

EUROPEAN JOB MOBILITY BULLETIN

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TOP 5 JOBS IN EUROPE*

1) Finance and sales associate professionals

	22,600 posts
	4,480 posts
	3,090 posts

2) Housekeeping and restaurant services workers

	12,250 posts
	11,190 posts
	3,400 posts

3) Shop salespersons and demonstrators

	9,600 posts
	6,470 posts
	4,000 posts

4) Machinery mechanics and fitters

	15,590 posts
	5,550 posts
	2,670 posts

5) Electrical and electronic equipment mechanics and fitters

	20,520 posts
	2,150 posts
	1,670 posts

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

*the UK is excluded from ranking

HIGHLIGHTS

► Follow the latest EURES trends

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► Special focus on ICT. Why you no longer have to be a techie to get an ICT job?

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► Jobs going! Our October charts once again give you the most 'in demand' jobs across Europe

Top 5 list per country >> Read more on page 8

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The European Job Mobility Bulletin is a quarterly newsletter published by DG Employment, Social Affairs & Inclusion of the European Commission.

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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 advisers 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 31 national Public Employment Services.

The *European Vacancy Monitor* gives a broader picture of recruitment demand. It is aimed at employment and recruitment services, employers, and policy makers in the field of education and employment. 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 1.6 million new jobs are available on the EURES vacancy market

Over one million six hundred thousand vacant posts were available on the site <http://eures.europa.eu> on October 1st 2013.

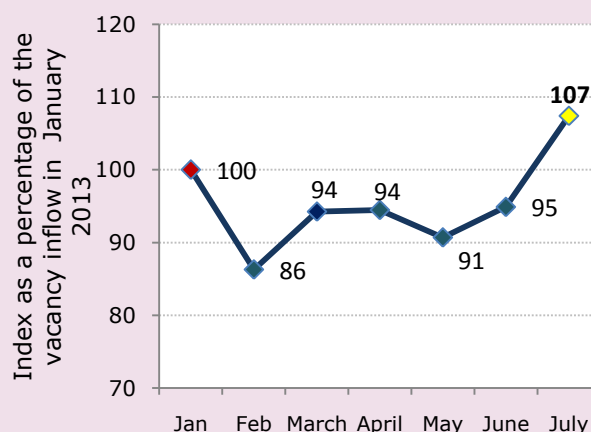
From a geographical point of view, the distribution of job vacancies is uneven. The portal depends on the developments in the labour market but it also relies on the effectiveness of the national Public Employment Services (PES) in acquiring vacancies, and on the criteria that are used when vacancies are published externally. In October 2013, of all the job vacancies advertised on EURES, 48 per cent of all EURES job vacancies were in the UK, 29 per cent in Germany, 5 per cent in Belgium, while Austria and France each had 3 per cent of posted vacancies. The Netherlands, Sweden, Poland and the Czech Republic each had around 2 per cent. The rest of the EURES vacancies were distributed in the remaining countries.

EURES index got a new reference point

Starting with this issue, the EURES Job Vacancy Index is calculated using the number of job posts notified in January 2013 as a reference point. This differs from the earlier issues of the EJMB where the situation was compared against January 2008, a reference point before crisis.

The main reason for this change is the technical enhancement of the EURES platform which involved strengthening of the data entering systems and this inevitably caused a break in the data time series. This means that the data for the period before January 2013 are not comparable to the data for the period after January 2013 onwards.

Chart 1. EURES Job Vacancy Index, January 2013 – July 2013



Source: EURES database (31 countries)

The EURES Job Vacancy index is calculated as a percentage of the inflow of job posts in January 2013. This enables the EJMB to compare the current situation against a reference point (end of the technical enhancement of the EURES platform)

After a significant drop in February and a hesitant recovery in spring 2013, the EURES Job Vacancy Index continued to increase in June and in July. The UK figures disproportionately contributed to this rise, showing a 1.7 fold increase in posts notified in July compared to May. Without the UK data, the EURES index would have reached 104, its highest value, in April and May, and then it would have decreased to 96 in July.

