

# European Vacancy Monitor

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European Vacancy Monitor

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The European Vacancy Monitor is published quarterly by DG Employment, Social Affairs & Equal Opportunities of the European Commission.

This is a new publication within the Europe 2020 flagship initiative "An Agenda for New Skills and Jobs". It will be further refined also taking into account stakeholders' feedback. Neither the European Commission nor any person acting on behalf of the Commission may be held responsible for the use that may be made of the information contained in this publication. Comments are gratefully received and should be sent to:

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## Further Information

► [European Job Mobility Bulletin](#)

► [Quarterly Labour Market Review](#)

## HIGHLIGHTS

### ***New information source: European Vacancy Monitor***

The European Vacancy Monitor (EVM) presents an up-to-date picture of developments of the labour demand and the vacancy market in Europe. Data on job vacancies, job finders and hiring will provide insight into current growth occupations and areas of recruitment difficulties.

[>> Read more on page 2](#)

### ***Even during the crisis 40 million people found new jobs - the number of job finders increases in 2010***

Despite decreasing employment the labour market still showed substantial dynamics: At the same time 40 million people found a new job. The first half of 2010 showed a marked turn-around, especially in temporary agency work. The overall number of job finders increased by four percent compared to the first half of 2009. The second quarter of 2010 even showed an increase of eight percent compared to the same period in the previous year.

[>> Read more on page 4](#)

### ***Highest demand by employers in Europe for sales, cleaning and restaurant jobs***

Of the top 25 of 400 occupations in Europe, the groups in highest demand are shop, stall and market salespersons and demonstrators. They are followed (by some distance) by domestic helpers, cleaners and launderers, and housekeeping and restaurant-service workers.

[>> Read more on page 9](#)

[>> List of TOP 5 jobs on the EURES Portal: page 18](#)

[>> List of TOP 25 growth occupations per country: page 18](#)

### ***Bottlenecks remain in the area of technical and administrative skills***

Despite a generally capacious labour market in 2010, employers in most countries find vacancies requiring technical and administrative skills hardest to fill while vacancies requiring representative, managerial and elementary skills are easier to fill.

[>> Read more on page 11](#)

### ***Skills requirements differ strongly per country***

The highest shares of the higher educated among job finders are found in Ireland, Luxembourg, Belgium, Cyprus, UK and the Netherlands. The percentage of job finders with a lower education is high in Portugal, Malta, Spain and Italy.

[>> Read more on page 14](#)

## I. INTRODUCTION

In response to shifts and developments in labour markets, the European Commission launched the “New Skills for New Jobs Initiative” aiming to support Member States to track, analyse and predict the skills needed in tomorrow’s labour markets. As part of the initiative, the European Commission has funded a monitoring system functioning at the same time as an “early warning tool” under the project “Monitoring Labour Market Developments in Europe”.

The results of the project will be published on a quarterly basis through two different publications: the European Job Mobility Bulletin (EJMB) and the European Vacancy Monitor (EVM).

The European Job Mobility Bulletin (EJMB) specifically targets mobile job seekers and EURES advisers. The bulletin presents the results of an analysis of data from the EURES Job Mobility portal as well as the corresponding database.

The European Vacancy Monitor (EVM) is more comprehensive and targeted at a broader audience, aiming to contribute to policy development and the functioning of labour markets. It provides an up-to-date, dynamic picture of developments in the demand for labour, using a wide range of sources to produce the relevant data. Data on job vacancies, job finders and hiring will also provide insight into areas with recruitment difficulties and skills shortages. This is the first issue to highlight the current status and results of the European Vacancy Monitor.

Key sources of information for the EVM are the Public Employment Services (PES), National Statistical organisations (NSOs), Temporary Work Agencies (TWAs), online recruitment services (ORS) and research institutions. Some information is collected by international bodies including Eurostat, the Statistical Office of the European Communities, and Eurociett, the European Confederation of Private Employment Agencies.

The monitor contains data for all EU-27 countries.

### *Information system “under construction”*

Data collection for the EVM started in the second quarter of 2010 and is ongoing. Contacts with a network of relevant institutions have been established and will be extended continually. Future work will be based upon a systematic European-wide inventory of labour market information systems for all EU-27 countries. Given the diversity of national labour market information systems the results will also depend on the quality of data available at national level.

This first issue of the EVM presents the results based on readily available sources. More analysis of trends, vacancies as such and more detailed information at national level will follow in later issues when the network and framework for data collection are fully operational.

Many of the data used in this first bulletin come from Eurostat (<http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/themes>). A key source is the Labour Force Survey (LFS) which provides standardised, representative and very detailed information for all EU-27 countries. Data on job finders have been used as a proxy for filled job vacancies. They have been analysed in a new and specific way to maximise the information they yield on the current situation and trends with regard to demand for labour in Europe.

A second important source used is the Job Vacancy Statistics (JVS). The number of job vacancies is available through the JVS for 15 EU countries. Figures for EU-27 as a whole and for an additional six countries have been estimated (Estonia, France, Italy, Austria, Poland and Portugal).

The third source used for the EVM is the private sector, more specifically, through the combination of data from Eurociett and some larger

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TWAs. Eurociett collects annual key data of employers' organisations in the agency industry in 24 EU countries as well as Switzerland. Eurociett requests its members to provide information on temporary agency work broken down according to experience and education, using its own classification system. This information is up-to-date for several countries until 2009 including a number of temporary work agencies.

Randstad, one of the largest temporary work agencies, provides information on a monthly basis on registered job vacancies in countries with a relatively high market share. The data only concern positions that cannot be filled directly from their existing pool of candidates. Their figures are based on daily measurements of the number of open job vacancies available online. It should be noted that job vacancies can be published by more than one Randstad subsidiary. Nevertheless, the overview still serves as an early indicator for developments in the

economy and the labour market.

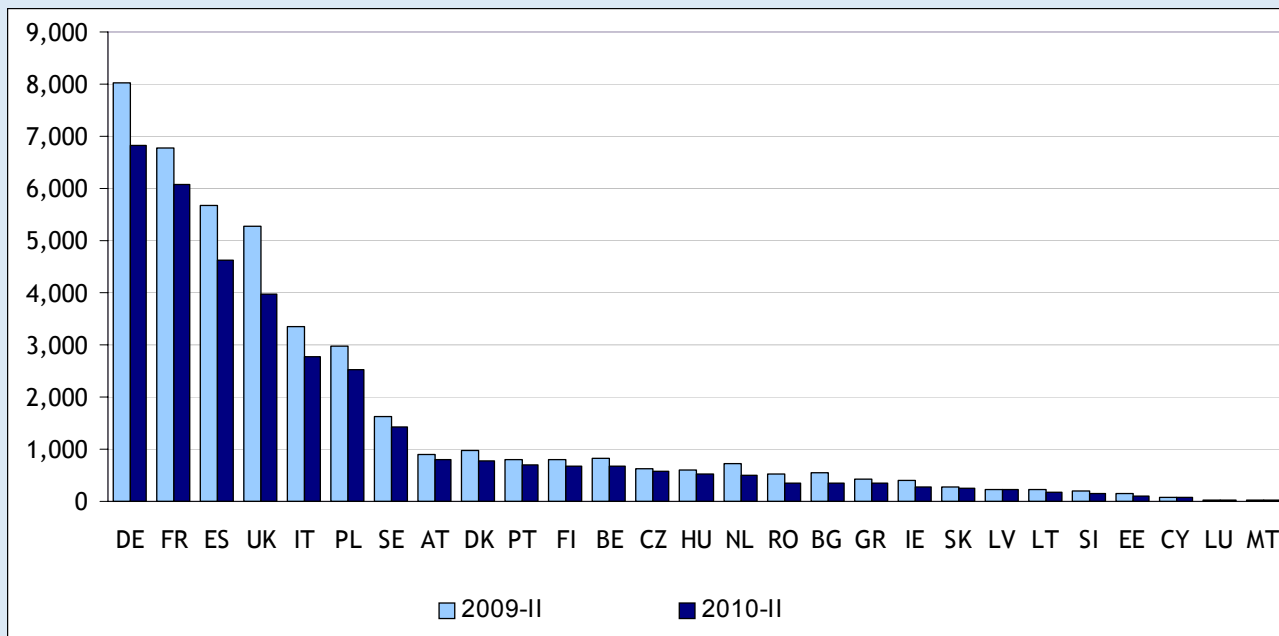
Manpower's annual Talent Shortage Survey comprises the views of 35,000 employers on their own job vacancy filling issues in 36 countries worldwide, including 17 EU countries.

The Monster Employment Index Europe provides monthly insight into on-line recruitment trends across the European Union. The Index is based on 1,400 corporate career sites and job boards, providing an indication of the (on-line) demand for specific occupations. The data presented apply to the EU-27 with the exception of Malta.

Detailed information of Public Employment Services (PES) will become available in future publications of the EVM.

Other sections that will be substantially expanded in upcoming editions are those related to skills. The present issue predominantly draws on sources that focus on education and qualifications.

Chart 1: Number of job finders in the preceding year\* per country (x1 000), 2009-Q2 and 2010-Q2



\*) Preceding year of Q2 = period from July of the previous year to June of the current year

Source: ECORYS calculations based on Eurostat LFS data.

## II. CURRENT TRENDS JOB VACANCIES

### 40 million job finders last year

Despite the decrease in employment within the EU, labour markets kept some dynamism and many people found a new job. Employment dropped from 214 million jobs in the first quarter of 2009 to 211 million in the first quarter of 2010 (seasonally adjusted). At the same time, however, the Labour Force Survey shows that 40 million people found a new job between July 2009 and June 2010. The demand for personnel to replace people leaving continues, even at companies that are performing poorly and also in the public sector despite the decrease in public spending. In the private sector, some companies have even increased staff.

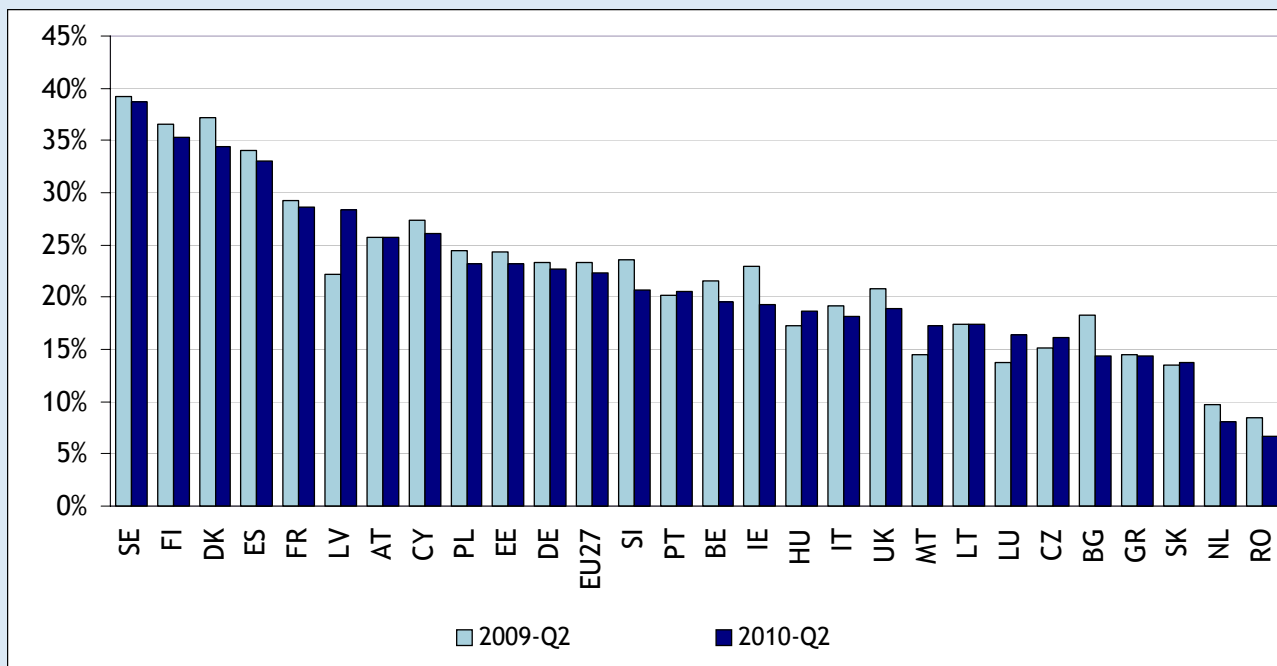
Countries with the largest numbers of job finders are Germany, France, Spain, the United Kingdom, Italy, Poland and Sweden. Together these seven countries account for 78 percent of all job finders in Europe (Chart 1).

