
 11,400 Vacancies
 4,000 Vacancies

3) Housekeeping and restaurant services workers

 14,300 Vacancies
 10,580 Vacancies
 3,900 Vacancies

4) Personal care and related workers

 22,500 Vacancies*
 12,900 Vacancies
 1,770 Vacancies

5) Modern health associate professionals

 23,800 Vacancies*
 10,900 Vacancies
 2,100 Vacancies

Based on figures of the EURES Job Mobility portal on 1 November 2012.

* Figures for the UK tend to be high due to specifics of trans-coding

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

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Tracking down job vacancies in the EU...

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

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

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

The *European Job Vacancy Monitor* gives a broader picture of recruitment demand. It is addressed to a broader audience – employers, policy makers, researchers and it uses many sources of information including Eurostat, the Statistical Office of the European Communities, National Statistical Offices, Public Employment Services, temporary work agencies, online recruitment services and research institutions.

EURES job vacancy market

Over 1 million jobs are available on the EURES vacancy market

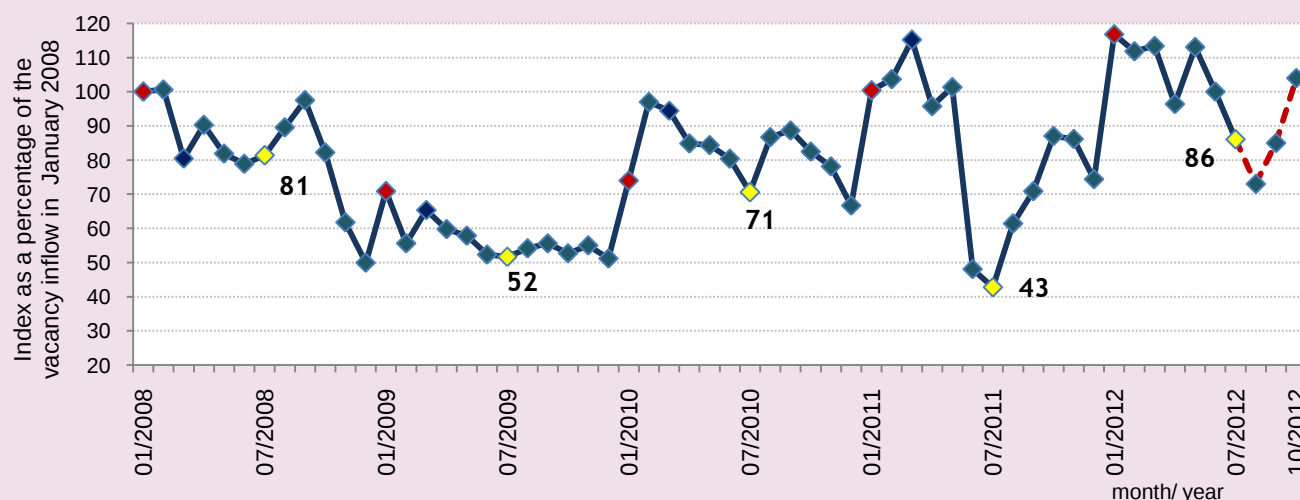
Analysis presented in this issue of the European Job Mobility Bulletin is based on data taken the EURES Job Mobility Portal (internet site) at 1st November 2012, as well as from the EURES database, which stores daily feeds of the EURES portal, for the period January 2008 - July 2012 (inclusive).

EURES job index goes up: more optimism on job-finding...

July 2012 saw the EURES Job Vacancy Index exceeded its pre-crisis benchmark for the first time in four years, though the index suffered the usual seasonal fall (Chart 1) during the summer holiday period.

The beginning of autumn usually sees a revival in recruitment after the summer lull, so this year autumn's mobile jobseekers saw more job opportunities than in autumn 2011.