The analysis presented in this issue of the European Job Mobility Bulletin is based on data taken from the EURES Job Mobility Portal on 1st October 2013, as well as data from the EURES database (which stored the daily feeds from the EURES portal, for the period January-July 2013).

ICT – hard-wired to create jobs?

Information and Communications Technology (ICT) is often used as an extended synonym for information technology (IT). In the employment agency field, it is a more specific term that stresses the role of unified communications and the integration of telecommunications (telephone lines and wireless signals), computers including software, middleware, storage, and audio-visual systems. These are the systems that enable users to access, store, transmit, and manipulate information. The ever-increasing penetration of ICTs into economic activities, and indeed into most spheres of human activity, creates an increasing demand not only for more and better qualified ICT practitioners, but also for more and better qualified researchers, managers and users.

According to recent research, the demand for ICT professionals (meaning ICT practitioners, who develop, sell, maintain and support ICT systems) continues to grow¹. Seven hundred thousand unfilled vacancies for ICT practitioners are expected in the EU by the year 2015².

ICT practitioners can be found in different economic sectors. Primarily, they are employed in the IT consultancies, software providers and in internet search and online social networking companies. Virtually everyone working in an office knows that IT staff also found in almost every activity, including large enterprises or employers in the public and private sector. Outside specialist companies and institutions, ICT workers support the smooth running of the core function of the company or institution, not just providing maintenance and support to ICT systems, but also assuring access to and the safe storage of all kinds of data.

ICT services have significant employment potential for jobseekers, since specific routine tasks across almost all existing sectors are inevitably affected by the universal use of computer and telecoms technologies.

¹ European Commission Communication (2012), "Towards a job –rich recovery", <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2012:0173:FIN:EN:PDF>

² European Commission (2012), Commission Staff Working Document "Exploiting the employment potential of ICTs", <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SWD:2012:0096:FIN:EN:PDF>

Special focus - why jobseekers go to EURES for ICT vacancies

This issue of the EJMB focuses on ICT jobs and provides an insight into the demand for ICT-related occupations using the data on the EURES data base and to a limited extent of the Job Mobility portal.

The analysis is focussed on the following occupations:

1. ICT managers:

- ▶ *'Computing services department managers'*

2. ICT professionals:

- ▶ *'Computer systems designers and analysts'*
- ▶ *'Computer programmers'*
- ▶ *'Computing professionals not elsewhere classified'*

3. ICT technicians (associate professionals):

- ▶ *'Computer assistants'*
- ▶ *'Computer equipment operators'*
- ▶ *'Industrial robot controllers'*
- ▶ *'Broadcasting and telecommunications equipment operators'*

Demand for ICT managers and professionals exceeds the demand for ICT techies

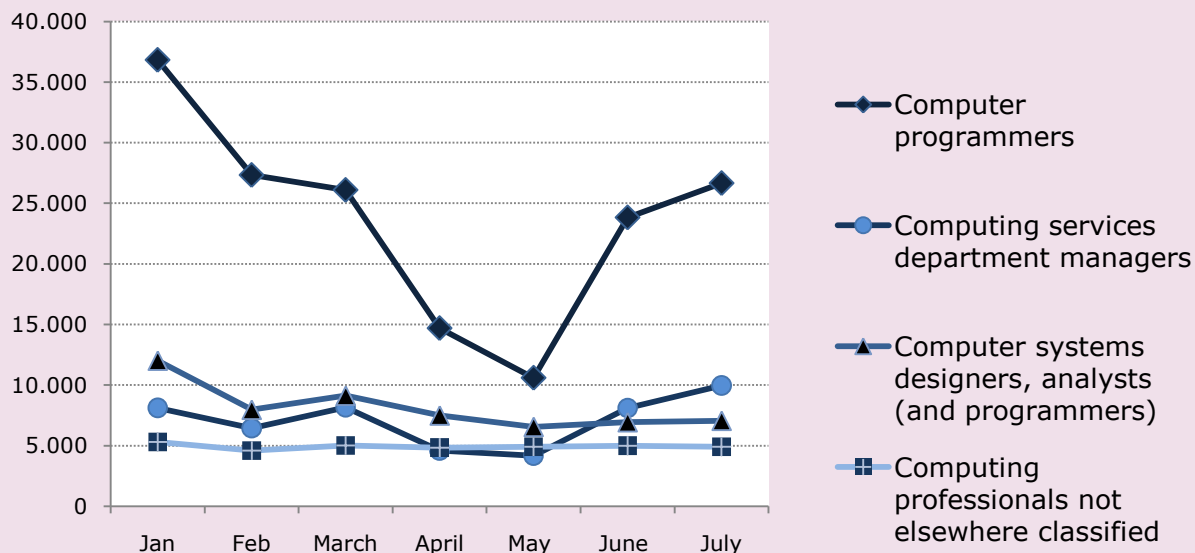
Further analysis of the most recent data in the EURES database provides more insight into the recent demand for these ICT specialists.