### Overall trend still downward, but first signs of increasing labour demand

Comparing the period July 2009 to June 2010 with July 2008 to June 2009, fewer people are finding work in most countries. The largest decreases occurred in Bulgaria, Ireland and Romania. Defying the general trend and showing increased labour demand are Luxembourg, Malta, Latvia, Hungary and the Czech Republic.

Overall job losses in the European Union did not stop until the second quarter of this year (Eurostat Newsrelease Euroindicators 134/2010, 15 September 2010). However, it is noteworthy that the number of job finders has been improv-

Chart 2: Number of job finders in the preceding year as percentage of the number of employees, 2009-Q2 and 2010-Q2



Source: ECORYS calculations based on Eurostat LFS data.

ing and in fact increasing in 2010. In the first half year of 2010, the number of job finders increased by four percent compared to the same period the year before. The second quarter of 2010 showed an eight percent increase compared to the same quarter in 2009.

Job vacancy figures also support this trend. Registered online vacancies from Monsterboard, for instance, increased by 15 percent between August 2009 and August 2010.

### *Labour markets still less dynamic*

The overall dynamism of European labour markets remains in decline, as shown in declining figures for job vacancy mobility (Chart 2). Job vacancy mobility is the ratio between the number of filled job vacancies and employment (number of employees). This indicator reflects the dynamics at the demand side of the labour market. The ratio between the number of job finders and total employment was calculated as a proxy.

The decline is, however, slower than in the previous year. While job vacancy mobility decreased between 2009 and 2010, the decrease was only by one percent; to 22 percent. In contrast, the decline between 2008 and 2009 was four percent.

Differences are seen in the individual countries. Bulgaria and Ireland, for example, show a relatively high decrease in job vacancy mobility. Latvia, Malta, Luxembourg, Portugal, Hungary, Slovakia and the Czech Republic, however, noted a higher job vacancy mobility than the year before.

### *Change of mobility unrelated to geographical location or the size of the labour market.*

The change of mobility seems unrelated to geographical location or the size of the labour market. There are differences between countries in labour market dynamics but they remained more or less the same.

**Table 1: Total daily average number of agency workers per country (in FTE x 1,000), 1998, 2008 and 2009**

Country	1998	2008	2009
Austria	21	68	57
Belgium	60	92	72
Bulgaria	Na	5	6*
Czech Republic	Na	35	36
Denmark	7	21	Na
Finland	9	32	Na
France	458	604	447
Germany	246	760	625
Greece	Na	8	5
Hungary	NS	55*	34*
Ireland	9	35*	Na
Italy	10	225	Na
Lithuania	Na	Na	1
Luxembourg	2	4	Na
Macedonia	Na	2*	Na
Netherlands	180	242	213
Norway	11	26	20
Poland	NS	90	72
Portugal	33	45	Na
Romania	Na	30	22*
Slovakia	NS	14	14*
Slovenia	Na	3	3*
Spain	110	141	Na
Sweden	18	59	46
Switzerland	30	69	60
UK	696	1,220	1,068
Europe	1,900	3,885	3,5

Source: Eurociett (September 2010), NS: not significant, Na: not available, \*estimated

Note: The daily average number of temporary agency workers is significantly lower than the total number of temporary agency workers during the year.

Within the old Member States, for example, the vacancy rate, or the proportion of total posts that are vacant, is higher in the north and west than in the south (see Annex, table A1)).

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## Opening up of new markets for temporary agency work during the last decade

According to Eurociett the number of temporary agency workers in Europe increased from 1.9 million in 1998 to 3.9 million in 2008 in full-time equivalents (fte). In the last ten years the number of temporary agency workers in Europe doubled, which is partially a result of the progres-

sive liberalisation of tightly regulated labour markets, notably in Italy, Germany, and the Nordic countries, and the opening of new markets in Central and Eastern Europe. In 2009 the volume of temporary agency work decreased somewhat to 3.5 million fte (Table 1).

## Wider recovery visible in temporary agency work

Temporary agency work is an important indicator for the developments in the economy and on the labour market. If a company does not perform well, the employers will first cut personnel not on the payroll. Once the perspective becomes more favourable, employers will not hire permanent staff, but rather start by hiring temporary agency workers involving less economic risk for the company.

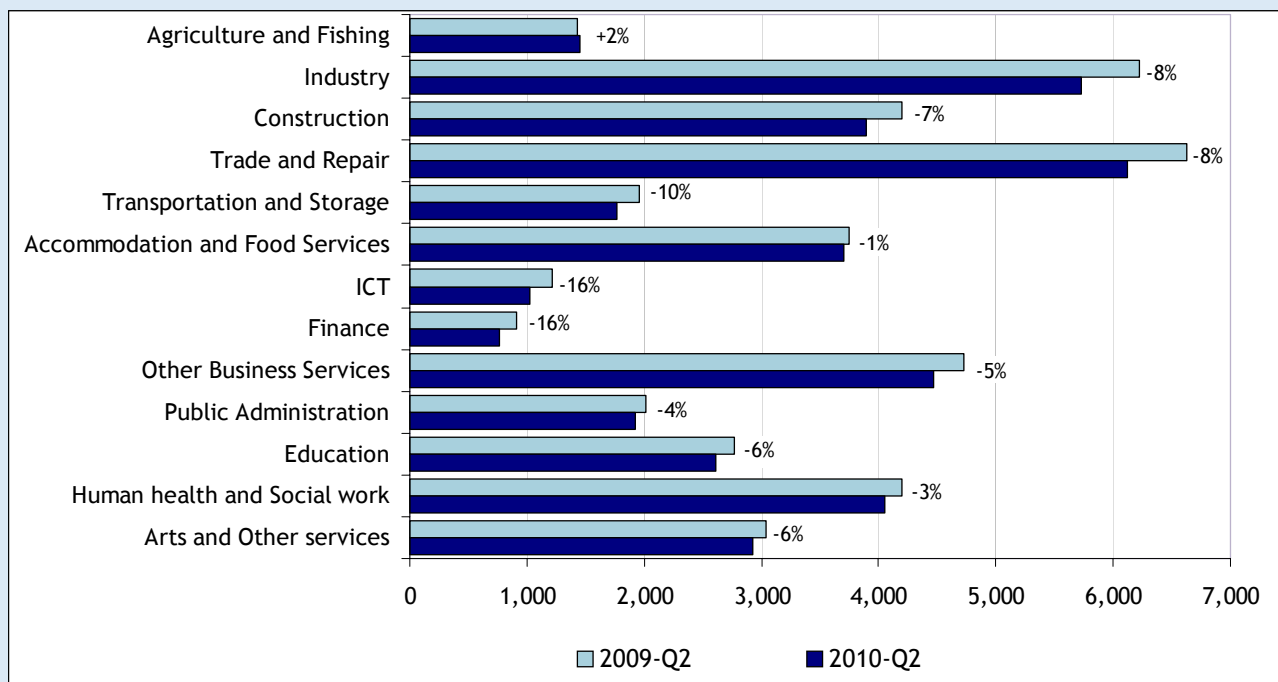
Figures of job vacancies of Randstad suggest a (very) rapid recovery of the demand for tempo-

**Table 2: Monthly average number of job vacancies per day Randstad**

	Jan	Feb	Mar	Apr	May	Jun
UK	9.550	10.391	10.051	10.720	11.174	10.983
DE	3.237	3.800	4.389	4.469	5.294	6.146
FR	4.155	4.984	5.341	5.191	6.002	6.641
NL	4.979	5.531	5.762	6.278	6.640	7.462
BE	2.996	3.702	4.227	3.654	4.242	4497
ES	880	1.151	1.233	1.262	1.465	1.561

Source: Randstad (September 2010)

**Chart 3: Number of job finders in the preceding year by economic sector, 2009-Q2 and 2010-Q2 (x 1,000)**



Source: ECORYS calculations based on Eurostat LFS data.

**Table 3: Number of job finders in the preceding year (x 1,000) and Monster employment Index, per occupational group (ISCO 1 digit)**

	Job finders			Monster Employment Index		
	2009-Q2	2010-Q2	% change	Sept 2009	Sept 2010	% change
Managers	1.078	1.001	-7%	100	102	2%
Professionals	4.183	3.695	-12%	100	116	16%
Technicians and Associate Professionals	5.632	5.340	-5%	97	111	14%
Clerks	4.812	4.296	-11%	109	125	15%
Service Workers and Shop and Market Sales Workers	9.407	8.836	-6%	171	257	50%
Skilled Agricultural and Fishery Workers	789	781	-1%	147	159	8%
Craft and Related Trades Workers	5.567	5.174	-7%	129	174	35%
Plant and Machine Operators and Assemblers	3.465	3.334	-4%	67	101	51%
Elementary occupations	7.604	7.463	-2%	124	165	33%
All occupations	43.060	40.436	-6%	97	117	21%

Source (job finders): ECORYS calculations based on Eurostat LFS data.

Source (Monster Employment Index): Monsterboard September 2010.

rary agency workers in the first half of 2010, especially in Germany and Spain. The demand for temporary agency workers in the UK is recovering at a slower pace. Table 2 shows how many job vacancies are open per day (daily averages on a monthly basis) in six EU countries.

### III. CURRENT TRENDS IN DEMAND FOR OCCUPATIONS

To sum up the most important findings, the declining demand for labour is unevenly spread over sectors and occupations. Hardest hit are the ICT and finance sectors as well as the occupational groups of clerks and professionals.

At the same time, however, demand for a number of occupations is growing. Among the top 25 fields for job finders, demand has been growing for manufacturing labourers and, though to a lesser extent, demand has also been growing for social-work associated professionals as well as

agricultural, fishery and related labourers. In absolute numbers demand has increased the most for manufacturing labourers, too. Data from the LFS are supported by sources on online employment.

Demand discrepancies occur in particular in Spain, Sweden, the UK and the Netherlands. They seem to be decreasing, according to several indicators.

#### *Highest decline in labour demand in ICT and finance sectors*

For most sectors the number of job finders decreased. Differences between sectors are nevertheless notable. They range from a 16 percent decline in both ICT and finance, to a bare two percent growth rate in agriculture and fishing. In absolute terms the largest decline in the demand for labour is in the larger sectors of trade and repair and industry (Chart 3).