Chart 1. EURES Job Vacancy index, January 2008 - July 2012



Source: EURES database (30 countries)

--- Forecast development based on estimates

The EURES Job Vacancy index is calculated as a percentage of the inflow of job vacancies in January 2008. This enables the EJMB to compare the current situation against a reference point before the crisis.

Most of countries saw growth in new job announcements

The number of job vacancies newly posted onto the EURES portal went up by 56 percent when compared to the 'early summer' period (1st May - 31st July) one year earlier.

During this time period, in terms of the numbers of job advertised, the countries analysed fell into three groups.

Increase (↑): Austria, Belgium, Bulgaria, the Czech Republic*, Cyprus, Estonia, Germany, Greece, Hungary, Ireland*, Italy, Lithuania, Luxembourg, Malta, the Netherlands, Slovak Republic, Slovenia*, Sweden* and the United Kingdom

Around the

EU average (=): Denmark*, Latvia, Norway, Poland, Romania

Decrease (↓): Spain, Iceland, Finland*, France and Portugal

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

The first group is the 19 countries (in alphabetical order above) that showed a higher than +60 per cent increase in vacancies posted on EURES from 1st May to July 31st compared to the same time period a year ago. For some of them (such as Cyprus, Estonia, Lithuania, Slovakia and Hungary), the steep increase is explained by very low numbers of vacancies posted during the same period in 2011.

The second group is made up of countries where the change in the vacancy inflow was roughly the EU average (a 56 per cent increase). These countries proved to be relatively stable.

The third group is the 5 countries where the number of job vacancies posted on EURES went down by more than -10 per cent when compared to the same period in the previous year.

What sort of jobs are flagged on EURES?

As the previous issues of the European Job Mobility Bulletin (EJMB) stressed, the proportion of job vacancies registered on national Public

Employment Services (PES) and posted on the EURES portal varied from country to country. Six countries (the 'EURES 6': the Czech Republic, Denmark, Finland, Ireland, Sweden and Slovenia) put all their PES-registered job vacancies onto the portal, while the other 24 countries post only those vacancies which employers have flagged up as especially suitable for international candidates.

The changes in structure of new jobs notified on the EURES portal during the period August 2010-July 2011 is compared to the period August 2011-July 2012 in Table 1 and Table 2 below.

In summary, the changes in the EURES vacancy market mirrored the general trend in recruitment. While at the highest skills levels, recruitment was resilient and indeed there was an increase in demand for managers and professionals, the decline in industry, construction and manufacturing resulted in a strong decrease in the recruitment of skilled manual labour, and even higher skilled technicians not spared. This trend is more pronounced for the 'EURES 24' countries which post only selected vacancies on the EURES portal.

Data is presented separately for the 'EURES 24' and 'EURES 6' countries, and it leads to the following main findings:

- ▶ The share of new vacancies for 'high-skilled' labour notified by the 'EURES 24' significantly increased during the recent year (Table 1), from 18.6 to 24.3 per cent. This is most apparent for 'professionals' and 'technicians and associate professionals' and it indicates that as employers were experiencing recruitment difficulties, they were more inclined to seek the assistance of PES and EURES to fill these vacancies.
- ▶ Though one third of the new 'EURES 24' vacancies which employers have flagged up as being especially suitable for international candidates, are for 'skilled manual' labour, the share of these job vacancies decreased, especially for 'craft and related trades workers'. This is a natural result of the slow recovery of construction, manufacturing and

industry which were the sectors most affected by the crisis.

- ▶ The demand in skilled services was quite stable showing only slight increase while for elementary occupations the demand went down from 20.8 to 16.8 per cent.
- ▶ The share of elementary jobs notified by the 'EURES 24' visibly decreased over a year, though it increased in absolute numbers. This may mean that though the EURES pool of vacancies is usually associated with low skilled vacancies, it has now changed its structure towards jobs requiring more qualifications.
- ▶ The share of vacancies for 'clerks' has increased for the 'EURES 24' countries while it has decreased for the 'EURES 6' (Table 2).