Comparison of the vacant job posts (Chart 2 and Chart 3) notified between 1 January and end of July 2013 leads to the following conclusions:

- Opportunities are looking good for ICT managers and professionals, as the number of vacancies posted in this category were several times higher than posts for ICT technicians.
- *'Computer programmers'* were the leaders in numerical terms. Though the monthly number of newly posted vacancies dropped in spring 2013, it later improved up to around twenty five thousand per month.
- The demand for the *'Industrial robot controllers'* and *'Broadcasting and telecommunications equipment operators'* was the lowest - taking these two together, the number of newly posted vacancies per month was only around 300.

Chart 2. Development of vacant posts for ICT managers and professionals

Absolute numbers, inflow during a month, January 2013 - July 2013*



Source: EURES database

* The inflow of job vacancies is the number of vacancies posted during a certain period of time.

Increased demand in the UK for ICT managers and professionals

The high demand for 'Computer programmers' and for 'Computing services department managers' (Chart 2) was caused and influenced by the demand for this sort of ICT staff in the UK. More than 90 per cent of these vacant posts were notified there.

Demand for 'Computer programmers' in June and July in the UK doubled according to the EURES figures for vacant posts in this area. If the UK data is excluded, then the numbers of vacant posts would be much lower and flatter.

The buoyant demand for 'Computer programmers' can be explained by the nature of their work. 'Computer programmers' write, test and maintain computer programmes to meet the needs of users of computer systems. So it is safe to assume that more and more companies, including small ones, experience a demand for automation of some of their processes, for example data processing and data analysis. However, instead of offering an open-ended job contract, these companies might search for short-term services which would assure the development of an applied computer programme and its introduction into a working process.

Indeed, this development in the vacancy market fully reflects the increase in a new form of employment in the ICT sector³. Progressively more ICT specialists prefer to be self-employed and not committed to one particular long-term employer.

The number of vacancies posted monthly for 'Computer systems designers and analysts' is one fifth of the demand for 'Computer programmers', but it remains quite stable. The different numbers most probably reflect the sort of tasks that need to be carried out. 'Computer systems designers and analysts' conduct research, improve or develop computing concepts and operational methods, and advise on or engage in their practical application.