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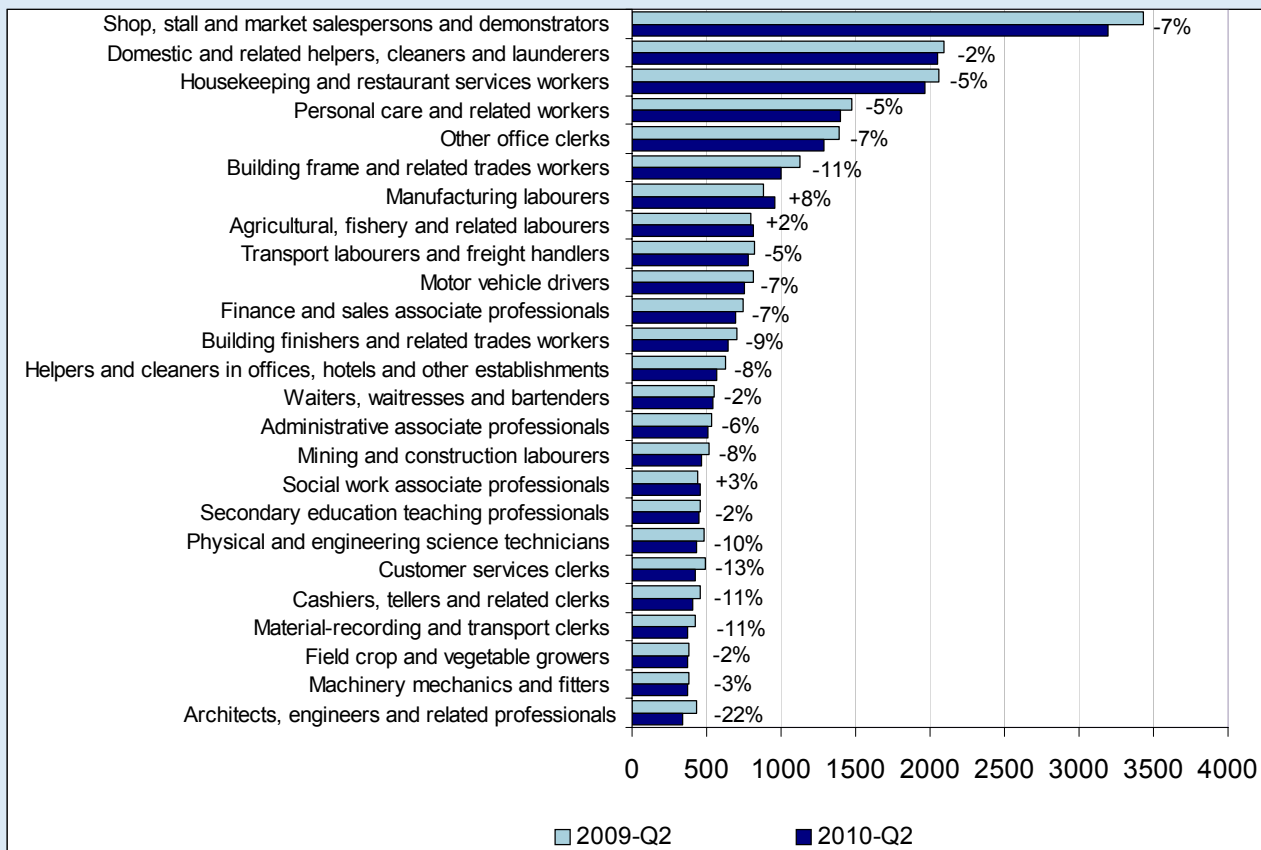
## Occupational structure of labour demand differs between countries

The demand for certain occupations varies greatly between countries. This can be seen in eight countries for which Eurostat collects data (Annex, Chart A1). The share of managers, technicians and associate professionals required, for example, is relatively low in the Czech Republic and Slovenia while relatively high in Latvia and Bulgaria. The Czech Republic and Slovenia have relatively many job vacancies for plant and machine operators, assemblers and elementary occupations whereas Lithuania has relatively few job vacancies for clerks and sales.

## The relative importance of occupational groups in EU-27 remains similar

When analysing the occupational structure of job finders on an aggregated level for broader occupational groups (International Standard Classification of Occupations - ISCO 1 digit) we see that the order of importance of occupations in the demand remains the same. The group of service workers and shop and market sales workers are still the largest occupational group followed by elementary occupations (occupations with modest educational requirements) and craft and related trades workers (Table 3).

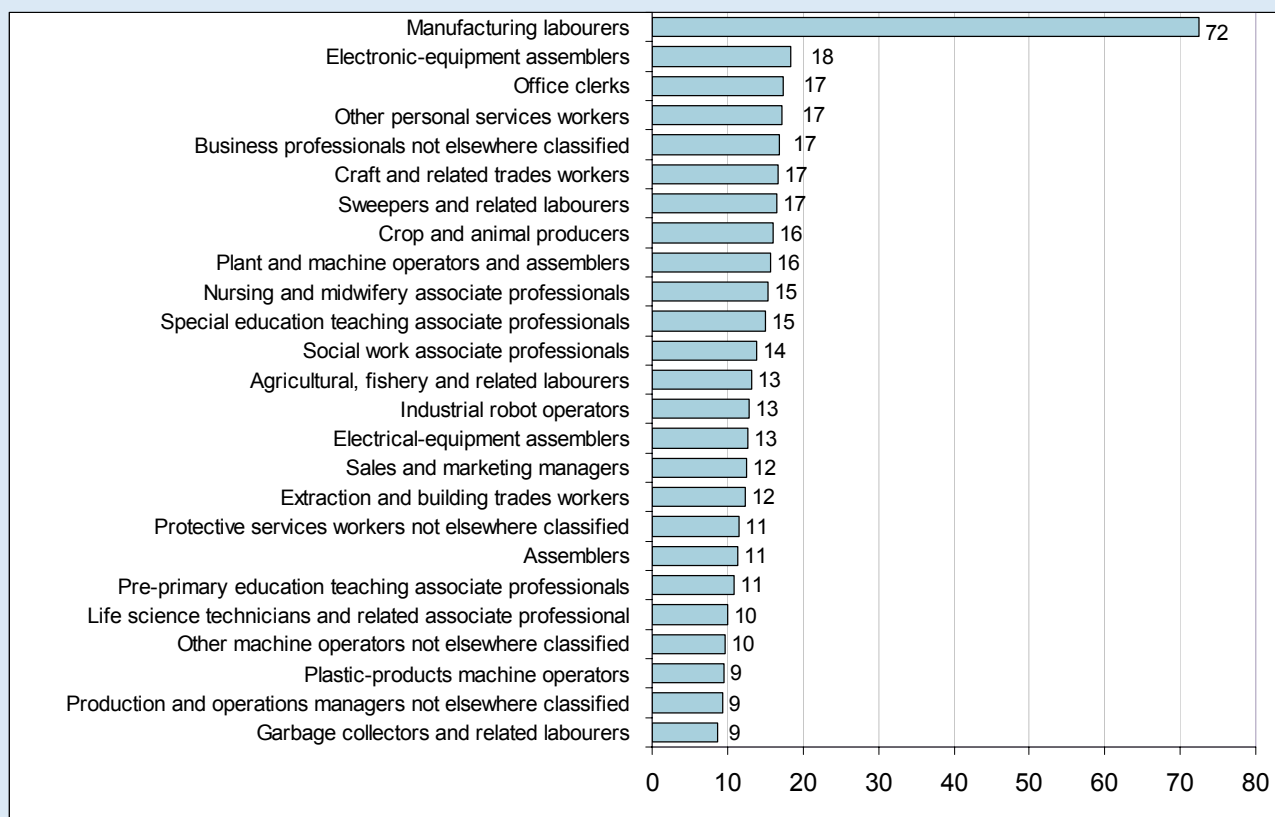
Chart 4: Top occupations of job finders in the preceding year (x 1,000), 2009-Q1 and 2010-Q2 (ISCO 4 digit)



Source: ECORYS calculations based on Eurostat LFS data.



**Chart 5: Ranking of occupations with the highest growth in number of job finders (x 1,000), 2009-Q2 to 2010-Q2 (ISCO 4 digit)**



Source: ECORYS calculations based on Eurostat LFS data.

The findings from Monsterboard which are based upon a monthly monitoring of online job opportunities across 24 European countries show a slightly different picture. This might be explained by the specifics of on-line recruitment which does not take place for all occupations to the same degree. Across occupational categories for the past 13 months (September 2009 - September 2010) demand has increased by 21 percent. While there are similarly indicated more job opportunities for service workers and shop and market sales workers (50%) as well as for elementary occupations (33%), on-line demand increased especially for plant and machine operators and assemblers (51%), but also for craft and related trade workers (35%).

*Highest demand for sales, cleaning and restaurant occupations, highest growth for manufacturing labourers*

Data on European job finders in 400 occupation groups (ISCO 4 digit) has been studied in detail. The EU Top 25 of the most frequently demanded occupations is listed in Chart 4.

The occupation highest in demand across the EU, in absolute numbers, is shop, stall and market salespersons and demonstrators (more than 3 million job finders a year). They were the largest group hired from July 2009 to June 2010. They are followed (by some distance) by domestic and related helpers, cleaners and launderers (more than two million), and housekeeping and restaurant service workers (two million).

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With regard to the highest growth in the number of job finders (Chart 5), manufacturing labourers are at the top of this Top 25 list with 72,000 filled vacancies from July 2009 up to and including June 2010. Most of the occupations in this list are less common occupations, such as electronic equipment assemblers (18,000) and extraction and building trade workers (12,000).

## Diverse country patterns for Top 25 growth occupations

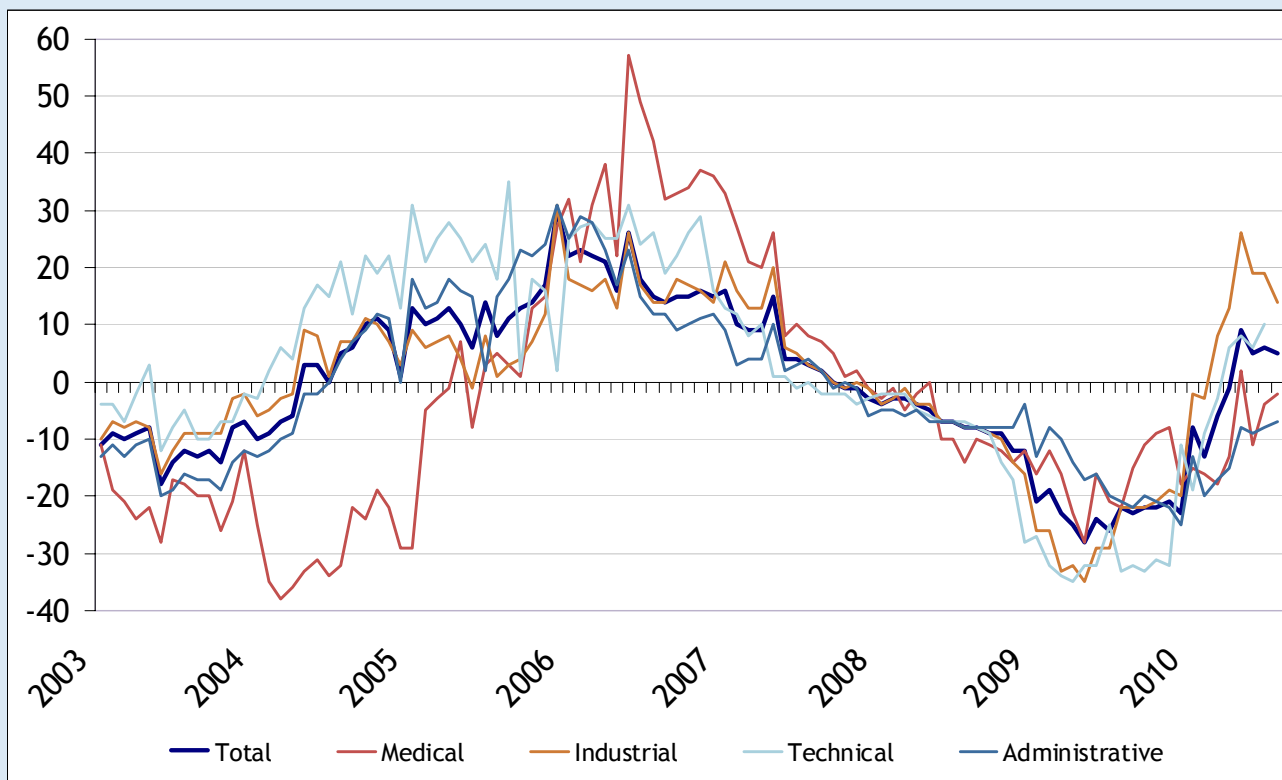
An analysis of the Top 25 fastest growing occupations per country (ISCO 4-digit) reveals specific patterns for the individual countries. For example none of the occupations in the EU Top 25 is found in more than seven countries' individual Top 25. This is, however, not surprising,

considering that the ranking is based on no less than 400 occupations. It does show that the occupation structure of the demand for labour depends on the situation in a specific country. A detailed list of the TOP 25 per country is included under point VI).