This shows that employers are more likely to look for international candidates for these sorts of jobs.

- ▶ For the 'EURES 6', which put all their PES-registered job vacancies onto the portal around 44 per cent of all vacancies are for 'high-skilled' labour. The demand for highly qualified specialists is traditionally very high in this group of countries though some changes over the year occurred among certain occupational groups. The share of job vacancies increased particularly for 'professionals', for example. This is in line with the results of the broader vacancy market analysis which identified a growing demand for health professionals and business professionals.

Table 1. Distribution of newly posted job vacancies per main occupational group, 'EURES 24' - pre-selected PES vacancies, inflow, August 2010 -July 2011 comparing to August 2011-July 2012

Share of all job vacancies		Job type	Occupational group (ISCO ¹)	Share of all job vacancies	
08.2010-07.2011	08.2011-07.2012			08.2010-07.2011	08.2011-07.2012
18.6%	24.3%	High-skilled non-manual	1. Legislators, senior officials and managers	1.5%	1.9%
			2. Professionals	5.8%	7.3%
			3. Technicians and associate professionals	11.4%	15.0%
24.2%	25.2%	Skilled non-manual	4. Clerks	7.4%	9.2%
			5. Service and shop and market sales workers	16.8%	16.0%
36.3%	33.8%	Skilled manual	6. Skilled agricultural and fishery workers	0.6%	0.6%
			7. Craft and related trades workers	25.5%	22.9%
			8. Plant and machine operators and assemblers	10.3%	10.2%
20.8%	16.8%	Elementary	9. Elementary occupations (simple and routine tasks in sales and services, agriculture, construction, manufacturing and transport)	20.8%	16.8%

Source: EURES database

Countries included - EURES 24: Austria, Bulgaria, Cyprus, Germany, Estonia, Spain, France, Greece, Hungary, Iceland, Italy, Liechtenstein, Lithuania, Luxembourg, Latvia, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, and the United Kingdom only post selected job vacancies

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

Table 2. Distribution of newly posted job vacancies per main occupational group, 'EURES 6' - all PES vacancies, inflow, August 2010-July 2011 comparing to August 2011-July 2012

Share of all job vacancies		Job type	Occupational group (ISCO1)	Share of all job vacancies	
08.2010-07.2011	08.2011-07.2012			08.2010-07.2011	08.2011-07.2012
43.6%	43.9%	High-skilled non-manual	1. Legislators, senior officials and managers	3.0%	2.9%
			2. Professionals	15.4%	16.5%
			3. Technicians and associate professionals	25.3%	24.6%
27.4%	27.2%	Skilled non-manual	4. Clerks	6.4%	5.9%
			5. Service and shop and market sales workers	21.0%	21.3%
16.8%	16.0%	Skilled manual	6. Skilled agricultural and fishery workers	1.3%	1.2%
			7. Craft and related trades workers	9.8%	10.2%
			8. Plant and machine operators and assemblers	5.6%	4.7%
12.2%	12.8%	Elementary	9. Elementary occupations (simple and routine tasks in sales and services, agriculture, construction, manufacturing and transport)	12.2%	12.8%

Source: EURES database

Countries included - EURES 6 (six countries post all registered vacancies on PES on the EURES portal): the Czech Republic, Denmark, Finland, Ireland, Sweden and Slovenia

Most 'sought after' job openings

Armed with the knowledge about the specific distribution of job vacancies between the 'EURES 6' and the 'EURES 24', it is intriguing to know to what extent the top-demanded and top-growth EURES occupations differ for these two groups of countries.

Here, the **top-demanded occupations** are defined as the occupations with the most vacancies posted onto the EURES portal between 1st August 2011 and 31st July 2012.

The **top-growth occupations** are defined as those which experienced the largest increase in the volume of job vacancies between 1st August 2011 and 31st July 2012 when compared to the number of vacancies posted during preceding year (between 1st August 2010 and 31st July 2011).