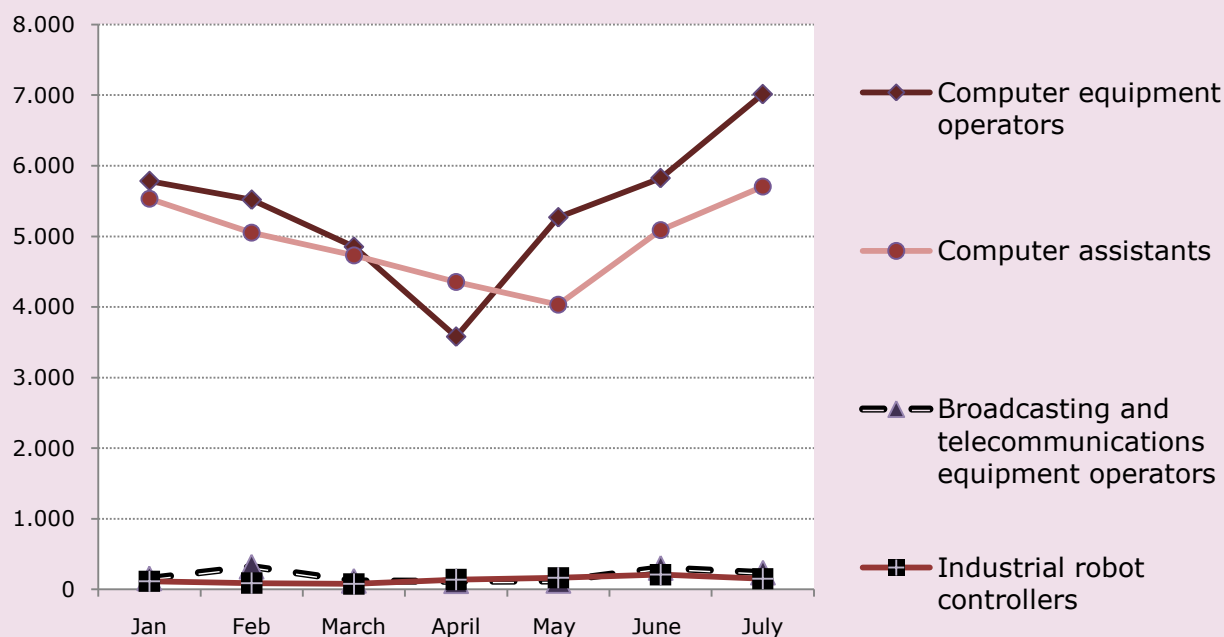
Within the reporting period, as well as the UK, Germany, Romania and Sweden also saw increasing demand for these skills.

Since many of the ICT jobs for high-skilled professionals (IT project managers, IT security experts, IT testing and troubleshooting) do not really fit into either the 'Computer systems designers and analysts' or the 'Computer programmers' categories, many vacancies are posted as 'Computing professionals not elsewhere classified'.

³ OECD (2012) 'ICT skills and employment: New competences and jobs for a greener and smarter economy' (OECD Digital Economy Papers No 198)

Chart 3. Development of vacant posts for ICT technicians

Absolute numbers, inflow during a month, January 2013 - July 2013*



Source: EURES database

* The inflow of job vacancies is the number of vacancies posted during a certain period of time.

Around five thousand new jobs posts are notified in this group every month. They were mainly located in Germany, but Austria, Poland, Italy and Sweden also saw an increase.

Good news - job opportunities for IT techies in Northern and Central Europe

There were around five thousand job posts available every month, on average, for both 'computer assistants' and 'computer equipment operators' (Chart 3). The demand for the latter was mostly caused by the UK, where almost 90 percent of vacant posts were offered. However, starting from April 2013, more new vacancies for these specialists were also announced in Ireland and Romania. At the same time an increase of job posts for 'Computer assistants' was caused by cumulative rise of the offers in the UK, Austria, Italy, Romania and Sweden.

'Computer equipment operators' refers to people who operate and control peripheral computer equipment used for recording, storing, transmitting and processing digital data.

'Computer assistants' provide assistance to users of micro-computers and standard software systems both during installation and when problems occur. They also install new computer programmes on particular hardware and operating systems configurations, and new

peripheral units, and they maintain and update existing programmes. It is safe to assume that both these job categories include the 'IT helpdesk' in offices where employees use personal computers.

UK and Germany lead the way seeking ICT specialists, followed by other central and northern European countries

Taking a snap-shot of the current state of play in the EURES market (Table 1), over eighty six thousand five hundred posts for the selected ICT jobs were vacant at 1st of October 2013, of which over forty per cent were for ICT professionals.