## Country study Netherlands: May 2010 as turning point

ABU, the employers' organization for temporary work agencies in the Netherlands measures the temporary work volume in Euros (turnover) and paid hours per month. May 2010 was the first month in which after a period of decline temporary agency work started to grow again. Due to the weight allotted to this indicator many people in the Netherlands view May 2010 as a turn-

Chart 6: Growth rate of temporary work (in hours) per month compared to the same period one year earlier, January 2003 - September 2010 in the Netherlands



Source: ABU (Algemene Bond Uitzendondernemingen), the TWA employers' organisation in the Netherlands.

ing point in the development towards a better performing economy and labour market (Chart 6).

### *Increasing volume of industrial occupations in temporary agency work*

A more detailed sectoral analysis of temporary agency work performed in the Netherlands confirms the global analysis of the European Vacancy Monitor, while the development is more favourable in some sectors than in others. Industrial occupations in temporary agency work were the first to show clear signs of recovery. After a long period of decreasing, industrial employment showed growth for two periods in a row. Hours increased 13 percent and turnover increased 14 percent compared with the same period last year. For technical occupations a similar development can be observed although to a less extent. However, for medical occupations and administrative occupations the decline has slowed down without reaching yet a more stable positive growth.

## IV. BOTTLENECKS

The decisive measure for mismatches between labour market supply and demand is the share of job vacancies that are difficult to fill. For this issue of the European Vacancy Monitor the share of employers having difficulties filling job vacancies is used as indicator. The results are based upon the Manpower's Talent Shortage Survey, which comprises the views of 35,000 employers in 36 countries worldwide.

Two statistical indicators complement the picture: the ratio of stock to inflow of job vacancies and the ratio of the stock of job vacancies to unemployment. The statistics are derived from Eurostat (JVS and LFS). These ratios are calculated for the private sector, excluding agriculture, public services and other services. The figures for France and Italy are estimated by combining vacancy ratios from Eurostat with

national statistics on employment by economic sector and company size.

A fourth indicator is the ratio between the job vacancies registered by the Public Employment Services (PES) and unemployed. This indicator will be included in the subsequent issues of the European Vacancy Monitor when the data becomes available.

### *Overall decrease in recruitment difficulties*

It does not come as a surprise that overall, European employers have had less difficulty finding workers matching their vacancies in 2010 than in previous years. This change is explained by the context of the crisis, as more jobseekers competed for a decreasing number of job vacancies (see Table 4). The share of employers experiencing difficulty in filling job vacancies decreased from 40 percent in 2006 to 31 percent in 2010. However, even in times of crisis in some areas vacancies are more difficult to fill.

### *More recruitment difficulties in Poland, Romania, Switzerland and Austria*

Countries in which a relatively large share of the employers finds it difficult to fill job vacancies are Poland, Romania, Switzerland and Austria (Table 4). On the other hand, employers in Ireland, UK, Norway, Spain and also in the Netherlands are relatively positive about their chances of finding the right employees for their vacancies. For some of these countries this can be explained by the labour market situation, above all in Ireland and Spain, where the number of vacancies has sharply decreased, while unemployment has increased. As a result, the fewer vacancies that remain have become easy to fill. However, this is not the case for all.

### *Discrepancies between demand and supply concentrated in the centre of Europe*

According to the two indicators based on Eurostat figures, the largest discrepancies between demand and supply are located in eight coun-

tries, mostly located in the middle of Europe: Austria, the Netherlands, Germany, UK, Luxembourg, the Czech Republic, Greece and Cyprus (Annex Table A2).

In these countries, in the first quarter of 2010 there were relatively few unemployed people compared to the number of open job vacancies. As result employers found it more difficult to fill their vacancies.

On the other hand, relatively few open job vacancies existed in Latvia, Lithuania, Slovakia, Portugal, Estonia and Romania, resulting in lower demand discrepancies and easier to fill vacancies.

**Table 4: Share of employers having difficulties filling job vacancies, 2006-2010**

	2006	2007	2008	2009	2010
Poland			49	48	51
Romania			73	62	36
Switzerland	48	37	36	36	35
Austria	31	33	44	28	35
Italy	32	23	18	26	31
Greece			47	37	29
Germany	53	27	34	35	29
Belgium	42	36	26	19	27
France	30	40	31	18	23
Czech Repub.			37	17	19
Sweden	29	32	39	29	18
Netherlands	30	17	15	19	17
Spain	57	33	27	8	15
Norway	26	35	40	19	11
UK	42	34	12	11	9
Ireland	32	17	14	5	4
Total Europe	39	31	32	25	23

Source: Manpower (2010)

### *Jobs on average take 20 days to be filled*

The ratio of the stock of vacancies to the inflow of vacancies is also highest in countries located in the centre of Europe.

After multiplying this ratio by the 365 days in a year, this ratio indicates the average duration of

open vacancies in a static “equilibrium” situation. Job vacancy duration is relatively long in the Netherlands, Germany, Cyprus, the Czech Republic and the UK.

### *Objective indicators do not always correspond to employers’ perceptions*

While the statistical indicators present more or less similar outcomes, the subjective perceptions of employers demonstrate a different ranking of countries where vacancies are hard to fill (Annex table A2). One explanation can be that employers implicitly compare their situation with the past situation in their own country rather than the situation in other countries. The Netherlands and the UK have an especially long history of high stocks of vacancies and low unemployment. Even though vacancies in the Netherlands are currently hard to fill according to international statistics, both Dutch and UK employers still refer to the situation in the late nineties when labour market bottlenecks led to strong wage increases.

### *According to employers bottleneck area in skilled trades*

According to Manpower’s survey among employers at the top of the list of difficult to fill job vacancies in most countries are skilled trades and sales representatives (Table 5). A second group of occupations are technicians and engineers. Although the ICT sector was identified as one of the hardest hit, a mismatch persists, as at the same time appropriate ICT staff has not been easy to find. Another group indicated as hard to find by employers are personal assistants, administrative assistants and office support staff, secretaries and accounting and finance staff. The recruitment of chefs and cooks, restaurant and hotel staff also bears some difficulties. The same holds true for drivers.

The findings indicate a high demand for technical, administrative and personal skills. Various categories of managers, teachers, researchers,

representative staff and low-skilled trades are less frequently indicated as hard to fill in Europe.

**Table 5: Top 10 difficult to fill job vacancies according to employers (descending order) per country, 2010**

<b>Austria</b>	Skilled trades, sales representatives, technicians, drivers, IT staff, doctors and other non-nursing health professionals, cleaners and domestic staff, chefs and cooks, mechanics, sales managers
<b>Czech Republic</b>	Skilled trades, sales representatives, chefs and cooks, doctors and other non-nursing health professionals, drivers, IT staff, customer service representatives and customer support staff, receptionists, secretaries, personal assistants, administrative assistants and office support staff, management, executives
<b>Germany</b>	Skilled trades, doctors and other non-nursing health professionals, IT staff, engineers, drivers, sales representatives, nurses, technicians, management and finance staff
<b>Belgium</b>	Skilled trades, accounting and finance staff, secretaries, personal assistants, administrative assistants, and office support staff, technicians, sales representatives, drivers, production operators, labourers, chefs and cooks, mechanics
<b>France</b>	Skilled trades, chefs and cooks, sales representatives, drivers, machinists and machine operators, technicians, nurses, secretaries, personal assistants, administrative assistants and office support staff, IT staff, engineers

**Table 5: Top 10 difficult to fill job vacancies according to employers (descending order) per country, 2010**

<b>Greece</b>	Sales representatives, technicians, secretaries, personal assistants, administrative assistants and office support staff, accounting and finance staff, management, executives, IT staff, labourers, mechanics, skilled trades, customer service representatives and customer support staff
<b>Hungary</b>	Skilled trades, engineers, drivers, machinists and machine operators, mechanics, doctors and other non-nursing health professionals, IT staff, sales representatives, chefs and cooks, accounting and finance staff
<b>Italy</b>	Skilled trades, secretaries, personal assistants, administrative assistants and office support staff, technicians, drivers, accounting and finance staff, chefs and cooks, quality controllers, machinists and machine operators, production operators, designers
<b>Norway</b>	Drivers, chefs and cooks, accounting and finance staff, sales representatives, skilled trades, technicians, researchers (R&D), labourers, legal staff, mechanics
<b>Ireland</b>	Sales representatives, skilled trades, sales managers, nurses, customer service representatives and customer support staff, secretaries, personal assistants, administrative assistants and office support staff, chefs and cooks, engineers, drivers, technicians

**Table 5: Top 10 difficult to fill job vacancies according to employers (descending order) per country, 2010**

Netherlands	Labourers, management, executives, drivers, IT staff, technicians, skilled trades, secretaries, personal assistants, administrative assistants and office support staff, designers, production operators, machinists and machine operators
Poland	Skilled trades, project managers, chefs and cooks, drivers, secretaries, personal assistants, administrative assistants and office support staff, restaurant and hotel staff, accounting and finance staff, engineers, IT staff, receptionists
Romania	Engineers, skilled trades, sales representatives, drivers, management, executives, production operators, labourers, IT staff, restaurant and hotel staff, accounting and finance staff
Spain	Technicians, sales representatives, labourers, secretaries, personal assistants, administrative assistants and office support staff, skilled trades, mechanics, engineers, restaurant and hotel staff, IT managers and project managers, management, executives
Switzerland	Skilled trades, accounting and finance staff, doctors and other non-nursing health professionals, legal staff, technicians, engineers, secretaries, personal assistants, administrative assistants and office support staff, IT managers and project managers, restaurant and hotel staff, customer service representatives and customer support staff

**Table 5: Top 10 difficult to fill job vacancies according to employers (descending order) per country, 2010**

Sweden	Skilled trades, drivers, sales representatives, engineers, technicians, teachers, secretaries, personal assistants, administrative assistants and office support staff, project managers, IT staff, chefs and cooks
UK	Accounting and finance staff, chefs and cooks, engineers, drivers, nurses, technicians, sales representatives, production operators, restaurant and hotel staff, marketing and public relations staff

Source: Manpower (2010)

## V. EDUCATION AND SKILLS NEEDED

The data used for this first issue of the European Vacancy Monitor have been analysed to present an overview of education and qualification requirements.