For the 'EURES 24' countries, the 25 top-demanded occupations with the largest number of vacancies posted during the year are led by:

- Shop salespersons and demonstrators
- Finance and sales associate professionals
- Domestic and related helpers, cleaners
- Housekeeping and restaurant services workers
- Motor-vehicle drivers

However, number of vacancies posted onto the EURES portal only increased in 20 of the 25 most demanded occupations (Chart 2 compares the period 1st August 2011 till 31st July 2012, to the preceding year, from 1st August 2010 to 31st July 2011).

Growing demand for 'clerks' and 'professionals' in the 'EURES 24' countries

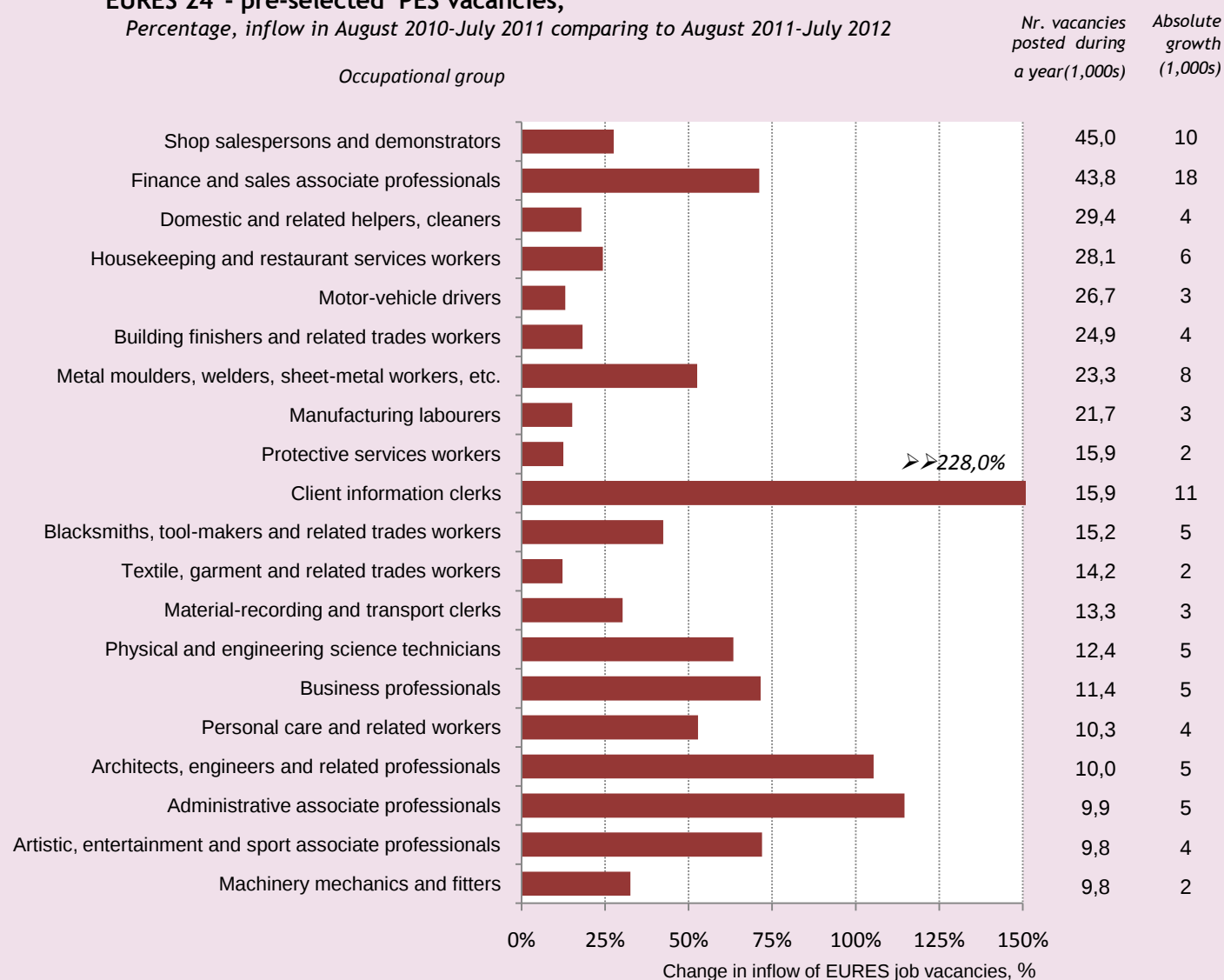
Though for this group of countries, skilled workers dominate in the list of the top most sought after occupations, the demand for clerks, professionals and technicians increased the most.