According to the recent data (EURES portal, stock of vacant posts, 1st October 2013), the highest number of available job posts were for:

ICT managers:

- ▶ 'Computing services department managers': in the UK (10,880 posts), France (650 posts) and Germany (220 posts)

ICT professionals:

- ▶ 'Computer systems designers and analysts': in Germany (4,025 posts), the UK (2,600 posts) and Sweden (1,125 posts)

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- ▶ *'Computer programmers':*
in the UK (29,600 posts), the Czech Republic (240 posts), Austria (210 posts) and the Netherlands (130 posts)
- ▶ *'Computing professionals not elsewhere classified':*
in Germany (5,200 posts), Belgium (1,000 posts), Austria (340 posts) and in the Netherlands (210 posts)

ICT technicians:

- ▶ *'Computer assistants':*
in the UK (8,180 posts) and Sweden (460 posts)
- ▶ *'Computer equipment operators':*
in the UK (7,660 posts), France (310 posts) and Ireland (185 posts)
- ▶ *'Industrial robot controllers':*
in Belgium (400 posts), the Czech Republic (300 posts), the Netherlands (290 posts) and in France (190 posts)

Table 1. Available posts in ICT jobs

Stock of posts available by country on the EURES portal, 1 October 2013*

	ICT managers	ICT professionals	ICT technicians
Austria		670	444
Belgium	51	2,032	2,024
Bulgaria			
Cyprus		8	2
Czech Republic	2	389	387
Germany	218	9,764	299
Denmark		13	9
Estonia		11	3
Spain	1	11	1
Finland	24	299	14
France	655	258	443
Greece	1	35	17
Hungary			
Ireland	5	56	248
Iceland			
Italy	3	289	206
Liechtenstein		2	
Lithuania		33	8
Luxembourg	14	8	4
Latvia		1	14
Malta	2	6	
Netherlands	39	590	467
Norway	17	36	50
Poland		165	128
Portugal	5	24	52
Romania		5	
Sweden	19	1,419	543
Slovenia		13	1
Slovakia		4	3
United Kingdom	10,879	38,600	14,544
EEA (EU27+EFTA)	11,935	54,741	19,911

Source: EURES portal

* The stock of vacant posts is the number of vacant posts measured at a given moment in time.

'Top 5' EURES vacancies

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

This time the 'Top 10' EURES vacancies were identified excluding the UK from ranking as it was influenced to a great extent by the numbers of posts vacant in the UK, particularly in the top three occupations.

The EURES portal 'Top 5' job vacancies (on 1st October 2013) were:

1. Finance and sales associate professionals (43,500 posts)
2. Housekeeping and restaurant services workers (40,400 posts)
3. Shop salespersons and demonstrators (33,130 posts)
4. Machinery mechanics and fitters (30,000 posts)
5. Electrical and electronic equipment mechanics and fitters (27,200 posts)

The 'next five' also offer great job opportunities

6. Building finishers and related trades workers (26,600 posts)
7. Architects, engineers and related professionals (22,100 posts)
8. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers (20,920 posts)
9. Physical and engineering science technicians (20,280 posts)
10. Motor vehicle drivers (20,200 posts)

Alternative 'Top 10' EURES jobs

If the vacant posts in the UK are not excluded from the ranking, the alternative 'Top 10' EURES jobs would include less technical jobs:

1. Finance and sales associate professionals (107,190 posts)
2. Modern health associate professionals (except nursing) (83,230 posts)
3. Computing professionals (54,800 posts)

4. Housekeeping and restaurant services workers (47,030 posts)
5. Electrical and electronic equipment mechanics and fitters (46,000 posts)
6. Nursing and midwifery associate professionals (44,600 posts)
7. Shop salespersons and demonstrators (39,000 posts)
8. Business professionals (36,750 posts)
9. Manufacturing labourers (33,800 posts)
10. Machinery mechanics and fitters (30,000 posts)

It should be noted that the UK share of the total number of posts vacant for the top three occupations on the EURES portal was 60 per cent, 80 per cent and 70 per cent correspondingly.

The presence of several occupations (such as '*Finance and sales associate professionals*', '*Housekeeping and restaurant services workers*', '*Electrical and electronic equipment mechanics and fitters*' and etc.) in both Top 10 lists means that these specialists and workers are in high demand in most countries. This is evident from the country 'Top 5' lists.