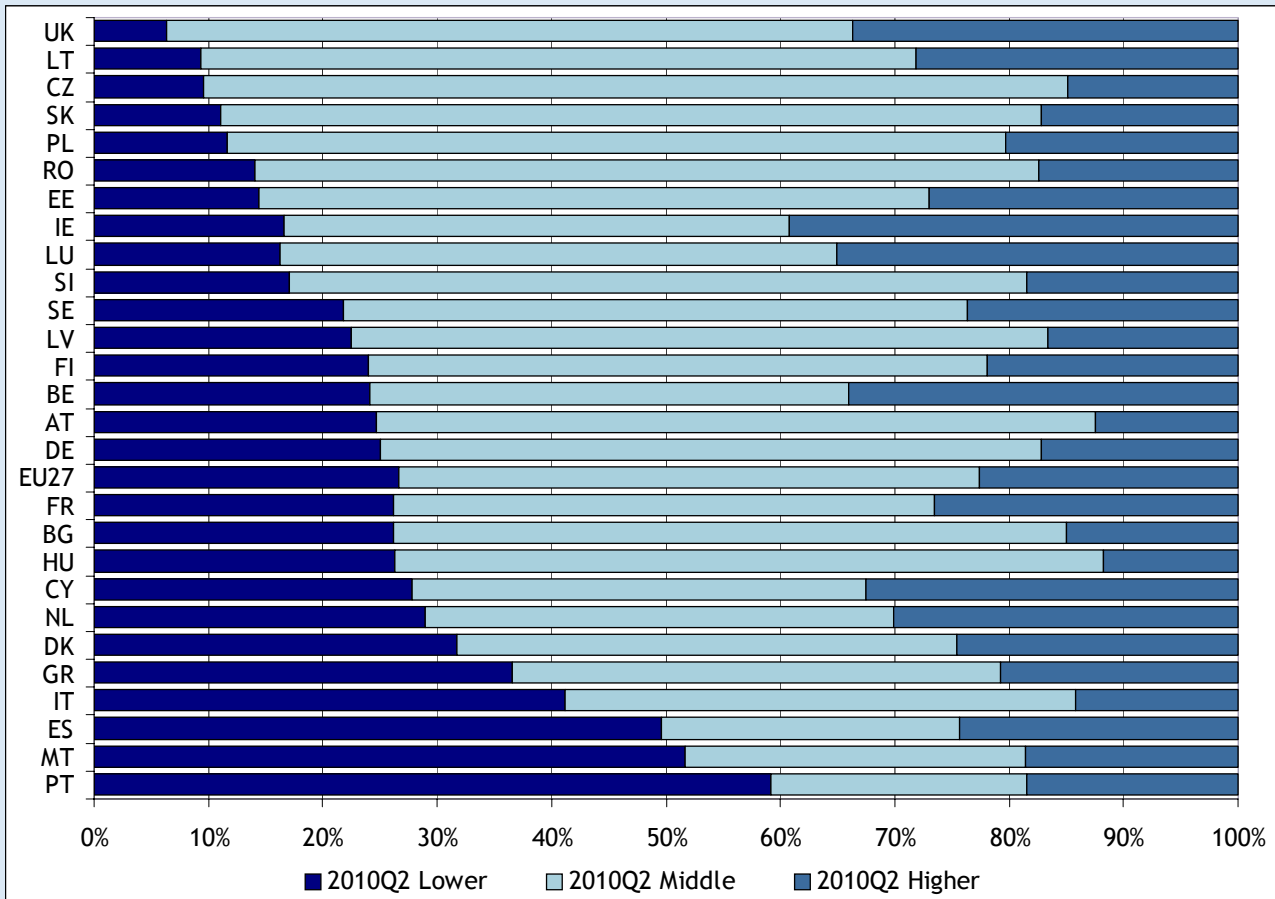
### *More job opportunities in Europe for those with upper or post-secondary education*

The LFS provides a good picture of the job vacancy requirements vis-à-vis educational levels. Of all the job finders in the period July 2009 to June 2010, nearly one quarter (24%) received an education at primary or lower secondary level (International Standard Classification of Education ISCED level 1 and 2). Half of all job finders (54%) have an education at upper secondary or post-secondary level (ISCED 3, 4 and 5), whereas 22 percent received a tertiary education (ISCED 6 first stage and 7 second stage) (Chart 7).

### *Education level of job finders relatively high in Ireland, Luxembourg, Cyprus, Belgium, UK and the Netherlands*

The highest share of the higher educated among job finders is found in Ireland (37%), Luxem-

Chart 7: Educational level of job finders in the preceding year per country, 2010-Q2



Source: ECORYS calculations based on Eurostat LFS data.

bourg (34%), Cyprus (34%), Belgium (33%), UK (33%) and the Netherlands (30%). The lowest share is found in Austria (12%), Hungary (12%), Italy (13%), Bulgaria (14%), Czech Republic (15%) and Slovakia (15%).

### More labour demand for less qualified in Southern Europe

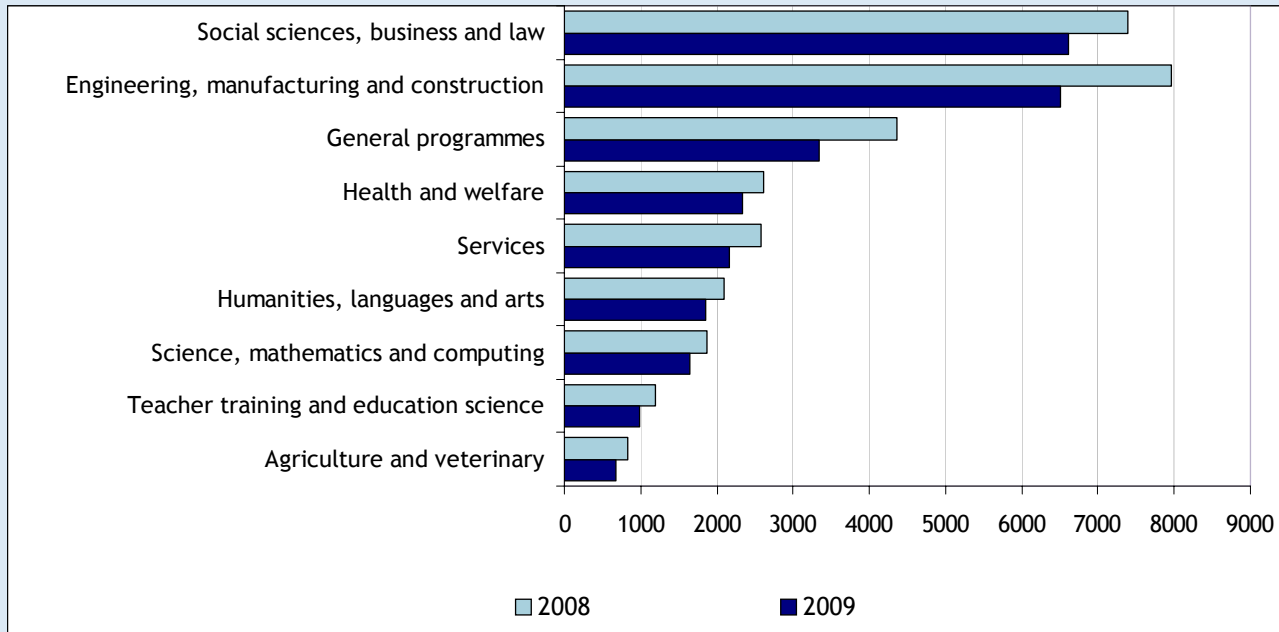
The highest share of job finders with a lower education is seen in Portugal (59%), Malta (52%), Spain (50%), Italy (43 %) and Greece (37 %). This finding might be related to the combination of the economic structures and educational level. Agriculture and tourism are, for example, important in these countries and these are sectors

with a relatively high demand for lower skilled employees.

### Educational background of job finders mainly in engineering, manufacturing and construction, social sciences, business and law

The LFS also provides insight into the specific education field of job finders, who despite a strong decline during the crisis are mostly people with a background in engineering, manufacturing and construction or in social sciences, business and law (figures only per calendar year). There are relatively few job finders trained in agriculture and veterinary (Chart 8).

Chart 8: Educational field of job finders in 2008 and 2009 (x 1,000)



Source: ECORYS calculations based on Eurostat LFS data.

*Temporary agency work: Education levels relatively high in Sweden, Norway and Bulgaria*

The European Vacancy Monitor includes information about the educational level of the temporary agency workers for 14 countries. This concerns the educational level of the temporary agency workers, not the education required for the temporary work (Chart 9). The differences between countries are notable, presumably, because the structure of temporary work varies from country to country.

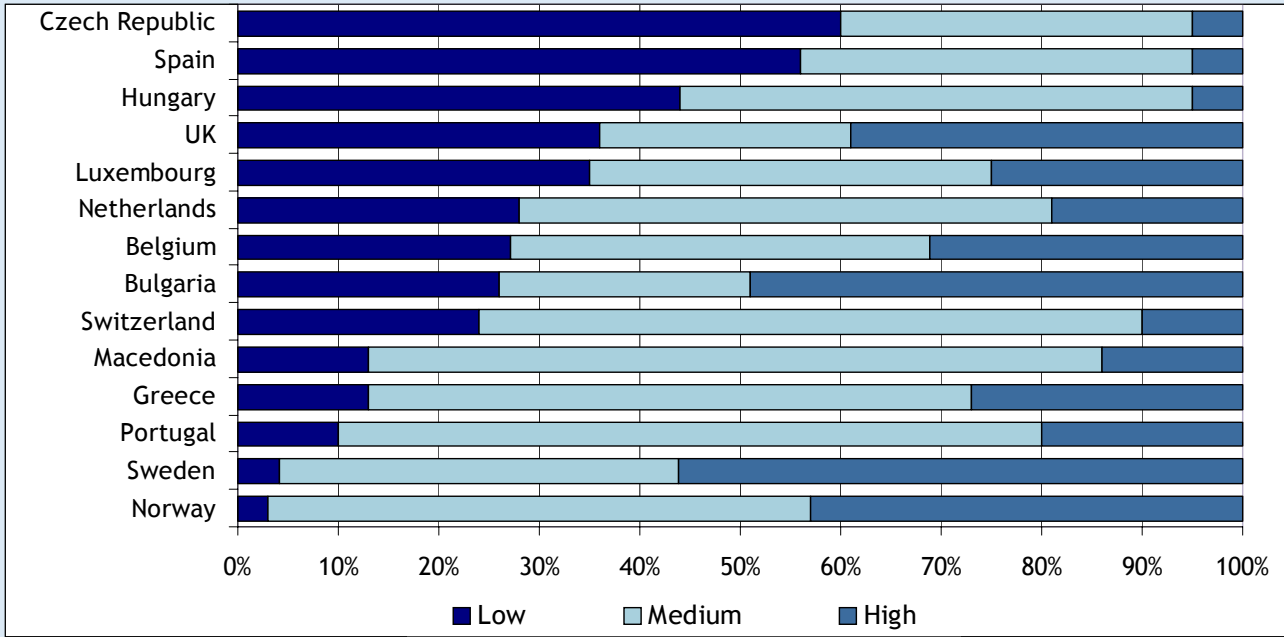
While the Czech Republic, Spain and Hungary have relatively many lower educated temporary agency workers, Norway, Sweden, Portugal and Greece have relatively few workers in this category.

In some countries temporary agency workers have predominantly a medium education level like in Norway, Portugal, Greece, Switzerland and the Netherlands, whereas in Sweden, Bul-

garia, Norway and UK between 40 and more than 50 % have a higher level of education.



Chart 9: Educational level of temporary agency workers (2008)



Source: Eurociett.