An analysis of the EURES database shows the increase in the number of new vacancies in the 'EURES 24' countries for:

Professionals and technicians:

- ▶ *Architects, engineers and related professionals* in Germany and Norway
- ▶ *Finance and sales associate professionals* in Belgium, Greece and Poland
- ▶ *Administrative associate professionals* in Hungary and Lithuania
- ▶ *Business professionals* in Malta, Lithuania and Slovak Republic
- ▶ *Physical and engineering science technicians* in Belgium, Italy and Cyprus

Chart 2. Top demanded occupations (ISCO-88, 3 digit), 'EURES 24' - pre-selected PES vacancies,
Percentage, inflow in August 2010-July 2011 comparing to August 2011-July 2012



Source: EURES database

Countries included - 'EURES 24': Austria, Bulgaria, Cyprus, Germany, Estonia, Spain, France, Greece, Hungary, Iceland, Italy, Lithuania, Luxembourg, Latvia, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, and the United Kingdom only post selected job vacancies

Clerks:

- ▶ *Client information clerks* in Estonia, Spain and Poland
- ▶ *Material recording and transport clerks* in Italy and in the UK

Service and shops and market sales workers:

- ▶ *Shop salespersons and demonstrators* in Estonia, Hungary and Italy
- ▶ *Protective services workers* in Estonia and Poland
- ▶ *Personal care and related workers* in Germany, Italy, Norway and in the UK
- ▶ *Housekeeping and restaurant services workers* (such as cooks, waiters and bartenders) in Cyprus, Greece, Italy and Malta