'Top 5' country pattern

The 'Top 5' vacant posts' chart for individual countries presented in Table 2 below are a useful guide for mobile jobseekers. It shows that if they can speak the language of the host country, then there are many job opportunities in Europe for people who have the relevant skills.

A comparison of the October 2013 country pattern with May 2013 (EJMB issue 9) shows:

- ▶ In more countries '*Shop salespersons and demonstrators*' are highly ranked meaning an increasing number of vacancies typically as a preparation for Christmas shopping
- ▶ More construction-related occupations ranked in the country Top 5, pointing to a revival of the construction sector
- ▶ An increase in '*Domestic and related helpers, cleaners and launderers*' in the Top 5 indicates opportunities for workers without specific qualifications.

Table 2. 'Top 5' EURES jobs by country (EURES portal 1st October 2013, ISCO-88)
absolute number of vacant posts

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Austria	1. Housekeeping and restaurant services workers (11,185) 2. Shop salespersons and demonstrators (4,000) 3. Machinery mechanics and fitters (2,670) 4. Building finishers and rel. trades workers (2,300) 5. Electrical and electronic equipment mechanics and fitters (2,150)	Germany	1. Finance and sales associate professionals (22,600) 2. Electrical and electronic equipment mechanics and fitters (20,500) 3. Machinery mechanics and fitters (15,590) 4. Architects, engineers and related professionals (15,300) 5. Building finishers and related trades workers (14,500)
Belgium	1. Assemblers (7,000) 2. Other machine operators not classified (6,990) 3. Shop salespersons and demonstrators (6,470) 4. Stall and market salespersons (6,460) 5. Cashiers, tellers and related clerks (6,450)	Denmark	1. Client information clerks (470) 2. Special education teaching professionals (350) 3. Pre-primary education teaching associate professionals (290) 4. Health professionals (280) 5. College, university and higher education teaching professionals (260)
Cyprus	1. Housekeeping and restaurant services workers (250) 2. Domestic and related helpers, cleaners and launderers (120) 3. Agricultural, fishery and related labourers (100)	Greece	1. Housekeeping and restaurant services workers (1,200) 2. Shop salespersons and demonstrators (1,070) 3. Motor vehicle drivers (500) 4. Other office clerks (370) 5. Other personal service workers (210)
Czech Republic	1. Finance and sales associate professionals (2,750) 2. Housekeeping and restaurant services workers (2,150) 3. Motor vehicle drivers (1,760) 4. Protective services workers (1,690) 5. Metal moulders, welders, sheet-metal workers, etc. (1,280)	Estonia	1. Domestic and related helpers, cleaners and launderers (320) 2. Shop salespersons and demonstrators (250) 3. Housekeeping and restaurant services workers (220) 4. Cashiers, tellers and related clerks (200) 5. Textile-, fur- and leather-products machine operators (190)

Table 2. 'Top 5' EURES jobs by country (EURES portal 1st October 2013, ISCO-88)
absolute number of vacant posts

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Spain	1. Travel attendants and related workers (430) 2. Finance and sales associate professionals (160) 3. Client information clerks (90)	Hungary	1. Architects, engineers and related professionals (130) 2. Secondary education teaching professionals (80) 3. General managers (60)
Finland	1. Finance and sales associate professionals (4,480) 2. Housekeeping and restaurant services workers (2,320) 3. Shop salespersons and demonstrators (1,360) 4. Building caretakers, window and related cleaners (1,280) 5. Personal care and related workers (930)	Italy	1. Finance and sales associate professionals (1,020) 2. Administrative associate professionals (520) 3. Shop salespersons and demonstrators (510) 4. Housekeeping and restaurant services workers (500) 5. Physical and engineering science technicians (370)
France	1. Housekeeping and restaurant services workers (3,410) 2. Production and operations dept managers (2,730) 3. Finance and sales associate professionals (2,640) 4. Physical and engineering science technicians (2,240) 5. Shop salespersons and demonstrators (2,010)	Lithuania	1. Motor vehicle drivers (1,010) 2. Metal moulders, welders, sheet-metal workers, etc. (390) 3. Building frame and related trades workers (380) 4. Shop salespersons and demonstrators (300) 5. Textile, garment and related trade workers (290)
Ireland	1. Personal care and related workers (930) 2. Finance and sales associate professionals (620) 3. Housekeeping and restaurant services workers (470) 4. Protective services workers (350) 5. Domestic and related helpers, cleaners and launderers (300)	Latvia	1. Metal moulders, welders, sheet-metal workers, structural-metal preparers (630) 2. Special education teaching associate professionals (500) 3. Manufacturing labourers (410) 4. Agricultural and other mobile plant operators (350) 5. Shop salespersons and demonstrators (170)