## VI. LISTS OF TOP DEMANDED OCCUPATIONS IN EUROPE

### Top 5 Occupations on the EURES Portal

No.	Occupation and number of vacancies in three selected countries
1)	<b>Finance and sales associate professionals</b> Germany: 12 300 Vacancies Belgium: 3 400 Vacancies Netherlands: 2 900 Vacancies
2)	<b>Housekeeping and restaurant services workers</b> Austria: 12 200 Vacancies Germany: 10 800 Vacancies United Kingdom: 5 100 Vacancies
3)	<b>Shop salespersons and demonstrators</b> Germany: 6 700 Vacancies Belgium: 2 600 Vacancies Austria: 2 200 Vacancies
4)	<b>Personal care and related workers</b> Germany: 12 200 Vacancies Belgium: 1 600 Vacancies France: 1 000 Vacancies
5)	<b>Electrical and electronic equipment mechanics and fitters</b> Germany: 14 100 Vacancies United Kingdom: 7 500 Vacancies Netherlands: 1 300 Vacancies

These figures are based on vacancy notices published on the EURES Job Mobility Portal (15 Nov 2010). Thus, they do not represent the full European labour market.

For further information please refer to the [European Job Mobility Bulletin](#).

To find your new job abroad on EURES go to: <http://eures.europa.eu>

### Top 25 Growth Occupations

(LFS JOBFINDERS, JULY 2009 - JUNE 2010, ISCO 4-DIGIT LEVEL)

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
AT	1. Child-care workers 2. Other teaching professionals not elsewhere classified 3. Car, taxi and van drivers 4. Institution-based personal care workers 5. Cashiers and ticket clerks 6. Pre-primary education teaching associate professionals 7. Helpers and cleaners in offices, hotels and other establishments 8. Housekeepers and related workers 9. Computer systems designers, analysts (and programmers) 10. Home-based personal care workers 11. Legal and related business associate professionals 12. Lawyers 13. Psychologists 14. Plasterers 15. Travel agency and related clerks 16. Doorkeepers, watchpersons and related workers 17. Production and operations managers in construction 18. Business professionals not elsewhere classified 19. Carpenters and joiners 20. Forestry workers and loggers 21. Telephone switchboard operators 22. Social work professionals 23. Gardeners, horticultural and nursery growers 24. Glaziers 25. Agronomy and forestry technicians
BE	1. Primary education teaching associate professionals 2. Primary and pre-primary education teaching professionals 3. Nursing and midwifery professionals 4. Health associate professionals (except nursing) 5. Managers of small enterprises 6. Special education teaching associate professionals 7. Other teaching professionals 8. Pre-primary education teaching associate professionals 9. Computer associate professionals 10. Physical, mathematical and engineering science professionals 11. Miners, shotfirers, stone cutters and carvers 12. Public service administrative professionals 13. Fashion and other models 14. College, university and higher education teaching professionals 15. Animal producers and related workers 16. Nursing and midwifery associate professionals 17. Ships deck crews and related workers 18. Wood-products machine operators 19. Police inspectors and detectives 20. Locomotive engine drivers and related workers 21. Pelt, leather and shoemaking trade workers 22. Business professionals 23. Life science professionals 24. Other teaching associate professionals 25. Special education teaching professionals

**Country** Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country

**BG** 1. Other personal services workers 2. Personal care and related workers 3. Forestry and related workers 4. Business services agents and trade brokers 5. Writers and creative or performing artists 6. Health professionals (except nursing) 7. Public service administrative professionals 8. Legal professionals 9. Wood-products machine operators 10. Wood-processing- and papermaking-plant operators 11. Wood treaters, cabinet-makers and related trades workers 12. Nursing and midwifery associate professionals 13. College, university and higher education teaching professionals 14. Other specialist managers 15. Physical, mathematical and engineering science professionals 16. Customs, tax and related government associate professionals 17. Field crop and vegetable growers 18. Life science professionals 19. Life science technicians and related associate professional 20. Precision workers in metal and related materials 21. Special education teaching professionals 22. Fashion and other models 23. Legislators and senior government officials 24. Secondary education teaching professionals 25. Library, mail and related clerks

**CY** 1. Domestic and related helpers, cleaners and launderers 2. Agricultural, fishery and related labourers 3. Building finishers and related trades workers 4. Messengers, porters, doorkeepers and related workers 5. Managers of small enterprises 6. Motor vehicle drivers 7. Special education teaching professionals 8. Building caretakers, window and related cleaners 9. Artistic, entertainment and sports associate professionals 10. Physical and engineering science technicians 11. Customer services clerks 12. Electrical and electronic equipment mechanics and fitters 13. Production and operations managers 14. Garbage collectors and related labourers 15. Legal professionals 16. Customs, tax and related government associate professionals 17. Blacksmiths, tool-makers and related trades workers 18. Travel attendants and related workers 19. Wood treaters, cabinet-makers and related trades workers 20. College, university and higher education teaching professionals 21. Social science and related professionals 22. Primary and pre-primary education teaching professionals 23. Social work associate professionals 24. Precision workers in metal and related materials 25. Library, mail and related clerks

**Country** Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country

**CZ** 1. Bricklayers and stonemasons 2. Helpers and cleaners in offices, hotels and other establishments 3. Nursing associate professionals 4. Sweepers and related labourers 5. Car, taxi and van drivers 6. Building and related electricians 7. Civil engineering technicians 8. Lifting-truck operators 9. Doorkeepers, watchpersons and related workers 10. Protective services workers not elsewhere classified 11. Safety, health and quality inspectors 12. Other teaching associate professionals 13. Waiters, waitresses and bartenders 14. Hairdressers, barbers, beauticians and related workers 15. Builders 16. Domestic helpers and cleaners 17. Primary education teaching professionals 18. Computer equipment operators 19. Medical doctors 20. Plumbers and pipe fitters 21. Electrical mechanics fitters and services 22. Stall and market sales persons 23. Forestry workers and loggers 24. Farm-hands and labourers 25. Industrial robot controllers

**DE** 1. Health professionals (except nursing) 2. Customs, tax and related government associate professionals 3. Nursing and midwifery associate professionals 4. Building caretakers, window and related cleaners 5. Special education teaching associate professionals 6. Food processing and related trades workers 7. College, university and higher education teaching professionals 8. Social work associate professionals 9. Other teaching professionals 10. Pre-primary education teaching associate professionals 11. Wood-processing- and papermaking-plant operators 12. Market gardeners and crop growers 13. Library, mail and related clerks 14. Legal professionals 15. Power-production and related plant operators 16. Business services agents and trade brokers 17. Ship and aircraft controllers and technicians 18. Life science technicians and related associate professional 19. Fishery workers, hunters and trappers 20. Printing-, binding- and paper-products machine operators 21. Primary and pre-primary education teaching professionals 22. Garbage collectors and related labourers 23. Ships deck crews and related workers 24. Senior officials of special-interest organisations 25. Life science professionals

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
DK	1. Health professionals (except nursing) 2. Personal care and related workers 3. Building frame and related trades workers 4. Pre-primary education teaching associate professionals 5. Secondary education teaching professionals 6. Messengers, porters, doorkeepers and related workers 7. Optical and electronic equipment operators 8. Special education teaching professionals 9. Nursing and midwifery associate professionals 10. Food and related products machine operators 11. Painters, building structure cleaners and related trades workers 12. Crop and animal producers 13. Motor vehicle drivers 14. Social science and related professionals 15. Archivists, librarians and related information professionals 16. Cashiers, tellers and related clerks 17. Animal producers and related workers 18. Garbage collectors and related labourers 19. Elementary occupations 20. Customer services clerks 21. Business services agents and trade brokers 22. Other teaching professionals 23. Fashion and other models 24. Physical, mathematical and engineering science professionals 25. Metal-processing plant operators
EE	1. Heavy truck and lorry drivers 2. Sweepers and related labourers 3. Farm-hands and labourers 4. Agricultural- or industrial-machinery mechanics and fitters 5. Protective services workers not elsewhere classified 6. Home-based personal care workers 7. Cooks 8. Primary education teaching professionals 9. Production and operations managers in manufacturing 10. Electrical mechanics fitters and services 11. Insurance representatives 12. Bus and tram drivers 13. Carpenters and joiners 14. Building caretakers 15. Sewers, embroiderers and related workers 16. Safety, health and quality inspectors 17. Dairy and livestock producers 18. Civil engineers 19. Photographers and image and sound recording equipment operators 20. Plastic-products machine operators 21. Managers of small enterprises in business services enterprises 22. Athletes, sports persons and related associate professionals 23. Wood-products machine operators 24. Production and operations managers in wholesale and retail trade 25. Business professionals not elsewhere classified

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
ES	1. Agricultural, fishery and related labourers 2. Garbage collectors and related labourers 3. Personal care and related workers 4. Armed forces 5. Textile, garment and related trades workers 6. Painters, building structure cleaners and related trades workers 7. Special education teaching professionals 8. Food processing and related trades workers 9. Archivists, librarians and related information professionals 10. Pelt, leather and shoemaking trade workers 11. Directors and chief executives 12. Wood-processing- and papermaking-plant operators 13. Religious professionals 14. Shoe cleaning and other street services elementary occupations 15. Precision workers in metal and related materials 16. Library, mail and related clerks 17. Fashion and other models 18. Mathematicians, statisticians and related professionals 19. Fishery workers, hunters and trappers 20. Armed forces 21. Legislators and senior officials 22. Legislators and senior officials 23. Senior government officials 24. Traditional chiefs and heads of villages 25. Senior officials of political party organisations
FI	1. Medical equipment operators 2. Gardeners, horticultural and nursery growers 3. Car, taxi and van drivers 4. Chemists 5. Personal care and related workers not elsewhere classified 6. Primary education teaching professionals 7. Finance and sales associate professionals not elsewhere classified 8. Hairdressers, barbers, beauticians and related workers 9. Door-to-door and telephone salespersons 10. Housekeepers and related workers 11. Home-based personal care workers 12. Chemical and physical science technicians 13. Upholsterers and related workers 14. Electronics and telecommunications engineering technicians 15. Production and operations managers in transport, storage and communications 16. Public service administrative professionals 17. Psychologists 18. Bookmakers and croupiers 19. Architects, engineers and related professionals not elsewhere classified 20. Sewers, embroiderers and related workers 21. Archivists and curators 22. Customs and border inspectors 23. Cashiers and ticket clerks 24. Word-processor and related operators 25. Crane, hoist and related plant operators

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
FR	<p>1. Office clerks 2. Plant and machine operators and assemblers 3. Craft and related trades workers 4. Nursing and midwifery associate professionals 5. Crop and animal producers 6. Domestic and related helpers, cleaners and launderers 7. Field crop and vegetable growers 8. Shop, stall and market salespersons and demonstrators 9. Metal, machinery and related trades workers 10. Precision workers in metal and related materials 11. Customer services clerks 12. Other teaching professionals 13. Wood-processing- and papermaking-plant operators 14. Secondary education teaching professionals 15. Professionals 16. Archivists, librarians and related information professionals 17. Other personal services workers 18. Life science technicians and related associate professional 19. Extraction and building trades workers 20. Machine operators and assemblers 21. Optical and electronic equipment operators 22. Mining and mineral-processing-plant operators 23. Legislators and senior government officials 24. Numerical clerks 25. Health professionals (except nursing)</p>
GR	<p>1. Building finishers and related trades workers 2. Agricultural, fishery and related labourers 3. Shop, stall and market salespersons and demonstrators 4. Motor vehicle drivers 5. Building frame and related trades workers 6. Mining and construction labourers 7. Primary and pre-primary education teaching professionals 8. Field crop and vegetable growers 9. Library, mail and related clerks 10. Travel attendants and related workers 11. Domestic and related helpers, cleaners and launderers 12. Customer services clerks 13. Messengers, porters, doorkeepers and related workers 14. College, university and higher education teaching professionals 15. Food and related products machine operators 16. Machinery mechanics and fitters 17. Building caretakers, window and related cleaners 18. Agricultural and other mobile plant operators 19. Armed forces 20. Protective services workers 21. Wood treaters, cabinet-makers and related trades workers 22. Garbage collectors and related labourers 23. Food processing and related trades workers 24. Special education teaching associate professionals 25. Mining and mineral-processing-plant operators</p>