and

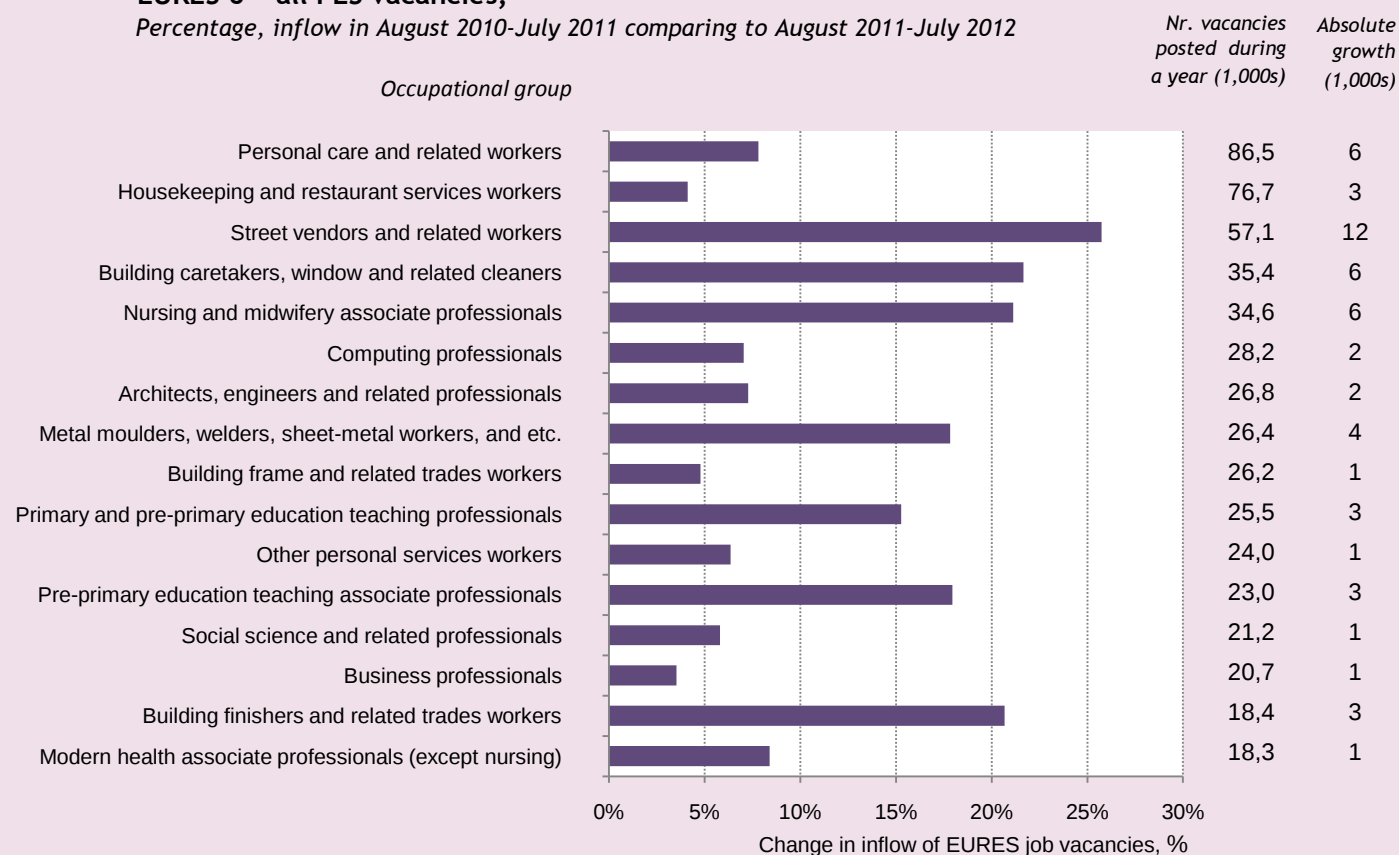
Skilled workers:

- ▶ *Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers* in Germany, Italy and Poland
- ▶ *Blacksmiths, tool-makers and related trades workers* in Poland and Italy
- ▶ *Machinery mechanics and fitters* in Belgium and Lithuania
- ▶ *Motor vehicle drivers* in Estonia, Germany and Poland

Chart 3. Top-demanded occupations (ISCO-88, 3 digit),

'EURES 6' - all PES vacancies,

Percentage, inflow in August 2010-July 2011 comparing to August 2011-July 2012



Source: EURES database

Countries included: 'EURES 6' - the Czech Republic, Denmark, Finland, Ireland, Sweden and Slovenia, which put all their PES-registered job vacancies onto the EURES portal

For the 'EURES 6' countries posting all their PES-registered vacancies onto the EURES portal, the list of top-demanded and top-growth occupations is led by the following five occupations (different to those identified for 'EURES 24'):

- *Personal care and related workers*
- *Housekeeping and restaurant services workers*
- *Street vendors and related workers*
- *Building caretakers, window and related cleaners*
- *Nursing and midwifery associate professionals*

When selecting top-growth occupations for the 'EURES 6', the list of 25 top-demanded occupations has reduced to 16 (Chart 3). This means that for these other 9 occupations, the number of vacancies posted onto the EURES portal between 1st August 2011 and 31st July 2012 was either the same or it decreased compared to preceding year (from 1st August 2010 to 31st July 2011).