Table 2. 'Top 5' EURES jobs by country (EURES portal 1st October 2013, ISCO-88)
absolute number of vacant posts

Country	'Top 5' jobs by country	Country	'Top 5' jobs by country
Luxembourg	1. Personal care and related workers (930) 2. Finance and sales associate professionals (620) <i>The 'Top 5' cannot be identified due to the low numbers of job vacancies</i>	Malta	1. Domestic and related helpers, cleaners and launderers (90) 2. Motor vehicle drivers (85) <i>The 'Top 5' cannot be identified due to the low numbers of job vacancies</i>
Liechtenstein	1. Building frame and related trades workers (50) 2. Building finishers and related trades workers (40)		
Netherlands	1. Building finishers and related trades workers (1,680) 2. Machinery mechanics and fitters (1,530) 3. Finance and sales associate professionals (1,510) 4. Physical and engineering science technicians (1,500) 5. Building frame and related trades workers (1,250)	Portugal	1. Textile, garment and related trade workers (790) 2. Housekeeping and restaurant services workers (340) 3. Pelt, leather and shoemaking trades workers (260) 4. Building frame and related trades workers (230) 5. Finance and sales associate professionals (220)
Norway	1. Nursing and midwifery associate professionals (580) 2. Primary and pre-primary education teaching professionals (480) 3. Physical and engineering science technicians (400) 4. Housekeeping and restaurant services workers (370) 5. Machinery mechanics and fitters (270)	Sweden	1. Finance and sales associate professionals (3,090) 2. Street vendors and related workers (2,480) 3. Shop salespersons and demonstrators (2,410) 4. Housekeeping and restaurant services workers (2,040) 5. Other personal services workers (1,570)
Poland	1. Building frame and related trades workers (2,550) 2. Fashion and other models (2,400) 3. Shop salespersons and demonstrators (2,280) 4. Building finishers and related trades workers (2,240) 5. Manufacturing labourers (2,200)	Slovenia	1. Building frame and related trades workers (380) 2. Building finishers and related trades workers (320) 3. College, university and higher education teaching professionals (160) 4. Metal moulders, welders, sheet-metal workers, structural-metal preparers (130) 5. Motor vehicle drivers (100)

Table 2. 'Top 5' EURES jobs by country (EURES portal 1st October 2013, ISCO-88)
absolute number of vacant posts

Slovakia	1. Metal moulders, welders, sheet-metal workers, structural-metal preparers, and related trades workers (260) 2. Mining and mineral-processing-plant operators (70) 3. Locomotive engine drivers and related workers (60) 4. Transport labourers and freight handlers (50) 5. Automated-assembly-line and industrial robot operators (30)	United Kingdom	1. Other department managers* (240,400) 2. Modern health associate professionals (except nursing) (68,300) 3. Finance and sales associate professionals (63,660) 4. Computing professionals (38,600) 5. Nursing and midwifery associate professionals (34,480) * The UK share of all posts exceeds 90 per cent for this occupation. Thus it is excluded from the top10 EURES jobs; high numbers of posts should be treated with caution
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Source: EURES portal (27 countries)

Note: Bulgaria, Croatia, Iceland and Romania were not included due to the 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 [ILO website](http://www.ilo.org/public/english/bureau/stat/isco/index.htm) (<http://www.ilo.org/public/english/bureau/stat/isco/index.htm>).

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