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
HU	<p>1. Sweepers and related labourers 2. Protective services workers not elsewhere classified 3. Farmhands and labourers 4. Gardeners, horticultural and nursery growers 5. Manufacturing labourers 6. Home-based personal care workers 7. Doorkeepers, watchpersons and related workers 8. Mail carriers and sorting clerks 9. Construction and maintenance labourers: roads, dams and similar constructions 10. Secretaries 11. Shoe cleaning and other street services elementary occupations 12. Nursing and midwifery professionals 13. Public service administrative professionals 14. Insulation workers 15. Baked-goods, cereal- and chocolate-products machine operators 16. Garbage collectors 17. Building and related electricians 18. Child-care workers 19. Poultry producers 20. Cooks 21. Motorised farm and forestry plant operators 22. Armed forces 23. Accounting and book-keeping clerks 24. Shoemaking- and related machine operators 25. Pharmaceutical-and toiletry-products machine operators</p>
IE	<p>1. Health professionals (except nursing) 2. Legislators and senior government officials 3. Directors and chief executives 4. Textile, garment and related trades workers 5. Safety and quality inspectors 6. Garbage collectors and related labourers 7. Ships deck crews and related workers 8. Pelt, leather and shoemaking trade workers 9. Special education teaching professionals 10. Mining and mineral-processing-plant operators 11. Forestry and related workers 12. Optical and electronic equipment operators 13. Fishery workers, hunters and trappers 14. Physical, mathematical and engineering science professionals 15. Armed forces 16. Legislators and senior officials 17. Legislators and senior officials 18. Senior government officials 19. Traditional chiefs and heads of villages 20. Senior officials of political party organisations 21. Senior officials of employers, workers and other economic-interest organisations 22. Senior officials of humanitarian and other special-interest organisations 23. Corporate managers 24. Production and operations managers in agriculture, hunting, forestry and fishing 25. Production and operations managers in manufacturing</p>

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
IT	<ol style="list-style-type: none"> <li>1. Health associate professionals (except nursing)</li> <li>2. Domestic and related helpers, cleaners and launderers</li> <li>3. Managers of small enterprises</li> <li>4. Protective services workers</li> <li>5. Agricultural, fishery and related labourers</li> <li>6. Social science and related professionals</li> <li>7. Special education teaching professionals</li> <li>8. Electrical and electronic equipment mechanics and fitters</li> <li>9. Blacksmiths, tool-makers and related trades workers</li> <li>10. Health professionals (except nursing)</li> <li>11. Armed forces</li> <li>12. Legislators and senior government officials</li> <li>13. Artistic, entertainment and sports associate professionals</li> <li>14. Other specialist managers</li> <li>15. Locomotive engine drivers and related workers</li> <li>16. Police inspectors and detectives</li> <li>17. Other teaching professionals</li> <li>18. Legal professionals</li> <li>19. Fishery workers, hunters and trappers</li> <li>20. Crop and animal producers</li> <li>21. Directors and chief executives</li> <li>22. Senior officials of special-interest organisations</li> <li>23. Nursing and midwifery professionals</li> <li>24. Animal producers and related workers</li> <li>25. Street vendors and related workers</li> </ol>
LT	<ol style="list-style-type: none"> <li>1. Technical and commercial sales representatives</li> <li>2. Business professionals not elsewhere classified</li> <li>3. Heavy truck and lorry drivers</li> <li>4. Building construction labourers</li> <li>5. Tailors, dressmakers and hatters</li> <li>6. Wood-processing-plant operators</li> <li>7. Social work professionals</li> <li>8. Forestry labourers</li> <li>9. Wood treaters</li> <li>10. Insurance representatives</li> <li>11. Sweepers and related labourers</li> <li>12. Steam-engine and boiler operators</li> <li>13. Secretaries</li> <li>14. Crop and animal producers</li> <li>15. Social work associate professionals</li> <li>16. Welders and flame cutters</li> <li>17. Economists</li> <li>18. Health professionals (except nursing) not elsewhere classified</li> <li>19. Business services agents and trade brokers not elsewhere classified</li> <li>20. Cabinetmakers and related workers</li> <li>21. Clearing and forwarding agents</li> <li>22. Fibre-preparing-, spinning- and winding-machine operators</li> <li>23. Education methods specialists</li> <li>24. Field crop and vegetable growers</li> <li>25. Sales and marketing managers</li> </ol>

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
LU	<ol style="list-style-type: none"> <li>1. Business professionals not elsewhere classified</li> <li>2. Shop, stall and market salespersons and demonstrators</li> <li>3. Other office clerks</li> <li>4. Cooks</li> <li>5. Accountants</li> <li>6. Secondary education teaching professionals</li> <li>7. Primary education teaching professionals</li> <li>8. Philologists, translators and interpreters</li> <li>9. Institution-based personal care workers</li> <li>10. Social work professionals</li> <li>11. Administrative secretaries and related associate professionals</li> <li>12. Doorkeepers, watchpersons and related workers</li> <li>13. Civil engineers</li> <li>14. Child-care workers</li> <li>15. Gardeners, horticultural and nursery growers</li> <li>16. Estate agents</li> <li>17. Sweepers and related labourers</li> <li>18. Nursing associate professionals</li> <li>19. Roofers</li> <li>20. Building construction labourers</li> <li>21. Athletes, sports persons and related associate professionals</li> <li>22. Managers of small enterprises of restaurants and hotels</li> <li>23. Psychologists</li> <li>24. Finance and sales associate professionals not elsewhere classified</li> <li>25. Government tax and excise officials</li> </ol>
LV	<ol style="list-style-type: none"> <li>1. Garbage collectors and related labourers</li> <li>2. Manufacturing labourers</li> <li>3. Food processing and related trades workers</li> <li>4. Protective services workers</li> <li>5. Primary and pre-primary education teaching professionals</li> <li>6. Customer services clerks</li> <li>7. Fishery workers, hunters and trappers</li> <li>8. Other specialist managers</li> <li>9. Travel attendants and related workers</li> <li>10. Legislators and senior government officials</li> <li>11. Field crop and vegetable growers</li> <li>12. Social work associate professionals</li> <li>13. Textile, garment and related trades workers</li> <li>14. Agricultural, fishery and related labourers</li> <li>15. Physical, mathematical and engineering science professionals</li> <li>16. Blacksmiths, tool-makers and related trades workers</li> <li>17. Street vendors and related workers</li> <li>18. Textile-, fur- and leather-products machine operators</li> <li>19. Mining and mineral-processing-plant operators</li> <li>20. Secondary education teaching professionals</li> <li>21. Miners, shot-firers, stone cutters and carvers</li> <li>22. Religious associate professionals</li> <li>23. Pelt, leather and shoemaking trades workers</li> <li>24. Other personal services workers</li> <li>25. Optical and electronic equipment operators</li> </ol>

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
MT	<p>1. College, university and higher education teaching professionals 2. Construction and maintenance labourers: roads, dams and similar constructions 3. Special education teaching associate professionals 4. Motor vehicle mechanics and fitters 5. Insulation workers 6. Welders and flame cutters 7. Stock clerks 8. Cashiers and ticket clerks 9. Doorkeepers, watchpersons and related workers 10. Pharmacists 11. Electrical engineers 12. Bakers, pastry-cooks and confectionery makers 13. Directors and chief executives 14. Police officers 15. Sheet-metal workers 16. Institution-based personal care workers 17. Production and operations managers in restaurants and hotels 18. Electrical mechanics fitters and services 19. Primary and pre-primary education teaching professionals 20. Nursing associate professionals 21. Primary education teaching professionals 22. Heavy truck and lorry drivers 23. Housekeepers and related workers 24. Sociologists, anthropologists and related professionals 25. Building construction labourers</p>
NL	<p>1. Helpers and cleaners in offices, hotels and other establishments 2. Production and operations managers not elsewhere classified 3. Other office clerks 4. Managers of small enterprises of restaurants and hotels 5. Institution-based personal care workers 6. Public service administrative professionals 7. Buyers 8. Domestic helpers and cleaners 9. Production and operations managers in manufacturing 10. Manufacturing labourers 11. Bookkeepers 12. Legal and related business associate professionals 13. Electrical mechanics fitters and services 14. Customs, tax and related government associate professionals 15. Debt-collectors and related workers 16. Teaching professionals 17. Personnel and careers professionals 18. Education methods specialists 19. Garbage collectors 20. Life science technicians 21. Tailors, dressmakers and hatters 22. Painters and related workers 23. Health associate professionals (except nursing) not elsewhere classified 24. Physiotherapists and related associate professionals 25. Lawyers</p>

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
PL	<p>1. Farm-hands and labourers 2. Hairdressers, barbers, beauticians and related workers 3. Transport labourers and freight handlers 4. Other teaching professionals not elsewhere classified 5. Building construction labourers 6. Building finishers and related trade workers not elsewhere classified 7. Secondary education teaching professionals 8. Insurance representatives 9. Mechanical engineering technicians 10. Field crop and vegetable growers 11. Police inspectors and detectives 12. Butchers, fishmongers and related food preparers 13. Metal-, rubber- and plastic-products assemblers 14. Brewers, wine and other beverage machine operators 15. Computer assistants 16. Glass-makers, cutters, grinders and finishers 17. Wood treaters 18. Garbage collectors 19. Personnel and careers professionals 20. Primary education teaching professionals 21. Production and operations managers in wholesale and retail trade 22. Mining engineers, metallurgists and related professionals 23. Cartographers and surveyors 24. Messengers, package and luggage porters and deliverers 25. Plumbers and pipe fitters</p>
PT	<p>1. Electrical and electronic equipment mechanics and fitters 2. Computing professionals 3. Motor vehicle drivers 4. Other specialist managers 5. Armed forces 6. Numerical clerks 7. Nursing and midwifery professionals 8. Mining and construction labourers 9. Library, mail and related clerks 10. Other machine operators not elsewhere classified 11. Health associate professionals (except nursing) 12. Personal care and related workers 13. Public service administrative professionals 14. Pre-primary education teaching associate professionals 15. Primary education teaching associate professionals 16. Life science technicians and related associate professional 17. Chemical-products machine operators 18. Rubber- and plastic-products machine operators 19. Wood treaters, cabinet-makers and related trades workers 20. Forestry and related workers 21. Chemical-processing-plant operators 22. Material-recording and transport clerks 23. Production and operations managers 24. Social science and related professionals 25. Safety and quality inspectors</p>

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
RO	<p>1. Electronic-equipment assemblers 2. Hand- laundryers and pressers 3. Farm-hands and la- bourers 4. Structural-metal preparers and erectors 5. College, university and higher education teach- ing professionals 6. Transport clerks 7. Chemical engineers 8. Hairdressers, barbers, beauticians and related workers 9. Forestry workers and log- gers 10. Personal care and related workers not elsewhere classified 11. Street (food) vendors 12. Crop and animal producers 13. Bus and tram driv- ers 14. Industrial robot operators 15. Plastic- products machine operators 16. Building and related electricians 17. Managers of small enter- prises in wholesale and retail trade 18. Wood treaters 19. Accountants 20. Social science and related professionals 21. Primary education teach- ing professionals 22. Field crop and vegetable growers 23. Textile-, fur- and leather-products machine operators not elsewhere classified 24. Social work associate professionals 25. Domestic helpers and cleaners</p>
SE	<p>1. Gardeners, horticultural and nursery growers 2. Athletes, sports persons and related associate professionals 3. Building caretakers 4. Administra- tive secretaries and related associate profession- als 5. Car, taxi and van drivers 6. Messengers, package and luggage porters and deliverers 7. Waiters, waitresses and bartenders 8. Employment agents and labour contractors 9. Carpenters and joiners 10. Bus and tram drivers 11. Dairy and livestock producers 12. Production and operations managers not elsewhere classified 13. Photogra- phers and image and sound recording equipment operators 14. Public service administrative profes- sionals 15. Data entry operators 16. Bricklayers and stonemasons 17. Plastic-products machine operators 18. Production and operations managers in wholesale and retail trade 19. Personal care and related workers not elsewhere classified 20. Managers of small enterprises not elsewhere clas- sified 21. Meat- and fish-processing-machine operators 22. Armed forces 23. Ships deck officers and pilots 24. Dairy-products machine operators 25. Cartographers and surveyors</p>