In the 'EURES 6', one half of the most sought after occupations were for 'professionals'

Demand was high for:

- ▶ *Computing professionals* in Sweden (16 thousand vacancies announced during the year)
- ▶ *Architects and engineers* in Finland and Sweden (around 11 thousand vacancies), though Denmark experienced the highest growth (23%)
- ▶ *Primary and pre-primary teachers* in Sweden (over 14 thousand vacancies opened during the year) with the highest growth in both Sweden and Slovenia (29%)
- ▶ *Business professionals* in Sweden (up to 12 thousand vacancies posted), though the Czech Republic experienced the highest growth (69%)

'Top 5' EURES vacancies

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

EURES portal 'Top 5' vacancies (1st November 2012):

1. Finance and sales associate professionals (87,000 vacancies)
2. Shop salespersons and demonstrators (66,700 vacancies)
3. Housekeeping and restaurant services workers (40,500 vacancies)
4. Personal care and related workers (40,300 vacancies)
5. Modern health associate professionals except nursing (39,000 vacancies)

Excellent job opportunities in job categories following the EURES 'Top 5'

6. Electrical and electronic equipment mechanics and fitters (38,200 vacancies)
7. Machinery mechanics and fitters (33,500 vacancies)
8. Building finishers and related trades workers (30,200 vacancies)
9. Administrative associate professionals (28,000 vacancies)
10. Domestic and related helpers, cleaners and launderers (25,600 vacancies)

Comparing the 'Top 5' EURES vacancies with the following five occupations identified on 2nd April 2012, the composition does not change a lot, but the number of job offers has greatly increased for both 'finance and sales associate professionals' and 'shop salespersons and demonstrators'. This is mostly caused by start of a new business cycle after the summer break.

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

Table 3. 'Top 5' EURES vacancies by country (EURES portal 1st November 2012, ISCO-88)

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Austria	1. Housekeeping and restaurant services workers (10,580) 2. Shop salespersons and demonstrators (2,700) 3. Physical and engineering science technicians (2,100) 4. Machinery mechanics and fitters (1,800) 5. Electrical and electronic equipment mechanics and fitters (1,500)	Germany	1. Finance and sales associate professionals (28,400) 2. Electrical and electronic equipment mechanics and fitters (24,760) 3. Architects, engineers and related professionals (21,020) 4. Machinery mechanics and fitters (18,950) 5. Building finishers and related trades workers (17,000)
Belgium	1. Assemblers (5,400) 2. Other machine operators and assemblers (5,400) 3. Machinery mechanics and fitters (4,300) 4. Precision workers in metal and related materials (4,200) 5. Shop salespersons and demonstrators (3,950)	Denmark *	1. Special education teaching professionals (210) 2. Health professionals (except nursing) (160) 3. College, university and higher education teaching professionals (160) 4. Pre-primary education teaching associate professionals (150) 5. Client information clerks (140)
Cyprus	1. Agricultural, fishery and related labourer (220) 2. Domestic and related helpers, cleaners and launderers (140) 3. Housekeeping and restaurant services workers (110) <i>The 'Top 5' cannot be identified due to the low numbers of job vacancies</i>	Estonia	1. Housekeeping and restaurant services workers (90) 2. Domestic and related helpers, cleaners and launderers (80) 3. Cashiers, tellers and related clerks (80) 4. Shop salespersons and demonstrators (70) 5. Finance and sales associate professionals (70)
Czech Republic*	1. Housekeeping and restaurant services workers (1,070) 2. Finance and sales associate professionals (1,200) 3. Physical and engineering science technicians (900) 4. Motor vehicle drivers (800) 5. Blacksmiths, tool-makers and related trades workers (750)	Greece	1. Shop salespersons and demonstrators (210) 2. Housekeeping and restaurant services workers (190) 3. Other office clerks (120) <i>The 'Top 5' cannot be identified due to the low numbers of job vacancies</i>

Table 3. 'Top 5' EURES vacancies by country (EURES portal 1st November 2012, ISCO-88)

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Finland*	1. Finance and sales associate professionals (1,230) 2. Housekeeping and restaurant services workers (1,000) 3. Building caretakers, window and related cleaners (640) 4. Shop salespersons and demonstrators (530) 5. Personal care and related workers (510)	Italy	1. Finance and sales associate professionals (860) 2. Administrative associate professionals (560) 3. Physical and engineering science technicians (420) 4. Architects, engineers and related professionals (400) 5. Shop salespersons and demonstrators (350)
France	1. Housekeeping and restaurant services workers (3,920) 2. Production and operation department managers (3,870) 3. Finance and sales associate professionals (3,690) 4. Physical and engineering science technicians (2,670) 5. Other department managers (2,560)	Lithuania	1. Motor vehicle drivers (240) 2. Shop salespersons and demonstrators (150) 3. Business professionals (130) 4. Domestic and related helpers, cleaners and launderers (100) 5. Housekeeping and restaurant services workers (60)
Hungary	1. Finance and sales associate professionals (140) 2. Metal moulders, welders, sheet-metal workers, structural-metal preparers (140) 3. Building frame and related trades workers (120) 4. Housekeeping and restaurant services workers (120) 5. Food processing and related trades workers (100)	The Netherlands	1. Building finishers and related trades workers (2,100) 2. Physical and engineering science technicians (1,890) 3. Finance and sales associate professionals (1,700) 4. Machinery mechanics and fitters (1,650) 5. Electrical and electronic equipment mechanics and fitters (1,400)
Ireland*	1. Finance and sales associate professionals (340) 2. Personal care and related workers (260) 3. Housekeeping and restaurant services workers (240) 4. Domestic and helpers, cleaners and launderers (120) 5. Street vendors (100)	Norway	1. Health professionals (except nursing)(570) 2. Physical and engineering science technicians (460) 3. Shop salespersons and demonstrators (380) 4. Special education teaching professionals (270) 5. Legal professionals (250)

Table 3. 'Top 5' EURES vacancies by country (EURES portal 1st November 2012, ISCO-88)

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Poland	1. Shop salespersons and demonstrators (770) 2. Building finishers and related trades workers (500) 3. Building frame and related trades workers (480) 4. Blacksmiths, tool-makers and related trades workers (440) 5. Metal moulders, welders, sheet-metal workers (390)	Sweden*	1. Finance and sales associate professionals (1,710) 2. Computing professionals (1,650) 3. Housekeeping and restaurant services workers (930) 4. Street vendors and related workers (910) 5. Other personal services workers (860)
Portugal	1. Housekeeping and restaurant services workers (120) 2. Textile, garment and related trades workers (100) <i>The 'Top 5' cannot be identified due to the low numbers of job vacancies</i>	Romania	1. Manufacturing labourers (230) 2. Housekeeping and restaurant services workers (200) 3. Architects, engineers and related professionals (180) 4. Metal moulders, welders, sheet-metal workers (180) - Motor vehicle drivers (140)
Slovakia	1. Artistic, entertainment and sport associate professionals (250) 2. Housekeeping and restaurant services workers (180) 3. Personal care and related workers (140) 4. Blacksmiths, tool-makers and related trades workers (100) 5. Shop salespersons and demonstrators (100)	United Kingdom	1. Finance and sales associate professionals (45,200) 2. Shop salespersons and demonstrators (41,900) 3. Client information clerks (30,500) 4. Stall and market salespersons (26,000) 5. Shoe cleaning and other street services elementary occupations (26,000) <i>The UK data should be treated with caution. Numbers are high due to trans-coding difficulties.</i>

Source: EURES portal (22 countries)

Note: Bulgaria, Spain, Iceland, Liechtenstein, Luxembourg, Latvia, Malta and Slovenia were not included due to insignificant number of vacancies involved.

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

* The countries that put all their PES registered job vacancies on the EURES portal