Country	Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country
SI	<p>1. Receptionists and information clerks 2. Nursing associate professionals 3. Directors and chief executives 4. Gardeners, horticultural and nursery growers 5. Supply and distribution managers 6. Business services agents and trade brokers not elsewhere classified 7. Insurance representatives 8. Physical and engineering science technicians not elsewhere classified 9. Medical doctors 10. College, university and higher education teaching professionals 11. Mechanical-machinery assem- blers 12. Earth-moving and related plant operators 13. Butchers, fishmongers and related food pre- parers 14. Building and related electricians 15. Child-care workers 16. Police officers 17. Welders and flame cutters 18. Chemical and physical sci- ence technicians 19. Appraisers, valuers and auc- tioneers 20. Photographers and image and sound recording equipment operators 21. Administrative secretaries and related associate professionals 22. Production and operations managers in manufac- turing 23. Crushing-, grinding- and chemical- mixing-machinery operators 24. Radio, television and other announcers 25. Cement and other min- eral products machine operators</p>
SK	<p>1. Primary education teaching professionals 2. Protective services workers not elsewhere classi- fied 3. Cashiers and ticket clerks 4. Garbage col- lectors 5. Bakers, pastry-cooks and confectionery makers 6. Other office clerks 7. Administrative associate professionals 8. Construction and main- tenance labourers: roads, dams and similar con- structions 9. Secondary education teaching profes- sionals 10. Lifting-truck operators 11. Accountants 12. Secretaries 13. Butchers, fishmongers and related food preparers 14. Primary education teaching associate professionals 15. Production and operations managers in wholesale and retail trade 16. Farm-hands and labourers 17. Econo- mists 18. Production clerks 19. Nursing associate professionals 20. Bricklayers and stonemasons 21. Housekeepers and related workers 22. Managers of small enterprises not elsewhere classified 23. Authors, journalists and other writers 24. Legal and related business associate professionals 25. Building frame and related trades workers not elsewhere classified</p>



**Country** **Top-25 growth of job finders in the twelve months preceding 2010-Q2 by occupation, per country**

<b>UK</b>	1. College, university and higher education teaching professionals 2. Hand-launderers and pressers 3. Social work professionals 4. Armed forces 5. Estate agents 6. Artistic, entertainment and sports associate professionals 7. Electronics and telecommunications engineers 8. Telephone switchboard operators 9. Pharmaceutical assistants 10. Building frame and related trades workers not elsewhere classified 11. Chemists 12. Health associate professionals (except nursing) 13. Gardeners, horticultural and nursery growers 14. Physiotherapists and related associate professionals 15. Vending-machine money collectors, meter readers and related workers 16. Research and development managers 17. Physical and engineering science technicians not elsewhere classified 18. Sales and marketing managers 19. Production and operations managers in personal care, cleaning and related services 20. Supply and distribution managers 21. Structural-metal preparers and erectors 22. Cartographers and surveyors 23. Business professionals not elsewhere classified 24. Health professionals (except nursing) not elsewhere classified 25. Archivists and curators
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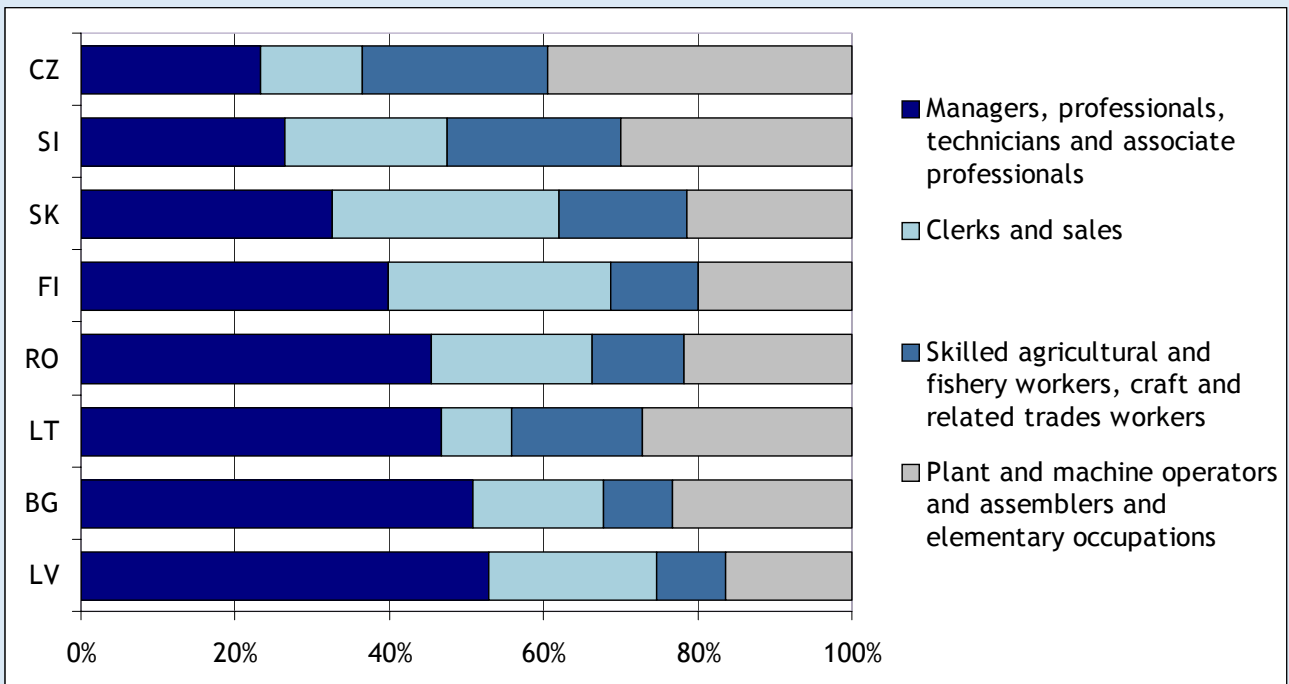
## ANNEX: SELECTED STATISTICS AND DEFINITIONS

Table A1: Synopsis indicators per country (numbers x 1,000)

Country	Employment 2009	Stock of job vacancies 2010 Q1	Job finders preceding 12 months of 2010 Q2	Job vacancy rate	Job mobility rate	% change job finders 2009/2010
AT	3.500	48	910	1,4%	26%	0%
BE	3.800	:	740	:	20%	-10%
BG	2.800	8	410	0,3%	14%	-24%
CY	300	4	80	1,3%	26%	-5%
CZ	4.100	27	660	0,7%	16%	4%
DE	34.300	558	7.810	1,6%	23%	-3%
DK	2.500	:	870	:	34%	-11%
EE	500	3	130	0,5%	23%	-14%
ES	15.700	:	5.180	:	33%	-9%
FI	2.100	:	750	:	35%	-7%
FR	22.900	65	6.560	0,3%	29%	-3%
GR	2.900	:	420	:	14%	-3%
HU	3.300	18	620	0,5%	19%	5%
IE	1.600	:	300	:	19%	-24%
IT	17.300	59	3.130	0,3%	18%	-7%
LT	1.200	4	220	0,4%	17%	-8%
LU	200	1	30	0,6%	16%	25%
LV	900	1	250	0,1%	28%	11%
MT	100	:	20	:	17%	20%
NL	7.400	79	600	1,1%	8%	-17%
PL	12.300	68	2.840	0,6%	23%	-5%
PT	3.900	11	790	0,3%	21%	-1%
RO	6.200	16	410	0,3%	7%	-23%
SE	4.000	27	1.550	0,7%	39%	-4%
SI	800	4	170	0,4%	21%	-15%
SK	2.000	7	270	0,4%	14%	-3%
UK	24.900	295	4.710	1,2%	19%	-11%
EU27	181.500	345	40.430	0,9%	22%	-6%

Ecorys calculations based on Eurostat data (Job Vacancy Statistics, Labour Force Survey)

Chart A1: Stock of job vacancies per occupational group (ISCO 1 digit), 2009



Source: ECORYS calculations based on Eurostat Job Vacancy Statistics

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**Table A2: Three indicators of bottlenecks on the demand side of the labour market, 2010**

Country	Share of employers having difficulty to fill vacancies <sup>1</sup>	Stock/flow score <sup>2</sup>	inverse UV-ratio x 100 <sup>3</sup>
Denmark	--	--	--
Finland	--	--	--
Malta	--	--	--
Cyprus	--	36	13
Luxembourg	--	22	10
Slovakia	--	14	2
Hungary	--	12	4
Slovenia	--	11	5
Bulgaria	--	9	2
Estonia	--	9	2
Lithuania	--	8	2
Portugal	--	7	2
Latvia	--	2	0
Poland	51	10	4
Romania	36	18	2
Austria	35	23	24
Italy	31	9	3
Greece	29	--	7
Germany	29	39	17
Belgium	27	--	--
France	23	6	2
Czech Republic	19	28	6
Sweden	18	9	6
Netherlands	17	103	20
Spain	15	5	3
UK	9	35	12
Ireland	4	--	--

Source: <sup>1</sup>Manpower, <sup>2,3</sup>Ecorys calculations based on Eurostat data

## ABREVIATIONS, DEFINITIONS

### Country abbreviations

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

EJMB European Job Mobility Bulletin

EVM European Vacancy Monitor

ISCED International Standard Classification of Education (1, 2 = primary, lower secondary, 3, 4, 5 = upper, post-secondary, 6,7 = tertiary education, first, second stage)

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...Q4 First ... fourth quarter of the year

TAW Temporary Agency Work(er)

TWA Temporary Work Agency

## DEFINITIONS AND CONCEPTS

### *Job vacancy (definition EC)*

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. This is a stock figure.

### *Job finders*

Job finders are people who:

a) Are employed in a reference week of that quarter and

b) Have started their job in a month at most three months earlier than the month of the reference week.

The number of job finders is calculated quarterly using the EU Labour Force Survey from Eurostat.

### *Job vacancy rate*

The Job Vacancy Rate (JVR) is the proportion of total posts that are vacant: the number of job vacancies divided by the number of occupied posts plus the number of job vacancies. In that case employment only refers to the employees on the payroll, while excluding the self-employed. This is a stock figure. The JVR is often used to confront the unemployment rate,

showing the inverse relation between job vacancies and unemployment.

### *Job vacancy mobility*

The job vacancy mobility (JVM) is the ratio between the number of filled job vacancies and employment (number of employees). We have used the number of job finders as a proxy for the number of filled job vacancies. The indicator reflects the dynamics at the demand side of the labour market.

### *Job vacancy duration*

The job vacancy duration is the period a vacancy is open. As counterpart of the period of unemployment, the vacancy duration is important in the analysis of the labour market. The vacancy duration can be calculated on the basis of the ratio between the stock and the flows of vacancies, and vice versa.